



Selection Policy 2019 – 2020

Version	Reviewed By	Date	Next Review Date
01	MT Directors	March 2019	March 2020

Purpose & scope of policy	<p>This Selection Policy sets out how netball athletes (Athletes) are selected by Manchester Thunder (MT) into MT’s NSL and Pathway squads.</p> <p>This Selection Policy applies to Athletes being selected by MT to the following:</p> <ul style="list-style-type: none"> a. MT’s NSL programme b. MT’s Pathway Programme (all ages) c. MT’s Competition squads for all competitions including, NSL, U21, U19, NPFL and School Games. <p>No Athlete has the right to expect that they will be selected for any MT Competition Squad simply due to their previous inclusion in any of MT’s programmes.</p>
Performance Mission & Objectives	<p>MT aspires to reach the final four of the 2018 VNSL. To achieve that goal MT must develop more athletes that are capable of performing at the highest level. 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 all Pathway age group squads.</p> <p>To win all pathway age group and EN competitions.</p> <p>In line with MT’s performance mission set out above, MT’s primary objectives are, therefore, to select Competition Squads capable of winning all matches, especially those which impact on MT’s league status. Selection for non-league competitions may be made on the basis of providing development for future championship success to Athletes within our NSL and Pathway squads.</p>
Eligibility	<p>To be eligible for selection into MT’s NSL, Pathway and MT’s Competition Squads, an Athlete must:</p> <ul style="list-style-type: none"> a. Meet visa criteria b. Apply via official application routes, selected into programme by Director of Netball (DON), selected via routes at appropriate trials

	<p>by DON, Franchise Pathway Coach (FPC) + named scouts, nominated via County head scout to final trials (U15 ONLY)</p> <p>c. Not be currently serving any sanction for any violation of any relevant anti-doping laws and/or regulations.</p> <p>As long as the Athlete meets all of the eligibility criteria set out in this Eligibility section and meets all of the commitments for MT's NSL, Pathway or MT's relevant Competition Squad (as applicable) as set out by the relevant Head Coach they will be considered.</p>
<p>Selection Principles</p>	<p>A selection panel will be established by MT for selecting Athletes into:</p> <ul style="list-style-type: none"> • MT's NSL squad • All pathway, U21 – TYA squads • Athletes into MT's Competition Squads <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> <ol style="list-style-type: none"> 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 of MT set out in the Performance Mission and Objectives section above. c. No Athlete has the right or expectation to on-going selection for MT's NSL, Pathway or any of MT's Competition Squads, at any time. d. Each Selection Panel has the right to determine, at its sole discretion, when it will reselect Athletes into any of MT's squads both training and competition. e. Athletes will be subject to de-selection if they breach the MT code of conduct and expectations outlined in workshops upon selection. f. The relevant Head Coach under the Membership of Selection Panels section below has the right to invite Athletes from outside any of MT's programmes to be observed and considered by the Selection Panel for inclusion in Competition Squads. g. In selecting for a team sport, regard will be made to the combinations of Athletes in MT's NSL, MT's Pathway Programme or MT's 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.
<p>Selection Process</p>	<ol style="list-style-type: none"> a. Athlete performance at Designated Selection Events b. DON – selection c. Following completion of all the Designated Selection Events, the relevant Head Coach will consult with the DON, and consider any

	<p>relevant information regarding athlete’s capabilities, i.e.; - age, training age, S+C capabilities, injury worries.</p> <p>d. The DON (NSL, U21 / U19 / U17 selections), FPC (U15/ TYA) will consult with the relevant designated Selectors and prepare evidence and discuss selection for relevant squads.</p> <p>e. The Selected Athletes will be those that, in the expert opinion of the DON / FPC and selectors are most able to achieve the objectives of MT set out in the Performance Mission and Objectives section above.</p> <p>f. The relevant Head Coach and DON 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</p> <p>g. Any individual Athlete’s inclusion in MT’s NSL, Pathway programme or any of MT’s Competition Squads is decided on a majority vote by all members of the relevant Selection Panel, with DON having final say (NSL, U21, U19, U17)</p>
<p>The Selectors</p>	<p>a. All Selectors, will be appointed by DON, based upon competency for the role of the designated selection event.</p> <p>b. The heads of selection are as follows: -</p> <ul style="list-style-type: none"> • NSL / U21 / U19 / U17/ Futures/ U15 – DON • TYA – FPC <p>c. All Selection Panel members, are accountable to MT’s DON and ultimately MT’s directors for ensuring that this Selection Policy and all associated procedures are applied in a fair and appropriate manner.</p>
<p>Appeals</p>	<p>Appeals can only be submitted by a non-selected (or de-selected) Athlete on the grounds that:</p> <p>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</p> <p>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.</p> <p>An Athlete may request an appeal on either of the grounds listed in this section above by submitting a written request to the MT DON. Any appeal</p>

