

**SUFFOLK PLAYER DEVELOPMENT PROGRAMME**

**Selection and De-selection Policy**

**Last Updated:** September 2023

**Review Date:** June 2024

This policy sets out how athletes are identified into the Suffolk Under 15 and Under 13 Player Pathway Development Programmes**.** Suffolk Netball Association aspires to develop more Performance athletes who can function both individually and as a leading team and will progress into the Saracens Mavericks Player Pathway Development Squads. This guides all Performance activity and decision- making, including the management & delivery of the identification, and development of athletes within the Player Pathway Development Programmes.

# 1.0 Principles of Selection

1.1 The Suffolk Player Development Pathway programme selection process will be open, transparent, and equitable. All athletes will have a fair chance to challenge for selection and no athlete will receive less favourable treatment or be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

1.2 All selection procedures will be consistent and rigorous. It is designed to ensure that the right athletes can be selected onto the England Netball Performance Pathway and are provided with suitable training that allows athletes to fulfil their potential, which may be reaching the top tiers of the Performance Pathway and representing England either senior or age group level.

1.3 Selection will be based on merit and the need to achieve the agreed objectives of Suffolk Netball Association.

1.4 No athlete or athletes have a right to or should expect on-going selection and participation at any time.

1.5 The selection of athletes into the Player Development Pathway programme shall be determined by a panel of decision makers using the most relevant and up to date Performance Athlete Identifier methodology promoted by England Netball.

1.6 The Athlete Identifiers consist of a team of England Netball trained selectors determined by the Athlete Identification Lead. It may include but is not exclusive to the U15 Academy Head Coach and the U13 Academy Head Coaches, with the aim to include at least one selector from out of county. This group will ideally be an odd number to assist with the decision-making process.

1.7 If any member of the decision-making panel has a conflict of interest with an athlete attending screening and selection events, this is to be declared in advance of the session being held.

1.8 The Athlete Identification Lead or Player Development Programme coaches may identify a talented athlete during the season with a view to inviting to trial at either an U13 or U15 session. If successful a place will only be offered if a vacancy is available.

1.9 Athletes will, be subject to deselection if they breach the code of conduct and all other

relevant Suffolk Netball Associations policies and regulations.

# 2.0 Principles of De-Selection / Withdrawal from the Pathway

2.1 It is possible for athletes to be de-selected from the Academy during the course of the season or decide themselves that they no longer wish to participate.

2.2 Athletes may only be deselected after a minimum period of 1 School term. The following reasons may give rise to a player being considered for de -selection:-

 2.21 lack of attendance – minimum of 80% to be attended.

 2.22 poor attitude and / or limited motivation to improve performance.

2.23 competency issues and lack of progress in relation to the following aspects of performance:-

1. Game sense
2. Effective ball handling and movement skills
3. An understanding of playing positions in two units

2.24 Serious breaches of the England Netball Code of Conduct. This will have been signed by athletes at the start of the season and can be found at https://[www.englandnetball.co.uk/england/performance -](http://www.englandnetball.co.uk/england/performance-) governance/performance-code-conduct/

* 1. Any athlete being considered for de-selection will be spoken to informally in the first instance by the Head Coach with their parent or guardian present. If no improvement is forthcoming, a formal letter giving specific feedback will be sent to the athlete via parent / guardian email. If no improvement is subsequently forthcoming, the decision to deselect is made final by a minimum of three members of the Player Development Coaching team including the Head of Suffolk Coaching. One of the reviewers will not be directly involved in the coaching of that particular athlete.
	2. The only exception to the paragraph 2.3 is where a player is in breach of paragraph 2.24 in which case, a review panel (of 3 members of the Player Development Programme coaching team) may take the decision to immediately suspend the athlete in question pending any disciplinary investigation or action deemed necessary.

* 1. Athletes who choose not to continue with the Player Development Programme by their own volition may do so at any point in writing to the Suffolk Pathway Lead.
	2. Athletes who have been awarded a place each season in the Player Development Pathway, and who are subsequently successful in gaining a place at Saracens Maverick U15 will be allowed to continue both Pathway Programmes.

# 3.0 Payments

3.1 Should an athlete be deselected during the course of the season following the above process, a pro rata refund will be offered to the parents in lieu of any outstanding sessions missed.

3.2 Should a player choose not to continue with the Player Development Programme, no refunds for outstanding sessions will be offered.

3.3 Athletes’ fees must be paid in full by the deadline set each season. The exception to this will be if a parent/carer wishes to contact the Suffolk Player Pathway Lead via the Hardship Scheme OR if there are circumstances preventing the parent/carer to pay in one instalment.

# 4.0 Grievance and Appeals Process

4.1 There are only two grounds for appeal within the Suffolk Player Development Pathway selection and de-selection procedures. These are:-

 4.1.1 Selection or de-selection was not made according to the appropriate policy.

4.1.2 There was unreasonable bias or conflict of interest towards an athlete.

4.2 Appeals against a selection or de-selection decision must first be referred in writing to the Suffolk Player Development Lead acting on behalf of Suffolk Netball Association. Any appeal against a selection decision or de -selection decision that cannot be resolved, will be escalated to the Performance Department at England Netball. England Netball’s decision of any appeal is final.

**5.0 Membership**

5.1 All athletes must be a member of Suffolk Netball Association. This can be purchased via their local club using the England Netball Engage system. Membership can also be obtained independently of club membership. No athlete will be able to commence the season until this membership has been confirmed.