



Selection Policy

Version	Reviewed By	Date	Next Review Date
01	Performance Director	March 2023	January 2024

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1.	Purpose & scope of policy	<p>This Selection Policy sets out how netball athletes (Athletes) are selected by England Netball (EN) into Programmes and Competition squads including:-</p> <p><u>Programmes</u></p> <ul style="list-style-type: none"> • Roses Programme; • Future Roses Programme; • Roses Academy Programme <p><u>Competition squads</u></p> <ul style="list-style-type: none"> • England / Vitality Roses • England 'A' • Future Roses • England Under 21 • England Under 19 • England Under 17
2	Performance Mission & Objectives	<p>EN is committed to setting new standards for netball, showcasing inspiring performances by outstanding players in international tournaments. It will support the Roses to achieve recognition and respect as the world's best female sports team, and prepare future Roses for the specific demands of international netball to ensure that there is an oversupply of Roses-ready players available for selection.</p> <p>It will develop robust talent recruitment systems and processes that allow talented players from all backgrounds to be identified and to access the pathway.</p> <p>It's performance ambitions are:-</p> <ul style="list-style-type: none"> • <i>The Roses consistently beating other top-ranked nations and winning back to back Commonwealth Games and Netball World Cup titles</i> • <i>The Roses being held in esteem for a clear, recognisable and respected 'Roses Way' being demonstrated daily by players on and off-court</i> • <i>World-class depth of Roses-ready players in all positions, competing for places in the Roses team</i> • <i>The Roses team being made up of players from a range of backgrounds and locations</i> <p>Selection for programme and competition squads will be based upon the competitive needs of a successful Roses team of the future and be based upon player profiles relevant to each stage of development.</p>

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3	Eligibility	<p>To be eligible for selection into the Programmes and Competition squads listed above, Athletes must:-</p> <ul style="list-style-type: none"> a. Be eligible to play for England at the Commonwealth Games and World Netball Championships (as determined by the CGF and WN regulations applicable at the appropriate time). b. Meet the specific tournament eligibility criteria. c. Have been born in England, have at least one parent of English nationality, have acquired English nationality by marriage or naturalisation, or have resided in England continuously for two years immediately prior to the date of entry into the Programme or the date of the international event they are being considered for as part of the Competition Squad (as applicable). d. Hold a British passport e. Have completed the appropriate UKAD training and education and not be currently serving any sanction for any violation of any relevant anti-doping laws and/or regulations. <p><u>Note</u>; as long as the Athlete meets all of the eligibility criteria set out in this Eligibility section and meets all of the commitments as set out by the relevant Programme or Competition squad Head Coach, the Athlete may currently be living and/or competing overseas (for example, as part of the Australian SSN or New Zealand ANZ leagues)</p>
4.	Selection Principles	<p>The following principles will be applied in the course of carrying out the Selection Process:-</p> <ul style="list-style-type: none"> a. Selectors will employ an open, transparent and equitable process that gives all Athletes a fair chance to challenge for international selection. b. Selection will be based on merit and the need to achieve the objectives of EN set out in Game Changer 4 of the Adventure Strategy, and detailed above. c. No Athlete should have the right to or expectation of on-going selection for EN Programmes or Competition squads. d. Each Selection Panel has the right to determine, at its sole discretion, whether it will re-select Athletes into Programmes or Competition squads. e. Athletes are required to sign EN Athlete Agreements in order to participate in EN Programmes or Competition squads. The terms of the Athlete Agreement that relate to Eligibility and Selection must be adhered to by EN and the Athlete. Athletes may be subject to de-selection if they breach the EN Players Agreements or any other relevant EN policies or regulations. f. Athletes will also be expected to sign and adhere to any additional Agreements necessary to ensure their participation in specific tournaments (eg Commonwealth Games, Netball Europe etc) g. The relevant Head Coach has the right to invite Athletes from outside EN Programmes to be observed and considered for inclusion in Competition squads. h. Given the 'team' nature of netball, regard will be made, not only to the individual Athlete's skill and performance level, but also to the

