

Surrey Storm

Performance Pathway Selection Policy

2023/24

1 Purpose of Policy

This Selection Policy sets out how netball athletes are selected into the Surrey Storm Performance Pathway in accordance with England Netball guidelines. This Selection Policy applies to athletes being selected by Surrey Storm to the following:

- U15, U17, U19 and U21 National Performance League (NPL) and tournament competition squads.
- The Surrey Storm U19 Development Squad.
- Player Development Programmes.
- Aspire Programmes.

2 Performance Mission

The Surrey Storm Performance Pathway mission is to guide the next generation of talented athletes to be the best they can be, reaching the highest level. The Surrey Storm Performance Pathway looks to inspire and develop athletes to progress through our Pathway to reach Netball Super League (NSL) and international standard.

Surrey Storm aspire to reach the final four of the NSL on a regular basis and the top 4 in all EN Pathway age group competitions. To support this aspiration the Surrey Storm Performance Pathway focuses on individual and team development and endeavours to create a Pathway with progression opportunities.

Our vision guides all performance activity and decision making, including the selection to, and development of players within our performance pathway.

3 Eligibility

To be considered for selection into a Surrey Storm programme an athlete must:

- Meet the eligibility criteria as determined by England Netball (EN) regulations applicable at the time for EN competition squads.
- Be clear of any sanction under UK Anti-Doping Regulations.
- Meet the Surrey Storm Selection Criteria as outlined in Section 8.
- Agree to abide by the principles as set out in the Surrey Storm Athlete Code of Conduct.
- Meet the commitments for training and competition as advised by the Surrey Storm Franchise Pathway Lead at the time of offer.
- Be able to pay any programme fees. A limited number of Bursaries are available and will be considered on an athlete by athlete basis in line with the Surrey Storm Pathway Bursary Criteria (available on request).
- Be fit and able to participate in trial activities.

4 Selection Principles

A selection panel will be established by Surrey Storm for selecting athletes into:

- Surrey Storm U15, U17, U19 and U21 National Performance League (NPL) competition squads.
- The Surrey Storm U19 Development Squad.
- Surrey Storm Player Development Programmes.
- The Surrey Storm Aspire Programmes.

The membership of selection panels is set out in point 6 below.

Each Selection Panel will apply the following principles in the course of carrying out any selection process:

- An open, transparent and equitable process that gives all athletes a fair chance to challenge for selection.
- Selection will be based on merit and the need to achieve the objectives set out in the Performance Mission section above.
- No athlete has the right or expectation to on-going selection for a Surrey Storm programme at any time.
- Each Selection Panel has the right to determine, at its sole discretion, when it will reselect athletes into a Surrey Storm programme.
- Athletes will be subject to de-selection if they breach any EN or Surrey Storm policies or regulations.
- Acknowledgement is made that in selecting for a team sport regard will be made to the combinations of athletes in the squad, the balance of the squad and ability of athletes in more than one position, alongside the athlete's individual skill level.

5 Selection Process

Open trials will be advertised through social media and information will be distributed to County Player Pathway Leads and various netball streams.

The Franchise Pathway Lead or Head Performance Coach will consult with the relevant designated selectors and prepare a standardised report of athlete nominations for discussion prior to any open trial.

The nominated athletes will be those that, in the expert opinion of the Franchise Pathway Lead, Head Performance Coach or relevant Head Coach are most able to achieve Surrey Storm's objectives as set out in the Performance Mission section above.

Any individual athlete's inclusion in a programme is decided on a majority vote by all members of the relevant Selection Panel with the Franchise Pathway Lead, Head Performance Coach or Lead Selector having the deciding vote where there isn't a majority vote.

Following a trial event athletes will be notified of their selection via email no later than 5 working days.

Athletes will be notified prior to the trial if individual feedback will be provided.

6 The Selectors

Selectors will be appointed based upon competency for the role for each designated selection event.

All selectors will have successfully completed the England Netball Athlete Identifier Workshop (AIW).

There will be one Lead Selector nominated for each selection event. This will either be the Surrey Storm Franchise Pathway Lead, Head Performance Coach, the Surrey Storm Academy Head Coach or a suitable designated selector. One Lead Selector should be present at, and responsible for, each selection event.

The Selection Panel members for each selection event will be decided according to expertise, availability and fairness.

For Competition squads and Player Development Programmes this will include the Head Coach for each representative team/programme. For the U19 Development Squad and Aspire programmes this should include the Lead Coach of the relevant programme.

There should be a minimum of 1 selector per 8 observed athletes.

Selectors must declare any conflict of interest. The Franchise Pathway Lead, Head Performance Coach or Lead Selector will assess the risk and agree how this will be managed and this will be recorded in writing.

7 Designated Selection Events

Surrey Storm will announce open trials at least 6 weeks in advance.

Selection for the following will take place via open trials in September:

- Surrey Storm U17, U19 and U21 NPL Academies.
- Surrey Storm Player Development Programmes.
- Surrey Storm U19 Development Squad.

Selection for the following will take place via open trials in October:

- Surrey Storm Aspire Programmes.

Selection for the following will take place from January to June as per EN Regulations:

- Surrey Storm U15 Academies.

