



Bedfordshire County Netball Association

NETBALL ATHLETE PERFORMANCE IDENTIFICATION POLICY 2022 / 2024

Date Devised: September 2020

Last Updated: June 2023

Review Date: July 2024

Owner: Bedfordshire CNA

Purpose and scope of policy

This policy sets out how athletes are identified into the Bedfordshire Under 15 and Under 13 Player Development Programmes .

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

PERFORMANCE MISSION

- 1.1 Bedfordshire CNA aspires to be a major feeder to the Saracens Mavericks Player Development Squads (Appendix 4) . To achieve that goal we must develop more performance athletes 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 & delivery of the identification , and development of athletes within the Player Development Programmes.
- 1.2 The development of a leading county is dependent upon building a Squad of athletes with depth and breadth across all positions on the court and the ability to function as of individual national level athletes in a team environment. (Appendix 5)

2. SELECTION PRINCIPLES

- 2.1 Bedfordshire CNA's Selection Policy employs an open, transparent and equitable process that gives all athletes 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 Bedfordshire CNA
- 2.3 No athlete has the right or expectation to on-going selection, at any time.

- 2.4 The Selection Panel, as defined in Appendix 3, has the right to determine, at its sole discretion, when it will reselect athletes into their Programmes (subject to Saracens Mavericks decisions on their High Performance and Academy programme)
- 2.5 Athletes will, be subject to deselection if they breach the code of conduct and all other relevant Bedfordshire CNA's policies and regulations.
- 2.6 The Athlete Identification Lead , has the right to Invite athletes from outside the Academy Programmes, to be observed and considered by the Selection Panel for inclusion in the Player Development Programme and the Competition Squads, based upon Selection Criteria set out in Appendix 2.
- 2.7 Acknowledgement is made that in selecting for a team sport, regard will be had to the combinations of athletes in the Academy, the balance of the Squad and the ability of athletes to play in more than one position, alongside the player's individual skill level.

3. OBJECTIVES

- 3.1 To select U15 and U13 athletes capable of being able to develop and a) have an impact within Bedfordshire's standing within club competitions and b) have impact in the Saracens Mavericks Future Player Development Programmes in Bedford and c) have a future impact in Saracens Mavericks and / or other franchise pathways as U17 U19 and U21 players
- 3.2 Selection for competitions may be made on the basis of providing development for future championship success to athletes within the Academy Programme

4. THE SCOPE OF SELECTION

- 4.1 This Selection Policy applies to athletes being selected to the following:
 - i. The U15 and U13 Bedfordshire Player Development Programme and subsequently, through invitation, to participate in the Saracens Mavericks Programme.
- 4.2 Squads for competitions from which U13 and U15 teams will be drawn from any of these training Programmes and no athlete has the right to expect that they will be selected simply due to their previous inclusion in either of these Programmes

5. ELIGIBILITY

- 5.1 To be eligible for Selection into the Bedfordshire Player Development Programme, an athlete must be:
 - i. Meet the eligibility criteria as set by the Bedfordshire CNA
 - ii. Clear of any ban under UK Anti-Doping Regulations
 - iii. Meet the Selection Criteria.
 - iv. Be selected / screened via the Bedfordshire Selection and screening process

6. THE SELECTION PROCESS

- 6.1 Athlete performance at designated Selection Events will be observed and assessed independently and against the Selection Criteria, as set out in Appendix 2 and agreed by the “Bedfordshire ” Performance Player Development Group
- 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 them.
- 6.3 The Nominated athletes 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 athlete’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 Head Scout [or a suitable deputy appointed by the Performance Lead in the absence of the Head Scout] to make the final decision.

7. THE ATHLETE IDENTIFIERS

- 7.1 All Athlete Identifiers, including the Chair, will be appointed based upon competency for the role.
- 7.2 Selection Panel members will be appointed by the Bedfordshire Performance Lead and ratified by the Head Performance Identifier
- 7.3 The Selector Panel members, through the Chair of Athlete Identifiers, are accountable to the Head Athlete Identifier and ultimately the Bedfordshire CNA 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 athlete 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 Performance Identifier 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 Chair of the Bedfordshire CNA

9. DESIGNATED SELECTION EVENTS

9.1 The full process is

9.11 the designated Screening Day / evenings for a long squad set by the Bedfordshire CNA

9.12 Future evenings for final selection of the Long Squad

10. ANNOUNCEMENT & NOTICE

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

11. PROCESS REVIEW

11.1 The "Bedfordshire " Performance Lead will review the Selection Policy on an annual basis in consultation with the Head Athlete Identifier. Proposed changes to the Policy must be approved by the Bedfordshire CNA. This Policy (including any final variations or amendments) will be made available on the Bedfordshire website.

