

# Player Selection Policy for Team Coaches

Updated November 2021



## A. General

1. This policy and process applies to the selection of the following Melbourne University Lightning Netball Club Teams:
  - a) Championship
  - b) Division 1
  - c) 19 & Under
  - d) Development Squad: Parkville Lightning Bolts (Bolts 1 & Bolts 2)
2. A team of up to 12 players will be selected for each of the VNL teams and for the Development Squad. A Senior Coach & Assistant Coach/es will be appointed to each team.
  - a) The Senior Coach shall oversee the training program for the team and will be supported at training sessions and matches by the Assistant Coach/es
  - b) Opportunities may arise for players to move between teams throughout the course of the VNL season.
3. It is expected that Development Squad players will receive regular opportunities throughout the season to develop and improve their skills during competition. Each player should be given a minimum of half a game (2Q's) throughout the preliminary rounds of the season. Where there are more than nine players in the team the players will be rotated off week by week in order to allow more court time and consistency during a game. A player who misses a match due to illness or injury or has a family or School commitment deemed appropriate by the Coach will have this match counted as a rotation off. Coaches will have the option of selecting the strongest combination of players, should the team progress to the finals in any given season.
4. It is expected that the strongest combination of players will be fielded in the Championship, and Division 1 teams at all stages of the VNL season. Players should not expect to receive equal court time. However as the 19/u program is regarded as a development program, the priority is to ensure that all players receive court time consistently. It is expected that those players not taking the court on a regular basis with the 19/u team will be given the opportunity to play with the Parkville Lightning Bolts. Coaches are expected to comply with this requirement and work cooperatively to ensure that fringe 19/u players are given ongoing match play development opportunities.
5. Priority will not be given to any player, new or existing, however Club loyalty / years of service / playing history may be taken in to consideration.
6. Coaches are not permitted to recruit additional players external to the Club once the season has commenced without the approval of the Director of Coaching and Committee of Management.
7. It is expected that Coaches will promote players from within the Club. In the event of player shortages within a particular Team, coaches will be required in consultation with each other and the Director of Coaching to select replacement player/s from the existing player group, including Training Partners. Players may also be promoted or relegated at any given time during the season based on form and team balance. The player movement pathway may

# Player Selection Policy for Team Coaches

Updated November 2021



also include opportunities for Academy players to fill occasional vacancies within the Bolts Development Team.

8. In the instance where teams are statistically not capable of qualifying for the VNL finals series, players may be promoted to higher teams during the last rounds of the season to enable the assessment of athlete performance in preparation for the following year.
9. Coaches are encouraged to actively TID players at other Clubs and invite players of particular interest to the Club selection trials. Under no circumstance may a coach offer any player a position in the starting seven in an attempt to recruit or retain a player.
10. The decision of each Melbourne University Lightning selection panel is final, however;
  - a) A player, who is not selected pursuant to the criteria set out in this document, may appeal against non-selection as set out in Appendix A. The grounds for such an appeal are that the selection panel, in making their final decision, failed to comply with the selection guidelines.
  - b) Any selection queries must be submitted in writing to the Club Administrator.
  - c) Players may request written feedback on their non-selection. This request must be made in writing to the Club Administrator within seven days of non-selection notification. The response will be a written summary of information available and will be compiled by the relevant selection panel.
11. Players must be a fully paid financial member of the Club i.e., have paid their Club fees in full prior to the commencement of round 1 of the VNL season. Non-financial members will not be permitted to take the court. Coaches are required to support this policy.
12. The selection policy and process will be reviewed annually by the Melbourne University Lightning Committee of Management.