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		combination and balance of Athletes in Programme or Competition Squads, and the ability of Athletes to play in more than one position,
5.	Selection Process	<p>The process of selection for Programme and Competition squads is as follows:-</p> <ol style="list-style-type: none"> a. Athlete performance at Designated Selection Events (as set out below) will be observed, live or via DVD/HUDL, and – together with any objective performance data - assessed independently and against the selection criteria set out in this Selection Policy. b. Following completion of all the Designated Selection Events, the relevant Head Coach will consult with the EN coaching team, and take into account any relevant input from EN's performance, sports science and medical team, along with athletes' club coaches, deemed necessary to make informed Athlete nominations for selection. (Confidential medical information will not be shared but 'red flags' may be raised by staff where athlete availability or readiness for selection may be compromised) c. The relevant EN Chair of Selectors will consult with the relevant designated EN National Selectors and prepare a standardised report of Athletes nominated for selection on behalf of the Selectors to be shared with the relevant Selection Panel. d. The nominated Athletes will be those that, in the expert opinion of the relevant Head Coach are most able to achieve the objectives of EN set out in the Performance Mission and Objectives section above. e. The relevant Selection Panel will meet to discuss the Nominated Athletes, check and challenge each other's views, and ensure Athlete selection decisions are evidence-based taking into account the selection criteria outlined in this Selection Policy. f. Any individual Athlete's inclusion in EN Programme or Competition squads will be decided on a majority vote by all members of the relevant Selection Panel. Where it has not been possible to reach a majority, the relevant Head Coach will have the deciding vote. g. Notes of all selection meetings will be taken and minutes shared with the panel and EN Performance Director after each meeting <p><u>Designated selection events</u> These include:-</p> <ul style="list-style-type: none"> • EN Roses, 'A' team, Future Roses, Under 21, Under 19 and Under 17 fixtures • Netball Super League fixtures • SSN / ANZ competition fixtures • NPL League or Tournament fixtures (or overseas equivalent) • EN Programme activities including training • Other EN-organised competitive fixtures

		<p>Priority will be given to data captured and observations made during the previous 12 months, although historic data from previous years may be considered in order to identify performance trends and patterns, or where it has not been possible to capture sufficient data in the previous 12 months</p>
6.	The Selectors and Membership Of Selection Panels	<p>Selectors will be appointed to observe and assess athletes at Designated Selection Events and to provide feedback to the Chair of Selectors. 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. All selectors will be required to declare any conflicts of interest (for example, being connected to an NSL Franchise) to the Performance Director as and when the conflicts arise.</p> <p>A selection panel will be established by EN for selecting Programme and Competition squads.</p> <p>The Membership of Selection Panels is set out below:-</p> <ol style="list-style-type: none"> Selection Panel members will be appointed by EN's Performance Director. There will be 2 independently appointed Chairs of Selectors; one will be accountable for EN's Roses and Future Roses Programmes, and associated Competition squads and the second for EN's Roses Academy Programme and associated Competition squads. All Selection Panel members, through the Chair of Selectors, are accountable to EN's Performance Director and ultimately EN's Board for ensuring that this Selection Policy and all associated procedures are applied in a fair and appropriate manner. <p>Roses and Future Roses Programmes and associated Competition squad panel</p> <ol style="list-style-type: none"> Programme or Competition squad Head Coach (one vote) A designated member of the senior coaching team appointed by the Performance Director (PD) (one vote) Chair of Selectors or their delegate drawn from the panel of the National Selectors (one vote) <p>Roses Academy Programme and associated Competition squad panel</p> <ol style="list-style-type: none"> Programme or Competition squad Head Coach (one vote) A designated member of the senior or Academy coaching team appointed by the Performance Director (PD) (one vote) Chair of Selectors or their delegate drawn from the panel of the National Selectors (one vote)

