



SELECTION POLICY

Date Devised: June 2018

Last Updated: June 2019

Review Date: June 2021

Owner: Director of Netball

Purpose and scope of policy

This policy sets out how players are selected into the “Saracens Mavericks” Academy training and competition Squads. These squads are part of the “Saracens Mavericks” Pathway, which is set out in diagrammatic form at Appendix 2.

Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.

1. PERFORMANCE MISSION

- 1.1 “Saracens Mavericks” aspires to become champions and a major feeder to the national squads. To achieve that goal we must develop more national standard players who can function both individually and as a leading team. This aspiration provides the beacon to guide all Performance activity and decision making, including the management of the selection to, and development of players within the Academy Programmes.
- 1.2 The development of a leading franchise is dependent upon building a Squad of players with depth and breadth across all positions on the court and the ability to function as of individual national level players in a team environment.

2. SELECTION PRINCIPLES

- 2.1 “Saracens Mavericks” Selection Policy employs an open, transparent and equitable process that gives all players a fair chance to challenge for international selection.
- 2.2 Selection will be based on merit and the need to achieve the agreed objectives of “Saracens Mavericks”
- 2.3 No player has the right or expectation to on-going selection, at any time.

- 2.4 The Selection Panel, as defined in Appendix 4, has the right to determine, at its sole discretion, when it will reselect players into their Programmes (subject to England Netball decisions on their High Performance and Academy programme)
- 2.5 Players will, be subject to deselection if they breach the code of conduct and all other relevant “Saracens Mavericks” policies and regulations.
- 2.6 The Coach has the right to invite players from outside the Academy Programmes, to be observed and considered by the Selection Panel for inclusion in the Academy Programme and the Competition Squads, based upon Selection Criteria set out in Appendix 3.
- 2.7 Acknowledgement is made that in selecting for a team sport, regard will be made to the combinations of Players in the Squad/Academy, the balance of the Squad and the ability of Players to play in more than one position, alongside the player’s individual skill level.

3. OBJECTIVES

- 3.1 To select players capable of being able to develop and a) have an impact on “Saracens Mavericks” standing within the VNSL, Under 21 and Under 19 Leagues and b) have an impact with other franchise pathways as U17, U19 and U21 players move for a number of reasons
- 3.2 Selection for competitions may be made on the basis of providing development for future championship success to Players within the Academy Programme.

4. THE SCOPE OF SELECTION

- 4.1 This Selection Policy applies to Players being selected to the following:
 - i. The Performance Pathway, and subsequently, through invitation, to participate in the VNSL training partners and the U17, U19 and U21 training squads.
 - ii. Mavericks Future Academies
- 4.2 Squads for competitions from which U15,U17, U19 and U21 teams will be drawn from any of these training Programmes and no Player has the right to expect that they will be selected simply due to their previous inclusion in any of these Programmes

5. ELIGIBILITY

- 5.1 To be eligible for Selection into the Young Mavericks Programme, Mavericks Future Academy and Competition Squads a Player must:
 - i. Meet the requirements as set out on the application forms at each age group
 - ii. Clear of any ban under UK Anti-Doping Regulations
 - iii. Meet the Selection Criteria as set out in appendix 3
- 5.2 To be selected for “Saracens Mavericks” a Player must meet the Eligibility Criteria and the commitments as set out by the Coach.

6. THE SELECTION PROCESS

- 6.1 Player performance at Designated Selection Events will be observed, live or via a Performance Analysis tool, and assessed independently and against the Selection Criteria, as set out in Appendix 3 and agreed by the “Saracens Mavericks” selection panel
- 6.2 Following completion of the Designated Selection Events listed in this Policy, the Coach might consult with other identified coaches and take into account any relevant input from the Sports Science & Medicine team deemed necessary to make informed Selections into the Squad.
- 6.3 The Nominated Players will be those, in the expert opinion of the Coach most able to achieve the objectives.
- 6.4 The Coach will meet with the Selection Panel to discuss the nominations and provide the opportunity for them to check and challenge and ensure Selection Decisions are evidence based on the Selection Criteria.
- 6.5 Individual Player’s inclusion in the relevant Squad/Programme is decided on a majority vote by all members of the Selection Panel.
- 6.6 If a majority decision cannot be reached by the Selection Panel because the votes are equally split , the matter will be referred to the Chair of Selectors, the Coach and the Director of Netball [or a suitable deputy appointed by the Franchise Director in the absence of the Director of Netball] to make the final decision.

7. THE SELECTORS

- 7.1 All Selectors, including the Chair, will be appointed based upon competency for the role.
- 7.2 Selection Panel members will be appointed by the Franchise Pathway Coach and ratified by the Director of Netball
- 7.3 The Selector Panel members, through the Chair of Selectors, are accountable to the Director of Netball and ultimately the Board of “Saracens Mavericks” for ensuring that the Selection Policy and associated procedures are applied in a fair and appropriate manner.