## **B. Selectors**

1. The Committee of Management will attend and coordinate all selections, including organisation of coaches and selectors. In consultation with the coaching panel, the Committee of Management will develop a pro-forma for use by all selectors.
2. All coaches and selectors will hold a minimum Development Coaching Accreditation
3. In the absence of a Director of Coaching, the Committee of Management in consultation with the coaching panel will appoint the selection panel for each team.
4. A panel of at least three selectors will be appointed to select each team.
  - a) One selector must be the coach of the team being selected.
  - b) Selectors will be sought from within and outside the Melbourne University Lightning Netball Club and independent selectors may be approached to assist with selections.
  - c) In the event that a coach has not been appointed to a team at the time of selections, the Committee of Management will appoint one member of the selection panel to act as coach of that team for the purposes of selections.
  - d) Decisions on player selection will be based on majority agreement of the selection panel.

# Player Selection Policy for Team Coaches

Updated November 2021



- e) If the selection panel is equally split on any one player or are equally split over multiple Player/s, the Coach of that team will determine who is selected.
  - f) If the majority of selectors are all in agreement on the selection of a player, the coach of that team cannot override the joint decision of the other selection panel members.
  - g) In extreme circumstance and if all panel members concur that no suitable players are available to fill a particular position/s, special permission may be granted by the Director of Coaching and Committee of Management to source players who have not attended the selection trials. Such requests shall be submitted prior to the end of the selection process in writing to the Committee of Management.
5. If required, selectors may be involved in more than one selection panel at the same time, i.e. the same selectors may form one selection panel to select all Melbourne University Lightning Teams.
  6. Selectors must declare any conflicts of interest to the Director of Coaching and Committee of Management, who shall determine the most appropriate course of action in consultation with the affected selection panel.
  7. Parents or relatives of a player will not be permitted to select as an independent selector for any Team in which they have a child/relative trialling. If the parent or relative is the Coach and/or Assistant Coach the selection panel will be extended to include the Director of Coaching.
  8. The Club recognises that at times a parent, as Coach, may have a child/relative selected to play in the same team. Discussions regarding the continuation of the Coach in the role of Head Coach or Assistant Coach will be made on a per case basis and involve the Director of Coaching and Committee of Management.
  9. An additional list of potential players is to be generated to allow for selected players who do not accept an offer to play with the Club.
  10. Selectors must collate and provide their decisions to the Committee of Management at the conclusion of selections for ratification. This list should be provided no later than 7 days after the final selection date.
  11. Coaches are not permitted to notify individual players of their selection in a team or make a formal offer to any player until:
    - a) The team lists have been ratified by the Committee of Management
    - b) Existing players who have not been reselected have been advised of their non-inclusion in a team. This advice will be made in person or by telephone and not via any form of electronic communication.
    - c) MUL players who trial unsuccessfully for MUL teams will be notified by the following Coaches;

<b>Current Team</b>	<b>Team Trialled (unsuccessful)</b>	<b>Notified by</b>
Bolts 2	Bolts	Bolts Head Coach
Bolts 1	19 & Under	19u Head Coach
19 & Under	19 & Under	19u Head Coach

# Player Selection Policy for Team Coaches

Updated November 2021



19 & Under	Division 1	Division 1 Head Coach
Division 1	Division 1	Division 1 Head Coach
Division 1	Championship	Championship Head Coach
Championship	Championship	Championship Head Coach

12. Selectors may be required to document reasons for selection and non-selection of players and should ensure that appropriate notes are made on trialling players during the selection process. Selection documentation should be retained until the expiry of the competition season. This documentation should include reference to:

- a) Skill level
- b) Areas for improvement
- c) Attitude and commitment
- d) Team balance

