



PERFORMANCE PATHWAY SELECTION POLICY

Date Devised: June 2018

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Review Date: May 2024

Owner: Saracens Mavericks Pathway Lead

Purpose and scope of policy

This policy sets out how players are selected into the Saracens Mavericks performance pathway.

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 our performance pathway.

See Appendix 2

- 1.2 The development of a leading franchise is dependent upon building squads 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 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 pathway (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 or any other relevant Saracens Mavericks policies and regulations.
- 2.6 The Performance Lead has the right to invite players from outside the pathway, to be observed and considered by the Selection Panel for inclusion into the Player Pathway Programme or Saracens Mavericks programme, 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 have an impact on Saracens Mavericks standing within the VNSL, Under 21, Under 19 & Under 17 Leagues.
- 3.2 Selection for competitions may be made based on providing development for future championship success to Players within the Player Pathway Programme.

4. THE SCOPE OF SELECTION

- 4.1 This Selection Policy applies to Players being selected to the following:
 - i. Player Pathway Programme
 - ii. Saracens Mavericks Futures Programme
- 4.2 Squads for competitions from which U17, U19 and U21 teams will be drawn from any of these Player Pathway Programmes and/or Saracens Mavericks programme 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 Player Pathway Programme or Saracens Mavericks programme 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 Franchise Performance Lead.

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 consider 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 Head of Strategic Performance [or a suitable deputy] to make the final decision.

7. THE SELECTORS

- 7.1 All Selectors, including the Franchise Performance Lead, will be appointed based upon competency for the role.
- 7.2 Selection Panel members will be appointed by the Franchise Performance Lead and ratified by the Head of Strategic Performance
- 7.3 The Selector Panel members are accountable to the Performance Lead and ultimately the Head of Strategic Performance to ensure 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: -
 - 8.1.1 the process outlined within this Policy has not been adhered to;
 - 8.1.2 the process failed to take into consideration relevant information; or
 - 8.1.3 the process failed to consider relevant information, which was available at the time, which the Selection Panel did not consider.
- 8.2 An Athlete may request an appeal on either of the grounds listed in this section above by submitting a written request to the Saracens Mavericks Pathway Lead. Any appeal shall be made within 72 hrs of the announcement of the Saracens Mavericks announcement (if later the right to appeal is lost).

8.3 The Saracens Mavericks Pathway Lead will investigate the selection process and review all notes taken during selection by the panel of selectors (open trial) or the Head Coach and Assistant Coaches (closed trial). A response will be provided within 2 weeks and be ratified by the Head of Strategic Performance.

8.4 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: -

- U21, U19, U17 Academies & Development Programmes: July & September
- U23 Programme: September
- Futures Programme: July
- U15 Academy: January & June (See separate Selection Policy)

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 relevant pathway will be made within 5 working days after the final screening event.

10.2 They will then be posted onto the website at an appropriate time in line with competition.

10.3 Players selected agree not to make any announcements in 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. INJURY & REPLACEMENT

An Athlete may be deselected from the Player Pathway Programmes or Saracens Mavericks Programme in the event of:

- a. non-compliance in training.
- b. a breach of responsibility.
- c. a violation of the codes of behaviour.

- 11.1 At any stage following the selection announcement to Saracens Mavericks competition squads and prior to the relevant competition, an athlete may be recommended for de-selection by Saracens Mavericks VNSL Head Coach, Performance Lead and/or the relevant Head Coach (under the Membership of Selection Panels section) due to:
- a. failure to reach Saracens Mavericks' performance expectations in training or competition.
 - b. an inability to compete to the best of her ability due to an injury and/or illness.
- 11.2 Prior to deselection, the athlete in question or her appointed representative will be presented with the opportunity to attend a deselection interview with Saracens Mavericks Performance Lead and relevant Head Coach and, where possible, one other independent person.
- 11.3 Written justification must be provided for all deselections. Decisions on these matters are open to appeal under the appeals process set out in the Appeals section above.
- 11.4 Once an Athlete's selection has been confirmed, all selected Athletes (including the reserve(s)) 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.

12. PROCESS REVIEW

- a. The Saracens Mavericks Performance Lead will review the Selection Policy on an annual basis in consultation with the Head of Strategic Performance. 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.

