



REPRESENTATIVE TEAM POLICIES AND PROCEDURES

Objectives:

- To select the best team (and/or squad) of netball players eligible to represent Surrey Storm at all scheduled fixtures.
- To achieve top 4 status at national events and top 2 status at other organised events.
- To consistently play high quality, skilful netball.
- To continually develop and support talented players.

Squad/Team Management:

- Surrey Storm approves recommendations from an Independent Representative Team Appointment Committee for all officials for Surrey Storm representative squads and teams using best practice transparent procedures. The appointment of these officials is a matter for Surrey Storm and the appointed officials concerned.
 - Surrey Storm appointed representative team coach/es and all management personnel must fully comply with the Representative team policies and procedures.
 - The selection panel for each age group squad/team shall consist of the appointed coach/es who shall be the selection convenor/s appointed to the level and any other personnel whose appointment is confirmed by Surrey Storm.
 - Surrey Storm appointed representative team coach/es have the final decision on the selection of the squad/team after full consultation with all members of the selection panel, however the selection of squads/teams is still deemed to be a selection made by the full selection panel and will be signed, as agreed, by all selectors and the convenor of the selection panel.
 - Surrey Storm appointed representative squad/team selection panels may meet to discuss issues of proposed selection at various times throughout the course of the season and the panel may, from time to time, seek the views and input of other parties on the merits of certain players considered for selection.
 - The selection panel, including coach, may not comprise of any person who has a family member eligible for that particular age group.
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Selection Process:

- Trial dates will be advised to Clubs/Counties and advertised on the Surrey Storm website and/or social media.
- Surrey Storm may decide to hold Open or Closed trials for any representative level and will notify Clubs/Counties of that decision prior to commencement of season.
- Surrey Storm will notify Clubs/Counties of closing dates for registrations of interest to trial.
- When a representative level has an Open trial there is no limit on player numbers attending trials.
- For an Open trial players may register themselves.
- When a representative level has Closed trials they may select up to 40 players to attend trials.
- For Closed trials clubs must nominate and register players.
- Player registrations are to be completed via Surrey Storm website.
- All registered players will be required to complete an official Player Registration form stating player eligibility, confirmed age and other club/county/regional information, and signed to agree to abide by all Surrey Storm policies and procedures prior to having their name accepted for the trials selection process. This form can be downloaded from the Surrey Storm website or social media channels.
- Late nominations or registrations may be accepted at the discretion of Director of Netball/Lead Coaches.

The trials programme will be designed by the coach/es in conjunction with the selection panel of each age group and may consist of skills/drills, fitness testing and trial games which may be conducted by invited coaches or personnel.

- Trials will continue to be held until teams are selected and confirmed.
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Selection Criteria:

Surrey Storm appointed selection panels shall apply the following competencies, personal qualities and other considerations when selecting squads/teams.

Players who demonstrate:

- a sound quality of technical skill, competencies and consistency of performance required for level of competition
- a tactical understanding of the game
- strong and sound work ethics
- display control, discipline, pressure and team qualities on and off court
- incorporation of flair, skill, versatility and adaptability into their game
- commitment to achieving and maintaining fitness required for competition level
- an ability to sustain consistency in performance throughout trainings and games
- a readiness to listen, learn and apply learnings
- versatility, consistency and adaptability
- an ability to serve as a role model for others

Consideration may also be given to the following factors or any other such factors that the appointed selection panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular player:

- fit within the team
- state of fitness, health and wellbeing
- positional balance within team
- previous performance history
- whether attendance at Surrey Storm activities, performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement or parental leave, study commitments or similar which may have temporarily compromised form and/or recent contribution.

Notwithstanding the eligibility requirements outlined above, Surrey Storm may at its discretion, grant an exemption to an ineligible player.

