



# Netball Australia

## ATHLETE SELECTION POLICY

5 NOVEMBER 2021

## NETBALL AUSTRALIA ATHLETE SELECTION POLICY

*Netball Australia pays respect to the traditional custodians of our ancient continent, Aboriginal and Torres Strait Islander peoples, we honour their continuing connection to country and their custodianship of the world's oldest living culture.*

*Where relevant, In this Policy – reference to Netball Australia includes Suncorp Super Netball and the Confident Girls Foundation.*

***Netball Australia's Purpose:** Netball empowers girls and women to shine, while enriching and connecting communities.*

***Suncorp Super Netball's Purpose:** Inspire generations and strengthen netball.*

***Confident Girls Foundation's Purpose:** Empowering marginalised girls through netball.*

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## A. Purpose

The purpose of the Netball Australia (NA) Athlete Selection Policy (Policy) is for NA to select and manage the national squads and teams to represent Australia in international netball matches and World Netball (WN, formerly International Netball Federation) sanctioned events.

## B. Scope and Exclusions

This Policy applies to, including but not limited to, World Netball Championships, Commonwealth Games, World Netball Series and World Youth Netball Championships.

The NA National Program comprises of:

- a) Australian Netball Diamonds and squad;
- b) Australia Development/Australia A team and squad;
- c) Australia 21 and Under team and squad; and
- d) Netball Centre of Excellence (including 19/U squad, 17/U squad, Tall Athlete squad and other programs or squads as determined by Netball Australia).

The National Program objectives are to select national squads and teams as determined by NA in preparation for competition in line with the High-Performance Pathway, and to provide the best opportunity for national team success in international competition.

## C. Definitions

In this Policy, the following definitions apply:

Aggrieved athlete	Athlete who brings a grievance to Netball Australia in relation to team or squad selection.
Appointments Panel	The approved group of persons by the NA Chief Executive Officer who have the responsibility for the selection of National Selectors under this Policy.
Australian Netball Championships (ANC)	Australian domestic competition. If the competition ceases to exist or its name is changed in anyway and for any reason, any subsequent or successor competition substantially similar to the Australian Netball Championship netball competition that is conducted by NA.
Commonwealth Games Australia (CGA)	The national controlling body in Australia responsible for Australian Commonwealth Games teams, programs and operations.
Conflict of interest	A conflict between personal and professional interests. This includes but is not limited to the following interests: family member, close personal relationship, current coach.
Diamonds	Those athletes who have been selected to represent Australia in the final Australian team selected for the relevant competition.

EGM Performance	NA Executive General Manager (or equivalent role if the job title is changed) as referred to in this Policy and responsible for the nominated area.
Head of Pathway	The NA role (or equivalent role if the job title is changed) as referred to in this Policy.
International Test matches	Test matches played between the Australian Netball Diamonds, Australian 21/Under Netball team and other nations within Australia or overseas.
National Netball Championships (NNC)	19/Under and 17/Under age based national competition between states. If the competition ceases to exist or its name is changed in anyway and for any reason, any subsequent or successor competition substantially similar to the National Netball Championship that is conducted by NA.
National Selectors	Those appropriately qualified persons who have been appointed to this role by NA.
Netball Australia (NA)	The national entity which is a member of and is recognised by WN as the entity governing Netball in Australia.
Netball Centre of Excellence (NCoE)	The Netball Australia high performance pathway program targeted at future national team athletes.
Squad Camps	Squad based camps conducted under the auspices of Netball Australia.
Suncorp Super Netball	The highest level domestic competition conducted by Netball Australia featuring eight Australian teams. If the competition changes its name or ceases to exist any subsequent or similar competition substantially similar to the Suncorp Super Netball that is conducted by Netball Australia
World Netball (WN)	Formally the International Netball Federation is the international federation recognised by the International Olympic Committee or the General Assembly of International Sports Federations as the entity responsible for governing Netball internationally.

