



**WALES** NETBALL  
PÊL-RWYD **CYMRU**

# Wales Performance Programme Selection Policy

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Schedule 4 – Wales Netball Athlete Agreement		

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## Purpose & scope of policy

This Selection Policy sets out how netball athletes (Athletes) are selected by Wales Netball (WN) into:

- Wales Performance Programme Senior Squad;
- Wales Performance Programme U21 Squad;
- Wales Performance Programme U17 Squad;
- Wales Competition Squads.

This Selection Policy applies to Athletes being selected by WN to the following:

- a) The Wales Performance Programme, and subsequently, through invitation, to participate in trials for Wales Senior National Team via membership of international competitions or leagues e.g., Australian (SSN) or New Zealand (ANZ Championships) or via an alternative route **\*see appendix 1\***
- b) WN's U21 and U17 Programme
- c) WN's competition squads for tournaments, international matches, and regional and global championships ("WN Competition Squad"). The U17, U21, Senior teams in any Competition Squad will be drawn from the following:-
  - Wales Performance Programme Senior Squad;
  - Wales Performance Programme U21 Squad;
  - Wales Performance Programme U17 Squad; and
- d) (where applicable) by invitation from the relevant Identified Head Coach for that Wales Performance Programme and/or WN Competition Squad via membership of international competitions or leagues (e.g. SSN or ANZ Championships) or via an alternative route **\*see appendix 1\***. No Athlete has the right to expect that they will be selected for any WN Competition Squad because of their previous inclusion in any of the Programmes outlined above or prior WN competition.

## Performance Mission & Objectives

WN is committed to developing world class Athletes who can operate as a world leading team. This ambition provides the guide for all performance activity and decision making, including the management of the selection to, and development of Athletes within, WN's Performance Programme.

In line with WN's performance mission, WN's primary objectives are, therefore, to select WN Competition Squads capable of competing in all matches, especially those which impact on WN's world ranking, including:

- (a) World Netball (previously INF) major championships;
- (b) the Commonwealth Games; and
- (c) Internationals against top ranking nations.

Selection for non-ranking competitions may be made on the basis of providing development for future championship success to Athletes within either WN's U21 and U19 Performance Programme.

## Eligibility

To be eligible for selection into WN's Performance Programme and WN's Competition Squads, an Athlete must:

- a) Be eligible to play for Wales at the World Netball Championships (as determined by World Netball regulations applicable at the appropriate time).
- b) Have been born in Wales, have at least one parent of Welsh nationality, or one grandparent of Welsh nationality, or have acquired Welsh nationality by marriage or naturalisation or have resided in Wales continuously for two years immediately prior to the date of entry into the Programme or the date of the international event she is being considered for as part of the Competition Squad (as applicable).
- c) Be a member of WN's Performance Programme; or
- d) Be invited by the relevant Head Coach under the via membership of international competitions or leagues (e.g., NNL or ANZ Championships) or via route 2.
- e) Not be currently serving any sanction for any violation of any relevant anti-doping laws and/or regulations.

As long as the Athlete meets all of the eligibility criteria set out in this Eligibility section and meets all of the commitments for WN's Performance Programme or WN's Competition Squad (as applicable) as set out by the relevant Head Coach, the Athlete may currently be living and/or competing overseas.

## Selection Principles

Wales Netball have a selection policy that outlines the process and procedure of how we intend to select and de-select athletes into, the Wales Performance Programme squads and Wales Netball competition team.

The Head Coach responsible for each Performance Programme and/or competition squad will select and de-select athletes. The Head Coach will undertake selection in collaboration with the Assistant Coach(es), and/or suitably qualified practitioners. The Head of Performance and the Board Director with responsibility for Performance, will oversee the selection process.

The Head of Performance and the Board Director with responsibility for Performance will ensure that the selection policy has been followed appropriately, and oversee any appeals presented by athletes.

