

GNC Selection Policy 2022/2023

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| **1.**  **Purpose & Scope of the Policy** | This Selection Policy sets out how netball players are selected into squads by Galmington Netball Club (GNC).  All squads will be selected to maintain their positions in their current divisions/leagues and to push for promotion where appropriate. GNC seeks to have teams represented in all Somerset Divisions and Regional Leagues (RL). It is therefore an aim for the 2022/23 season for the RL3 squads, to challenge for promotion into RL2. |
| **2.**  **Performance Mission & Objectives** | GNC’s primary objective is to select squads capable of winning matches and competing at the appropriate level, alongside developing a robust community club culture.  GNC intends to provide high quality coaching, training and competition facilities to enhance an individual’s development.  GNC seeks to build a squad and club culture where players understand the development of GNC and their part in it.  GNC aims to ensure players understand the expectations of them at selections and during the season and that players prioritise their commitment to a squad. |
| **3.**  **Values & Attributes** | The culture at GNC is based on the development of the whole player. GNC strives to enable all players to gain ‘netball’ skills which include those performed off court such as officiating skills and volunteering opportunities. We expect every member of the club (including coaches, officials, volunteers) to be accountable for their attitudes/behaviours, and contribute positively to creating a safe and nurturing GNC environment abiding by the club Codes of Conduct.   * **See Appendix 1** for Player Key Attributes. |
| **4.**  **Selection Panel** | All selection panels comprise of non-trialing members. Those seeking to trial for an RL spot are permitted to select for Somerset but will have to withdraw from the process (unless exceptional circumstances apply) should they be unsuccessful, and seek to trial for a Somerset spot. The same applies in reverse.  There will be 3 RL selectors and 5 Somerset selectors. The Somerset Lead Coach and RL Lead Coach will form part of these panels.  The Lead Coaches will be responsible for weekly selection decisions, where players are unavailable, in conjunction with the Team Co-ordinator and Selectors if necessary.  Alternative Selectors can be appointed throughout the selection process or season if required. |
| **5.**  **Selection Principles** | 1. Selectors will employ an open, transparent and equitable selection process 2. All players will be provided a fair chance to show their potential and be selected. Selectors will endeavour to see players in all their chosen positions however, there are some circumstances where this may not be possible/ suitable. Please note that players are not guaranteed parity of court time. 3. Selection decisions will be based on the following:- 4. Assessments against positional criteria 5. Combinations with other players 6. Adherence to GNC Core Values and key attributes 7. GNC club objectives 8. Adherence to code of conduct 9. Attendance and commitment to GNC 10. Previous demonstration (or lack of), the above 11. All players will be assessed and if judged to be appropriate, selected in a GNC squad according to their ability (please note that previous commitment to training and matches may be taken into consideration for existing club members). Selectors will work on the understanding that all trialists will take up any place offered to them unless otherwise communicated as per the instructions detailed in the 2022/23 GNC Trial Sign Up Form. |
| **6.**  **Selection Process** | * Selection events will be communicated by email and social media a minimum of 3 weeks in advance * Player performance at trials will be assessed against the selection criteria set out in Section 5&7. * All squads will be between 9 -12 players in size * GNC will endeavour to communicate all selection decisions within a week of the final trial. Further information will be provided during the trial process to include specific dates and notice if those dates are not going to be met. * Prior notification will be given to players that are selected into a lower squad than the previous season unless specified otherwise. Individual feedback will be given to these athletes. * Trialists must let Selectors know in advance if they require feedback following the trial process, being mindful of the fact that ongoing feedback is available throughout the course of the season.   Regional Trials   * The first two RL trials will be used to determine an RL long squad who will progress to a team selection process. * The final two RL trials will be a team selection process to determine the final 3 RL squads   Somerset Trials   * Somerset trials may be split into shorter sessions to select specific teams. Players may be invited to some sessions and not others. As much advance notice will be given, but this may not always be possible, and players should endeavour to be available for all sessions.   Reselections/ re-categorisations   * The selection panels will keep under review the need for a reselection or re-categorisation process. This may be a formal or informal process. Prior notification will be provided to all players involved. |
| **7.**  **Selection Criteria** | **Technical & Tactical**:   * Skill base and consistency of performance on court * Execution of positional specific skills (Appendix 2). * Tactical understanding/ game sense * Where applicable, the ability to offer more than one position and exhibiting strengths in each   **Physical**:   * Ability to maintain a high intensity in performance appropriate for the relevant standard of play   **Psychological**   * Demonstration of resilience and is adaptability   **Behavioural:**   * Coachability and growth mindset * Consistent demonstration of GNC Club Values   **Key Squad Considerations:**   * Positional and experience balance in squad selection   **Other relevant considerations**   * 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 prior to selections, and to provide any evidence requested). |
| **8.**  **‘X’ Policy** | Players wishing to register as an ‘X’ player are not required to trial and will not be selected into a squad. Whilst we endeavor to ensure ‘X’ players have a fulfilling season of playing and being involved in the club as much as possible, we cannot guarantee how much court time they may get.   * Please see ‘Appendix 3’ for full information on the ‘X Policy’   Nb. If circumstances change and you wish to be considered for a squad within the season, please discuss this with a selector. You will also need to pay full membership fees to GNC. |
| **9.**  **Selection Appeal Process** | Appeals can only be submitted by a player on the grounds that:   * The selection process outlined has not been adhered to. * The selection process adopted for the player failed to take into account relevant information, which was available at the time.   A player may request an appeal by submitting a written request to the Trial Co-ordinator or to the Club Chair if more appropriate.  Any appeal shall be made within 72 hours of the squad announcements. |
| **10.**  **Confidentiality** | All those involved in the selection process must maintain confidentiality and not disclose any information regarding any aspect of the process and/or any nominated or selected player, unless authorised by GNC.  GNC requests that players do not disclose squads with those outside of GNC until all squads are finalised and GNC publish squads for the following season. |
| **11.**  **Conditions of selection for the player** | For players to be named in the squads officially following the announcements, in addition to the above, players must adhere to certain expectations:  1. Attend all training and matches except in exceptional circumstances. Ensuring that these circumstances are communicated in advance to the Lead Coach. Please note that should your availability be a cause of concern, this will be considered by the Coach and addressed appropriately.  2. Be willing to prioritise GNC and be prepared to play up unless exceptional circumstances apply.  3. GNC will not select any players who intend to second claim to another club within Somerset County (at any level); this would present a conflict of interest that would be detrimental to GNC. |
| **12.**  **Review** | This policy will be reviewed by the Chair and Vice Chair annually and endorsed by the selection panels prior to selections. The policy will be available for any to view on request and will be available on the website. Feedback through Player Reps or a Selector is welcomed. |