## C. Selection Criteria

1. Selectors shall independently rate each player performance in each of the pre-determined disciplines and criteria and make appropriate comments and notations.
2. Selectors shall rate players independently of one another while the trials are in progress. Selectors will be permitted to confer with one another during match play however it is essential that ratings are kept private until the panel retires to discuss player rankings at the completion of the session.
3. Selectors shall consider:
  - a) Individual attributes, such as:
    - i. Basic skills – ball handling, footwork, specialist skills
    - ii. Physical skills – speed, change of direction, elevation, intensity
    - iii. Mental skills – recovery from mistakes, accountable, leadership, works for the team
    - iv. Decision making skills – reads entire situation, chooses correct option
    - v. Current level of ability
    - vi. Level of fitness
    - vii. Potential – innate qualities or attributes which may be developed over a long period
    - viii. Capacity to take and act upon direction given by Coaches
  - b) Team requirements, such as:
    - i. Team balance is required for each team. In general, each team will be made up of three shooters, three defenders and four centre court players. The additional two positions will be at the discretion of the selection panel.
    - ii. The twelve best individual players may not provide the most viable combination for the team.
    - iii. Each team needs a variety of players, so there is always the option to change the style of play in a match. Examples of this include a short/tall goaling or defending option, a defensive or attacking centre court focus, quick and speedy player or a slower more creative playmaker.
    - iv. It is the selection panels' prerogative to determine that a player may be better suited to a position other than the position/s they have nominated for. In this instance the selection panel must consult with the player to discuss being

# Player Selection Policy for Team Coaches

Updated November 2021



considered in an alternative position. The discussion should be open and direct so that the player is fully aware of the circumstances under which they are being considered for selection.

c) Minimum age criteria:

Players will be considered for selection based on their ability; however the VNL competition rules must be adhered to in terms of minimum age requirements.

## D. Selection Details

1. Selection is open to any player that is registered with Netball Victoria or an interstate Member Organisation.
2. A minimum of two selection dates will be advertised and conducted for each Team.
  - a) The exact format of the selection trials will be included in the advertisement.
  - b) Players may be required to attend a minimum number of sessions, which will be indicated.
3. Selection trials dates must be advised at least four weeks prior to the trials.
4. Promotion of selection dates will be through, any or all:
  - a) Club website
  - b) Club Face book page
  - c) VNL & partner association websites
  - d) Direct email to current club players
  - e) Individual invitation to persons of interest
  - f) Other avenues as deemed appropriate
5. Players shall present for selection in neutral training clothes which shall be either a white T-shirt or singlet and navy or black shorts. Clothing must not contain any insignia or material which associates the player with a particular club or association.
6. All players attending selection trials must be appropriately warmed up in readiness to start at the scheduled start time. The official warm up will be conducted by the S&C coach (if available), with assistance from MUL Coaches as required.
7. Each selection trial will run for a minimum of two hours, and will consist of multiple 10-12 minute games. Players are responsible for maintaining their readiness to participate through warm up activities and space will be provided to ensure this is possible. There will be a short break between games to notify players of playing positions for the next game and to allow for this changeover.
8. All players who wish to be considered for selection must complete the online registration player application form by the specified due date.
  - a) Late applications may be accepted at the discretion of the Committee of Management.
  - b) Players must complete all details and indicate at least two preferred playing positions.

# Player Selection Policy for Team Coaches

Updated November 2021



9. Appropriately qualified umpires will officiate at all Melbourne University Lightning selections.
10. All players, including current players, who wish to be considered for selection, must attend a minimum of one selection day. Players who are unable to attend or participate in selections due to extenuating circumstance, illness or injury, must:
  - a) Submit their inability to attend in writing with their application form, and contact the Club Administrator in person, as soon as possible to discuss.
  - b) The Committee of Management will determine whether players who are not able to attend selections are eligible for selection and will advise the player and the appropriate selection panel.
  - c) Injured players wishing to be considered for selection must attend at least one selection day. They also must provide written medical evidence outlining injury details and expected recovery time.
11. Any player unavailable to participate in selections who is eligible for selection will be considered based on current or previous year performance, if available. The selection panel will have the discretion of adding such players to the initial squads, if it is deemed appropriate.
12. Players who attend selections will be judged on their selection performance, in addition to any previous performance notes, if available.
  - a) All players will be viewed at least once in two of their preferred positions
  - b) It is anticipated that attending players will be viewed at least two times at each selection date, however this may vary as this is dependent on the number of players attending each selection trial.
  - c) It is anticipated that each viewing of players will be at least 10minutes in duration. This may vary and is dependent on the number of players attending selections. Session lengths may also be decreased due to extreme weather conditions, or lack of numbers.
13. All players will be notified via email of their selection to advance to the next round of the selection process and of their selection or non-selection into a Melbourne University Lightning Team.
14. Coaches and selectors may choose to observe players in club team match play conditions prior to the final selection day if deemed necessary.