All selections will be ratified by the Wales Netball Board Director with responsibility for Performance. The selection process will be:

- a) Open, transparent, and equitable process and give all Athletes a fair chance to challenge for international selection.
- b) Selection will be based on merit and the need to achieve the objectives of WN set out in the Performance Mission and Objectives section above.
- c) No Athlete should have the right or expectation to on-going selection for WN's Performance Programme or any of WN's Competition Squads, at any time.
- d) The Head Coach has the right to determine, at its sole discretion, whether it will reselect Athletes into WN's Performance Programme or any of WN's Competition Squad).
- e) Athletes are required to sign a WN Athlete Agreement in order to participate in WN Competition Squad's. The terms of the Athlete Agreement that relate to Eligibility and Selection must be adhered to by WN and the Athlete. Athletes may be subject to de-selection if they breach the WN Athlete Agreements signed by those Athletes or any other relevant WN policies or regulations.
- f) The relevant Head Coach has the right to invite eligible Athletes from outside the Wales Performance Programmes to be considered for selection into the Wales Performance Programme and/or Competition Squads (route 2) see paragraph (1.c) of both the Purpose & Scope of Policy and Eligibility sections above.
- g) In selecting for a team sport, regard will be made to the combination of Athletes in WN's Performance Programme, the balance required in any Competition Squad and the ability of Athletes to play in more than one position, alongside each Athlete's individual skill level.

Wales Netball will officially communicate selection decisions within 1 week of the selection taking place. This would typically come in the form of an individual letter detailing the outcome of the selection.

## Selection Process

The process of selecting Athletes into:

- Wales Performance Programme – Seniors
- Wales Performance Programme – National Academy (U21 Squad)
- Wales Performance Programmes – National Academy (U17 Squad)
- Wales Competition Squads

is as follows: -

- a) Athlete performance at Designated Selection Events (as set out in the Designated Selection Event(s) section below) will be observed, live or via video/HUDL, and assessed independently and against the selection criteria set out in this Selection Policy. Wales Netball reserve the right to select Athletes from observations made on their performance, from match footage of eligible Welsh athletes in their Club or previous Wales squad environments. In this instance, the selection criteria will still be applied.
- a) Following completion of all the Designated Selection Events or match footage, the relevant Head Coach will consult with the WN coaching team and take into account any relevant input from WN's performance, sports science and medical team deemed necessary to make informed Athlete nominations for selection.
- b) The nominated Athletes will be those that, in the expert opinion of the relevant Coach are most able to achieve the objectives of WN set out in the Performance Mission and Objectives section above.

## Appeals

Appeals can only be submitted by a non-selected (or de-selected) Athlete on the grounds that:

- a) The selection process outlined in the Selection Process section above (or de-selection process outlined in the Injury & Replacement section below) has not been adhered to; or
- b) The selection (or de-selection) process adopted for that Athlete failed to take into account relevant information, which was available at the time, which Head Coach did not consider.

An Athlete may request an appeal on either of the grounds listed above by submitting a written request to the WN Chief Executive Officer (CEO). Any appeal shall be made within 72hrs of the communication to the Athlete regarding the decision or announcement of selection to WN's performance programme or competition squad. Appeals should be made following the Wales Netball Appeals Process (**Appendix 2**).

## Announcement & Notice

Wales Performance Programme and Wales Competition Squad:

- a) Provisional invitations to selected Athletes will be made within 3 working days. At this stage if the selected Athlete does not already have a signed WN Athlete Agreement they will be required to sign one.
- b) For those Athletes who are selected who do not already have a signed WN Athlete Agreement such Athletes invited are required to sign and return their Agreements within 14 working days of issue
- c) Announcements of the Athletes on the WN website will take place after Agreements have been signed

WN will endeavour to allow time for appeals to be heard and dealt with before external announcements regarding selection are made. However, there may be circumstances in which selection announcements have to be made externally whilst appeals may still be ongoing. This may particularly be the case when the timetable for a particular competition is outside WN's management or control.

