



Raiders Team Selection Policy

1 Introduction

The selection process at the start of each season is a critical one for Raiders Allstars Netball Club. A structured selection process that assesses individual skills and combinations will ensure that players and coaches are allocated to teams according to skill level. This also serves to ensure that Raiders is able to accurately submit teams to Downey Park for grading in the appropriate level.

2 Selection Policy for Non Competitive Teams

Players from age 7 ½ -10 years will be placed in teams by identifying the player's experience, skill development needs and friendship groups (where possible). Mustering non-competitive players into teams will be managed by the Raiders Registrar. Parents should submit any requests for players to be placed in certain teams in writing to the Non Competitive Registrar during the online registration process. If you have a full team (9 players) with a coach and manager, this must be submitted in an email to the Non Competitive Registrar by the date specified in the registration invitation email.

Parents will be notified by email of their player's team, and their allocated coach prior to the commencement of their first training session. Allocation of teams will be finalised at least 3-4 weeks prior to the commencement of the netball season. Net Set Go teams will not commence training until such time as teams are finalised and coaches are allocated.

3 Selection Process for Competitive Teams

Raiders Selection for Competitive Teams will aim to conduct trials over a minimum of 3 nights on consecutive weeks at the start of each calendar year.¹ Each age group in the competitive divisions will be conducted as an individual selection process and will incorporate the following

- A selection team will be allocated by Raiders to each age division.
- A Head Selector will be appointed to oversee selection and provide any guidance required by age division selectors.

¹ Dates will depend on when Raiders Online Sign On can occur

- A Selection Sub Committee will be formed and will incorporate all age division selectors and additional members of the Raiders Committee.
- Selectors will assess players based on a number of key factors. These factors are outlined in [The Netball Australia Skill Development Framework](#). Players will be ranked according to these factors and teams allocated accordingly.
- Selection will be based on the performance of players during selection trials. Whilst extenuating circumstances may be taken into consideration as outlined in Section 7 of this policy, selection *will not* be based on such things as:
 - Preferred playing times
 - Friendship groups
 - Coordination of transportation
- Players will be trialled in a minimum of two preferred positions during the trial process.
- Selectors will be responsible for ensuring that a maximum of 9 players for Junior teams (NSG-Cadets), 9 or 10 for Inters and between 9 and 12 for Senior teams (Opens) are allocated to each Raiders team.
- Selectors will be responsible for ensuring that each team has the appropriate balance of playing positions.
- Selectors will ensure that no player skips an age group in the selection process. Players must have played a minimum of one year in their designated age group before they will be allowed to progress into an older age group.
- Note that any request for players in 11, 12 or 13 year age divisions to skip their allocated age group must be approved by the Raiders Committee. This will only occur under exceptional circumstances and a suitable team with commensurate skills is not available for their age group.

3.1 Selection for 11 Year Old teams

Players who have entered into the first year of Competitive netball as an 11 yr old will be able to nominate preferred positions for trials, however they may be trialled in a variety of positions at the discretion of the selectors. Some players in this age group may be requested during the selection process to fill positions that were not nominated as their preferred positions. This may occur if the selectors identify skill areas during the trial period and wish to observe the player in those positions.

4 Selectors Responsibilities

It is the role of Raiders Selectors to ensure that Competitive team selections are conducted in a professional and fair manner. Selectors must assess players according to their individual talents, skills, fitness and competitiveness. Selectors

must also look for individuals who will blend together to create Raiders teams that are evenly selected and capable of succeeding in competition.

Raiders Selectors are chosen by the Raiders Committee based on the following criteria:

- Netball experience (coaching, playing or umpiring).
- A strong understanding of junior and/or senior player potential and development requirements
- The ability to identify and assess individual player attributes
- The ability to identify and assess player combinations
- A proven ability to act with integrity and objectivity

Prior to the conduct of selections, Raiders Selectors must meet the following requirements:

- Complete the Netball Australia Select for Netball Success online course.
- Be familiar with the Raiders Selection Policy and all associated selection tools prior to the commencement of the selection.
- Be familiar with the level of competition for the age division being selected.
- Attend all selection activities (i.e. trials or meetings) as deemed necessary.
- Ensure all selection materials, discussions and meetings remain confidential to the age division selection panel and the Selection Sub Committee.
- Declare any conflict of interest and notify the Head Selector of the conflict as soon as they become aware it exists and remove themselves from that selection process.²³

During the selection process all Raiders Selectors should:

- Ensure that the Raiders Selection Policy is implemented.
- Ensure that they attend all selections for their allocated age groups.
- Ensure all players are trialling in the appropriate age group. For cadets and intermediates, players must have played at least one year in their allocated age group before they are permitted to move up.⁴
- View all players undertaking selection at least twice in each of their preferred positions.
- Ensure various combinations of players are trialled throughout selections.

² Parents of players (including committee members) who are appointed as selectors will not be permitted to select for any age group where their children are trialling.