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		<p>Details of the current selection panels can be found in Appendix 1</p> <p>At the discretion of EN Performance Director, additional personnel may be invited to observe and / or provide information to the selection process, but will not participate in any voting, and will be bound by the principle of confidentiality outlined below. This may include a Performance Analyst to provide performance data, a minute-taker to record the decisions made, or the respective Head Coach from other relevant national programmes in which the athlete has recently participated.</p>
6.	Selection Appeals	<p>Appeals can only be submitted by a non-selected (or de-selected) Athlete on the grounds that:</p> <ol style="list-style-type: none"> a. The selection process outlined in the Selection Process section and Selectors and Selection Panels sections above (or de-selection process outlined in the Injury & Replacement section below) has not been adhered to; or b. The selection (or de-selection) process adopted for that Athlete either failed to consider relevant information which was available at the time, or considered data that they have reason to believe was erroneous c. The athlete has reason to believe that those involved in the decision making were unreasonably biased <p>An Athlete may request an appeal on any of the grounds listed above by submitting a written request to the EN Chief Executive Officer (CEO). Any appeal shall be made within 72hrs of them receiving the formal notification of selection email regarding EN Programme or Competition squads.</p> <p>Appeals should be made following the “England Netball: Selection Appeals Process” attached – further details can be found on the EN website www.englandnetball.co.uk</p>
7.	Announcement & Notice	<p>EN Roses and Future Roses Programmes:</p> <ol style="list-style-type: none"> a. Provisional invitations to selected Athletes will be made within 3 working days after the relevant Selection Panel meeting via a formal notification of selection email. At this stage if the selected Athlete does not already have a signed EN Player Agreement they will be required to sign one (which also details the Athlete Performance Award (APA) offer) b. Those athletes that are being de-selected from an EN programme together with those athletes that have formally expressed an interest to be considered for selection but have not been selected, will be notified of their non-selection within 3 working days after the relevant selection meeting. c. Selected Athletes who do not already have a signed EN Player Agreement are required to sign and return their Agreements within 14 working days of issue

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		<p>d. Announcements of the Athletes on the EN website will take place after Agreements have been signed</p> <p>e. Any non-selected athletes may request feedback from the selection panel on the reasons for their non-selection</p> <p>EN Roses Academy Programme:</p> <p>f. Selected Athletes will ordinarily be notified of selection within 14 working days of the relevant Selection Panel meeting via a formal notification of selection email</p> <p>g. Selected Athletes will be expected to sign an EN Athlete Agreement and return their Agreements within 14 working days of issue</p> <p>h. Announcements will be posted on the EN website after this date</p> <p>i. Any non-selected athletes may request feedback from the selection panel on the reasons for their non-selection</p> <p>EN Competition squads:</p> <p>j. Notification to selected Athletes and non-selected EN Programme athletes will ordinarily be made within 3 working days after the relevant Selection Panel meeting via a formal notification of selection email.</p> <p>k. Announcements of selections will ordinarily be made and posted on the EN website within 72 hours of athletes being notified, except where there are ongoing appeals; however, there may be circumstances in which selection announcements have to be made externally whilst appeals are ongoing. This may particularly be the case when the timetable for a particular competition is outside of EN's management or control; Announcements regarding Commonwealth Games squads cannot be made until they have been ratified by Team England.</p> <p>l. Any non-selected athletes may request feedback from the selection panel on the reasons for their non-selection</p> <p>Athletes selected to EN Programmes and Competition squads 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 EN have announced selection decisions on the EN website www.englandnetball.co.uk</p>
8.	Injury & Replacement	<p>An Athlete may be removed from EN Programme or Competition squads in the event of:</p> <p>a. gross misconduct (as defined in the EN Athlete Disciplinary policy)</p> <p>b. persistent failure to reach EN's performance expectations in training or competition (see below)</p> <p>c. no longer being available to participate in the Programme or Competition for which they were selected</p>