All other terms have their ordinary meaning as per the Netball Australia Constitution.

## D. Key Policy Principles

### A. Eligibility

A.1. Athletes are qualified to compete for Australia in the World Netball Championships where they comply with the rules and regulations of WN.

A.2. Athletes are qualified to compete for Australia in the Commonwealth Games where they hold Australian citizenship and comply with the rules of the WN, the Commonwealth Games Federation and the Commonwealth Games Australia .

A.3. Athletes are qualified to be selected for national squads and compete for Australia in test matches where they are eligible to participate in either the next Commonwealth Games or World Netball Championships for Australia.

- B. Terms and Conditions
  - B.1. Athletes agree to terms and conditions of the playing contract and/or event participation agreements with NA.
  - B.2. Where an athlete does not wish to stand for National Selection, the athlete must complete Annexure 1 in accordance with the Policy and within the time period advised by NA.
- C. Selection
  - C.1. Selection is based on the integrity, objectivity and discretionary application of selection criteria of the selection panel.
- D. Athlete Wellbeing
  - D.1. All squad members not selected in a team are to be provided with feedback and have access to confidential counselling services facilitated by NA.
- E. This Policy remains in force unless otherwise determined by the Netball Australia Board.
- F. Any change to this Policy shall be notified to relevant persons in accordance with the provisions of the Constitution and By Laws.

## E. Other Related Policies and Documents

The following NA policies and documents also apply to the application of this Policy by NA Staff and must be adhered to at all times:

- a) Netball Australia Constitution
- b) ANPA Diamonds Collective Bargaining Agreement
- c) National Selector Position Description
- d) National Underage Selector Position Description
- e) World Netball Regulations
- f) Commonwealth Games Federation Constitution
- g) Commonwealth Games Australia Constitution and By Laws
- h) All relevant and related documentation including policies and agreements
- i) Athlete Categorisation Guidelines

## 1. Selectors

1.1 Selectors for squads and teams will comprise of:

Australian Netball Diamonds	National Coach (Chair) National Selector 1 National Selector 2
Commonwealth Games	National Coach (Chair) National Selector 1 National Selector 2
Australia Development/Australia A	National Coach (Chair) National Selector 1 National Selector 2
Australian 21/Under	21/U Coach (Chair) NCoE Head Coach EGM Performance or Delegate/s
NCoE programs including 19/Under program, 17/Under program, Tall Athlete program and other programs that are held from time to time.	NCoE Head Coach (Chair) 21/U Coach EGM Performance or Delegate/s

- 1.2 Qualified National Selectors are appointed via a recruitment and selection process conducted by the Appointments Panel consisting of the NA EGM Performance, the National Coach and the NA Head of Pathway.
- 1.3 All National Selectors and/or Delegate/s will have demonstrated elite level coaching experience, hold a minimum advanced coach accreditation and/or have experience as a national/international player.
- 1.4 Head Coaches on a current contract to coach a Suncorp Super Netball team are not eligible to be a National Selector.
- 1.5 The Appointments Panel has authority to amend the composition of a Selection Panel at their discretion, including the appointment of additional selectors.
- 1.6 The EGM Performance will seek the endorsement of the NA Chief Executive Officer for all National Selector appointments and this endorsement must be received for the National Selector appointment to be valid.

- 1.7 The National Selector position descriptions set out the roles and responsibilities for which each National Selector appointment is based and may be amended from time to time at the sole discretion of NA.
- 1.8 Where any person appointed under this Policy becomes an employee of NA, NA employees must comply with the Netball Australia Employee Manual, all NA policies, procedures, Code of Conduct and the Integrity in Netball Framework.
- 1.9 All National Selector positions will be appointed for a period of two years. At the discretion of the EGM Performance, appointment terms may be for lesser periods of time but not greater. All other selection positions are appointed at the discretion of the EGM Performance.