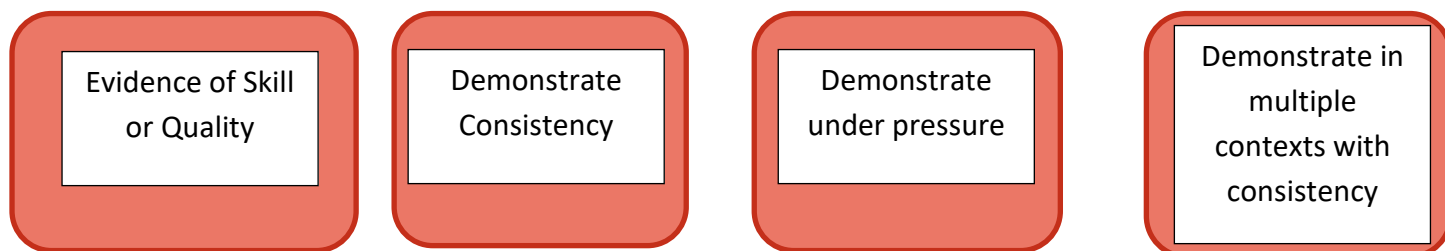
Appendix 1

Glossary of Terms

Abbreviation	Term	Definition
	Athlete	Netball Players
	Coach	The Head and Assistant Coaches of the U15 and U13 Player Development Programmes
	Performance	Netball performed within the Bedfordshire Player Development Programmes
	Programme	This includes the training and competition environment for athletes in the Player Development Programme
	Competition Squads	Athletes selected for an identified competition as set out by the Bedfordshire Player Development Programme Group
	Selection Criteria	Statements relating to skills, attributes and games sense used to select into the Bedfordshire U15 & U13 Player Development Programmes
	Athlete Identifier Panel	Personnel appointed by the Head Athlete Identifier as described in Appendix 4 , to make Selection Decisions.
	Athlete Identifier Lead	Appointed by Bedfordshire CNA [or a suitable deputy appointed by the County Player Development lead in the absence of the Athlete Identifier Lead]

Appendix 2: Selection Criteria (roles and responsibilities of players)

Whenever selecting Players for the Bedfordshire Player Development Programme and Competition Teams, the Selection Panel shall apply in all Screening activities :



- Movement and Ball Skills Criteria (Page 6)
- Invasion Games: Game sense Criteria (page 6)
- Match Play: Roles and Responsibilities Criteria (page 7)

MOVEMENT & BALL SKILLS CRITERIA

Catch : one handed control	Pass: Release Point , one handed and two handed	Footwork : Take Off, Landing, Jumping , Footwork Rule
Movement Skills: Change of Pace, Change of Direction, Multi Directional		

GAME SENSE CRITERIA

ATTACK	DEFENCE	BEHAVIOURS
Transition Width/Depth Options / Choices Ball Side Maintaining Possession	Transition Winning Ball Working Together Delay / Deny Opportunity	Thinking Patience Never Give up Leadership

Match Play Selection Criteria (roles and responsibilities of players)

Whenever selecting Players for the Bedfordshire Player Development Programme the Selection Panel shall apply the following in Match Play :

Highlighted statements refer to amendments made in June 2023 following an England Netball review

Roles and Responsibilities

GS	Movement and Ball Handling	<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movt skills at present 	Effectiveness in Position	<ul style="list-style-type: none"> Confident from a range of distances. Aiming for $\geq 80\%$ & greater volume of shots Is generally available when CC hit the circle edge. Strong rebound position and take it in the air 	Transition	<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court. Shows signs of working with others in a pair or unit.
GA		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique May have physical capacity but limited movt skills at present 		<ul style="list-style-type: none"> Confident from a range of distances. Aiming for $\geq 80\%$ % & greater volume of shots Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required. Strong rebound position and take it in the air 		<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court and may take intercepts . Shows signs of working with others in a pair or unit.
WA		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique May have physical capacity but limited 		<ul style="list-style-type: none"> Is generally available 1st phase on Centre Pass when required. Accurate feed and can keep possession. Generally available on circle edge. 		<ul style="list-style-type: none"> Dictates to opponent to limit her availability through the court and may take interceptions Shows signs of working with others in a pair or unit.

