**SURREY STORM PATHWAY SELECTION POLICY 2022/23**

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**REPRESENTATIVE TEAM POLICIES AND PROCEDURES**

**Objectives:**

* To offer the ultimate netball athletes experience
* To develop and nurture talent

To promote and deliver coaching excellence

* To select the best 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 competitive, high quality, skilful netball at all age groups
* To continually develop and support talented players working towards their goals and aspirations

**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 management personnel are expected to understand and actively support through the delivery of their role and responsibilities the Objectives outlined above

• Surrey Storm appointed representative team coach/es and all management personnel must fully comply with the Representative team policies and procedures and other relevant Surrey Storm policies deemed appropriate by the Surrey Storm Director of Netball and Surrey Storm Pathway Lead

• The selection panel for each age group squad/team shall consist of appropriately qualified personnel one of whom will act as the Lead Selector. The appointed coach/es of the representative team will form part of the panel and the additional selectors will be appointed by the Surrey Storm Pathway Lead in collaboration will the relevant team Lead Coach

• 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 representative team squad sizes must comply with the relevant NGB regulations

• Surrey Storm Pathway Lead and 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 coaches, may not comprise of any person who has a family member trialling for their, or any, part of the pathway on the specified trial date. The Lead Selector will ask the panel to declare any conflict of interest prior to trials commencing

**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 via means such as email, website & social media

• When a representative level has an Open trial there is no limit on player numbers attending trials

• For an Open trial player who meet the stated requirements may register themselves through the advertised registration process

* Surrey Storm may choose to invite current/previous representative team members to trial at any stage of the trials process

• When a representative level has Closed trials, they may select up to 40 players to attend trials and where appropriate invite Clubs/Counties to nominate 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

* All registered players agree they have read and understand the selection criteria and 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

• No late nominations or registrations will be accepted (unless due to extenuating circumstances), approval is granted by the Pathway Lead in collaboration with the team Lead Coach

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

• Surrey Storm aim to confirm selections following the stated trials dates and no later than the the registration deadlines set by the relevant NGB or competition management we are required to meet

* Where it is deemed necessary and appropriate further trials maybe added, or in exceptional circumstances, and with approval from the Pathway Lead and relevant Lead coach players may be invited to attend a minimum of one training session as their trial.

**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 (unless late applications are accepted due to extenuating circumstances)
* Publication and notification of players selected to attend a Closed trial shall be via the Surrey Storm Website, 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 as early as on the day but not later than 72 hours after the original trial date
* Teams will not be announced in front of players
* Selected players will be notified via individual letter/email, followed by public announcement on the Surrey Storm Website and/or social media platforms
* Players not selected at the initial rounds of trials (as stated in the relevant trials announcement) will not receive feedback.  Appropriate feedback will only take place at the final stage of trials and will be directly linked to the selection criteria
* Players not selected at Closed trials will be advised individually by members of the selection panel as to their non-selection with appropriate feedback based on the selection criteria

**Player Responsibilities & Eligibility Criteria:**

 • Players registered or selected to trial must be fit and able to participate in all trial activities and late trials will not be granted unless:

➢ The player has an injury

➢ The player is medically unwell

➢ The player has had a close family bereavement

➢ The player is attending a funeral or wedding

➢ The player has a prior work commitment which cannot be changed

➢ The player, if U18, has no safe means of responsible or appropriate travel to and from the specified trial

➢ The player has tested positive for Covid-19 and is still infectious

➢ The player has been in contact with someone who has tested positive for Covid-19

➢ The player is needing to isolate due to either having Covid-19, being in contact with someone who has Covid-19 or is considered extremely vulnerable

• Players who are not available, for Surrey Storm 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 to the Pathway Lead, 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 training 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 financially able to register to both club and Surrey Storm

 ➢ Be under the stated age for the age group in which they have trialled for, for example an U17 eligible player trialling for U19 team

• 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 or those available under the relevant competition regulations

• Any replacement of an injured player should be discussed between the Pathway Lead and the appointed selection panel, with the first consideration being the players welfare

**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 made available all trial applicants/parents/guardians on request and, if Surrey Storm deems it necessary, this policy may be uploaded onto the Surrey Storm website and social media platforms

**Linked policies**

Surrey Storm Performance Pathway Codes of Conduct

Surrey Storm Selection Criteria

Surrey Storm Pathway FAQ