

EMPOWERED BY



Netball Scotland

Athlete Selection Protocol

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OBJECTIVE

Netball Scotland Ltd (NS) selects and manages national squads and teams to represent Scotland in International netball matches and International Netball Federation (INF) sanctioned events. The events include but are not limited to the World Netball Championships (WNC), World Youth Netball championships (WYNC), Commonwealth Games* and Netball Europe Championships (NE). The National Programme comprises of:-

- Scottish Thistles
- Scottish Thistles squad
- Any other Scottish or Strathclyde Sirens junior squad of any age groupings

The National Programme objectives are to select squads, teams and Institute of Sport Athletes, as determined by NS, in preparation for competition in line with the Performance Pathway and, provide the best opportunity for national team success in international competition.

* For Commonwealth Games, Netball Scotland select and make nominations to Commonwealth Game Scotland.

PROCEDURES

1. Selectors

1.1. Selectors for national squads will comprise of, but not be limited to:

Scottish Thistles	National Coach (Chair) National Selector 1 National Selector 2
Institute Athletes	National Coach (Chair) Strathclyde Sirens Coach Institute Performance Manager
Scottish U21	U21 Coach (Chair) U21 Selector 1 U21 Selector 2
Scottish U17	U17 Coach (Chair) U17 National Selector 1 U17 National Selector 2
Note: The lead coach will act as Chair. The Performance Programme Manager will oversee the selection process but will not be involved in the final selection.	

1.2. National Selectors are appointed via a recruitment and selection process conducted by the Pathways Development Manager, alongside the Education Manager.

1.3. All selectors will have performance level coaching experience and/or selecting experience; hold a minimum Level 2 coaching certificate and/or have experience as a national/international player.

- 1.4. The Appointments Panel (Performance Director, Scottish Thistles Head Coach and Pathway Head Coach) has authority to amend the composition of a selection panel at their discretion, including the appointment of trainee selectors.
- 1.5. Where the National/U21/U17 coach is not available for selections, the Appointments panel has authority to appoint an additional selector to the panel.
 - 1.5.1. The additional selector may be appointed from Netball Scotland's High Performance Coaching Group (HPCG).
 - 1.5.2. The unavailable coach will continue to have input into the selection of this squad.
- 1.6. The National Selector's roles and responsibilities may be amended from time to time.

2. Athlete Eligibility

- 2.1. Athlete eligibility for selection for INF Events:
 - 2.1.1. Must be born in Scotland or have at least one parent or grandparent born in Scotland.
 - 2.1.2. Must be a registered member of Netball Scotland and not at any time be involved with any unaffiliated events, competitions and/or fixtures.
 - 2.1.3. Must qualify to compete for Scotland under the rules and regulations of INF as amended from time to time (refer Appendix 1).
- 2.2. Athlete eligibility for selection for Commonwealth Games, please refer to Appendix 2 (Commonwealth Games Netball Selection Policy)

3. Selection

- 3.1. Selections can be made throughout the following events:
 - 3.1.1. Local and National Netball Leagues
 - 3.1.2. Scottish Cup (Youth & Open)
 - 3.1.3. National Hub
 - 3.1.4. National Trials
 - 3.1.5. National Squad Camps
 - 3.1.6. School and University Events
 - 3.1.7. District Competitions
 - 3.1.8. International Test Matches & Tours
 - 3.1.9. Video footage

4. Squad & Team Composition

- 4.1. The number of Institute supported athletes will be decided by SIS.
- 4.2. Athletes may be invited onto any squad they are eligible for throughout the season as a team member or training partner. This addition should be made known to all relevant NS personnel, coaching and management teams
- 4.3. The official team in all squads will comprise of 12 athletes.
 - 4.3.1. Where a team is entered into a competition where the squad comprises of a different number of athletes, NS will follow the rules of the competition.
- 4.4. Where an athlete is selected in one squad and is 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 Coaching Team. This addition should be made known to all relevant personnel, coaching, management teams and the athlete.