		<p>d. an inability to compete to the best of her ability due to an injury and/or illness (see below)</p> <p><u>Failure to Reach EN's Performance Expectations in training or competition</u></p> <p>The following process will be followed:-</p> <p>At least 7 days prior to the intended de-selection, the Athlete will be informed of the risk of de-selection and the reasons for that risk, and will be presented with the opportunity to attend a de-selection interview (along with a companion if required) with EN's Performance Director and/or relevant Head Coach and, where possible, one other independent person. Written justification must be provided for all removals and will be provided either when the Athlete is put at risk of de-selection or following the de-selection interview.</p> <p>Decisions on de-selection are open to appeal under the appeals process set out in the Appeals section above and the "England Netball: Selection Appeals Process" found on EN website.</p> <p><u>An Inability To Compete Due To An Injury and/or Illness</u></p> <p>The following process will be followed:-</p> <p>Once Athlete selections have been confirmed, all selected Athletes (including the reserve(s)) must not withhold any information on training fitness, injury status or illness that could affect training or competition at any time until the point of the relevant competition. All selected Athletes must declare any medications they are taking, in particular the use of any restricted medications, and submit these to the Team Physician for medical approval.</p> <p>At any stage following the selection of an Athlete to EN's Competition Squads and prior to the relevant competition, should there be any doubt over the ability of a selected Athlete to compete to the best of her ability due to an injury and/or illness, the following procedure will be adhered to:</p> <ol style="list-style-type: none"> The Athlete will be referred to a designated Medical Officer (as set out in this Selection Policy below) to undergo a medical examination to determine their fitness to participate, which at this stage will be determined based on an assessment of whether or not the injury and/or illness is such that the Athlete is physically unable to compete or is at risk of causing medical harm to themselves, or endangering other team members, competitors, officials or spectators. If the Athlete passes the medical examination carried out by the Medical Officer (as set out in this Selection Policy below) and/or EN has concerns over whether or not the Athlete is able to compete to the required standard due to an underlying injury and/or illness the Athlete
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		<p>will be required to undertake a further 'Fitness Test' to determine their ability to perform.</p> <p>c. In the event that an Athlete fails to complete the 'Fitness Test' to the required standard, EN's Performance Director and/or relevant Head Coach may recommend that the selected Athlete be de-selected. The decision is open to appeal under the appeals process set out in the Appeals section above and the "England Netball: Selection Appeals Process" found on EN website.</p> <p><u>Approved Medical Personnel</u></p> <ul style="list-style-type: none"> • EN Lead Physiotherapist • EN Team Physician • EIS Regional Doctor nominated by the EN Team Physician
9.	Selection Criteria	<p>Whenever selecting Athletes for EN Programmes and Competition squads, the relevant Selection Panel shall apply the relevant selection criteria (as found in appendix 2 and 3). A grading of 1-4 will be applied when assessing against any and all such selection criteria, with 4 being the highest grading. A breakdown of the specific rating scales for each selection criteria will be made available to athletes but will not be shared in this public document.</p> <p>The Panel will also consider 'other factors' listed below within their final selection decisions and will seek to ensure subjective opinions are supported by evidence.</p> <p>Other factors considered will include:</p> <ol style="list-style-type: none"> Availability of the athlete to fully participate in the Programme or Competition Coachability: the athlete understands expectations and can apply learning and make changes Demonstrates the ability to operate effectively within a team Current and projected state of fitness, health and wellbeing Positional balance and combinations within the team Succession planning Number of fixtures on the annual international calendar Focus of the current year in terms of key international events Current and projected form or performance of existing team members Balance of experience and youth

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		<p>k. Progress made by the athlete in the previous 12 months</p> <p>l. Whether an Athlete's performance and/or contribution has been affected by extenuating circumstances which may have temporarily compromised their form and/or recent contribution (without compromising confidentiality, indicators of this should be sought from appointed Performance Lifestyle Advisors or Performance Psychologists).</p> <p>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; where possible, the Selection Panel should seek to be explicit in defining those factors considered.</p> <p>The balance of weighting of all of these factors will be dependent upon the nature and objectives of the competition or programme for which athletes are being selected.</p>
11.	Review Process	<p>EN's Performance Director will review this Selection Policy on an annual basis in consultation with EN's CEO and EN's coaching team. Proposed changes to this Selection Policy must be approved by EN's Executive Team. Any amendments to this Selection Policy must be given in writing to the Athletes, Head Coaches and other Selection Panel members and other key stakeholders. This Selection Policy (including any final variations or amendments) will be made available on the EN website and made available to all Athletes on request.</p>