Athletes selected to the Wales Performance Programme or any of WN's Competition Squads agree not to make any announcement to the media or public in any form (including personal websites or social media sites) regarding their selection until after WN have announced selection decisions on the WN website [www.walesnetball.com](http://www.walesnetball.com)

## Injury and Replacement

An Athlete may be removed from Wales Performance Programme or any of WN's Competition Squads in the event of:

- a) non-compliance in training,
- b) a breach of responsibility,
- c) a violation of the WN Code of Conduct, Ethics and Behaviour
- d) breach of WN Athlete Agreement and breach of policies referred to in the Agreement or otherwise issued by WN

In addition, at any stage following the selection of an Athlete to WN's Performance Programme or Competition Squads but prior to the relevant competition an Athlete may be put at risk of deselection by WN's Head of Performance and/or the relevant Head Coach due to:

- a) failure to reach WN's performance expectations in training or competition

- b) an inability to compete to the best of her ability due to an injury and/or illness

**Failure to reach WN's Performance Expectations, the following process will be followed:**

Prior to confirmation of de-selection, the Athlete or her appointed representative will be presented with the opportunity to attend a deselection interview with WN's Head of Performance and/or relevant Head Coach and, where possible, one other independent person. Written justification must be provided for all removals and will be provided either when the Athlete is put at risk of de-selection or following the de-selection interview.

Decisions of de-selection are open to appeal under the appeals process set out in **Appendix 2**.

**An inability to compete due to an injury and/or illness, the following process will be followed:**

Once Athlete selections have been confirmed, all selected Athletes (including the reserve(s)) must not withhold any information on training fitness, injury status or illness that could affect training or competition at any time until the point of the relevant competition. All selected Athletes must declare any medications they are taking, in particular the use of any restricted medications, and submit these to the Chief Medical Officer (CMO) set out in this Selection Policy below for medical approval.

At any stage following the selection of an Athlete to WN's Competition Squads and prior to the relevant competition, should there be any doubt over ability of a selected Athlete to compete to the best of her ability due to an injury and/or illness, the following procedure will be adhered to:

- a) The Athlete will be referred to a designated Medical Officer (as set out in this Selection Policy below) to undergo a medical examination to determine her fitness to participate, which at this stage will be determined based on an assessment of whether or not the injury and/or illness is such that the Athlete is physically unable to compete or is a risk of causing medical harm to herself, or endangering other team members, competitors, officials or spectators.
- b) If the Athlete passes the medical examination carried out by the Medical Officer (as set out in this Selection Policy below) and/or WN has concerns over whether or not the Athlete is able to compete to the best of her ability due to an underlying injury and/or illness the Athlete will be required to undertake WN's designated 'Fitness Test'.
- c) The Athlete will complete the 'Fitness Test' under 'controlled competition conditions'.
- d) In the event that an Athlete fails to complete the 'Fitness Test' to the required standard, WN's Head of Performance and/or relevant Head Coach may recommend that the selected Athlete be de-selected and replaced with the reserve. The decision is open to appeal under the appeals process set out in the Appeals section above.



## Selection Criteria

Whenever selecting Athletes for Wales Performance Programme or any of WN's Competition Squads, the relevant Head Coach shall apply the Welsh Way principles. A grading of 1-4 will be applied when selecting against any and all such selection criteria, with 4 being the highest grading. The Head Coach will also consider 'other factors' listed below within their final selection decisions.

### Other factors considered will include:

- Coachability: understands expectations and can apply learning and make changes
- Demonstrates 'team' qualities and 'fit' within the team
- State of fitness, health and wellbeing
- Positional balance within team
- Succession planning
- Number of fixtures on the annual international calendar
- Focus of the current year in terms of key international events
- Current form or performance of existing team members
- Balance of experience and youth
- Nature of the competition/tour the team is being selected for
- Whether an Athlete's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or similar which have temporarily compromised their form and/or recent contribution.