5. Selection Criteria

- 5.1. In exercising their discretion selectors may select based on the following selection criteria;
 - 5.1.1. Previous international and national performances.
 - 5.1.2. Current international and national performance.
 - 5.1.3. Current level of skill and fitness.
 - 5.1.4. Current or potential injury or illness condition which will impair, inhibit or prevent the participant's performance to the requisite level.
 - 5.1.5. Composition and balance of the team including but not limited to position coverage.
 - 5.1.6. Gaps at national level.
 - 5.1.7. Post maternity leave which may have resulted in a lack of competitive opportunity in the recent past.
 - 5.1.8. Other factors considered by the selectors to be relevant and/or important.
- 5.2. Late trialists or athletes who refer themselves for selection must provide evidence of fitness, and technical ability on application. This could be in the form of footage and fitness test results or references from an accredited coach.
- 5.3. The decision to include or exclude athletes from 5.2 shall rest with the Selection Team, Including, but not limited to level of playing experience, current level of physical fitness test And current positional distribution within the squad.

6. Selector Responsibilities

- 6.1. The selectors decision is final and the reason for selection is not required as part of the selection process.
- 6.2. Any final selection decision rests with the appointed Lead Coach of the team.
- 6.3. Where an athlete is unable to fulfil squad commitments the Selection Panel has the ability to promote eligible athletes to the relevant squad.
- 6.4. The Selection Panel has the ability to make changes and substitutions to squads and teams at their discretion including but not limited to, injury/illness, physical fitness standards, marked decrease in on court performance.
- 6.5. A selector with a conflict of interest must notify the Performance Programme Manager of the conflict as soon as they become aware it exists.
- 6.6. A selector with a conflict of interest will complete the Conflict of Interest form. If a Conflict of interest is deemed too but, a replacement selector will be brought in from the pool of national selectors.
- 6.7. A selector may advise the Performance Director of another selector's conflict of interest in the event that the risk has been overseen.
- 6.8. A selector will:
 - 6.8.1. Act with integrity and objectivity in all aspects of the selection process in complying with this protocol.

- 6.8.2.Ensure all selection materials, discussions and meetings remain confidential to the Selection Panel and appropriate NS staff.
- 6.8.3.A selector who is unable to meet the requirements of this clause (6.8) may resign or be removed and replaced on the panel.

7. Post-Selection Requirements

7.1. Feedback & Wellbeing

- 7.1.1.Successful and unsuccessful athletes will be advised of the outcome of selection to squads prior to public announcement. This will be communicated within one week of the trials taking place.
- 7.1.2.The Performance Programme Manager will be in attendance at all key squad selection trials/events, where possible, and will ensure the standard operating procedures for squad selection are followed.
- 7.1.3. Individual feedback will be provided to squad athletes throughout the period of their involvement.
- 7.1.4. Squad athletes not selected for the National Team of 12 for International Events will be given feedback should they request it.
- 7.1.5.An athlete may lodge an appeal due to non-selection to a squad or team.

7.2. Terms and Conditions

- 7.2.1.Athletes agree to abide by the NS Playing Agreement and all other NS related policies referenced within this agreement.
- 7.2.2.Athletes agree to the Institute terms and conditions if selected for the Institute of Sport programme.
- 7.2.3.Athletes should not anticipate guaranteed selection into a squad or to be selected for competitions based on successful prior selections throughout the player pathway.

8. Deselection

8.1. An athlete may be removed from a squad/team due to:

- 8.1.1.Failure to adhere to the NS Player Agreement.
- 8.1.2.Injury or illness resulting in athlete's incapacity to fulfil obligations.
- 8.1.3.Breach of the Integrity – Business Conduct and Ethics Policy, Anti-doping, and other policies deemed applicable to the National Programme. All Netball Scotland policy documents can be found [here](#).
- 8.1.4.Breach of the Institute Athlete Agreement.
- 8.1.5.Selection of another INF Member Country or organisation.