## 2. Athlete Eligibility

- 2.1 Athlete eligibility criteria for selection in Test Match, World Netball Championship squads:
  - 2.1.1 Meet the eligibility criteria as detailed by World Netball (located [here](#));
  - 2.1.2 Be a registered member of a Member Organisation of Netball Australia and therefore a member of Netball Australia;
  - 2.1.3 Qualified to compete for Australia;
  - 2.1.4 Have not breached National Anti-Doping Policy or the World Netball Anti-Doping Rules unless the athlete has already been sanctioned by the breach and completed the sanction imposed; and
  - 2.1.5 Have not by their actions or omissions brought themselves or Netball into disrepute.
- 2.2 In addition to 2.1, athlete eligibility for selection in the Commonwealth Games Squads includes:
  - 2.2.1 Holding Australian citizenship; and
  - 2.2.2 Signing the CGA Birmingham 2022 Team Agreement.Athletes should refer to the CGA Constitution located [here](#). Athletes must be fully aware of and comply with Byelaw 17 of the CGA Constitution.
- 2.3 The NA Chief Executive Officer shall have the power to waive clause 2.1.1 at their sole discretion, but only after a recommendation is received in writing to do so by the EGM Performance.

## 3. Selection

- 3.1 Selection may be made throughout the following events:
  - 3.1.1 International Test matches.
  - 3.1.2 Suncorp Super Netball.
  - 3.1.3 Other national league competitions conducted by a Full Member of WN that is of equivalent standing to the Suncorp Super Netball

League as determined by Netball Australia. As at the date of this Athlete Selection Policy, this includes the ANZ Premiership, conducted by Netball New Zealand and the Super League, conducted by England Netball.

- 3.1.4 Australian Netball Championships.
- 3.1.5 National Netball Championships.
- 3.1.6 Squad Camps.
- 3.2 Events at which selection may be made will be notified to athletes at the commencement of the year or such other time as nominated by Netball Australia
- 3.3 Australian Netball Diamonds squad selection may occur up to twice yearly.
- 3.4 Notwithstanding 3.3 above, any athlete can be added or removed from the Australian Netball Diamonds squad at any time in accordance with this Policy.
- 3.5 Section 10 of this Policy will apply to Commonwealth Games teams.
- 3.6 Where an athlete does not wish to stand for National Selection, they must complete the Opt Out form set out in Annexure 1 of this Policy and within the time period determined by NA. Athletes who have publicly announced their retirement from representing Australia internationally are not required to submit the Opt Out form.

#### 4. Squad And Team Composition

- 4.1 The Australian Netball Diamonds squad shall comprise up to 22 athletes.
- 4.2 The Australia Development/Australia A squad shall comprise up to 22 athletes.
- 4.3 The Australia 21/Under squad shall comprise up to 22 athletes.
- 4.4 The number of NCoE squad, team and camp selections will be determined from year to year at the discretion of the EGM Performance.
- 4.5 Invitees may be invited into the squads at the discretion of selectors.
- 4.6 The official team, where appropriate, shall comprise 12 selected athletes from the applicable squad.
- 4.7 Where an athlete is selected in one squad and eligible for another, in the event that the athlete is subsequently selected in the more senior squad, their position in the original squad may be replaced at the discretion of the Selection Panel.

#### 5. Selection Criteria

- 5.1 In exercising their sole and absolute discretion selectors may select based on one or more the following selection criteria:
  - 5.1.1 Previous international and national performances.



- 5.1.2 Current international and national performances.
- 5.1.3 Current or previous level of skill and physical fitness.
- 5.1.4 Current or potential injury or condition which may impair, inhibit or prevent the participant's performance to the requisite level.
- 5.1.5 Composition and balance of team including but not limited to position coverage.
- 5.1.6 In the case of the NCoE, positions identified as critically important at the national level.
- 5.1.7 Other factors considered by the selectors to be important.

