



CAMBRIDGESHIRE

PLAYER DEVELOPMENT PROGRAMME

Selection and De-selection Policy

1.0 Principles of Selection

- 1.1 The Cambridgeshire Player Development programme selection process will be equitable. No athlete will receive less favourable treatment on the grounds of social class, colour, race, ethnic origin, creed or disability. Athletes will not 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 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 The selection of athletes into the Player Development 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.
- 1.4 The Athlete Identifiers consist of a team of England Netball trained selectors that includes but is not exclusive to the U15 Academy Head Coach, U13 Academy Head Coaches, U18 Academy Head Coaches and their Assistant Coaches, with the aim to include at least one selector from out of county. This group will ideally be an odd number in order to assist with the decision-making process and is chaired by a Lead County Selector.
- 1.5 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.
- 1.6 No athlete or athletes have a right to or should expect to on-going selection and participation at any time.
- 1.7 The Player Development Programme coaches may identify a talented athlete during the season with a view to inviting her to trial at either an U13, U15 or U18 coaching session. If successful a place will only be offered if a vacancy is available. These athletes will not have already trialled for that season at the selection process held in September each year.

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 poor attendance
 - 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:-

- a) Game sense
- b) Effective ball handling and movement skills
- c) An understanding of playing positions in two units

2.24 Serious breaches of the England Netball Code of Conduct signed by athletes at the start of the season. This can be found at <https://www.EnglandNetball.co.uk/England/performance-governance/performance-code-conduct/>

2.3 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. One of the reviewers will not be directly involved in the coaching of that particular athlete.

2.4 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.

2.5 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 Cambridgeshire Performance Lead.

2.6 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 or U18 Futures will be allowed to continue both Pathway Programmes. However, if an athlete is offered a place in a Saracens Mavericks Franchise U15 or U17 Academy, she will no longer be able to continue with Cambs Player Development Programme.

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 Academy 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 Cambs Player Development 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 Cambridgeshire Performance Academy 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 Cambridgeshire Player Development Lead acting on behalf of Cambridgeshire County 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.

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