Roles and Responsibilities

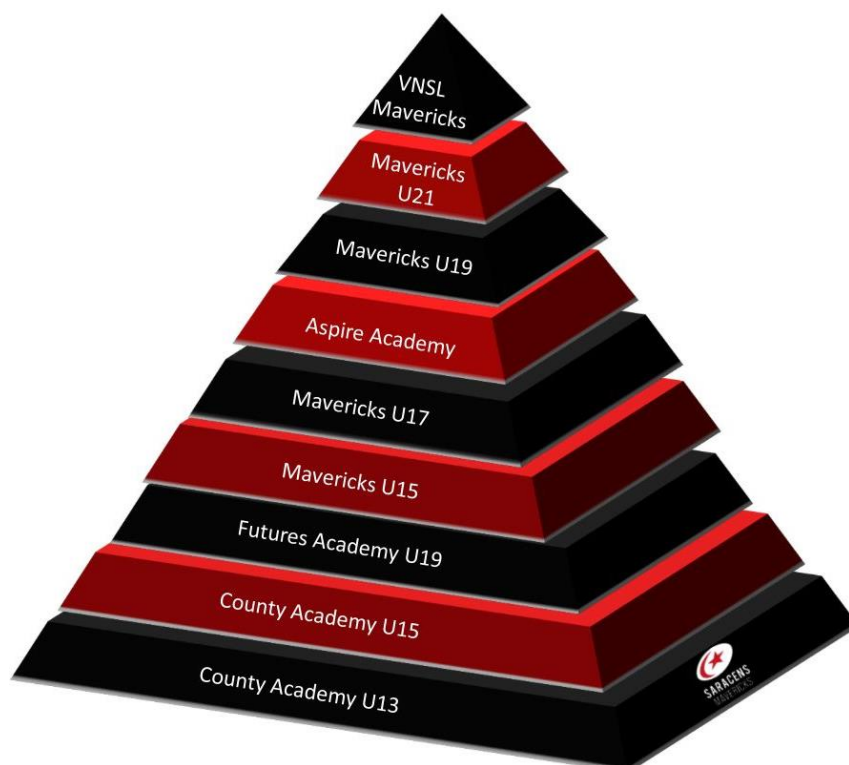
C	Movement and Ball Handling	<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique May have physical capacity but limited movt skills at present 	Effectiveness in Position	Transition	<ul style="list-style-type: none"> Deliver Centre pass. Links and connects both attack defence. Accurate feed and possession. Generally available on circle edge. 	<ul style="list-style-type: none"> Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass. Shows signs of working with others in a pair or unit.
WD		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique May have physical capacity but limited movt skills at present 			<ul style="list-style-type: none"> Puts pressure on receipt of WA on 1st phase of Centre pass. Dictates WA movement in the attacking third and puts pressure on feeds. Takes interceptions off opponent. 	<ul style="list-style-type: none"> Transitions from defence to attack providing option for the initial turnover Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession
GD		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique May have physical capacity but limited movt skills at present 			<ul style="list-style-type: none"> Puts pressure on receipt of GA on 1st phase of Centre pass. Limits shot volume. Takes interceptions off opponent. Challenges forrebounds Shows signs of switching with the GK 	<ul style="list-style-type: none"> Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession
GK		<ul style="list-style-type: none"> Change direction & change of pace. Lands balanced, turns to goal May be inconsistent in delivering correct pass accurately. Sound catching technique May have physical capacity but limited movt skills at present 			<ul style="list-style-type: none"> Dictates & restricts GS movement. Limits shot volume. Takes interceptions off opponent. Challenges forrebounds Shows signs of switching with the GD 	<ul style="list-style-type: none"> Transitions from defence to attack providing options including on the transverse line. Delivery of the back line pass with success

Appendix 3: Membership of Selection Panels for the Bedfordshire Screening

Ratio of 1 selector per 8-10 players : wishing to encourage those who attended the England Netball Athlete Identification Workshop

- Chair of the Panel (Head Athlete Identifier or a delegated appointment made by Performance Lead if absent)
- 2022/2023 Head U15 and Head U13 Player Development Programmes
- 50% Invited selectors from outside the Bedfordshire County boundaries

Appendix 4 : Saracens Mavericks Squad Pathway



Updated June 30th 2023

Appendix 5

[England Netball | England Netball Player Pathway](#)