Consideration may also be given to any other such factors that the relevant Head Coach considers in their sole discretion to be relevant and appropriate to the overall assessment of a particular Athlete.

## **Review Process**

WN's Head of Performance will review this Selection Policy on an annual basis in consultation with WN's CEO, The Board Director with responsibility for Performance and WN's coaching team. Proposed changes to this Selection Policy must be approved by WN's Performance Development Group. Any amendments to this Selection Policy must be given in writing to the Athletes, Head Coaches, Management Teams and other key stakeholders. This Selection Policy (including any final variations or amendments) will be made available on the WN website and made available to all Athletes on request.

## **Confidentiality**

All those involved in the nomination and selection process must keep confidential and not disclose any information regarding any aspect of the process and/or any nominated or selected Athlete, unless authorised by WN.

## **General**

Insofar as is permitted by law, Wales Netball and its authorised agents do not accept liability for any loss or damage occurring as a result of the selection process. This shall not affect any statutory rights that are available, and this shall not limit or exclude any liability that may not be excluded or limited by law.

If there is any reason to believe that there has been a breach of this Selection Policy or any related terms and conditions, then WN, at its sole discretion, may exclude any Athlete from participating in the selection process.

## **Medical Personnel approved by Wales Netball**

WN Lead Physiotherapist and WN Chief Medical Officer and/or Doctor nominated by the WN CMO.

## Appendix 1

### ATHLETE SELECTION ROUTES

#### ROUTE 1:

- Athletes are a member of an existing Wales Performance Programme squad and wish to be re-trialled for re-selection to a squad or nominated for a competition squad.
- Athletes must attend designated selection events and trials.

#### ROUTE 2:

- Athletes are a member of a team/club that is a member of an internationally recognised league, such as VNLSL, SunCorp Super Netball League or ANZ premiership league, who feel they meet all selection criteria.
- Athletes must submit an expression of interest to the Head of Performance. Athletes will then be asked to provide screening information to demonstrate they meet the minimum standard.
- Athletes must attend trials for final selections.

#### ROUTE 3:

- Athlete has recent, previous experience within Wales Performance Programme, Wales Competition Squad or within a team/club that is a member of an internationally recognised league (as detailed above).
- Athlete must submit an expression of interest to the Head of Performance with supporting evidence to demonstrate their level of experience.
- Athlete will be invited into trial or be reviewed, and selection made remotely via digital match footage.

## Appendix 2

### APPEALS PROCESS

This document sets out Wales Netball's appeals process and grounds of appeal for all appeals by an Athlete in respect of:

- Failure to follow the Selection Policy regarding selection for The Wales Performance Programme.
- Failure to follow the Selection Policy with regard to selection for WN's Competition Squads and in particular: -
  - International team selection decisions;
  - Decisions to nominate an athlete to Commonwealth Games for selection to compete at the Commonwealth Games and/or World Cup;
- Decisions relating to the selection for a Wales Netball team or training squad where there is no separate appeal process or review policy relating to the team or training squad in question;
- Decisions by Wales Netball pursuant to the Selection Policy to deselect or remove an Athlete from a team or training squad.

#### 1. Grounds of Appeal

1.1. An Athlete may appeal against a selection decision falling within one of the categories above only on the grounds that:

- a) The selection process outlined in the Selection Process section (or de-selection process outlined in the Injury & Replacement section) of the Selection Policy has not been adhered to; Or,
- b) The selection (or de-selection) process adopted for that Athlete failed to consider relevant information, which was available at the time, which the relevant Head Coach did not consider.

1.2. The Athlete does not have a right of appeal against any judgment or discretion exercised in the course of a selection decision, or against the content of the applicable selection criteria.