## 6. Selector Responsibilities

- 6.1 The selection panel decision is final, the reason for selection is not required as part of the selection process.
- 6.2 Any final selection decision rests with the appointed Chair of the selection panel.
- 6.3 Where an athlete is unable to fulfil squad commitments the Selection Panel has the ability to promote eligible athletes to the applicable squad.
- 6.4 The Selection Panel has the ability to make changes and substitutions to squads and teams at their discretion.
- 6.5 A selector with a conflict of interest must notify the EGM Performance of the conflict as soon as they become aware it exists.
- 6.6 A selector, that in the opinion of the Appointments Panel or the EGM Performance has an unmanageable conflict of interest will remove themselves from the selection or resign as a selector
- 6.7 A selector may advise the EGM Performance of another selector's conflict of interest in the event that the risk has been overlooked.
- 6.8 As directed by the EGM Performance a selector will:
  - 6.8.1 Attend all selection activities (i.e. meetings, events, trainings, teleconferences) as deemed necessary by Netball Australia.
  - 6.8.2 Act with integrity and objectivity in all aspects of the selection process in complying with this policy and other related policies and documents.
  - 6.8.3 Maintain detailed records and selection materials to ensure that communications and meetings are appropriately recorded.
  - 6.8.4 All selection activity to remain confidential to the selection panel and appropriate Netball Australia staff.
  - 6.8.5 A selector who is unable to fully meet all the requirements of this clause 6.8 may resign or be removed and replaced on the panel subject to this Policy.

## 7. Athlete Removal From Squad/Team

- 7.1 An athlete may be removed from a squad/team at the sole discretion of NA due to a range of matters, including:
  - 7.1.1 Failure to adhere to the National Code of Conduct and Terms of Agreement;
  - 7.1.2 Injury or illness resulting in the athlete's incapacity to fulfil obligations;
  - 7.1.3 Performance, skill and/or fitness levels are not at benchmark standard;
  - 7.1.4 Breach of the NA Constitution, Anti-Doping Policy or other policies or procedures as deemed applicable to the National Program; or
  - 7.1.5 Her membership of a Member Organisation and therefore NA ceases.

## 8. Feedback And Wellbeing

- 8.1 Successful and unsuccessful athletes may be advised of the outcome of selection prior to public announcement.
- 8.2 Individualised feedback will only be provided when a squad member is not selected for a team. Individualised feedback shall be provided to the athletes by the coach, selector or other as determined by the EGM Performance.
- 8.3 Standard operating procedures for team selection will be implemented and wellbeing support will be made available to all squad athletes by NA as required.

## 9. Appeals

- 9.1 This section does not apply to Commonwealth Games teams.
- 9.2 An athlete, who fails to be selected for a squad and/or team pursuant to the criteria set out in this policy, may appeal against omission from the team or squad as set out in this section.
- 9.3 The grounds for such an appeal are that the selection panel, in making their decision, failed to comply with the policy.
- 9.4 Notice period
  - 9.4.1 Any appeal by an athlete against omission from the squad and/or team must be lodged in writing (notice of appeal) to the NA Chief Executive Officer within 48 hours of notification by NA to the athlete of their omission.
  - 9.4.2 The affected athlete is the only person who may lodge an appeal.
  - 9.4.3 Any appeal must include submission of an appeal fee of \$500.00 which is to be lodged via electronic funds transfer into the account nominated by NA. A transaction lodgement receipt must be provided to NA at the time the monies are transferred to the NA account. This amount must be received by NA for the appeal to proceed. The

appeal fee will be refunded in full to the athlete if the athlete's appeal is upheld.

9.4.4 The notice of appeal must be lodged in the form contained in Annexure 2 of this Policy which will include the submission and any accompanying evidence in support of the appeal.

9.4.5 An appeal may be withdrawn by the athlete who has lodged the appeal at any time during the appeal process prior to the Appeal Tribunal's decision, by way of written notification to the NA Chief Executive Officer.

9.4.6 Failure to comply with the appeal time frame will result in the appeal being dismissed.

## 9.5 Appeals tribunal

9.5.1 Where the NA Chief Executive Officer has authorised an investigation into the appeal an appeals tribunal shall be established.