³ Coaches will not be permitted to select for the age group they are allocated

⁴ Any exceptions to this rule will be at the discretion of the Raiders Committee

- Gather and record information on each players performance as outlined in [The Netball Australia Skill Development Framework](#). Allocate scores and include notes to enable feedback if required.
- Based on scores allocated to players, develop team lists to provide to the Raiders Selection Sub Committee for review.
- Ensure all teams submitted to the Raiders Selection Committee has no more than 9 players for Junior teams (NSG-Cadets), 9 or 10 for Inters and 9-12 for Senior teams (Opens) and is evenly weighted according to
 - Level of playing ability
 - Balance of positions within the team.⁵
- Refer to the Head Selector to review any players where a difference of opinions between the selection panel may be experienced, or to confirm any questions or issues experienced.
- Provide feedback at the selectors meeting

5 Head Selector responsibilities

To ensure that all selections are conducted in an impartial, fair and professional manner, Raiders will appoint a Head Selector to oversee the selection process for each season. The Head Selector must meet all of the qualifications expected of Raiders Selectors in order to be appointed. The Head Selector will ensure the following:

- They will be present during selections and move between age group selections to observe play.
- They will be available to answer any questions, address any issues for the selection panels.
- They will be the point of contact for any parents with questions on the selection process during the conduct of the trials.
- They will provide an impartial view for age group selection panels where selectors have differing opinions

6 Selectors Responsibilities

Raiders Selectors and Head Selector will be responsible for the following

- Reviewing final team lists for all age divisions to confirm the selection panel decisions are an accurate reflection of player performance and skill, and that team lists meet the requirements for player numbers and even weighting of positions.

⁵ The preferred balance of players should incorporate three shooters, three centre court and three defenders (this can be players who play across multiple positions e.g a GA/WA)

- Consider the playing experience, positions and known skill level of any player not able to attend the selection process and allocate such players to the appropriate team.⁶
- Undertake a paper grading process to allocate the assessed grading for each age group team to be submitted to Downey Park.
- Allocate coaches to each age group team according to coaching experience, coaching qualifications and coaches preference.

There may be instances where slight adjustments to the team lists may be required including late registration of new players or the late withdrawal of a player.

7 Player Responsibilities during Selection

It is every players responsibility to ensure that they are able to attend Raiders Selections for each week they are held. Players must also ensure they provide selectors with a minimum of two preferred positions that they wish to trial for.

Players undertaking selection at Raiders must understand the following:

- Selectors are only able to select based on the performance of players at selections. If players do not attend all available selection times, they will not have the full opportunity to demonstrate their skill level to selectors.
- Players in the 11, 12 and 13 year old age groups cannot skip an age group. The only exception for this is for a player at elite level where a team appropriate to their skill level is not available in their age group. Requests to skip an age group must be submitted in writing to the Raiders Committee.
- Players in Cadets or Intermediates cannot skip an age group. They must have played for a minimum of one year in their designated age group. The only exception for this is for a player at elite level where a team appropriate to their skill level is not available in their age group. Requests to skip an age group must be submitted in writing to the Raiders Committee.
- Players will not be permitted to play in an age group lower than their registered age. Players must be registered in the age group that is commensurate with their actual age group.
- Selectors will not take into consideration any of the following during the selection process
 - Preferred playing times
 - Friendship groups
 - Coordination of transportation

⁶ Late registrations will be allocated to a team where their preferred positions are required and is at the discretion of the Raiders Registrars.

- If a player is unable to attend selection due to injury, players are required to notify the Raiders Committee as soon as possible.⁷
- If a player is unable to attend selection due to other circumstances, players are required to notify the Raiders Committee as soon as possible regarding the reasons for their absence.⁷

Note that whilst players may be notified of their teams after selections, teams will not be finalised until they are submitted to Downey Park. Depending on the number of late registrations or late withdrawals that occur, the Raiders Registrars may be required to adjust team lists. Players must understand that team selection will not be considered final until the team lists have been submitted to Downey Park.

8 Selection Challenges

Any challenges to the final selection process must be submitted in writing to the Raiders Secretary within 7 days. The Raiders Committee will review the challenge, with the final decision to be made by the Raiders Committee no later than 14 days after the receipt of the challenge. The final decision of the Raiders Committee will be provided back to the player and/or parent approximately 1-2 business days after the final decision has been made.

Raiders will not accept any further challenges to the selection process following the final decision made by the Raiders Committee.

Raiders will not accept any challenges to the selection process after teams have been submitted to Downey Park for registration.

9 Player Withdrawal

There are times where Raiders experiences a number of Player Withdrawals following the selection process. If the player withdrawal occurs as a result of a player or parent being unhappy with the final selections, no refund will be provided.

This is in accordance with the Raiders Player Withdrawal and Refund Policy.

10 Teams Not Undertaking Selection

Raiders encourages young girls and women to keep active and participate in sport. Raiders recognise that there are sometimes circumstances where players want to

⁷ Players will be allocated to a team where their preferred positions are required and is at the discretion of the Raiders Registrars. No guarantees can be given that the team will be at the appropriate level for the player.

participate in a social or invitational team without undertaking the selection process. Whilst the preference is for all players to participate in selections in order to select the strongest possible teams for all divisions, Raiders does allow provisions for players to submit their own social or invitational teams that are not required to undertake the selection process. To qualify for this, both a social or invitation team must meet the following criteria:

- All players (and parents of players under the age of 18) must consent to be included in a social or invitational team.
- The team must be prepared to be graded by Raiders and Downey Park in accordance with the assessed average skill level for the team.
- The team must provide their own coach and manager (can be players). Raiders will not be responsible for sourcing coaches or managers for social or invitational teams.
- Must have a complete team list of at least 8 players and be fully registered before trials (including fee payment). This is to ensure players are not recruited from the Raiders Selection pool for relevant age groups.
- Must meet all coaching and umpiring requirements for Raiders.
- Must participate as part of Raiders, including all club activities and requirements, and abide by all Raiders Policies and DPNA Bylaws.

11 Late Registrations

Registrations received after the trials are completed follow these guidelines:

- If teams in that age group are complete, advise the player that it is not possible to accept their registration;
- If teams in that age group are not complete, the Raiders Registrars will place them in a corresponding position vacancy.

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