



## MIDDLESEX COUNTY NETBALL ASSOCIATION PERFORMANCE PATHWAY PLAYER SELECTION POLICY

### Version Control

| Version | Owner/Reviewed by                       | Date          | Next Review Date |
|---------|---|---------------|------------------|
| 01      | Performance Lead /<br>Performance Group | February 2023 | February 2024    |
|         |   |               |                  |

### 1. PURPOSE AND SCOPE OF POLICY

- 1.1 This policy sets out how athletes are selected into the Middlesex Performance Player Pathway U15 and U13 academies.
- 1.2 Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.
- 1.3 England Netball Performance Identifier Resource will be used for guidelines and selection criteria.

### 2. PERFORMANCE MISSION

- 2.1 Middlesex County Netball Association (MCNA) is committed to delivering unprecedented and sustained on-court success, with high performance athletes, inspiring women and girls from across Middlesex. Through a robust, inclusive and transparent recruitment system MCNA aims to identify and select the right quantity and quality of Athletes to develop and sustain a successful county team and to be a major feeder to the London Pulse Player Pathway squads. This aspiration will guide all performance activity including; Athlete recruitment activity, the management & delivery of the identification, and development of Athletes within the Player Pathway Programmes. We may therefore offer opportunities on the basis of providing development opportunities to Athletes for future success. 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 an individual and in a team environment.

### 3. SELECTION PRINCIPLES

- 3.1 MCNA's Selection Policy is open, transparent and equitable, providing all athletes with a fair opportunity to challenge for franchise, national and international selection.
- 3.2 Selection will be based on merit and the need to achieve the agreed objectives of MCNA.
- 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 London Pulse's 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 MCNA's policies and regulations.
- 3.6 The Performance Lead, in conjunction with the Performance Group, has the right to invite athletes from outside the PDP, to be observed and considered by the Selection Panel for inclusion in the PDP, 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 academies 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 in the London Pulse PDP and a future impact in London Pulse or other franchise pathways as U17, U19 and U21 players
- 4.2 Selection for competitions and London Pulse development opportunities may be made on the basis of increasing development prospects for future success of athletes within the PDP Programme

#### 5. THE SCOPE OF SELECTION

- 5.1 This Selection Policy applies to athletes being selected to the U15 and U13 Middlesex PDP Programme and subsequently, through invitation, to participate in the London Pulse PDP. Squads for competitions, from which U15 and U13 teams will be drawn from any of these training programmes. 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 Middlesex PDP Programme, an athlete must:
  - i. Meet the eligibility criteria as set out by the MCNA.
  - ii. Be clear of any ban under UK Anti-Doping Regulations.
  - iii. Meet the selection criteria.

#### 7. THE SELECTION PROCESS

- 7.1 Club Coaches will nominate athletes, who in the expert opinion of the Coach, are most able to achieve the objectives. Club Coaches should preferably have completed the Performance Identifier workshop.
- 7.2 Athlete performance at designated selection days, will be observed and assessed independently and against the Selection Criteria (Appendix 3), and agreed by the Middlesex Selection Panel.

7.3 Individual athlete's inclusion in the relevant squad/programme is by a majority vote of all members of the Selection Panel.

7.4 If a majority decision cannot be reached by the Selection Panel because the votes are equally split, the Performance Lead will make the final decision.

## 8. 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 Middlesex Performance Lead, in conjunction with the Performance Group.

8.3 The Selection Panel members are accountable to the Middlesex Performance Lead and ultimately the MCNA for ensuring that the Selection Policy and associated procedures are applied in a fair, objective and equitable 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, that the Selection 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 MCNA.

## 11. ANNOUNCEMENT & NOTICE

11.1 Provisional invitations into the Middlesex PDP will be made within 7 days of the screening event.

## 12. PROCESS REVIEW

12.1 The Middlesex Performance Lead, will review the Selection Policy on an annual basis in consultation with the Middlesex Performance Group. Proposed changes to the Policy must be approved by MCNA. This Policy, and future versions, will be made available on the Middlesex website.