	<p>shall be made within 72hrs of the announcement of MT's Pathway Programme. At the time of lodging an appeal request you will be informed of the time scale expected for a response.</p> <p>Appeals should be made in full writing with all supporting evidence to :- karen@manchesterthunder.co.uk</p>
<p>Announcement & Notice</p>	<p>MT NSL and Pathway Programme:</p> <ol style="list-style-type: none"> a. Provisional invitations will be made 2 working days after the relevant Selection Panel meeting including all information and expectations of being a MT athlete. b. Athletes invited are required to sign and return their MT Player Code of Conduct within 7 working days of issue c. Announcements of the Athletes on the MT website will take place after Codes of Conduct have been received. <p>Competition Squads for NSL matches, Pathway Competition and NPFL/School games.</p> <ol style="list-style-type: none"> a. Notification to Athletes will ordinarily be announced and posted on the MT Private SM pages within 24 hours of the relevant Selection Panel meeting b. Where a competition squad is named in conjunction with support from Regional Performance a letter will be issued via email within 2 working days of selection event. <p>Athletes selected to MT's NSL , Pathway Programme and MT's 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 MT have announced selection decisions on the MT website www.manchesterthunder.co.uk</p>
<p>Injury & Replacement</p>	<p>An Athlete may be removed from MT's NSL, Pathway Programme or any of MT's Competition Squads in the event of:</p> <ol style="list-style-type: none"> a. non-compliance in training, b. a breach of responsibility c. a violation of the codes of behaviour (in the players code of conduct) <p>At any stage following the selection announcement to MT's Competition Squads and prior to the relevant competition an athlete may be recommended for de-selection by MT's DON and/or the relevant Head Coach (under the Membership of Selection Panels section) due to:</p>

- a. failure to reach MT'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 MT's DON 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 and you must submit to DON within 72hrs as per appeals process.

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.

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 seek advice from a Medical Officer 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 Medical Officer and/or MT 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 maybe be required to follow MT's protocol in assessing fitness – during a warm up at relevant selection event.
- c. In the event that an Athlete fails to complete the assessment to the required standard, MT's DON , FPC and/or relevant Head Coach may recommend that the selected Athlete be de-selected and replaced with the reserve.

<p>Selection Criteria</p>	<p>Whenever selecting Athletes for MT's NSL, Pathway programme or any of MT's Competition Squads, the relevant Selection Panel will follow MT's criteria of the 'Thunder Way'. A selection of yes / no will be applied and additional support / evidence and information of reasons per positions for these selection decisions, this evidence will be applied when selecting against all such selection criteria, the panel will also consider 'other factors' listed below within their final selection decisions.</p>
<p>Other factors considered</p>	<p>Other factors considered will include:</p> <ol style="list-style-type: none"> a. Coachability: understands expectations and can apply learning and make changes b. Demonstrates 'team' qualities and 'fit' within the team c. State of fitness, health, and wellbeing d. Positional balance within team e. Succession planning f. Number of fixtures on the annual MT calendar g. Focus of the current year in terms of key events h. Current form or performance of existing team members i. Balance of experience and youth j. Nature of the competition the squad is being selected for k. 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. <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 player.</p>
<p>Membership of Selection Panels</p>	<p>NSL Programme</p> <ul style="list-style-type: none"> • Senior Head Coach/ DON (one vote) – and overall • Assistant coaches (one vote each) <p>U21</p> <ul style="list-style-type: none"> • DON (one vote) – And overall • Lead Coach (one vote) • Assistant Coach (One Vote)

	<p>Pathway – U19 / U17</p> <ul style="list-style-type: none"> • DON – (One Vote) and overall • FPC / Lead Coach – (one vote) • Assistant coach - (one vote) • Regional Performance Lead - (one vote) <p>Pathway – Futures</p> <ul style="list-style-type: none"> • DON – (One Vote) and overall • FPC / Lead Coach – (one vote) • Assistant coach - (one vote) • Regional Performance Lead - (one vote) <p>Pathway U15</p> <ul style="list-style-type: none"> • DON – (one vote) and overall • FPC – (one vote) • Lead Coach – (one vote) • Regional Performance Lead - (one vote) <p>Thunder Youth Academy</p> <ul style="list-style-type: none"> • FPC (one vote) – and overall • Lead Coach/es – (one vote each) • Regional Performance Lead - (one vote) • County Head scouts – 1 per county (one vote each) <p>Competition Squads</p> <ul style="list-style-type: none"> • Identified Head Coach (one vote) • Programme Head Coach and/or additional member of the Senior Coaching Team (SCT) (if both represented only one is identified to have a voting role) (one vote) • DON (one vote)
<p>Review Process</p>	<p>MT’s DON will review this Selection Policy on an annual basis in consultation with MT’s Directors and MT’s FPC. Proposed changes to this Selection Policy must be approved by MT’s Directors. 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 MT website and made available to all Athletes on request.</p>

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 MT.