## 2. How to Appeal

- 2.1. This Appeals Process is commenced when an Athlete affected by a selection decision, submits a formal written appeal ('the Notice of Appeal') to the Chief Executive Officer, Wales Netball, Wales Netball, Sport Wales National Centre, Cardiff, CF11 9SW. (Email: [walesnetball@walesnetball.com](mailto:walesnetball@walesnetball.com))
- 2.2. The Notice of Appeal must be submitted within 72 hours of the selection decision being communicated to the athlete.
- 2.3. If the Athlete fails to submit the Notice of Appeal within the time limit set out in this Appeals Process, she will have lost her right of appeal, save in wholly exceptional circumstances which will be judged by the Appeal Panel in their absolute discretion.
- 2.4. The Notice of Appeal must set out full details of the Athlete's ground(s) of appeal and include:
  - a) Details of the decision which the Athlete is appealing;
  - b) Details of the ground(s) of appeal upon which the Athlete relies, including the precise manner in which the Athlete alleges that the selection criteria have not been applied or in which the procedure set out in the applicable Selection Policy has not been followed;
  - c) Any documents or written evidence upon which the Athlete relies in support of her appeal. These documents must be relevant specifically to the Athlete's grounds of appeal.
- 2.5. Athletes should be aware that appeals are normally conducted by reference to the written Notice of Appeal and supporting documents and that the Athlete (or her authorised representative) will not normally be allowed to attend the meeting of the Appeal Panel in person. The Athlete should therefore ensure that the Notice of Appeal is as comprehensive as possible.

## 3. The Appeal Panel

- 3.1. The Chief Executive Officer will appoint the Appeal Panel. The Appeal Panel will be composed of 3 members, namely:
  - A Wales Netball Board Director with responsibility for Performance (acting as chair); and
  - A Wales Netball Board representative; and
  - An external person with High Performance and Elite Sport knowledge/experience.

**The appellant will be notified of the members of the Appeal Panel 24hrs before.**

- 3.2. In the event that any member of the Appeal Panel has any involvement with, or is related to an appellant or any athlete who might be affected by the outcome of the Appeal, or had any involvement with the selection decision that is the subject of the appeal, or is in any way placed in a position of conflicting interests in respect of the appeal, he or she shall be disqualified from sitting on the Appeal Panel and will be replaced by an alternate who shall be nominated by the Chief Executive Officer of Wales Netball.
- 3.3. Upon receipt of the Notice of Appeal, the Chief Executive Officer of Wales Netball will as soon as reasonably practicably circulate it to all members of the Appeal Panel.
- 3.4. The Chair of the Appeal Panel will convene a meeting to take place as soon as practicable, and in any event within 5 working days of receipt of the Notice of Appeal. At the meeting the Appeal Panel will consider the Notice of Appeal.
- 3.5. The Appeal Panel will investigate the grounds set out in the Notice of Appeal and establish to their reasonable satisfaction whether or not there has been a failure to apply the applicable selection criteria and/or that there has been a failure to adhere to the procedure set out in the applicable Selection Policy.
- 3.6. The Appeal Panel, when considering the Notice of Appeal, shall be entitled to take advice (including legal advice) as they see fit.
- 3.7. The Appeal Panel may:
  - a) Confirm the selection decision under appeal and reject the Appeal;
  - b) Quash the selection decision under appeal and remit the matter back to the original decision maker identifying why the appeal has been successful and requesting that a new decision is made within 72 hours;
- 3.8. The decision of the Appeal Panel shall be reached by majority vote and all members shall have one vote each.
- 3.9. The Chief Executive Officer will in writing inform all parties about the Appeal Panel's decision to either uphold or reject the Appeal as provided for in paragraph via email.
- 3.10. The decision of the Appeal Panel shall be final.

#### **4. Referral to the Sports Dispute Resolution Panel**

- 4.1. In the event that the Athlete does not agree with the decision of the Appeal Panel she shall have the right to take the matter to the Sports Resolution UK.
- 4.2. The Athlete and Wales Netball both agree that the decision of the Sports Dispute Resolution Panel shall be final and binding on both parties.