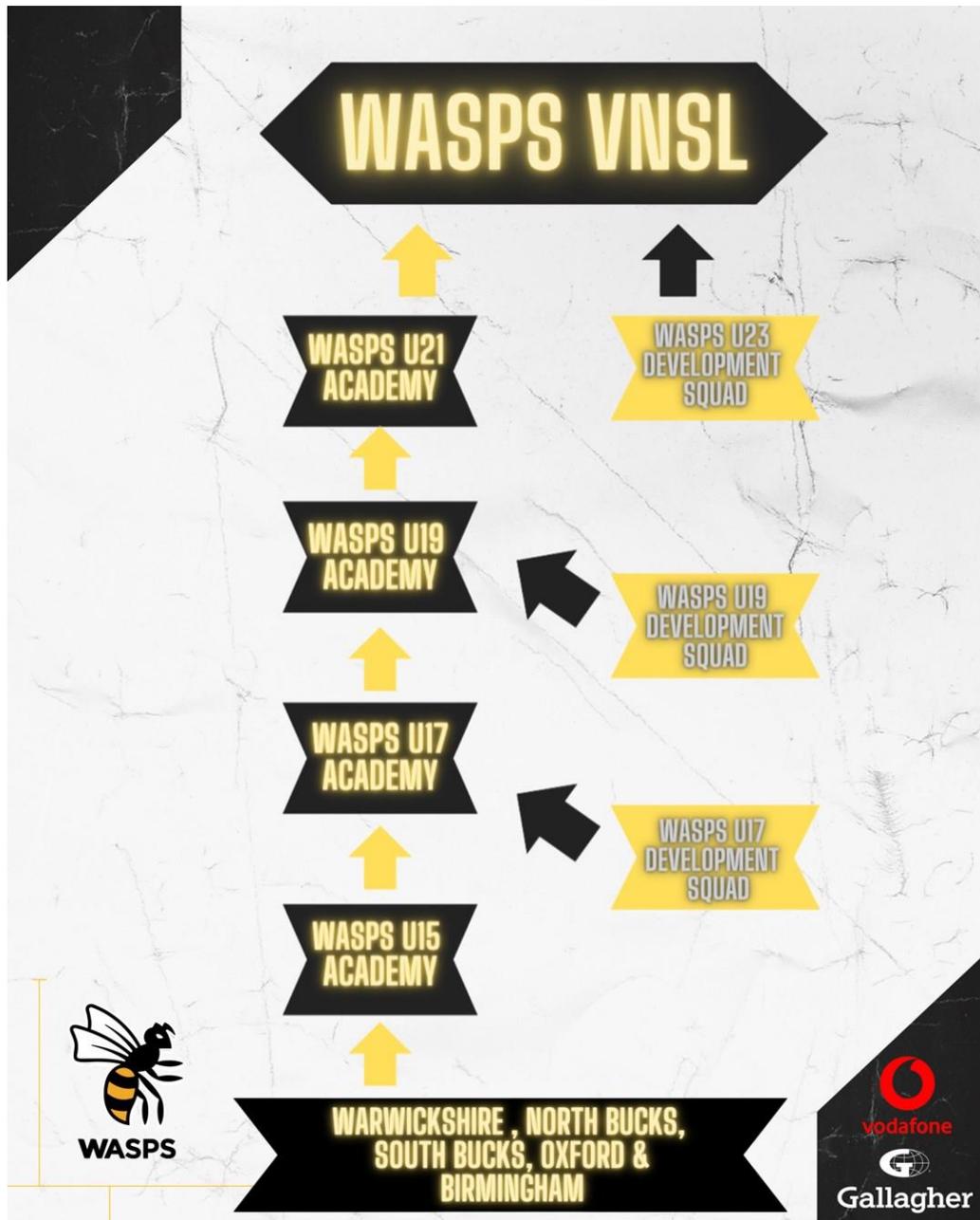


Wasps Netball Academy Selection Policy 2022-2023



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Please note, the Wasps Netball Hub Programme is a separate entity to the Wasps Netball Academy programme outlined above and whilst it is a key part of wider Wasps Netball delivery, it does not form part of the recognised England Netball / VNSL Club Pathway model and as such sits outside the remit of this Selection Policy.

