



1. PURPOSE AND SCOPE OF POLICY

1.1 This policy sets out how athletes are identified into the Gloucestershire Player Development Pathway training and competition Squads.

1.2 Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.

1.3 England Netball Athletes Identifier Resource Hub will be used for guidelines and selection criteria.

2. PERFORMANCE MISSION

2.1 Gloucestershire County Netball Association (GCNA) aspires to be a major feeder to the Severn Stars PDP squads. To achieve that goal, we must develop more performance athletes who can function both individually and as a leading team. This aspiration provides the beacon to guide all Performance activity and decision- making, including the management & delivery of the identification and development of athletes within the PDP.

2.2 The development of a leading county is dependent upon building a Squad of athletes with depth and breadth across all positions on the court and the ability to function as of individual national level athletes in a team environment.

3. SELECTION PRINCIPLES

3.1 GCNA Selection Policy employs an open, transparent and equitable process that gives all athletes a fair chance to challenge for international selection.

3.2 Selection will be based on merit and the need to achieve the agreed objectives of GCNA.

3.3 No athlete has the right or expectation to on-going selection, at any time.

3.4 The Selection Panel, as defined in Appendix 2, has the right to determine, at its sole discretion, when it will reselect athletes into their Programmes (subject to Severn Stars decisions on their High Performance and PDP programme).

3.5 Athletes will, be subject to deselection if they breach England Netball code of conduct, acceptance letter and all other relevant GCNA's policies and regulations.

3.6 The Head Performance Identifier, has the right to Invite athletes from outside the PDP, to be observed and considered by the Selection Panel for inclusion in the PDP and the Competition Squads, based upon Selection Criteria set out on EN Athlete Identification Resource Hub.

3.7 Acknowledgement is made that in selecting for a team sport, regard will be given to the combinations of athletes in the PDP, the balance of the Squad and the ability of athletes to play in more than one position, alongside the player's individual skill level.



4. OBJECTIVES

4.1 To select U15 and U13 athletes capable of being able to develop and have an impact within Gloucestershire's standing within club competitions and have impact in the Severn Stars PDP in Gloucestershire and have a future impact in Severn Stars and / or other franchise pathways as U17 U19 and U21 players

4.2 Selection for competitions may be made on the basis of providing development for future championship success to athletes within the PDP Programme

5. THE SCOPE OF SELECTION

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

The U15 and U13 Gloucestershire PDP Programme and subsequently, through invitation, to participate in the Severn Stars PDP.

Squads for competitions from which U13 and U15 teams will be drawn from any of these training Programmes and no athlete has the right to expect that they will be selected simply due to their previous inclusion in either of these Programmes

6. ELIGIBILITY

6.1 To be eligible for Selection into the Gloucestershire PDP Programme, an athlete must:

- i. Meet the eligibility criteria as set by the GCNA.
- ii. Be clear of any ban under UK Anti-Doping Regulations.
- iii. Meet the Selection Criteria.
- iv. Be selected / screened via the Gloucestershire Selection and screening process.

7. THE SELECTION PROCESS

7.1 Athlete performance at designated Selection Events will be observed and assessed independently and against the EN Selection Criteria, and agreed by the Gloucestershire Player Pathway Group.

7.2 Following completion of the Designated Selection Events listed in this Policy, the Coach might consult with other identified coaches and take into account any relevant input from them.

7.3 The Nominated athletes will be those, in the expert opinion of the Coach most able to achieve the objectives.

7.4 The Coach will meet with the Selection Panel to discuss the nominations and provide the opportunity for them to check and challenge and ensure Selection Decisions are evidence based on the Selection Criteria.

7.5 Individual athlete's inclusion in the relevant Squad/Programme is decided on



a majority vote by all members of the Selection Panel.

7.6 If a majority decision cannot be reached by the Selection Panel because the votes are equally split, the matter will be referred to the Chair of Selectors, the Coach and the Head Performance Identifier [or a suitable deputy appointed by the Performance Lead in the absence of the Head Performance Identifier] to make the final decision.

8. THE PERFORMANCE IDENTIFIERS

8.1 All Performance Identifiers, including the Chair, will be appointed based upon competency for the role.

8.2 Selection Panel members will be appointed by the Gloucestershire Performance Lead and ratified by the Head Performance Identifier.

8.3 The Selector Panel members, through the Chair of Performance Identifiers, are accountable to the Head Performance Identifier and ultimately the GCNA for ensuring that the Selection Policy and associated procedures are applied in a fair and appropriate manner.

9. SELECTION APPEAL

9.1 Appeals can only be submitted by a non-selected athlete on the grounds that:

- a. the process outlined within this Policy has not been adhered to.
- b. the process failed to take into consideration relevant information.
- c. the process failed to take into account relevant information, which was available at the time, which the Performance Identifier Panel did not consider.

9.2 Any Appeal shall be made within three working days of the public announcement of the Squad, in writing to the Chair of the GCNA.

10. DESIGNATED SELECTION EVENTS

10.1 The full process is the designated screening day/evenings for a long squad set by the GCNA and future sessions for final selection.

11. ANNOUNCEMENT & NOTICE

11.1 Provisional invitations into the Gloucestershire PDP will be made within 7 days after the screening event.

12. PROCESS REVIEW

12.1 The Gloucestershire Performance Lead will review the Selection Policy on an annual basis in consultation with the Head Performance Identifier. Proposed changes to the Policy must be approved by the GCNA. This Policy (including any final variations or amendments) will be made available on the Gloucestershire website.



Appendix 1 Glossary of Terms

Abbreviation	Term	Definition
	Athlete	Netball Players
	Coach	The Head Coach [or age group Lead Coach for all age group and squads]
	Performance	Netball performed within the Gloucestershire PDP
	Programme	This includes the training and competition environment for PDP athletes
	Competition Squads	Athletes selected for an identified competition as set out by the Gloucestershire PDP Group
	Selection Criteria	Statements relating to skills, attributes and games sense used to select into the Gloucestershire Programme
	Performance Identifier Panel	Personnel appointed by the Head Performance Identifier to make Selection Decisions.
	Head Performance identifier	Appointed by Gloucestershire GCNA [or a suitable deputy appointed by the Performance lead in the absence of the Head Performance Identifier]

Appendix 2: Membership of Selection Panels for the Gloucestershire Screening

Ratio of 1 selector per 8-10 players

- Chair of Performance Identifiers (Head Performance Identifier or a delegated appointment made by Performance Lead if absent)
- Head U15 and Head U13 PDP Squads (previous year)
- 60% Invited selectors from outside the Gloucestershire County boundaries