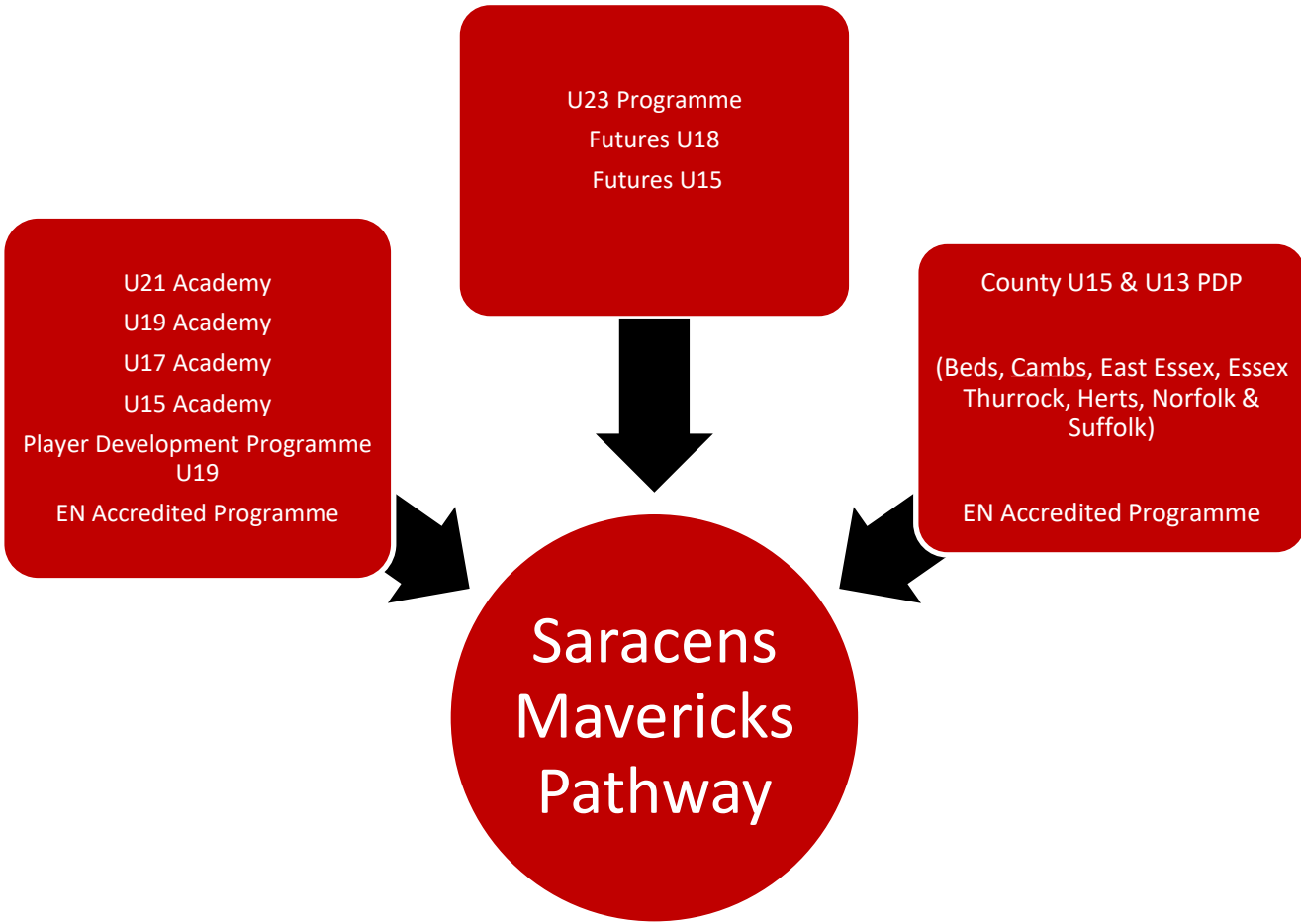
Glossary of Terms

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 Player Pathway Programme or Saracens Mavericks Programme
Selection Panel	Personnel appointed by the Performance Lead as described in Appendix 4, to make Selection Decisions.
NSL Head Coach	Appointed by Saracens Mavericks [or a suitable deputy in the absence of the NSL Head Coach]

Appendix 2



Saracens Mavericks Player Pathway Diagram



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 one's 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

Player Pathway

- Chair of Selectors or their delegate
- At least a ratio of 1: 10 selectors: players: to include:
 - a. Saracens Mavericks Performance Lead
 - b. Saracens Mavericks Head of Strategic Performance or a designated replacement
 - c. Identified Head Coach
 - d. Level 2 coaches who have coached performance players at Franchise U17, U19 and/or U21 age gap

- A minimum of UKCC Level 2 coaches or equivalent who have evidence of developing players to the next level of the pathway.

Saracens Mavericks Futures Programme

- Chair of Selectors or their delegate drawn from the panel of the Selectors

- Up to 4 Selectors to include:
 - a. Saracens Mavericks Performance Lead
 - b. Future Programme Head Coach
 - c. 2 County Programme coaches

- A minimum of UKCC Level 2 coaches or equivalent who have evidence of developing players to the next level of the pathway.