8. SELECTION APPEAL

- 8.1 Appeals can only be submitted by a non-selected Player on the grounds that
 - 8.11 the process outlined within this Policy has not been adhered; or
 - 8.12 the process failed to take into consideration relevant information; or
 - 8.13 the process failed to take into account relevant information, which was available at the time, which the Selection Panel did not consider.
- 8.2 Any Appeal shall be made within three working days of the public announcement of the Squad, in writing to the Director of Franchise
- 8.3 The Appeal shall be governed by the Arbitration Act 1996 and Sport Resolutions (UK’s) Appeal Arbitration Rules, which are deemed to be incorporated by reference to this clause. The decision of the Sole Arbitrator shall be final and binding on all concerned.

9. DESIGNATED SELECTION EVENTS

9.1 Players, are informed at least 6 weeks in advance of relevant Selection Events. Specific details of these events will be taking place are listed below:-

- Future Academies: September
- Young Mavericks Selection Events: September
- Competition Squads: October onwards

9.2 Players may be observed at events and these could be:

- including any preparation games and training sessions associated with this Competition;
or
- England Netball's principal National Club Competition (currently the Premier League), including any preparation games and training sessions associated with this Competition;
or
- Netball Performance League and Netball Performance Matches
- Any other competitions and events that the Selection Panel /Head Coach deem relevant;
or
- Potential players eligible for selection and identified by the Coach could be done via Performance Analysis tools.

10. ANNOUNCEMENT & NOTICE

10.1 Provisional invitations into the "Saracens Mavericks" Academies will be made within 7 days after the screening event.

10.2 Codes of Conduct will be issued within 7 days of confirmation of the player meeting the entry requirement into the "Saracens Mavericks" Academies

10.3 Players are required to sign and return the Code of Conduct within 14 working days of issue.

10.4 Selection of registered Competition Squads will ordinarily be announced and posted on the "Saracens Mavericks" website within 5 working days of the Selection Panel meeting.

10.4 Players invited into the Academy Programme will ordinarily be announced and posted on the England Netball website within 8 working days of the Selection Panel meeting.

10.5 Players selected to the Academy Programme or a Competition Squad agree not to make any announcement to the media or public in any form [including personal web or social media sites] regarding their selection until after "Saracens Mavericks" have announced Selection Decisions on the "Saracens Mavericks" website

11. PROCESS REVIEW

11.1 The "Saracens Mavericks" Pathway Coach will review the Selection Policy on an annual basis in consultation with the Director of Netball. Proposed changes to the Policy must be approved by the "Saracens Mavericks" Board. Any amendments must be given in writing to the players, Coach, Selection Panel Members and other key stakeholders. This Policy (including any final variations or amendments) will be made available on the "Saracens Mavericks" website.

Glossary of Terms

Term	Definition
Player	Netball Players
Coach	The Head Coach [or age group Lead Coach for all age group academies and squads]
Performance	Netball performed within the Franchise Academy Programmes
Programme	This includes the training and competition environment for Academy Players
Competition Squads	Players selected for an identified competition as set out by the Saracens Mavericks Performance Advisory Group
Selection Criteria	Statements relating to skills, attributes and games sense used to select into the Saracens Mavericks Academy Programme
Selection Panel	Personnel appointed by the Pathway Coach as described in Appendix 4, to make Selection Decisions.
Director of Netball	Appointed by “Saracens Mavericks” [or a suitable deputy appointed by the Franchise Director in the absence of the Director of Netball]

**“Saracens Mavericks”
Pathway**



SELECTION CRITERIA

Whenever selecting Players for the Saracens Mavericks Academy Programme and Competition Teams, the Selection Panel shall apply:

Sound skill base and consistency of performance on court in relation to competition and training age.

Core Competencies

- Ability to demonstrate tactical awareness in game scenarios
- Ability to be flexible when making decisions within the game
- Ability to read the game in advance
- Ability to reflect scenarios and develop alternative options

Personal Competencies

- Willingness to learn
- Disciplined
- Evidence of Performance behaviours
- Willing and an honest communicator
- Respect others
- Support others growth
- Take responsibility for ones actions and outcome
- Resilient under pressure

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
- 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

MEMBERSHIP OF SELECTION PANELS

Competition Squads

- Chair of Selectors or their delegate drawn from the panel of the Young Mavericks Academy Selectors
- One member of the Young Mavericks Academy Selection Panel
- Identified Head Coach
- Director of Netball

Young Mavericks Academy

- Chair of Selectors or their delegate appointed by the Director of Netball
- At least a ratio of 1: 10 selectors: players: from the South, East and London & South East netball regions to include:
 - a. "Saracens Mavericks" Pathway Head Coach
 - b. "Saracens Mavericks" Director of Netball or a designated replacement
 - c. Future Academy Head Coach
- Level 2 coaches who have evidence of developing players to the next level of the pathway

Future Academy Programme

- Chair of Selectors or their delegate drawn from the panel of the Young Mavericks Selectors
- Up to 4 Selectors to include:
 - a) "Saracens Mavericks" Pathway Head Coach
 - b) Future Academy Head Coach
 - c) 2 County Academy coaches
- Level 2 coaches who have coached performance players at Franchise U17, 19NPL and/or U21 age group