## **E. Player Expulsion**

1. The Committee of Management and Team Senior Coach have the power to
  - a) Exclude a Player from competition.
  - b) Terminate a Player's membership of the Club.
  - c) Require a Player to leave an event or venue and return home.
2. A Player may be expelled from the Club if they are unable to fulfil the obligations outlined in the Club Player Agreement. The decision to expel any player will be ratified by the Committee of Management.

# Player Selection Policy for Team Coaches

Updated November 2021



## APPENDIX A:

### MELBOURNE UNIVERSITY LIGHTNING PLAYER SELECTION APPEALS PROCESS

#### 1. Appeals

- 1.1 A Player, who is not selected to the Team they have trialled for pursuant to the criteria set out in these guidelines, may appeal against omission from the Team as set out in this section.
- 1.2 The grounds for such an appeal are that the selection panel, in making their final decision, failed to comply with the guidelines.

#### 2. Notice period

- 2.1 Any appeal against omission from the pool must be lodged in writing to the Melbourne University Lightning Netball Club within five business days of announcement of the selection decision.
- 2.2 The notice of appeal must be accompanied by a summary of arguments and submissions in support of the appeal.
- 2.3 An appeal may be withdrawn by the aggrieved Player at any time through written notification to the Melbourne University Lightning Netball Club Committee of Management.
- 2.4 Failure to comply with the appeal time frame will result in the appeal being dismissed.

#### 3. Appeal tribunal

- 3.1 Where the Melbourne University Lightning Netball Club Committee of Management has authorised an investigation into the appeal an appeals tribunal shall be established.
- 3.2 The Melbourne University Lightning Netball Club President will nominate appointees to the appeals tribunal for endorsement by the Committee of Management.
- 3.3 The appeals tribunal will consist of three members including:
  - A person with knowledge of the sport and with VNL Club experience;
  - A representative from Netball Victoria to chair the appeal; and
  - Any other person deemed appropriately skilled and experienced to the function of the appeals tribunal as appointed by the Melbourne University Lightning Netball Club President.
- 3.4 Persons part of or directly interested in the appeal may not act as a member of the appeals tribunal.



# Player Selection Policy for Team Coaches

Updated November 2021



- 3.5 The appeals tribunal does not have the power of selection or reselection. Where appropriate, the tribunal may refer the matter back to the selection panel for consideration.
- 3.6 The decision of the appeals tribunal will be binding on the parties.
- 4. Appeal hearings**
- 4.1 The appeals tribunal shall investigate and consider the matter determining whether:
- The matter should be dismissed because there is no credible evidence, submission or argument to satisfy the grounds of the appeal;
  - The appeal should be subject to a hearing conducted by the appeals tribunal.
- 4.2 The appeals tribunal must conduct the appeal in accordance with the principles of natural justice.
- 4.3 The appeals tribunal is not bound by the rules of evidence and may inform itself as to any matter in such a manner as it thinks fit.
- 4.4 The appeals hearing may take place in a manner determined appropriate by the chair, including telephone or in person.
- 4.5 The appeals hearing must take place within 21 days of the appeal being received. This period may be extended with the agreement of all parties.
- 4.6 Parties of the appeal may be permitted a support person, for the avoidance of doubt this may not be a legal representative.
- 4.7 The decision of the appeals tribunal shall be a majority decision and shall be communicated to the Melbourne University Lightning Netball Club President as soon as practicable, including:
- If the appeals tribunal considers the ground/s alleged to be made out, it shall recommend that the selection panel reconsider the selection;
  - The selection panel shall comply with the direction of the appeals tribunal;
  - Any further selection decision of the selection panel under direction of the appeals tribunal shall be final and binding.