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Purpose of the Policy

This Selection Policy sets out how netball athletes (Athletes) are selected for the Wasps Netball Academy programmes.

This Selection Policy applies to athletes being selected for the following:

- a. Wasps Netball Academy competition squads for the U21, U19, U17 Netball Performance Leagues (NPL), NPL tournaments and external matches (friendlies)
- b. Wasps Netball Academy U15 competition squads
- c. Wasps Netball Development Squads (U23/U19/U17)

Performance Objectives, Mission & Values

Wasps Netball aspires to win the Netball Superleague and all other competitions in which the club is engaged and support Athlete selection into the Wasps and Wasps Academy squads. To sustain the club as a leading franchise, the academy programme aspires to develop robust athletes across all court positions, in an athlete-centred, safe, diverse and inclusive environment.

Eligibility

To be eligible for selection into Wasps Netball Academy programmes and competition squads, an Athlete must:

- a. be eligible to play for Wasps in the respective Netball Performance Leagues and Tournament, as determined by the EN regulations applicable at the time.
- b. not be currently serving any sanction for any violation of any relevant anti-doping laws and/or regulations.
- c. agree to abide by the principles as set out in the Wasps Netball Academy Player Code of Conduct.

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Selection Principles

A selection panel will be established by Wasps Netball for selecting Athletes into Wasps Netball Academy programmes.

Each Selection Panel will apply the following principles while carrying out any selection duties:

- a. This Selection Policy employs an open, transparent and equitable process that gives all athletes a fair chance to challenge for selection.
- b. Selection will be based on merit and the need to achieve the objectives of Wasps Netball set out in the Performance Mission and Objectives section above
- c. No athlete has the right or expectation to on-going selection for Wasps Netball Academy programmes or competition squads, at any time.
- d. Each Selection Panel has the right to determine, at its sole discretion, when it will select Athletes into Wasps Netball Academy programmes competition squads
- e. Athletes will be subject to de-selection if they breach any relevant Wasps Netball policies or regulations
- f. The relevant Head Coach under the Membership of Selection Panels section below has the right to invite Athletes from outside the Wasps Netball Academy Programme to be observed and considered by the Selection Panel for inclusion in competition squads.
- g. In selecting for the squads, regard will be made to the combinations of athletes in Wasps Netball Academy Programme competition squads, the balance of any competition Squad and the ability of Athletes to play in more than one position, alongside each Athlete's individual skill level.

Selection Process

- a. Athlete performance at designated selection events will be observed, live or via Video/HUDL, and assessed independently and against the selection criteria set out.
- b. Following completion of all the designated selection events, the relevant Head Coach will consult with the selection panel, the Wasps Netball Academy Manager, the Wasps Netball Head Coach (where relevant), to check and challenge and ensure Athlete selection decisions are evidence based, taking into account the selection criteria

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c. The selection panel will consider any relevant input from Wasps Netball's performance sports science and medical teams deemed necessary to make informed Athlete nominations for selection

d. The Nominated Athletes will be those that, in the expert opinion of the VNSL Head Coach, Academy Manager and/or relevant Coach are most able to achieve the objectives of Wasps Netball as set out in the Performance Mission and Objectives section above.

e. Any individual Athlete's inclusion in the Wasps Netball's Academy programme or competition squads is decided on a majority vote by all members of the relevant Selection Panel

f. The number of Athletes selected for each squad will adhere to competition regulations as determined by England Netball.

The Selectors

a. All Selectors will be appointed based upon competency for the role, with an annual review. This may link and overlap with the roles of VNSL Head Coach, Academy Manager, and the relevant Head Coach.

b. Selection Panel members will be appointed by the Wasps Netball Academy Manager

c. All Selection Panel members are accountable to Wasps Netball's Academy Manager and ultimately Wasps Netball General Manager for ensuring that this Selection Policy and all associated procedures are applied in a fair and appropriate manner.