## 13. 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 MCNA.

## Appendix 1: Glossary of Terms

| <b>Term</b>             | <b>Definition</b>   |
|-------------------------|---|
| Athlete                 | Netball player  |
| Coach                   | The Head Coach or age group Lead Coach for all age groups and squads  |
| Competition Squads      | Athletes selected for an identified competition and/or development opportunity as set out by the Middlesex Performance Group      |
| EN                      | England Netball   |
| MCNA                    | Middlesex County Netball Association  |
| PDP                     | Player Development Pathway  |
| Performance             | Netball performed within the Middlesex PDP Programme This includes the training and competition environment for PDP athletes      |
| Performance Group       | Personnel appointed by MCNA to lead performance within the county. Performance Lead is head of the group.                         |
| Performance Identifiers | Personnel appointed by the Performance Lead to make selection decisions.  |
| Performance Lead        | Person appointed by MCNA to strategically lead the performance programme and act as Head Performance Identifier on screening days |
| Selection Criteria      | Statements relating to skills, attributes and game sense used to select into the Middlesex Programme                              |
| Selection Panel         | Performance Identifiers appointed by the Performance Lead to make selection decisions   |

## Appendix 2: Membership of Selection Panels for Middlesex Screening

Ratio of 1 selector per 8-10 players

- Performance Lead
- Lead U15 and U13 Coaches
- Experienced Selectors who have completed the Performance Identifier Workshop and are appointed by the Performance Lead in consultation with the Performance Group

### Appendix 3: Selection Criteria

Whenever selecting Athletes for MCNA Programmes, the Selection Panel shall apply the Selection Criteria. A grading of 1-3 will be applied when assessing against any and all such Selection Criteria, with 1 being the highest grading.

Whenever selecting Athletes for Derbyshire County Netball Programmes, the Selection Panel shall apply in all Screening activities:

- Evidence of Skill or Quality
- Demonstrate Consistency
- Demonstrate Under Pressure
- Demonstrate in multiple contexts with consistency

Considerations will also be made as to whether Athletes; are Willing to Learn, display resilience, are a Thinker/Decision Maker, are Confident and Takes Risks.

| <b>Movement Skills U15 &amp; U13 Criteria</b> |  |
|---|--|
| Take Off                                      | <ul style="list-style-type: none"> <li>• Demonstrate an effective technique from a stationary and moving start</li> <li>• Straight movement forwards and backwards</li> <li>• Diagonal movement to the left and right</li> </ul>   |
| Footwork                                      | <ul style="list-style-type: none"> <li>• Demonstrates efficient running technique</li> <li>• Able to Sprint and change direction</li> <li>• Able to sidestep</li> <li>• Speed of footwork</li> <li>• Recovery footwork</li> <li>• Ability to work in a number of combinations</li> <li>• Turning from a sprint movement</li> </ul> |
| Jumping                                       | <ul style="list-style-type: none"> <li>• Demonstrate efficient technique</li> <li>• Able to jump from both feet simultaneously</li> <li>• Able to jump off left or right foot</li> <li>• Able to turn in the air</li> </ul>  |
| Landing                                       | <ul style="list-style-type: none"> <li>• Demonstrate safe and balanced technique</li> <li>• Able to land on left and right foot</li> <li>• Able to land on both feet simultaneously</li> <li>• Able to pivot in all directions with an outside turn</li> </ul>   |
| Ball Handling                                 | <ul style="list-style-type: none"> <li>• Catching 2 and 1 handed</li> <li>• Passing 2 handed and 1 handed with a variety of passes used</li> <li>• With and without a defender</li> </ul>  |

| <b>Game Sense U15 &amp; U13 Criteria</b>   |  |   |
|--|--|---|
| Attack   | Defence  | Behaviours  |
| <ul style="list-style-type: none"> <li>• Transition</li> <li>• Width/Depth</li> <li>• Options / Choices</li> <li>• Ball Side Maintaining Possession</li> </ul> | <ul style="list-style-type: none"> <li>• Transition</li> <li>• Winning Ball</li> <li>• Working Together</li> <li>• Delay / Deny</li> <li>• Opportunity</li> <li>• Dictating</li> </ul> | <ul style="list-style-type: none"> <li>• Thinking</li> <li>• Patience</li> <li>• Never Give up</li> <li>• Leadership</li> </ul> |

The Selection Panel will also consider 'other factors' listed below within their final selection decisions and will seek to ensure subjective opinions are supported by evidence. Other factors considered will include:

- a. Availability of the athlete to fully participate in the Programme
- b. Coachability: the athlete understands expectations and can apply learning and make changes
- c. Demonstrates the ability to operate effectively within a team
- d. State of fitness, health and wellbeing
- e. Positional balance and combinations within the team
- f. Succession planning
- g. Number of fixtures on the annual competition calendar
- h. Focus of the current year
- i. Current form or performance
- j. Balance of experience and youth
- k. Progress made by the athlete in the previous 12 months
- l. 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 Athlete.