2023 Commonwealth Youth Games only	<p>The Selection Principles and Selection Process set out in the Selection Policy, including the related Selection Criteria and Appeals Process, will be followed by EN in its nomination for selection to Commonwealth Games England (CGE) of the netball team for the 2023 Commonwealth Youth Games. The nomination for selection to CGE of Athletes to represent England at the 2023 Commonwealth Youth Games is subject to ratification by CGE.</p> <p>In order to be eligible for selection by CGE to represent England at the Commonwealth Youth Games 2023, Athletes must:</p> <ul style="list-style-type: none"> • Meet all of the eligibility criteria for EN's Competition Squads set out in the Eligibility section of the Selection Policy • Be available for all preparation leading up to the 2023 Commonwealth Youth Games and be available for the 2023 Commonwealth Youth Games • Be a British Passport Holder • Sign up to and comply with the Team England Team Members Agreement and CGF EEC form. • Complete the appropriate anti-doping education. <p>Allocated Places</p>
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	<p>The Competition Squad for the 2023 Commonwealth Youth Games comprises 10 Athletes, subject to confirmation by CGE in accordance with CGF agreed numbers.</p> <p>Draft Selection Dates (to be confirmed)</p> <p>12th April - Commonwealth Youth Games squad selection 17th April - Athlete notification by this date (Embargoed) 24th April - Appeals deadline 12th April **Deadline for submission of short-list to CWG Team England** 25th April ** Deadline for submission of final team to CWG Team England** 4th July Squad announced to the public</p> <p>Notification</p> <p>For the purpose of 2023 CYG selection, players will be notified internally by email of their selection prior to formal submission. This is confidential until EN have nominated all names to CGE, any appeals are dealt with, final nomination & ratification by CGE and public release (4th July).</p>

Confidentiality

All those involved in the nomination and selection process must keep confidential and not disclose any information regarding any aspect of the selection process, nor comment publicly on any nominated or selected Athlete, or national teams unless authorised by EN.

General

Insofar as is permitted by law, England Netball and its authorised agents do not accept liability for any loss or damage occurring as a result of the selection process. This shall not affect any statutory rights that are available and this shall not limit or exclude any liability that may not be excluded or limited by law.

If there is any reason to believe that there has been a breach of this Selection Policy or any related terms and conditions, then EN, at its sole discretion, may exclude any Athlete from participating in the selection process.

This Selection Policy shall be governed by English law and, subject to the operation of any appeals as set out in the Appeals section above and the "England Netball: Selection Appeals Process" found on EN website

Appendices

Appendix 1 : Current selection panels

Roses, Future Roses and U21 Programme and associated Competition squad panel

Denise Egan – Chair of Selectors

Denise is a former North Regional Captain, Assistant England Coach and Head Coach of the England Open and England Development squads. She was previously England Netball High Performance Head Coach (North), Team Northumbria and Northern Flames Head Superleague Coach and Technical Coach Severn Stars. She has been a selector for 20 years.

Jess Thirlby – Roses Head Coach

Jess is a former England international that represented Team Bath as a player. She was coach at Celtic Dragons before returning to Team Bath as Head Coach and Director of Netball. She has been Head Coach of the Vitality Roses since 2019.

Sonia Mkoloma – Roses Assistant Coach

Sonia is a former England international representing the Roses 123 times, playing domestic netball in England, Australia and New Zealand during her playing career. Following previous stints with the Roses coaching team, she joined as full-time Assistant Coach in the summer of 2021.

Other National selectors

Maggie Birkinshaw represented England Roses more than 60 times, has been Assistant Coach at Yorkshire Jets and Loughborough Lightning and now the newly formed Leeds Rhinos. She has been a Roses selector for 5 years.

Mary Beardwood played for Middlesex and South East England and was previously England Head Coach at senior level and at various age groups. She has been a selector across the Pathway and now at Roses level since 1987.

Sam Bird is a former England international and England A coach that has coached at Superleague level with Saracens Mavericks, Severn Stars and London Pulse, where she is now CEO and Director of Netball.

Kat Ratnapala represented Team Bath in the Superleague, was Head Coach at Saracens Mavericks, has worked as Assistant and Technical coach within the England pathway and Roses programme, and is currently Head Coach of the Future Roses.