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 the relevant Selection Panel under the Membership of Selection Panels section below did not consider.

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An Athlete may request an appeal on either of the grounds listed in this section above by submitting a written request to the Wasps Netball Academy Manager (lesley.blair@wasps.co.uk). Any appeal shall be made within two working days of the Squad announcement.

Announcement & Notice Wasps Netball Academy Programme:

- a. Athletes will ordinarily be notified of selection within 3 working days of the relevant Selection Panel meeting.
- b. Announcements may be posted on the Wasps Netball social media channels after this date

Competition Squads for NPL, matches, tournaments and other events:

- a. Notification to Athletes will ordinarily be announced and may be posted on the Wasps Netball social media channels within 48 hours of the relevant Selection Panel meeting

Athletes selected into Wasps Netball Academy Programme or 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 Wasps Netball have announced selection decisions to the public or given expressed permission to do so.

Injury & Replacement

An Athlete may be deselected from Wasps Netball Academy Programme or competition squads in the event of:

- a. non-compliance in training,
- b. a breach of responsibility
- c. a violation of the codes of behaviour

At any stage following the selection announcement to Wasps Netball Academy competition squads and prior to the relevant competition, an athlete may be recommended for de-selection by Wasps Netball VNSL Head Coach, Academy Manager and/or the relevant Head Coach (under the Membership of Selection Panels section) due to:

- a. failure to reach Wasps Netball'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

Prior to deselection, the athlete in question or her appointed representative will be presented with the opportunity to attend a deselection interview with Wasps Netball

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Academy Manager and relevant Head Coach and, where possible, one other independent person.

Written justification must be provided for all deselections. Decisions on these matters are open to appeal under the appeals process set out in the Appeals section above.

Once an Athlete's selection has been confirmed, all selected Athletes (including the reserve(s)) must agree not to 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.

Assessment of inability to compete to best of ability

At any stage following the selection announcement 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 required to seek the opinion of an approved medical professional 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 competitors, officials or spectators
- b. If the Athlete passes the medical examination carried out by the approved medical professional and/or Wasps Netball 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 Wasps Netballs 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, Wasps Netball VNSL Head Coach, Academy Manager, 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 and the "Wasps Netball: Appeals Process" attached.

Selection Criteria

Whenever selecting Athletes for the Wasps Netball Academy Programme or any competition squads, the relevant Selection Panel (under the Membership of

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Selection Panels section below) shall apply the positional criteria and 'other factors considered' listed below

A grading of 1-4 will be applied when selecting against all such selection criteria, with 4 being the highest grading. The panel will also consider 'other factors' listed below within their final selection decisions.

Other factors considered

- a. Coachability: understands expectations, can apply learning and make changes
- b. Demonstrates 'team' qualities and 'fit' within the team
- c. State of fitness, health and wellbeing
- d. Positional balance within team ^[1]_[SEP]
- e. Succession planning ^[1]_[SEP]
- f. Number of fixtures on the annual calendar
- g. Current form or performance of existing team members
- h. Balance of experience and youth
- i. Nature of the competition the team is being selected for
- j. 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 Selection Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.

Membership of Selection Panels

Wasps Netball Academy Programme and Competition Squads

- VNSL Head Coach, or their delegate drawn from the Senior Coaching Team (one vote)
- Academy Head Coach (one vote)
- Relevant Head Coach (one vote)

Review Process

The Wasps Netball Academy Manager will review this Selection Policy on an annual basis in consultation with Wasps Netball's coaching team. Proposed changes to this Selection Policy must be approved by Wasps Netball General Manager. Any amendments to this Selection Policy must be given in writing to the Athletes, Head Coaches and other Selection Panel members and other key stakeholders. This Selection Policy (including any final variations or amendments) will be made available to all Athletes on request.

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Confidentiality

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

General

Insofar as is permitted by law, Wasps 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 Wasps Netball, at its sole discretion, may exclude any Athlete from participating in the selection process.

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