

TEAM Selection Policy for Committee Members, Coaches and Selection Panel Appointees

Our Guarantee

As a club we will ensure fairness, accountability, honesty and transparency are maintained in everything we do. During the selection process for all divisional players the opportunity will be provided for a player to trial for one of our divisional teams in at least one position of their choice. Selection decisions are made by the Selection Panel, Warriors Executive Committee and respective coaches on the following three key criteria Ability, Attitude and Commitment.

Key Selection Criteria

- The **Ability** of the player as assessed by the Selection Panel, Committee and Coaches
- **Attitude** of the player, and how that player interacts and behaves in a team environment focusing on but not limited to, the players performance and behaviour under difficult and adverse conditions and situations at both game time and training.
- **Commitment** to attend all training sessions including fitness and games (at least 90% attendance is expected unless absences are under exceptional circumstances)
- Abiding by the club Code of Conduct both on and off court
- Display good sportsmanship at all times
- Must be a financial member of the club
- Players will be selected on merit not personal characteristics
- A player may be excluded if there is a concern about their ability to participate safely or if their participation poses a risk to others. Players will be advised of these reasons for non-selection

Process

- All participants will be advised of the time, location and date of trials
- Selection panel members will be appointed by the Warriors Executive Committee and are responsible for pre-season selection recommendations of all divisional teams where required or requested.
- There will be a minimum of two selectors and where possible one of those selectors will be from outside the Warriors Netball Club, especially when a player related to a committee member or coach is involved.

- Trials may be conducted on one single date or over a number of occasions depending on the number of participants and their subsequent availability, this decision will be at the discretion of the Warriors Executive Committee.
- Returning players subject to compliance will all existing club policies and procedures will be guaranteed a place in a suitable team where possible. A returning player is classed as a player that completed the previous full season of netball
- New players are not guaranteed a place in a suitable team, a new player is classed as a player that is new to the club or left the club before the completion of the previous season/s without a legitimate or plausible reason
- At the completion of the trials the committee members and coaches will convene as soon as possible to complete the grading of all divisional teams taking into consideration the recommendations of the selection panel. The Warriors Executive Committee reserves the right to make any changes to the selection panel recommendations as deemed appropriate.
- All available Warriors Executive Committee members and divisional team Coaches will be required to vote on the placement of players in each divisional team.
- To avoid conflicts of interest, perceived bias and in order to promote a high level of transparency no committee member or coach will be eligible to vote on a player that is related to themselves.
- The voting system will be decided on a majority rules process, should the vote be deadlocked the deciding vote will be cast by the President of the Warriors Netball Club, if there is a perceived conflict of interest with the Presidents vote the deciding vote will then be cast by the Vice President of the Warriors Netball Club.
- Once the grading process is complete any team alterations can only be made by a majority vote of the Warriors Executive Committee.

Responsibilities of Committee Members and Coaches

- Read, understand and comply with the selection policy and selection criteria document
- Ensure accountability and transparency are maintained at all times
- Act in the best interest of all players and club members
- Provide all players with adequate court time during trials in order to show their ability.
- From time to time all voting members may not agree with a decision; however, a majority rules approach must be followed in the interest of fairness and as difficult as that may be in some circumstances.