

## **Selection Policy**

### **Purpose of Policy**

This Selection Policy sets out how netball athletes are selected by Loughborough Lightning Netball (LN) into our Academy Programme and competition Squads.

This Selection Policy applies to Athletes being selected by LN to the following:

- a. Academy Programme (including hubs, which form the U17 and U15 Academies)
- b. Competition squads for the NPL League, NPL tournaments, UK School Games (or similar external competitions) external matches (friendlies/training games), and the Hub League. No Athlete has the right to expect that they will be selected for any LN Competition Squad simply due to their previous inclusion in either of the Academy Programme or Competition Squads.

### **Performance Mission & Objectives**

LN aspires to reach the finals of the 2019 Netball Superleague. To achieve that goal LN must develop more top-flight Athletes who can function as a top-flight team. This aspiration provides the beacon to guide all performance activity and decision making, including the management of the selection to, and development of Athletes within, LN's Academy Programme.

In line with LN's performance mission set out above, LN's primary objectives are, therefore, to select Competition Squads capable of winning all matches, especially those within EN events, including: (a) U21 Netball Performance League (U21 NPL); (b) U19 Netball Performance League (U19 NPL); (c) U17 Netball Performance Foundation League (U17 NPFL); (d) U21 NPL Tournament; and (e) U19 NPL Tournament.

Selection for non-EN competitions may be made on the basis of providing development for future championship success to Athletes within LN's Academy Programme.

### **Eligibility**

To be eligible for selection into the Academy Programme and Competition Squads, an Athlete must:

- a. Be eligible to play for LN in the NPL Leagues and Tournament (as determined by the EN regulations applicable at the time).
- b. Not be currently serving any sanction for any violation of any relevant anti-doping laws and/or regulations.

### **Selection Principles**

LN will establish a selection panel for selecting Athletes into:

- The Academy Programme
- Competition Squads

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

- a. This Selection Policy employs an open, transparent and equitable process that gives all Athletes a fair chance to challenge for selection.
- b. Selection will be based on merit and the need to achieve the objectives set out by the Director of Netball and Pathway Head Coach.
- c. No Athlete has the right or expectation to on-going selection for LN's Academy Programme or any Competition Squads, at any time.

- d. Each Selection Panel has the right to determine, at its sole discretion, when it will reselect Athletes into the Academy Programme or any of the Competition Squads.
- e. Athletes will be subject to de-selection if they breach any relevant LN policies or regulations.
- f. In selecting for a team sport, consideration will be made to the combinations of Athletes in the Academy Programme and Competition Squads, the balance of any Competition Squad and the ability of Athletes to play in more than one position, alongside each Athlete's individual skill level.

### **Selection Process**

- a. Athlete performance at Designated Selection Events (see appendix 1) will be observed, live or via DVD/HUDL, and assessed independently and against the selection criteria set out. Selection events may be invitation only or an open trial advertised on the website and asocial media channels. The Director of Netball and Pathway Head Coach will decide which method is appropriate to achieve the objectives of LN set out in the Performance Mission and Objectives section above.
- b. Following completion of all the Designated Selection Events, the relevant Head Coach will consult with the Lightning coaching team, and take into account any relevant input from Lightning's performance sports science and medical team deemed necessary to make informed Athlete nominations for selection
- c. The Nominated Athletes will be those that, in the expert opinion of the Director of Netball, Pathway Head Coach and/or relevant Age Group Head Coach are most able to achieve the objectives of LN set out in the Performance Mission and Objectives section above.
- d. The relevant Head Coach will meet with the relevant Selection Panel to discuss the Nominated Athletes and provide the opportunity for the members of the relevant Selection Panel to check and challenge and ensure Athlete selection decisions are evidence based taking into account the selection criteria
- e. Any individual Athlete's inclusion in LN's Academy Programme or any of the Competition Squads is decided on a majority vote by all members of the relevant Selection Panel

### **The Selectors**

- a. All Selectors, including the Chairs, will be appointed based upon competency for the role, with an annual review. This may link and overlap with the roles Director of Netball, Pathway Head Coach, and the relevant Head Coach.
- b. Selection Panel members will be appointed by Lightning's Director of Netball.
- c. All Selection Panel members, through the Chair of Selectors, are accountable to the Director of Netball and ultimately the Franchise Board for ensuring that this Selection Policy and all associated procedures are applied in a fair and appropriate manner.

### **Appeals**

Appeals can only be submitted by a non-selected (or de-selected) Athlete on the grounds that:

- a. The selection process outlined in the Selection Process section 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 failed to take into account relevant information, which was available at the time, which the relevant Selection Panel under the Membership of Selection Panels section below did not consider.

