



## Selection Policy

Version	Reviewed By	Date	Next Review Date
02	Severn Stars Board of Directors	May 2018	December 2020



## Severn Stars Selection Policy

<p><b>1.</b> <b>Purpose &amp; Scope of the Policy</b></p>	<p>This Selection Policy sets out how netball players are selected by Severn Stars into the following competition squads and academies:</p> <ul style="list-style-type: none"> <li>- VNSL</li> <li>- NPL U21, 19 &amp; 17</li> <li>- NOVA Academies</li> <li>- U15 Severn Stars School Games Squad</li> </ul> <ul style="list-style-type: none"> <li>- The policy will also outline how players are invited to trial for the VNSL Long and Training Squads. No Athlete has the right to expect that they will be selected for any Severn Stars Competition Squad simply due to their previous inclusion in any of the above mentioned squads or academy programmes.</li> <li>- The aim of this policy is to ensure the best and most suitable players (athletes) available are included in the Severn Stars Competition Squads and NOVA Academies in line with the documented criteria.</li> </ul>
<p><b>2.</b> <b>Performance Mission &amp; Objectives</b></p>	<ul style="list-style-type: none"> <li>- Severn Stars will work to support England Netball and provide high quality programmes to assist players and coaches to achieve excellence and success at top domestic and International level.</li> <li>- Severn Stars will provide first class coaching, training and competition facilities and support services to enhance an individual's development on a weekly basis.</li> <li>- Severn Stars aspires to reach the top four in the VNSL by 2021 and to achieve this goal Severn Stars must strive to increase the number of players competing for places in all age group squads and academies.</li> <li>- This aspiration provides the beacon to guide all performance activity and Severn Stars will continue to provide the best possible training environment for all pathway and VNSL players.</li> <li>- Severn Stars' primary objectives are, therefore, to select competition squads capable of winning all matches and to ensure all Academy players are receiving training to enhance their opportunity to gain selection to a competition squad.</li> </ul>
<p><b>3.</b> <b>Values</b></p>	<ul style="list-style-type: none"> <li>- The culture at Severn Stars is fundamentally based on people development, empowerment, shared ownership and a climate of trust. Players are encouraged in all programmes to develop emotional intelligence, citizenship skills and leadership attributes. The following values will be honoured at all times by staff and players connected to Severn Stars:             <ol style="list-style-type: none"> <li>1. <b><u>Respect</u></b> – Trust yourself and your teammates. Respect the process and plays in training and matches.</li> <li>2. <b><u>Passion/Pride</u></b> – Pride in the performance and being part of the team. Setting the tone.</li> <li>3. <b><u>Support</u></b> – Support each other, create a supportive environment around you and be part of a group.</li> <li>4. <b><u>Resilience</u></b> – Be resilient in games and during the season, believe in yourself and the team. It is the choice or way you react that has the impact.</li> </ol> </li> </ul>



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	<p>5. <b><u>Be Engaged</u></b> – Enjoy being part of the team. Remember to have fun as it is all part of a process/journey of growth.</p> <p>6. <b><u>Accountability</u></b> – Be responsible for your actions.</p>
<p style="text-align: center;"><b>4.</b> <b>Selection Panel</b></p>	<ul style="list-style-type: none"> <li>- VNSL: Head Coach, Chair of Selectors &amp; one other appointed selector.</li> <li>- Fast5: Head Coach, Chair of Selectors &amp; one other appointed selector.</li> <li>- NPL U21: Head Coach, VNSL Head Coach, Chair of Selectors &amp; one other appointed selector.</li> <li>- NPL U19: Pathway Head Coach, VNSL Head Coach, Chair of Selectors &amp; one other appointed selector.</li> <li>- NPL U17: Pathway Head Coach, U17 Head Coach, Chair of Selectors &amp; one other appointed selector.</li> <li>- Nomination for National Academy, England Futures &amp; England Roses Programmes: Relevant Head Coach (if age group), VNSL Head Coach &amp; Chair of Selectors.</li> <li>- NOVA Academy: Head NOVA Coach and one of the following: Chair of Selectors, Pathway Head Coach, Severn Stars Selector or County Scout.</li> <li>- U15 School Games: Chair of Selectors, Pathway Head Coach &amp; Head U15 Coach.</li> </ul>
<p style="text-align: center;"><b>5.</b> <b>Selection Principles</b></p>	<p>The Membership of Selection Panels is set out in the section below. Each Selection Panel will apply the following principles in the course of carrying out any selection process:</p> <ul style="list-style-type: none"> <li>- Employ an open, transparent and equitable process that gives all players a fair chance to challenge for Severn Stars selection.</li> <li>- Base selection on merit and the need to achieve the objectives of Severn Stars set out in the Performance Mission and Objectives section above.</li> <li>- Re-engage as a panel for selection when a long (training) squad is being reduced to a competition squad.</li> <li>- Where a player may compete in two age groups the VNSL Head Coach, relevant age group coach and Chair of VNSL selection will convene a selection meeting to make the final decision.</li> <li>- In the event of an injury to a player in a relevant competition squad the Head Coach will liaise with the Chair of Selectors to discuss a possible replacement. If this is related to U19 / U17 competition squad the Pathway Head Coach will be part of the discussion.</li> <li>- Ensure no player has the right or expectation to on-going selection for any Severn Stars competition squad or NOVA Academy.</li> <li>- The selection panel has the right to determine at its sole discretion, when it will reselect players into Severn Stars Competition Squads or NOVA Academies.</li> <li>- Players will be subject to de-selection if they breach the Severn Stars signed Player Contracts and Agreements.</li> <li>- The relevant Head Coach under the Membership of Selection Panels section below has the right to invite players from outside of the Severn Stars VNSL, NPL, or NOVA Academy programmes to be</li> </ul>