Athletes may also be invited to a closed trial at a relevant Surrey Storm training session at any point during the season following:

- Nomination by the Franchise Pathway Lead, Surrey Storm Head Performance Coach, Academy Head Coach or a Lead Coach for an athlete selected to a Surrey Storm programme but then identified as having potential for progression to a higher programme.
- Identification by a Surrey Storm selector following observation at a training or match play event at club, school, college or University.
- Identification by the Surrey Storm Director of Netball at a training or match play event at club, school, college or University.

8 Selection Criteria

When selecting athletes for a Surrey Storm programme the Selection Panel shall consider the following criteria.

Key Indicators

- Sound skill base and consistency of performance on court in relation to competition and training age.
- Physical potential where skills maybe limited at present.

Core Competencies

- Demonstrates tactical awareness in game scenarios.
- Flexible when making decisions within the game.
- Reads the game in advance.
- Ability to anticipate scenarios and develop alternative options.

Personal Competencies

- Willingness to learn.
- Disciplined.
- Evidence of performance behaviours.
- Willing and honest communicator.
- Respect of others.

- Takes responsibility for one's actions and outcome.
- Resilient under pressure.

Performance Indicators

- Movement and ball handling – landing balanced, physical ability, catching range and delivery techniques.
- General effectiveness in position – positional understanding, getting free, working with others, shooting consistency (where relevant) and dictating/denying opponents.
- Transition into attack or defence – quickly proactive, sets up quickly on restart, denies opposition options.

Positional Specific

- Goal Shooter:
 - Availability in the circle.
 - Working with Goal Attack.
 - Transition into defence and defence of the back line.
- Goal Attack:
 - Availability in the attacking third and circle.
 - Working with the Goal Shooter.
 - Transition into defence and defence of the back line.
- Wing Attack:
 - Availability of 1st and 2nd phase of centre pass.
 - Feeding the circle.
 - Defence through the court.
- Centre:
 - Availability through court, linking defence and attack.
 - Feeding the circle.
 - Defence through court.
- Wing Defence:
 - One on one defence at centre pass, 1st and 2nd phase.
 - Working with Centre to defend 2 on 1 at centre pass and in attacking third.
 - Availability on through court attack.
- Goal Defence:
 - Restricts possession of Goal Attack both at the centre pass and outside the circle.
 - Working with Goal Keeper to close the circle and limit shooting opportunities and gain possession.
 - Defence of the shot.
 - Availability on through court attack.
- Goal Keeper:
 - Restrict shooting opportunities for Goal Shooter.
 - Working with Goal Defence to close the circle and limit shooting opportunities and gain possession.
 - Defence of the shot.
 - Delivery of the back line and support through court.

Consideration when selecting may also be given to the following factors:

- State of fitness and wellbeing.
- Succession planning.
- Positional balance within the squad.
- Coachability.
- Demonstrates team qualities and fits within the team.
- Balance of experience and youth.
- Whether players performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitment or similar which have temporarily compromised their form and/or recent contribution.

- Athlete availability for programme delivery (number of training sessions able to attend).
- 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 athlete.

9 Offers, Acceptance & Announcements

Following the completion of selection events:

- Provisional invitations into the relevant programme will be made within 5 working days after the final screening event.
- The offer will include information on which programme the offer is for, the cost of this programme and the method of acceptance.
- Places on a Surrey Storm programme are only considered accepted once payment for the programme has been made.
- Announcements of places will be posted on Surrey Storm social media at an appropriate time in line with EN guidelines (where appropriate).
- Athletes selected agree not to make any announcements in any form (including social media) regarding their selection until after Surrey Storm having announced selection decisions and posted on the Surrey Storm Pathway social media channels.

10 Appeals

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

- The selection process outlined in the Surrey Storm Selection Process has not been adhered to; or
- 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 did not consider.
- An athlete may request an appeal on either of these grounds by submitting a written request to the Surrey Storm Franchise Pathway Lead.

Any appeal shall be made within two working days of the squad announcement.

11 Injury & Replacement

An athlete may be removed from a Surrey Storm programme in the event of:

- Non-compliance in training.
- A breach of responsibility.
- A violation of a Surrey Storm Athlete Code of Conduct.

At any stage following the selection announcement to a Surrey Storm Academy Competition Squad and prior to the relevant competition, an athlete may be recommended for de-selection by Surrey Storm's Franchise Pathway Lead, Head Performance Coach, Academy Head Coach and/or the relevant Lead Coach due to:

- Failure to reach Surrey Storm's performance expectations in training or competition, including attendance.
- 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 an exit interview with Surrey Storm's Franchise Pathway Lead, Head Performance Coach, Academy Head Coach and/or the relevant Lead Coach and, where possible, one other independent person. Written justification must be provided for all removals.

Once athlete selections have been confirmed, all selected athletes (including reserves) 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 medical conditions that may affect their performance and must declare any medications they are taking, in particular the use of any restricted medications, and submit these on their Athlete Information Form. Athletes are responsible for checking their own medication on GlobalDRO to ensure it is on the permitted list. Athletes should notify the Franchise Pathway Lead of any amber medications.

12 Process Review

Surrey Storm's Franchise Pathway Lead and Head Performance Coach will review this Selection Policy on an annual basis.

Any amendments to this Selection Policy will be given in writing/email to athletes, Head Coaches, other Selection Panel members and other key stakeholders. This Selection Policy (including any final variations or amendments) will be made available on the Surrey Storm website and made available to all athletes on request.

13 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 Surrey Storm.