Roses Academy Programme and associated Competition squad panel

Jean Davies – Chair of Selectors

Jean represented Cornwall and the West Region as a player before becoming Head Coach to various England pathway teams and development teams at Team Bath. She has been a Roses Academy selector since 2004 and Chair of Selectors since 2016.

Sheonah Forbes – England Pathway Head Coach

Sheonah played for many years at regional level and is currently the England Pathway Head Coach, with over 15 years of coaching experiences within the netball pathway. She has also worked as a Performance Analyst for England Netball.

Other National selectors

Karen Greig is currently the Head Coach of Manchester Thunder having represented them throughout her playing career. A former England player with 40 caps, Karen was head coach of England Under 21's and assistant to the seniors in their 2015 world cup campaign.

Emily Nemeth has an extensive coaching background from grassroots to Surrey Storm VNSL team. Emily was the performance pathway coach for Surrey Storm and has been a selector for the Roses Academy for 4 seasons.

Amanda Newton is a former Captain of England Roses with 100 caps, winning bronze at the 1998 Commonwealth Games and 1999 World Cup. She was an assistant coach for England Roses squad in 2015, and was the Franchise Pathway Head Coach of London Pulse.

Denise Ellis is a former lead Coach of England U17 and U19 netball age group squads and England National Academy Assistant coach. She was former Head Coach of the National Welsh Senior squad, Assistant England U21 Coach and currently coaches the Team Bath U21 squad.

Gilly Salter is a former England player who has been a selector for under 17, under 19 and senior squads. She has an extensive coaching background at all levels of the player pathway for more than 20 years and, in 2018, was awarded an honorary life membership of England Netball.

Caroline Ritchie-Morgan has an abundance of pathway coaching experiences as well as having been Head Coach of Wales under 19's and assistant to the seniors at the 2006 Commonwealth Games. Caroline is currently coaching within Severn Stars and is a teacher at Wrekin College.

Appendix 2 : Roses selection criteria

In accordance with Selection Process 5a above, athletes will be assessed against the following criteria at Designated Selection Events:

Goal Shooter;

- Availability in the circle
- Working with Goal Attack
- Transition into defence and Defence of the back line

Goal Attack

- Availability in the attacking third and circle
- Working with the Goal Shooter
- Transition into defence and Defence of the back line

Wing Attack

- Availability of 1st and 2nd Phase of Centre Pass
- Feeding the circle

- Transition and defence of back line and Centre Pass
- Centre
- Availability through court – linking attack and defence
 - Feeding the circle
 - Defence through court
- Wing Defence
- One on one defence at Centre Pass, 1st and 2nd phase
 - Working with Centre to defend 2 on 1 at Centre Pass and in attacking third
 - Availability on through court attack
- Goal Defence
- Restricts possession of Goal Attack both at the Centre Pass and outside the circle
 - Working with Goal Keeper to close the circle and limit shooting opportunities and gain possession + Defence of the shot
 - Availability on through court attack
- Goal Keeper
- Restrict shooting opportunities for Goal Shooter
 - Working with Goal Defence to close the circle and limit shooting opportunities and gain possession + Defence of the shot
 - Delivery of the back line and support through court

Appendix 3 : Roses Academy selection criteria

In accordance with Selection Process 5a above, athletes will be assessed against the following criteria at Designated Selection Events:

- Goal Shooter
- Movement and Ball Handling
 - Effectiveness in Position
 - Transition into defence
- Goal Attack
- Movement and Ball Handling
 - Effectiveness in Position
 - Transition into defence
- Wing Attack
- Movement and Ball Handling
 - Effectiveness in Position
 - Transition and defence
- Centre
- Movement and Ball Handling
 - Effectiveness in Position
 - Defence through court
- Wing Defence
- Movement and Ball Handling
 - Effectiveness in Position
 - Availability on through court attack
- Goal Defence
- Movement and Ball Handling
 - Effectiveness in Position

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- Availability on through court attack

Goal Keeper

- Movement and Ball Handling
- Effectiveness in position
- Delivery of the back line and support through court