Notification process:

- The names of players registered or selected to trial are submitted to Surrey Storm for confirmation, prior to publication and notification.
 - Publication and notification of players selected to attend a Closed trial shall be via the Club Secretaries and where possible, email to players.
 - After the initial Open Trial date players selected to attend a subsequent trial day/s will be advised to players on the day or followed up with an email no later than 2 days after trial.
 - Teams will not be announced in front of players.
 - Selected players will be notified via individual letter/email, followed by Surrey Storm Website and/or social media when final squad is selected.
 - Players not selected at Open trials in the initial rounds will not receive feedback. Appropriate feedback will only take place at the final stage of trials.
 - Players not selected at Closed trials will be advised individually by members of the selection panel as to their non-selection with appropriate feedback given.
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Player Responsibilities & Eligibility Criteria:

- Players registered or selected to trial must be fit and able to participate in trial activities, unless a medical certificate is provided for an exemption.
 - Players who are not available, for trials, trainings or fixtures, due to commitments to a National Netball Representative team, National League team or prior educational commitment may be granted dispensation, on application, for selection in any Surrey Storm Representative team.
 - Players will only be selected on the understanding that they will be available for all fixtures and trainings arranged for the team for the current season and will have completed the player commitment form confirming this.
 - At the time when selecting players for Surrey Storm representative squads/teams the appointed selection panel shall apply the following player eligibility criteria and other applicable considerations:
 - registered with a club team
 - be financial to both club and Surrey Storm
 - be under the stated age as at 1 January in year of selection.
 - Post-selection players must:
 - fully comply with all policies, rules, regulations and procedures of Surrey Storm and England Netball, including drug testing requirements of UK Anti-Doping and/or England Netball
 - build and maintain the required level of fitness and performance consistent with what is required of a developing athlete
 - following any injury or serious illness obtain a medical/physio/specialist clearance no later than 5 days prior to departure date to any fixture or tournament
 - undertake any reasonable medical and/or fitness assessment required by Surrey Storm
 - if wishing to travel to any fixture or tournament as an individual who has been declared ineligible to participate as a team player, seek prior permission to do so. This shall be determined on a case by case basis and confirmed by Surrey Storm. Players will be responsible for any expenses incurred by them.
 - All representative players are required to contribute towards season/tournament expenses to be determined each year by Surrey Storm.
 - Players will be removed from a Surrey Storm representative squad/team at any time, if in the reasonable view of Surrey Storm, they have failed to comply with the Player Commitment form, have displayed inappropriate behaviour or conduct, unsatisfactory attitude, lack of commitment, non-compliance with training requirements, financial requirements, or non-attendance at Surrey Storm events.
 - Surrey Storm has the right to determine, at its sole discretion, when it will select or re-select any Surrey Storm representative squad/team and no player has a right or expectation of on-going selection at any time.
 - Should a player be injured during a campaign, the replacement player shall be taken from the agreed list of reserve players. • Any replacement of an injured player should be discussed between the appointed selection panel, with the first consideration being player welfare.
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Appeal Process:

- If a player disagrees with a selection decision covered by this policy, procedure and process, she may appeal that decision to Surrey Storm in the first instance. Such appeal must be made in writing to the Director of Netball within 7 days of the official announcement of squad/team selection by Surrey Storm.
- Where a player appeals to Surrey Storm, such appeal shall be determined by Surrey Storm in accordance with its rules/constitution and may include meeting to negotiate a resolution between the parties or seek assistance of professional advisors.
- The decision of Surrey Storm will be binding on the parties, and no party may institute or maintain proceedings in any Court or Tribunal other than as specified in this policy.
- An appeal to the selection decision may only be made on the following grounds:
 - The documented selection criteria was not properly followed and/or implemented
 - The decision made was affected by lack of good faith, transparency or included actual bias.
- Notwithstanding any of the provision in this documented policies, procedures and process, 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 appointed Selection Panel to exercise their discretion and judgement.
- Providing the appointed Selection Panel has properly considered the criteria and considerations set out in this document and have exercised their discretion and judgement in good faith, then the appointed Selection Panel will have fulfilled all of its obligations under this policy and procedure.
- Except to the extent set out in this Policy and Procedure, the decisions of the appointed Selection Panel shall be final and binding. The appointed Selection Panel shall also be under no obligation whatsoever to provide reasons for its selection decisions, although it may elect to do so, at its discretion.

Policy Amendments/Dispensations:

- Any applications for dispensation for exemption to the current policies, procedures and processes may be made to Surrey Storm. Each application will be dealt with on its own merit and dispensation will not be unreasonably withheld. Applications for any dispensation or exemption to current policies, procedures and processes must be submitted 5 days prior to the date that any dispensation, should it be granted, is to take effect.
 - This policy, procedure, process may be cancelled or amended by Surrey Storm as and when it sees fit. Any variation or amendment will be advised in writing by Surrey Storm.
 - This policy, procedure and process (including any variations or amendments) will be available on the Surrey Storm website.
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