**Appendix 1 – Key Attributes for Players**

**Appendix 2 – Positional criteria**

**Appendix 3 – X Policy**

**Appendix 4 – FAQs**

**Appendix 1**

**Key Attributes for Players**

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| **Respect** | Respect the process in training and matches. Respect the officials. Trust yourself and your teammates. |
| **Pride** | Pride in performance and being part of the squad & club. Setting the tone for other current or potential members. |
| **Resilience** | Be resilient in games and training throughout the season. How you choose to react to losses or difficult situations has an impact on the team. We need this resilience to work towards our goals, individually and as a squad. |
| **Coachability** | Having the ability to respond maturely and positively to feedback given, and enhance the development of others as well as yourselves within a competitive or training situation. |
| **Commitment** | To training and matches, to self-development & to GNC as a club. Embrace being part of the squad and the opportunities offered at training. |
| **Accountability** | Be responsible for your actions, on and off court, and be proactive with ways to improve your performance. Coaches will welcome a question or discussion! |
| **Support** | Support each other, create a supportive environment around you and be part of a group. Support club fundraising/social and support other squads on match days. |

**Appendix 2**

**Positional Criteria**

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| **Position:** | | **Roles and Responsibilities:** | | |
| **Defence** |  | Restrict shooting opportunities for GS | Deliver pass and be available in attack | Gain possession through interceptions and rebounds |
| Restrict possession and dictate circle entry of GA | Support through court attack and be available for back line pass | Gain possession both outside and inside circle including at centre pass |
| **Centre Court** | Effective defence at centre pass | Gain possession by forcing errors, closing off space and intercepting | Support through court attack and be available for back line pass and on attacking line |
|  | Deliver centre pass effectively | Tight defence of opposing centre | Maintain possession - combining with WA to deliver ball to shooters |
| **Attack** | Be available for centre pass | Maintain possession and effective and accurate feeding of circle | Availability on and around the circle edge in relation to team mates |
|  | Accuracy of shot | Available in circle and attacking third | Work in partnership with WA and GS including accurate feeding |
| Availability in circle in a 1:1 situation | Work in partnership with GA, in and out of the circle, including accurate feeding |