9. Appeals

- 9.1. An athlete, who fails to be selected for a squad or team, may appeal against omission from the team or squad as set out in this section.
- 9.2. The only grounds for such an appeal are that the Selection Panel, in making their decision, did not comply as outlined in this Protocol.
- 9.3. There is no right of appeal for non-selection to the Institute Programme.

10. Appeals process

10.1. Notice period:

- 10.1.1. The athlete is advised to discuss their proposed appeal *informally* with the Performance Director (PD) and a member of the Selection Panel to try to find a resolution.
- 10.1.2. The athlete, the PD and member of the Selection Panel should meet informally within forty-eight (48) hours of the selection decision.
- 10.1.2. Should the athlete wish to progress to formal appeal the following procedure applies:
 - 10.1.2.1. Any formal appeal against omission from the team must be lodged in writing (Notice of Appeal) to the NS CEO within five (5) business days of the announcement of the selection decision.
 - 10.1.2.2. The Notice of Appeal must be accompanied by a summary of arguments and evidence in support of the appeal.
 - 10.1.2.3. An appeal may be withdrawn by the athlete at any time through written notification the PD.
- 10.1.3. Failure to comply with the appeal time frame will result in the appeal being dismissed.

10.2. Appeal Panel

- 10.2.1. Where the CEO is authorising an investigation into the appeal, an Appeals Panel will be established.
- 10.2.2. The CEO will nominate appointees to the Appeals Panel for endorsement by the NS Board of Directors.
- 10.2.3. The Appeals Panel will consist of three members including:
 - 10.2.3.1 A person with knowledge of the sport and with international competition experience.
 - 10.2.3.2. A person with legal background to chair the appeal.
 - 10.2.3.3. Any other person deemed appropriately skilled and experienced with the function of an Appeals Panel, as appointed by the CEO.
- 10.2.4. Persons party to or directly interested in the appeal may not act as a member of the Appeals Panel.
- 10.2.5. The Appeals Panel will investigate and consider the matter determining whether:
 - 10.2.5.1. The matter should be dismissed because there is no credible evidence, submission or argument to satisfy the grounds of the appeal.
 - 10.2.5.2. The matter should be referred back to the Selection Panel for further consideration.
- 10.2.6. The Appeals Panel does not have the power of selection or re-selection. Where appropriate, the Appeals Panel may refer the matter back to the Selection Panel for consideration.

- 10.2.7. The decision of the Appeals Panel will be a majority decision and shall be communicated to the CEO as soon as possible i.e. within five (5) business days of the Appeal Panel meeting.
- 10.2.8. The decision of the Appeals Panel will be final

APPENDIX 1

INTERNATIONAL NETBALL FEDERATION LIMITED

REGULATIONS (EXERPT)

Regulations (Updated in September 2017)

Player eligibility for International Events

6.11 To be eligible to play for a National Association's national representative team in any International Event, a player must:

- (a) be a citizen of the relevant Country in accordance with the laws of that Country; or
- (b) be born in that Country or have at least one parent or grandparent born in that Country; or
- (c) have resided in that Country (as established by the player's physical presence in the Country) for a period of 24 months immediately prior to the start of the relevant International Event.

6.12 A player who has played for a Country in any Netball World Cup or Netball World Youth Cup will not be eligible to participate in either the following Netball World Cup or Netball World Youth Cup or any other senior international match for another Country, provided that the Board may, in its absolute discretion, waive the application of this clause:

- (a) for players under the age of 21 who have played for one Country and will be playing for another Country because of extenuating circumstances (such as genuine family relocation); or
- (b) for players who are returning to their place of birth; or
- (c) where there are other exceptional circumstances.

6.13 In any age-restricted International Events (such as the Netball World Youth Cup), the players must be under the required age as at midnight on 31 December/1 January prior to the relevant International Event.