9.5.2 The NA Chief Executive Officer will determine the appointees to the appeals tribunal.

9.5.3 The appeals tribunal will consist of three members including:

9.5.3.1 A person with knowledge of the sport, with international competition experience;

9.5.3.2 A person with legal background who may be a qualified lawyer to chair the appeal; and

9.5.3.3 Any other person deemed appropriately skilled and experienced to the function of the appeals tribunal as appointed by the NA CEO.

9.5.4 Persons party to or directly interested in the appeal may not act as a member of the appeals tribunal.

9.5.5 The appeals tribunal does not have the power of selection or reselection. Where appropriate, the appeals tribunal may refer the matter back to the selection panel for consideration.

9.5.6 The decision of the appeals tribunal will be binding on the parties.

## 9.6 Appeals hearings

9.6.1 The appeals tribunal shall investigate and consider the matter determining whether:

9.6.1.1 The matter should be dismissed because there is no credible evidence, submission or argument to satisfy the grounds of the appeal;

9.6.1.2 The appeal should be subject to a hearing conducted by the appeals tribunal.

9.6.2 The appeals tribunal must conduct the appeal in accordance with the principles of natural justice.

- 9.6.3 The appeals tribunal is not bound by the rules of evidence and may inform itself as to any matter in such a manner as it thinks fit.
- 9.6.4 The appeals hearing may take place in a manner determined appropriate by the chair, including telephone or in person.
- 9.6.5 Parties of the appeal may be permitted a support person. For the avoidance of doubt this may not be a legal representative or a qualified lawyer. The parties to the appeal cannot be legally represented during any appeals tribunal hearing during which the parties are asked to appear in person.
- 9.6.6 The appellant will be offered access to Netball Australia's Employee Assistance Program during the appeal process.
- 9.6.7 The appeals tribunal will notify the parties to the appeal of its decision within 5 business days of receipt of the notice of appeal.
- 9.6.8 The decision of the appeals tribunal shall be a majority decision and shall be communicated to the NA Chief Executive Officer as soon as practicable, including:
  - 9.6.8.1 If the appeals tribunal considers the ground/s alleged to be made out, it shall recommend that the selection panel reconsider the selection;
  - 9.6.8.2 The selection panel shall comply with the direction of the appeals tribunal;
  - 9.6.8.3 Any further selection decision of the selection panel under direction of the appeals tribunal shall be final and binding.

## 10. Commonwealth Games Team

- 10.1 Netball Australia will nominate team members for selection to the Australian Commonwealth Games team in accordance with this Policy. Once nominated by Netball Australia, the CGA must appoint each nominated team member and all team members must comply with the CGA team agreement.
- 10.2 Any appeals regarding nomination or non-nomination is to be heard in accordance with the CGA Nomination/Selection Appeals By-Law. A Copy of this By-Law (located [here](#)) will be provided to all athletes prior to selection for the Commonwealth Games team.
- 10.3 The grounds of appeal are that:
  - 10.3.1 the Nomination Criteria (as detailed in the By-Law) has not been properly followed or implemented;
  - 10.3.2 the athlete was not afforded a reasonable opportunity by Netball Australia to satisfy the Nomination Criteria;
  - 10.3.3 the nomination decision was affected by actual bias; or
  - 10.3.4 there was no material on which the nomination decision could reasonably be based.

## 11. Policy Review

- 11.1 This Policy is subject to ongoing monitoring and review by NA at its sole discretion and depending on the needs of the business.

END

<b>Reference Number:</b>	<b>HP003</b>
<b>Policy:</b>	NA Athlete Selection Policy
<b>Effective Date:</b>	5 Nov 2021
<b>Author:</b>	EGM Performance
<b>Owner:</b>	EGM Performance (or comparable position)
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<b>Supersedes:</b>	All previous policies and/or statements