**Appendix 3**

**GNC ‘X’ Policy**

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| **Purpose** | This policy has been created in the interest of clarifying the role of ‘X’ players within GNC, and with a will to maintain a positive experience for each and every member. We endeavor to ensure that all players feel a valued part of the club community, while simultaneously striving to compete at the highest level possible. |
| **Values** | ‘X’ players are to uphold the overarching values of the club and an individual as set out in the GNC Selection Policy, failure to do so could jeopardise future selection opportunities.  GNC expects all ‘X’ players to engage fully when attending training/matches. To maintain a level of communication with the coaches/squad captain and to be open-minded and adaptable, both socially and in their style of play. |
| **Training** | ‘X’ players are currently invited to all training sessions and are required to pay a weekly training fee if they attend.  GNC recognises that it would enhance the cohesion and structure of training if ‘X’ players were allocated a squad to train with which linked to games they were playing in the following weekend.  Coaches will commit to making a weekly professional judgement – based on the positional requirements; the status of matches to be played; recent playing time; performance level of the players to be considered; combinations and versatility within the squads; potential injury risks; regional allowances; squad dynamics; and the opportunity provided to the relevant player/s. |
| **Availability** | ‘X’ players are responsible to inform the Coach/Team-Co-ordinator of their availability at least a week in advance throughout the season if they intend to play competitive league matches. |
| **Selection** | In the event of a squad requiring an extra player - it will be at the discretion of the Head Coaches and Team Co-ordinator to make a balanced decision on who is the best player to fill the position required, as referenced in the main bulk of the selection policy. This decision will examine opportunities for players in the squads below and the ‘X’ players who are available, conversations with selectors and occasionally squad captains to ascertain the most effective use of the ‘X’ player for GNC. The Team Co-ordinator only will invite players to join a squad on match days.  Nb. If there are any grievances these can be communicated to the player representatives and voiced at the following committee meeting. |

**Appendix 4**

**Frequently Asked Questions**

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| How much time will I get on court at trials? | Playing rotations are often arranged in advance to ensure players have the opportunity to play in one or more of their chosen positions. In some circumstances Selectors may play a player in a position other than their chosen positions should they consider that this would aid the player’s development. Players that are able to attend less trials are likely to have less court time than those available for all trials. Players are not guaranteed parity of court time and Selectors have discretion over this. There may also be times where players are asked to play out of position to ensure there are 14 players on court and we would encourage all trialist to remain open minded throughout the process. |
| What happens if I am not available for trials due to injury/pregnancy or exceptional circumstances? | Should a player not be able to attend trials due to extenuating circumstances, the player must contact the [gncselectors@gmail.com](mailto:gncselectors@gmail.com) and notify the selectors of the relevant circumstances and when they anticipate being able to trial. Selection panels will make a decision on each late trialist on a case-by-case basis. |
| I am only able to make one trial, can I still be considered? | In order to be considered for the May/June trial process, all trialist must be available for at least 2 of the specified trial dates. Should a player be unable to attend two sessions they should contact [gncselectors@gmail.com](mailto:gncselectors@gmail.com) where a decision will be made about whether they are able to trial late. |
| I am unable to attend training regularly and will miss several matches, what does this mean? | GNC asks all players taking up a position in a squad to commit to training and match play for the entirety of the season. Should you be unable to do so please contact [gncselectors@gmail.com](mailto:gncselectors@gmail.com) where a conversation will be had with you. |
| How will I know which positions I will be expected to play? | Following trials selectors will communicate the position(s) players have been selected into. It is important to be mindful that flexibility is always required, particularly on match days due to injury/illness. |
| I don’t want to take the squad position I have been given after squads are announced what do I do? | If during the course of trials you decide GNC isn’t the club for you, please speak to a selector ASAP.  Please remember your trial fee is non-refundable.  After trials please speak to a selector to minimise disruption and distress to other GNC members. In this instance selectors will review squads and make necessary adjustments. |
| Will I be able to play a whole game each week? | GNC is operating a squad policy across the whole club. All players will be expected to take time off the court to allow interchanges for all squad members. Each player will be asked to have time off court and will be expected to positively support their team during this period. |
| Will I be asked to play up throughout the season? | Some players will be offered the opportunity to play for a team higher than their selected team throughout the season. Although players are not guaranteed to be asked to ‘play up’ we would encourage all players to seize these opportunities as and when they arise. |
| I want to be an ‘X’ player but I only want to play Regional games, is this an option? | GNC does not offer the option to be an ‘X’ player exclusively for the RL teams. GNC expects ‘X’ players to be willing to play in a variety of teams predominately in the Somerset leagues. It is possible that the opportunity will arise to play at RL level, should it be appropriate, but this is not guaranteed. Please have a conversation with RL selectors via [GNCselectors@gmail.com](mailto:GNCselectors@gmail.com), if you are in this position. |