

Selection Policy and Procedure

Purpose

- To provide players with the opportunity to represent Kavanagh College at a level suitable to their ability and to enhance players enjoyment of the game.
- Through the selection of teams, Kavanagh College aims to: ensure all registered players are given equal opportunity to be considered for a team and provided with skill development opportunities to assist them reach their potential.
- To foster and nurture netball in the college by establishing training squads for the top teams within each division of Kavanagh netball- intermediate (7 /8), junior (9/10) and Senior (11-13).
- To select the best team (and/or squad) of netball players eligible to represent the college.

Trial Format

- Players must register through the Google form distributed by the netball coordinator
- Players must bring a signed code of conduct to the trial or drop off to the netball coordinator before the second trial.
- All players must attend all trials unless they have advised of their non-attendance. If a last minute situation arises, the player must notify the netball coordinator to ensure trial sheets can be adjusted
- Acceptable valid reasons for not attending a trial are at the discretion of a nominated Kavanagh College netball person.
- Each player will be trialled in their preferred position(s) as well as any position where a selector directs them.
- All players who register and attend trials will be selected in a team.
- Trial games will last for 10-15 minutes and there will be at least 4 trial games per trial session.
- During the trials, the selectors will evaluate individual skill levels, fitness and team playing abilities of each player. The following aspects will be evaluated to determine which team a player is selected for e.g. warm up, fitness, player combinations, skills, coach-ability, attitude, leadership, communication, team dynamics and individual player characteristics.
- A squad will be announced initially and after some training together and/or preseason matches, the final teams will be selected.

Selection Panel

- Team selections are to be carried out by independent selectors. There will always be at least two selectors for any trials.
- If a parent is a coach of a team, they will not be involved in any team selection that involves their child, but if they have coached the team in previous years,

they will be consulted before and after the trials. They are welcome to attend the trials but are not to be in discussion with the selectors during the trial games.

- The selectors will consult with a nominated Kavanagh College representative before finalising their selections.
- The selection panel's decision is final.

Team allocation

Following trials, the selection panel will meet to finalise the process. The major criterion for selection is based on the performance of the player.

Core Playing competencies include skill base and competence, tactical understanding and decision making, flair and innovation, fitness and game intensity, potential and work ethic, discipline on and off the court.

Core Personal Qualities include effectiveness under pressure, teamwork, versatility, consistency and adaptability.

Consideration will be given to:

- Coaches notes from the previous season on skills, commitment, attendance, improvement, team dynamics
- Player skills demonstrated at the trials
- Number of players trialling for the same position
- Balance of team (attackers, defenders, mid court players)
- Information listed on the registration form and signed code of conduct.

Teams may consist of 8-11 players. Ideally, teams should have a variety of combinations to cover events such as sickness, injury or legitimate unavailability during the season

Player withdrawal

In the event of a player withdrawing from a team after selection, the selectors will consult the list of previous trialists and appoint a suitable replacement.

If the player withdraws before the season starts, any fees paid will be refunded.

If the player withdraws once the season has begun, any refund is at the discretion of the school.

Announcement of Teams

- Players will be notified by email of team allocations as soon as possible after the final trial.
- If a player has been demoted from a team from an earlier year, they will be told in advance of the teams being announced.
- Squad training and team sessions will be arranged by the squad/team coach(es).

Appeal procedure

- Notwithstanding any of the provisions in this Policy/ procedure, it is acknowledged that when applying the criteria and considerations set out above, there will be, at times, extremely difficult choices to be made which will require

the Selection Panel to exercise its discretion and judgement. Provided the Selection Panel has properly considered the criteria and considerations set out in this Policy, and has exercised its discretion and judgement in good faith, then the Selection Panel will have fulfilled all of its obligations under this Policy.

- If however, a player/parent disagrees with a selection decision covered by this policy and procedure, they may appeal to the college in the first instance. Such an appeal is made by the player or parent by email to the Kavanagh College netball coordinator within seven days of the squads or teams being announced.
- An appeal may only be made on the following grounds:
 - The documented selection process was not properly followed or implemented
 - The decision made was affected by lack of good faith or transparency

Non-attendance at trials

Players unable to attend trials for any reason will have their team selection based on availability of positions within the teams, information provided by the coach from the previous season and through consultations with the selectors and coaches.