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	<p>observed and considered by the Selection Panel for inclusion in Competition Squads when permitted.</p> <ul style="list-style-type: none"> <li>- In selecting for a team sport, regard will be made to the combinations of players in the competition squads, the ability of players to perform in more than one position alongside each player's individual skill level.</li> </ul>
<p style="text-align: center;"><b>6.</b> <b>Selection Process</b></p>	<ul style="list-style-type: none"> <li>- Player performance at designated selection events (as advertised via all social media channels and the Severn Stars website) will be observed live or via DVD/HUDL and assessed independently against their demonstration of the selection criteria set out.</li> <li>- Selection Events will be communicated by the relevant Head Coach at training and / or via the website and social media ensuring one month's notice is given. Should a player not be in attendance at the event and register extenuating circumstances the player will remain in contention for selection.</li> <li>- A selector must declare any conflict of interest prior to any discussions or selection event relating to their relationship with a player (club or family member for example).</li> <li>- Following completion of all the designated selection events the relevant Head Coach will consult with the Severn Stars coaching team, and take into account any relevant input from Severn Stars sports science and medical team deemed necessary to make informed player nominations for selection. Any issues will be raised by the Head Coach and presented to the Chair of Selectors and the panel.</li> <li>- The players will be those that, in the expert opinion of the relevant Coach and selection panel are capable of achieving the objectives of Severn Stars set out in the Performance Mission and Objectives section above.</li> <li>- Any player included in a Severn Stars squad or NOVA Academy is decided by a majority vote between all members of the relevant Selection Panel.</li> <li>- The General Manager of Severn Stars will be responsible for the communication of all decisions to players and England Netball should it be a nomination process.</li> </ul>
<p style="text-align: center;"><b>7.</b> <b>The Selectors</b></p>	<ul style="list-style-type: none"> <li>- All Selectors including the Chairs will be appointed based upon competency for the role, through an open application process, on a four-year cycle, with an annual review.</li> <li>- The Director of Netball will engage in a review of a selector's performance on an annual basis. Any issues relating to performance will be reviewed at Board level. If performance is not of the required standard a selector will be asked by the Board to vacate the role.</li> <li>- There will be 2 independently appointed Chair of Selectors. One will be accountable for Severn Stars VNSL &amp; NPL squads with the second for Severn Stars NOVA Academies.</li> <li>- Selection Panel members will be appointed by Severn Stars Board after a recommendation from the Director of Netball.</li> <li>- All Selection Panel members through the Chair are accountable to Severn Stars Director of Netball / General Manager and ultimately</li> </ul>



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	<p>Severn Stars Board for ensuring that this Selection Policy and all associated procedures are applied in a fair and appropriate manner.</p>
<p style="text-align: center;"><b>8.</b> <b>Selection Criteria</b></p>	<p>Technical &amp; Tactical:</p> <ul style="list-style-type: none"> <li>- Sound technical skill base and consistency of performance on court</li> <li>- Execution of positional specific skills</li> <li>- Has a tactical understanding and can make decisions in difficult and challenging contexts / under pressure</li> <li>- Displays attack and defence unit skills</li> <li>- Demonstrates Game Sense</li> <li>- Is creative and innovative within the game</li> </ul> <p>Physical:</p> <ul style="list-style-type: none"> <li>- Achieves the benchmarks associated with VNSL performance</li> <li>- Speed, Agility, Aerobic capacity, strength and power benchmarks achieved</li> <li>- Is able to maintain a high intensity in performance</li> </ul> <p>Psychological:</p> <ul style="list-style-type: none"> <li>- Demonstrates mental toughness, resilience, confidence, is adaptable and perseveres in difficult and challenging situations</li> <li>- Player is coachable and can learn from mistakes by making changes</li> <li>- Player is self-responsible, is emotionally aware of oneself and others</li> <li>- Has a growth mindset and so is able to see all opportunities as learning experiences</li> </ul> <p>Behavioural:</p> <ul style="list-style-type: none"> <li>- The player displays a competitive approach, is motivated, shows leadership on and off the court, is adaptable and supports others</li> <li>- In challenging others adopts a professional approach that considers the emotions of others</li> </ul> <p>Key Team Considerations:</p> <ul style="list-style-type: none"> <li>- Positional balance in squad selection</li> <li>- Succession planning</li> <li>- A player's performance being temporarily affected through a personal situation or other extenuating circumstance. It is the responsibility of the player to bring any such personal situation or extenuating circumstance to the panel's attention, and to provide any evidence requested.</li> </ul>
<p style="text-align: center;"><b>9.</b> <b>Announcement &amp; Notice</b></p>	<ul style="list-style-type: none"> <li>- VNSL: Invitations for those successful will be sent to players within 5 days of the relevant selection panel meeting. A contract / player agreement will be offered and this should be signed and returned within 14 days of issue. Announcements will be posted on the Severn Stars website &amp; social media after this date.</li> <li>- NPL: Players will be notified within 5 days of the selection event. All players will be asked to sign a player agreement which should be returned within 14 days of issue.</li> <li>- NOVA or School Games selection will also be communicated within 5 days.</li> </ul>



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	<ul style="list-style-type: none"> <li>- Athletes selected to any squad or NOVA Academy agree not to make any announcement to the media or public in any form (including personal websites or social media sites) regarding their selection until after Severn Stars have announced selection decisions on social media and the website.</li> <li>- Any player unsuccessful at a final selection event can request feedback by email from the relevant Head Coach and should also copy in the Chair of Selectors for that event. Contact details will be provided at the selection event.</li> </ul>
<p style="text-align: center;"><b>10.</b> <b>Selection Appeal Process</b></p>	<ul style="list-style-type: none"> <li>- Appeals can only be submitted by a non-selected (or de-selected) player on the grounds that:             <ul style="list-style-type: none"> <li>a. The selection process outlined above (or de-selection process outlined in the Injury &amp; Replacement section below) has not been adhered to; or</li> <li>b. The selection (or de-selection) process adopted for the player failed to take into account relevant information, which was available at the time.</li> </ul> </li> <li>- An Athlete may request an appeal on either of the grounds listed in this section above by submitting a written request to the Director of Netball at Severn Stars. Any appeal shall be made within 72hrs of the announcement of the Severn Stars announcement (if later the right to appeal is lost).</li> <li>- The Director of Netball will investigate the selection process and review all notes taken during selection by the Chair of Selectors. A response will be provided within 3 weeks and be ratified by the Severn Stars Board of Directors.</li> </ul>
<p style="text-align: center;"><b>11.</b> <b>Injury &amp; Replacement</b></p>	<p>An Athlete may be removed from a Severn Stars Competition squad and/or NOVA Academy at any time as a result of:</p> <ul style="list-style-type: none"> <li>- non-compliance in training</li> <li>- a breach of responsibility</li> <li>- a violation of the player agreement</li> </ul> <ul style="list-style-type: none"> <li>- Prior to removal, the player in question or her appointed representative will be presented with the opportunity to attend a removal interview with the Director of Netball and, where possible, one other independent person. Written justification must be provided for all removals. Decisions on these matters are open to appeal under the appeals process set out in the Appeals section above.</li> <li>- All elected Athletes must declare any medications they are taking, in particular the use of any restricted medications, and discuss this with the Head Coach.</li> </ul>



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<p><b>12.</b> <b>Confidentiality</b></p>	<p>- 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 player, unless authorised by Severn Stars.</p>
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