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. Any appeal shall be made within two working days of the Squad announcement. At the time of lodging an appeal request, an appealing Athlete will be required to pay a deposit of £200 to LN. Should the appealing Athlete's appeal be successful, the deposit will be re-paid in full to the appealing Athlete. Appeals should be made following the "Lightning Netball: Appeals Process" attached.

### **Announcement & Notice**

Academy Programme:

- a. Athletes invited in will ordinarily be notified of selection within 3 working days of the relevant Selection Panel meeting.
- b. Announcements may be posted on the Lightning social media channels after this date.

Competition Squads for NPL, NPFL matches, tournaments and other events:

- a. Notification to Athletes will ordinarily be announced and may be posted on the Lightning social media channels within 3 working days of the relevant Selection Panel meeting.

Athletes selected to the Academy Programme or any of the 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 Lightning have announced selection decisions to the public, or given expressed permission to do so.

### **Injury & Replacement**

An Athlete may be removed from the Academy Programme or any of the Competition Squads in the event of:

- a. non-compliance in training,
- b. a breach of responsibility
- c. a violation of the codes of behaviour

At any stage following the selection announcement to the Competition Squads and prior to the relevant competition an athlete may be recommended for de-selection by the Director of Netball, Pathway Head Coach, and/or the relevant Head Coach (under the Membership of Selection Panels section) due to:

- a. failure to reach Lightning's performance expectations in training or competition
- b. an inability to compete to the best of her ability due to an injury and/or illness

Prior to removal, the Athlete in question or her appointed representative will be presented with the opportunity to attend a removal interview with the Director of Netball, Pathway Head Coach and/or relevant Head Coach 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 and the “Lightning Netball: Appeals Process” attached.

Once Athlete selections have been confirmed, all selected Athletes (including the reserve(s)) must agree not to 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 relevant Head Coach, Physiotherapist, and/or primary carer set out in this Selection Policy below for medical approval.

### **Assessment of inability to compete to best of ability**

At any stage following the selection announcement and prior to the relevant competition, should there be any doubt over 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:

- a. The athlete will be referred to a designated Physiotherapist to undergo a medical examination to determine her 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 a risk of causing medical harm to herself, or endangering other competitors, officials or spectators.
- b. If the Athlete passes the medical examination carried out by the physiotherapist and/or Lightning has concerns over whether or not the Athlete is able to compete to the best of her ability due to an underlying injury and/or illness the Athlete will be required to undertake the designated ‘Fitness Test’.
- c. The Athlete will complete the ‘Fitness Test’ under ‘controlled competition conditions’.
- d. In the event that an Athlete fails to complete the ‘Fitness Test’ to the required standard, the Director of Netball, Pathway Head Coach, and/or relevant Head Coach may recommend that the selected Athlete be de-selected and replaced with the reserve. The decision is open to appeal under the appeals process set out in the Appeals section above and the “Lightning Netball: Appeals Process” attached.

### **Selection Criteria**

Whenever selecting Athletes for the Academy Programme or any of the Competition Squads, the relevant Selection Panel (under the Membership of Selection Panels section below) shall apply the What It Takes To Win (WITTW) principles. The panel will also consider ‘other factors’ listed below within their final selection decisions.

### **Other factors considered**

Other factors considered will include:

- a. Coachability: understands expectations, can apply learning and make changes in a positive manner
- b. Demonstrates ‘team’ qualities and ‘fit’ within the team culture and ethos
- c. State of fitness, health and wellbeing
- d. Positional balance within team
- e. Succession planning
- f. Number of fixtures on the annual calendar
- g. Current form or performance of existing team members
- h. Balance of experience and youth

- i. Nature of the competition the team is being selected for
- j. Whether an Athlete's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or similar which have temporarily compromised their form and/or recent contribution.

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 player.

### **Membership of Selection Panels**

Academy Programme and Competition Squads:

- Director of Netball, Pathway Head Coach or their delegate drawn from the Senior Coaching Team (one vote)
- Relevant Head Coach (one vote)
- Chair of Selectors. If Chair is also represented under one of the roles above only one vote is permitted (one vote).

Where a large number of athletes are trialing on multiple courts, a team of selectors may be used to gather information against the selection criteria and present this information to the above people for consideration.

### **Review Process**

The Director of Netball will review this Selection Policy on an annual basis in consultation with the coaching team. Director of Netball must approve proposed changes to this Selection Policy. 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 to all Athletes on request and will also be available on the website.

### **Confidentiality**

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 Athlete, unless authorised by LN.

### **General**

Insofar as is permitted by law, LN 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 LN, 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 "Loughborough Lightning Netball: Appeals Process" attached, the parties submit to arbitration as set out in the "Loughborough Lightning Netball: Appeals Process" attached.

## Appendix 1

### Selection Events:

