



INTERNATIONAL AND REGIONAL PLAYERS

ASSESSMENT/SELECTION POLICY

January 2017

Contents

1. INTRODUCTION	3
2. PLAYER ELIGIBILITY	3
3. REGIONAL ACADEMY SQUADS	3
(a) Regional Academy Squad Tiers	3
(b) Nominations for Trials	3
(c) Elimination/Selection Criteria for RA1 and RA2 Trials	3
(d) Future International Match Play Days	5
4. INTERNATIONAL SQUADS	5
(a) Elimination/Selection Criteria for U17 Squad	5
(b) Elimination/Selection Criteria for U21 Squad	7
(c) Elimination/Selection Criteria for Open Squad	8
5. NNI SELECTORS	9
(a) Selector Training Programme	9
(b) Appointment of Selectors	10
(c) Elite Panel of National Selectors	10
6. SELECTION PROCESS	11
7. COACHES AND SQUAD MANAGEMENT	12
8. RELEVANT INFORMATION	13
Academy RA2/U17 and U21 Squads	13
Open Squad	13
9. RETIREMENT AND RETURNING TO A NATIONAL PROGRAMME	14
10. REVISION OF POLICY	14
APPENDIX 1	15
APPENDIX 2	15

NNI Assessment/Selection Policy

1. INTRODUCTION

Netball Northern Ireland (NNI) is committed to providing the opportunity for athletes who wish to play at the highest level in their sport the opportunity to succeed. This policy sets out how the organisation will carry out the assessment and selection of talented netballers across various age groups.

Players selected to final squads will be given the opportunity to represent their region or country at Northern Ireland, Netball Europe and ultimately in World Class competition.

Players who do not make the final squad selection will, as part of their squad, be provided with high quality netball coaching, access to sports science information and the opportunity to improve their skills and abilities. This development will undoubtedly benefit their own and their club/school performances.

The organisation is fully committed to the principles of equality of opportunity, and this policy should be read in conjunction with NNI's Equality Policy which can be found on the Netball NI website at www.netballni.org

2. PLAYER ELIGIBILITY

To be eligible to play for NNI's national team in any International event, a player must:

- (a) be a citizen of Northern Ireland in accordance with the laws of Northern Ireland; or
- (b) be born in Northern Ireland or have at least one parent born in Northern Ireland; or
- (c) have resided in Northern Ireland (as established by the player's physical presence) for a period of 24 months immediately prior to the start of the relevant international event.

3. REGIONAL ACADEMY SQUADS

(a) Regional Academy Squad Tiers

- **RA1 – Development Academy**
Players under the age of 13 i.e. Year 8 or Year 9 students
- **RA2 – Future Internationals**
Players under the age of 15 i.e. Year 10 or Year 11 students

(b) Nominations for Trials

- At **RA1** Regional Academy level all affiliated schools/clubs within each Education & Library Board Area should be encouraged to put forward a **maximum** of their best 8 players.
- At **RA2** Regional Academy level all affiliated schools/clubs within each Education & Library Board Area should be encouraged to put forward a **maximum** of the best 8 players.
- Nominees shall pay an assessment fee set by Netball Northern Ireland.
- A player may be nominated by her school or her club but may only attend one Academy trial. She will not be eligible to attend 2 trials if her local club and school are in 2 different library boards.
- All nomination forms should be legible, fully completed and include the e-mail address of the school and the personal e-mail of the person in charge of netball.
- Late entries **will not be accepted**.

(c) Elimination/Selection Criteria for RA1 and RA2 Trials

(i) Players –

- i. Up to 24 players in total are to be selected with a reserve list of 3 players. These names will be held in the Netball Office. Coach/s will contact the Office for replacement details.
- ii. When the squad of 24 players is named players will be invited to a Parents and Athletes Induction Session. Player Handbooks and contracts will also be given to players at this session.
- iii. The squad will comprise of up to 24 players with ability and potential with 3 named reserves
- iv. A player can play on only one representative squad excluding the Schools U19 Tournament.
- v. For insurance purposes all squad players will be given an official NNI letter relating to protocol if they are injured while a member of the squad. They should not be allowed to continue to participate in any squad activity until they have adhered to this protocol.
- vi. All squad members on RA2 squads **must** play at least 4 quarters on competition days.

(ii) Selection -

- i. A panel of selectors consisting of a minimum of two plus the coach should select at these trials using the NNI Academy Squad Grading Form.
 1. Cadet selectors may be utilized for training purposes
- ii. Current qualified selectors need to apply to NNI in May to select at the Regional trials.
Any person wishing to join the pool of selectors may also apply to cadet going forward.
- iii. The NNI Elimination/Selection Criteria must be used at all times to ensure standardisation.

(iii) Trials -

Only one trial will be held at each Academy levels in each region to select up to 24 of the best 24 players plus 3 reserves.

- RA1 Trials should be held during the months of October/November.
- RA2 Trials should be held during the months of September/October.

The process is as follows:

(a) Core Skills Assessment - all nominees will complete a series of core skills held at an agreed date, time and venue in each Academy area and observed by the Panel of Selectors including the Head Coach.

(b) Match trial Assessment (RA2 only) -

- i. Successful nominees from the core skills assessment will be invited to remain behind to take part in an Academy match trial assessment which will be held immediately after the core skills assessment in each Academy venue.
- ii. All nominees will be graded by the Panel of Selectors in accordance with the Selection Criteria.
- iii. The Head Coach will advise the Performance Pathway Officer (PPO) of the successful 24 named players plus 3 reserves. This will be shared with the Selection Convenor and Netball NI admin personnel to communicate to the relevant schools, clubs and players within 7 working days.
- iv. Named reserves do not attend squad sessions unless they have been contacted by the Head Coach to replace a player who has withdrawn and the Coach must inform the Netball Office and Selection Convenor in writing of the replacement.

(d) Future International Match Play Days

This will be a Round Robin tournament for all RA2 squads.

- (a) The RA2 Match Play Days will be run on 2 separate days, ideally the first after 4 training sessions and the second after 8 sessions.
- (b) Each Academy will have an 'A' and 'B' squad with no players interchanging from either squad on the day.
- (c) Players may be brought up onto the higher squad but cannot play on more than one squad at any one time.
- (d) The Performance Pathway Officer will liaise with the Performance Committee for the appointment of floor managers for the two days.
- (e) If an area has only one squad it will be entered into the 'A' section at the discretion of the Committee. If this squad wishes to be entered into the 'B' section, the Head Coach must apply in writing to the Committee one calendar month prior to the Tournament.
- (f) The Performance Pathway Officer will liaise with the Umpiring Committee on number of umpires for the two days.
- (g) The Performance Pathway Officer will liaise with the Participation Committee to appoint one volunteer from schools and club for scoring and time-keeping duties throughout the day.
- (h) All players will receive medals on the second day of competition – runners-up silver and winners gold.
- (i) The Performance Pathway Officer will send the Order of Play and any other relevant information by email to the Head Coaches, one month before each match play day.
- (j) The Performance Pathway Officer will give all Head coaches an Inventory Equipment form on the day of the match play days to complete, sign and return.

The Performance Pathway Officer will liaise with the Selection Convenor for the elite panel of National Selectors to attend the match play days for talent identification purposes for the U17 National squad.

Further detail on the Elite Panel of National Selectors can be found in Section 5

4. INTERNATIONAL SQUADS

(a) Elimination/Selection Criteria for U17 Squad

(i) Players

- i. 30 players will be selected in total for the U17 Squad
- ii. An U17 player must be 15+ and under 17 as at the 31st December in the year prior to the European championships.

- iii. If a player, in her final year at RA2, is talent identified, to be trialled by the Panel of Selectors for the U17 squad before the cut-off date then this would be in exceptional circumstances taking into consideration, duty of care of the player.
- iv. A squad of 12 will be selected for Netball Europe Championships & other competitive opportunities as appropriate.
- v. Players may be nominated by their school or club, and will pay an assessment fee as set by NNI
- vi. Any player unable to attend any stage of assessment should -
 - a. Contact the Performance Committee via the Netball Office, stating reasons for absence and a request to be assessed at a later date
 - b. The nominating school or club will be informed in due course if an alternative trial date has been considered.
- vii. A player will not be allowed to trial for more than one squad. However a player may be talent identified by the Head Coach of the U21 or Open Squad and/or the Elite Panel of Selectors to attend a training session for selection.
- viii. The Final 12 U17 squad who compete at Netball Europe will be invited to attend an U21 trial for the long squad.

(ii) Selection

- i. 3 selectors (which includes the Head Coach) are required
- ii. All trials must be organised and managed by the Performance Committee
- iii. The Initial Trial will normally be held within 2 weeks of the 2nd Future Internationals match day (around mid-March).
- iv. Each affiliated school/club forwarding names for trials must only nominate up to a maximum of their seven best players. (and only 2 in one position)
- v. Information on the Initial Trial will be sent to all affiliated schools/clubs at least 3 weeks before the trial date and **must** be returned one week beforehand with the appropriate fee. **Late entries will not be accepted.**
- vi. The Initial Trial will be divided into 2 phases – the first phase using a series of core skills as an elimination process; the second phase will consist of match play.
- vii. Players will be graded using the NNI National Squad Grading Form.
- viii. At this initial trial each player must be assessed once by all selectors during the core skill assessment.
- ix. Players from the previous year's Final 12 will attend the core skills assessment to provide a bench mark for comparison for the selectors.
- x. The Second Trial will normally be held a month after initial trial to downsize the squad to the required 30 players. Each player will be assessed once by all selectors
- xi. Contracts and Player Handbooks will only be given to players after completion of the Second Trial
- xii. The squad of 30 players will train together until the First Cut Selection
- xiii. The Head Coach may apply in writing to the Performance Committee to TID a player onto the squad before the First Cut Selection
- xiv. The number of players cut will be at the discretion of the Selection Panel based on the standard of players
- xv. All players must participate in the testing protocols as set out by NNI (see Appendix 2)
- xvi. The Final Selection of the 12 players will be carried out by the Selection Panel at a suitable time prior to the competitive opportunity
 - a. Should there be discrepancies between players pertaining to the final 12 the Head Coach shall have the right to choose between those players
- xvii. Players with ability and potential should be selected
- xviii. Should any player be Talent Identified for inclusion on more than one squad please see the following:

- a. Where competition dates clash then the said player must compete for her peer group
- b. Where competition dates do not clash then the said player shall have a training schedule drawn up for her by the two coaches involved with the player. This should ensure the needs of the player and the needs of both squads are met.

(b) Elimination/Selection Criteria for U21 Squad

(i) Players

- i. Up to 25 players will be selected in total for the U21 Squad
- ii. An **U21** player must be 17+ and under 21 as at the 31st December in the year prior to the European or World Championships
- iii. Any player unable to attend any stage of assessment should -
 - a. Contact the Performance Committee via the Netball Office, stating reasons for absence and a request to be assessed at a later date
- iv. Nominees shall pay an assessment fee as set by NNI
- v. Players will play in Netball Europe Championships; World Youth Cup (every years) and other Competitive Opportunities
- vi. A player will not be allowed to trial for more than one squad
- vii. A player may be talent identified by the Head Coach and/or the Elite Panel of Selectors to attend a training session for selection.
- viii. The Final 12 U17 players who competed at Netball Europe may be invited to attend the U21 trial for the long squad.
- ix. Some of these players, if eligible and if necessary, can play for the U17 Competition in their second year and/or compete for the U21 Netball Europe Competition.
- x. The U21 Final 12 who compete at the U21 World Youth Championship may be invited to trial for the Open Squad.
- xi. Some of these players, if eligible and if necessary, can compete at the U21 Netball Europe competition and/or compete for the Open Squad.

(ii) Selection

- i. 3 selectors (which includes the Head Coach) are required
- ii. All trials must be organised and managed by the Performance Committee
- iii. The Initial Trial will normally be held within 2 weeks after the conclusion of the Leagues.
- iv. Each affiliated school/club forwarding names for trials must only nominate up to a maximum of their seven best players.
- v. Information on the Initial Trial will be sent to all affiliated schools/clubs at least 3 weeks before the trial date and **must** be returned one week beforehand with the appropriate fee. **Late entries will not be accepted.**
- vi. The Initial Trial will be used as an Elimination process
 - a. Each player must be assessed once in match play by the U21 Panel of Selectors, using the NNI National Squad Grading Form.
- vii. The Second Trial will be held within a month after initial trial to downsize the squad to the required 25 players
 - a. Each player must be assessed once during match play by the U21 Panel of Selectors , using the NNI National Squad Grading Form.
- viii. Player contracts and Handbooks will only be given to players after completion of the Second Trial
- ix. The squad of 25 players will stay together until the First Cut Selection

- x. The Head Coach may apply in writing to the Selection Convenor to TID a player onto the squad before the First Cut Selection
- xi. The Head Coach will work with the Performance Pathway Officer to develop the training programme for the Squad and will identify when the First Cut will take place; or in the event of there being multiple competitive opportunities throughout the year, the Head Coach will identify key selection dates. However the First Cut Selection will normally be in November to downsize the squad.
 - a. The number of players cut will be at the discretion of the Selection Panel based on the standard of players
 - b. These selection sessions will also take into account any fitness testing as per Appendix 2
- xii. The Final Selection of the 12 players for any competition will be carried out by the Selection Panel at a suitable time prior to the competitive opportunity
 - a. Should there be discrepancies between players pertaining to the final 12 the Head Coach shall have the right to choose between those players
- xiii. Players with ability and experience should be selected
- xiv. Should any player be talent identified for inclusion in more than one squad please see the following:
 - a. Where competition dates clash then the said player must compete for her peer group
 - b. Where competition dates do not clash then the said player shall have a training schedule drawn up for her by the two coaches involved with the player. This should ensure the needs of the player and the needs of both squads are met.
- xv. ***After final selection, de-selected players from both junior national squads, ie U17 and U21 (30 in total) will move into a Development squad relative to their grades.***

(c) Elimination/Selection Criteria for Open Squad

(i) Players

- i. Up to 20 **elite** players will be selected in total for the Open Squad.
- ii. Players must currently be registered and playing for an NNI Premier/Senior league or NSL/UK Premier League teams before putting their names forward for selection
- iii. Selection of players onto the National Open Squad shall be based on performances at trials as well as throughout the League(s) each year
- iv. Any player unable to attend trials should -
 - a. Write to the Performance Committee, via the Netball Office, stating reasons for absence and a request to be assessed at a later date
- v. Nominees shall pay an assessment fee as set by NNI
- vi. Players will be selected to play in Netball Europe Championships, World Championships, ranking matches and other relevant competitive opportunities
- vii. Overseas based players will be eligible for selection based on their performance at trials as well as in their respective Premier League and Super League competitions.
- viii. All players must participate in regular fitness testing as per protocols detailed in Appendix 2 to maintain their position on the squad.

(ii) Selection

- i. 3 selectors (which includes the Head Coach) are required
- ii. Each affiliated club forwarding names for trials **must** only be allowed to put up the best players and this should be open-ended.

- a. Information should be sent out at least 3 weeks before the trial date and **must** be returned by due date
 - b. **Late entries will not be accepted**
- iii. All trials must be organised and managed by the Performance Committee
- iv. Trials will be held one month prior to competition to select 12 players for the Netball Europe Championships
- v. Overseas based players will be eligible for selection based on their performance at trials and training, as well as in their respective league competitions
- vi. Teams for other competitive opportunities throughout the year will be selected and named by the Selection Panel at a relevant date prior to each competitive opportunity
- vii. The Head Coach may apply in writing to the Selection Convenor, via the Netball Office to talent identify a player onto the squad
- viii. The National Open Squad will stay together for the full programme throughout the calendar year
- ix. The National Open Squad will be monitored throughout the year by the Selection Panel
- x. The National Open Squad will be reviewed and renamed by the Selection Panel during January of each calendar year
- xi. Player contracts and Handbooks will be given to all players when the squad is renamed by the Selection Panel during January of each year
- xii. Players with ability and experience should be selected
- xiii. Should any player be Talent Identified for inclusion in more than one squad please see the following:
 - a. Where competition dates clash then the said player must compete for her peer group
 - b. Where competition dates do not clash then the said player shall have a training schedule drawn up for her by the two coaches involved with the player. This should ensure the needs of the player and the needs of both squads are met.

5. NNI SELECTORS

(a) Selector Training Programme

1. Any NNI affiliated member wishing to train as a selector must apply in writing to the Performance Committee via the NNI Selector Nomination Form.
2. The NNI Selector Nomination Form is sent out in May of each season by the Selection Convenor to all affiliated clubs and schools who wish to select and/or cadet select.
3. Any NNI affiliated member wishing to train as a selector must cadet twice with a qualified selector at either a Regional Development Squad or U17 trials.
 - a. Cadets must be a qualified netball coach (Level 1 UKCC/NNI minimum) with a minimum of three years' experience.
 - b. Cadets must be coaching in Leagues 1 or 2 and/or a PE qualified teacher currently coaching Northern Ireland Intermediate and Senior netball school teams.
4. Once trained Cadets can only select for the first two seasons at Regional Academy Squad trials including one season at Future International trials before progressing to National U17 level.

5. Once trained and ratified as a selector by NNI they **must** attend at least 50% of training sessions and/or practice matches to be eligible to select the final 12 players. Selectors will be supplied with training and practice match schedules, designated competition match dates and should liaise with the Head Coach in relation to attendance.
6. Selection panels will be recommended by the Performance Committee for ratification by NNI Board.

(b) Appointment of Selectors

Nominations for selectors will be sought from qualified individuals within the Netball Northern Ireland membership by the Performance Committee on a regular basis, normally yearly from the NNI Selector Nomination Forms. A current international player will not normally be utilised as a selector for international squads.

Members should meet the following criteria in order to put forward their nomination as a selector:

Regional Academy Squads:

- Selectors must hold Level 1 or above UKCC or NNI Coach qualification with a minimum of 3 years' experience.
- Selectors must have completed the Selector Training Programme as outlined in section (a) above. Selectors should have a minimum of 3 years' experience at this level.

Under 17 Squad:

- Selectors must hold Level 1 or above UKCC or NNI Level 1 or above coach qualification with a minimum of 3 years' experience at this level.
- Selectors must have completed the Selector Training Programme as outlined in section (a) above. Selectors should have a minimum of 3 years' experience at this level.

Under U19/21 Squad:

- Selectors must hold Level 2 or above UKCC or NNI Level 2 or above coach qualification with a minimum of 3 years' experience at this level;
- Selectors must have completed the Selector Training Programme as outlined in section (a) above. Selectors should have a minimum of 3 years' experience at this level.

Open Squad:

- Selectors must hold Level 2 or above UKCC or NNI Level 2 or above coach qualification with a minimum of 5 years' experience;
- Selectors must have completed the Selector Training Programme as outlined in section (a) above;
- Selectors at this level must have a minimum of five years current experience as a selector.

NNI qualified selectors whose players are in attendance at trials will not normally be allowed to grade these players when they are on court.

(c) Elite Panel of National Selectors

The Elite Panel of National Selectors will comprise of the Open Head Coach, the U21 Head Coach, the Open Squad Chair of Selectors, the U21 Chair of Selectors and the U17 Chair of

Selectors. The Panel's purpose shall be to assist in the talent identification of future potential, in particular, but not limited to the Future Internationals and U17 age groups.

The panel will also support the work of the Performance Pathway Officer to inform best practise across all squads

6. SELECTION PROCESS

1. U17: In the Initial Trial first phase, each player will be assessed by at least 5 selectors on the core skills over a period of 2 hours. In the second phase each player must be seen by all selectors in, at least, 1 x 15 minute game using the NNI National Squad Grading Form.
2. U21: In the Initial Trial each player should have at least 20-30 minutes on court. In this elimination process, each player must be seen by all selectors in 2 x 10 minute games using the NNI National Squad Grading Form. In the second trial the remaining players must be seen by all selectors in a further 2 x 10 minute games using the NNI National Squad Grading Form.
3. Open Squad: Each player should have 30-45 minutes on court and shall be assessed using the NNI National Squad Grading Form in both their first and second choice position.
4. All players at U21 and Open must be assessed on match play by all selectors.

All players at U17 must be assessed on core skills and match play by all selectors.

All players at RA2 Future Internationals must be assessed on core skills and match play by all selectors.

All players at RA1 Development Academy must be assessed on core skills by all selectors.
5. Ideally no player should sit out for more than 30 minutes before getting on court and should have access to a warm-up area under supervision.
6. For insurance purposes any player who has recovered from a recent injury must bring a letter from her Doctor or Physiotherapist stating that she is fit to play.
7. After selection, to be fair to all players, they must be given written feedback in the areas in which they are deficient.
 - a. This shall be done by the Head Coach using the Netball NI Wheel Assessment and Feedback Form.
 - b. The Head Coach should also retain a copy of feedback given to players. This information may be shared with the Performance Pathway Officer to allow for future planning and player development plans going forward.
8. Due to some players abusing the trial system any player who is injured or ill and cannot participate on the day of the trial **must** attend and bring a letter from her Doctor or Physiotherapist to the NNI Performance Committee representative.
9. It is important that all shooters statistics are recorded by an independent observer and handed to the Chair of Selectors who will be appointed on each Panel by the Performance Committee before the commencement of the initial trial.
10. When selecting reserves for the squad of 12 players it would be preferable if the 3 reserves cover the 3 areas of the court ie Shooting Circle, Centre Court and Defending Circle.

7. APPEALS PROCESS

1. Any player who wishes to appeal the decision can apply in writing to the Chair of Selectors through the Performance Pathway Officer (performancepathway@netballni.org) to ask for her grades within 36 hours of the selection being announced. No player is entitled to ask who graded her on her games.
2. If the appeal is to have sight of grades only, the Chair of Selectors shall return these to the player within 36 hour of receipt of request. If the appeal is in relation to the decision made, the Chair of Selectors must immediately pass the appeal onto the NNI Selection Appeals Panel via the Executive Manager (executivemanager@netballni.org). Decision appeals are subject to a £10 fee which should be received by the NNI Office before the appeal will be dealt with. If the appeal is successful, the £10 shall be returned to the player.
3. NNI Selection Appeals Panel is made up of; Director of Performance, Executive Manager plus one other suitably experienced person who has not been involved in the original decision.
4. The role of the Selection Appeals Panel is not to go over the selection process again, but to ensure that the selectors have followed the criteria laid down within the published policy. This should be completed and a decision returned to the player in writing within 5 days.
5. In the event of a player being unhappy with the outcome of an appeal, the matter will be referred to an independent, external agency; eg Sport Resolutions.

COACHES AND SQUAD MANAGEMENT

Netball Northern Ireland will engage the following management personnel to support the Regional and National squads -

Regional Academy Squads:

- Head Coach
- Assistant Coach

National Squads:

- Head Coach
- Assistant Coach
- Team Manager
- Primary Carer

NNI reserves the right to increase the number of people on the squad management when necessary, within the rules and regulations of the International Netball Federation(INF).

As the Head Coach of each squad is a member of the selection panel on each of the squads it will be important that Head Coach appointments are in place before Initial Trials.

8. RELEVANT INFORMATION

Academy RA2/U17 and U21 Squads

1. As well as paying attention to the present ability of players, selectors should take into account match experience, combinations with other players, consistency, determination, creativity, courage and temperament as well as response to other players, to the coach and match conditions.
2. Identifying broad bands of distinction between players should be a relatively easy task. Closer scrutiny of play can now be made while trialists play in team combinations of comparable ability. Even within the group of 'probables', the 'best', 'average' and 'worst' can be distinguished and adjustments to 'possibles' and 'unlikelies' may need to be made.
3. To select one of two (or more) players who appear to perform to a similar standard is rarely easy. Some form of objective assessment may then be useful. Ensuring that both players are aware of all the team plans a number of comparisons can be made providing that these can only be made when the combinations are consistent and the opposition and length of playing time on court remains the same for both players.
 - a. The player's table chart should be used as a guide only at this time (Appendix 4)
4. It is important when players are finally selected and graded that they maintain their standard of play. If not then they may not be invited to subsequent practices. This information must come in a report format from the Head Coach in consultation with the Assistant Coach and Selectors to the Performance Committee.
 - a. A standardised monitoring form shall be produced by the Head Coaches of each squad to monitor individual player performance throughout the season.
5. For insurance purposes all squad players will be given an official NNI letter relating to protocol if they are injured while a member of the squad. They should not be allowed to continue to participate in any squad activity until they have adhered to this protocol.
6. All players are responsible for taking out personal accident insurance cover when the squad is downsized to 30 and 25 players respectively which will cover all training sessions and competition. A copy of this document must be given to the Team Manager at this stage and then forwarded to the Netball Office.

Open Squad

1. As well as paying attention to the present ability of players, selectors should also take into account match experience, combinations with other players, consistency, determination, creativity, courage and temperament as well as response to other players, to the coach and match conditions.
2. Identifying broad bands of distinction between players should be a relatively easy task. Closer scrutiny of play can now be made while trialists play in team combinations of comparable ability. Even within the group of 'probables', the 'best', 'average' and 'worst' can be distinguished and adjustments to 'possibles' and 'unlikelies' may need to be made.
3. To select one of two (or more) players who appear to perform to a similar standard is rarely easy. Some form of objective assessment may then be useful. Ensuring that both players are aware of all the team plans a number of comparisons can be made providing that these can only be made when the combinations are consistent and the opposition and length of playing time on court remains the same for both players.

- a. The player's table chart should be used as a guide only at this time. (Appendix 4)
4. After selection, to be fair to all players, they must be given written feedback in the areas in which they are deficient.
 - a. This shall be done by the Head Coach using the Netball NI Wheel Assessment and Feedback Form.
 - b. The Head Coach should also retain a copy of feedback given to players. This information may be shared with the Performance Pathway Officer to allow for future planning and player development plans going forward.
 5. It is important when players are finally selected and graded that they maintain their standard of play. If not then they may not be invited to subsequent practices. This information must come in a report format from the Head Coach in consultation with the Assistant Coach and Selectors to the Performance Committee.
 - a. A standardised monitoring form shall be produced by the Head Coaches of each squad to monitor individual player performance throughout the season.
 6. The Selection Panel may add to or delete from the National Squad based on performance criteria or failure to comply with National Open Squad player requirements as outlined in the National player contract.
 7. In the event of an injury the selectors may determine, in consultation with team medical personnel, a standard of fitness to be met by an individual player and if the player is unable to meet that standard the Selection Panel is empowered to make a replacement.
 8. Replacements to the National Open Squad **must** be made with the full consultation of the Selection Panel.
 9. For insurance purposes all squad players will be given an official NNI letter relating to protocol if they are injured while a member of the squad. They should not be allowed to continue to participate in any squad activity until they have adhered to this protocol.

All players are responsible for taking out personal accident insurance cover which will cover all training sessions and competition. A copy of this document must be given to the Team Manager at this stage and then forwarded to the Netball Office.

9. RETIREMENT AND RETURNING TO A NATIONAL PROGRAMME

1. In the event of a player reaching the end of their netball career, they should inform their coach and Netball NI of their decision. The player should return any kit belonging to Netball NI.
2. Netball NI appreciate that players may wish to take a break from international netball for a variety of reasons. If a player at Open or U21 level wishes to return to a national programme, they must indicate their intention of return to NNI in writing to request a trial.
3. The Head Coach will then follow a similar process in talent identifying a player onto the squad. The Selection Panel and Netball NI must be informed if a player rejoins a squad. This information will also be included in the National Squad Handbooks.

10. REVISION OF POLICY

Netball Northern Ireland reserves the right to review this policy to take into account changes in the law, best practice and operational requirements.

In terms of best practise, Netball NI will ensure no longer than 4 years has gone by before reviewing this policy again.

APPENDIX 1

1. NNI Board recommend that potential unaffiliated school players who are being lost to the sport through no fault of their own could affiliate by writing to Netball Northern Ireland, Unit F Curlew Pavilion; Portside Business Park; 189 Airport Road West; Belfast BT3 9ED in order to be seen at trials and should join a club in, or near their area.
2. For insurance purposes, on the day of trial and when taking training sessions in an independent school or leisure centre, if a player is injured at any squad session the Chair of Selectors/Head Coach must fill out the official NNI Accident Form. This must be signed by the Head Coach, Assistant Coach and the player. The Head Coach must also prepare a report for the Performance Committee on the accident and a copy is to be kept on file in the Netball Northern Ireland Office.
3. Player Member (for National Squad purposes)
Member is defined as any person registered with NNI verified by inclusion on NNI Membership Database Records.

APPENDIX 2

All National Squad players will be tested periodically throughout the year at key times determined by the Head Coach at the Programme Planning Meeting with the Performance Pathway Officer. Netball NI have a set battery of fitness tests that will be carried out with all squads to track progress over the years. Expected standards in these tests will be shared with players on each squad. For guidance, the testing battery will include (and not necessarily be limited to):

20m sprint	Core strength test
Broad jump/CMJ	Repeated ball v wall
Agility run	Bleep or Yo-yo test
Med ball throw	Repeated sprint

For guidance, it is expected that players in the following positions should achieve these targets in the Bleep Test -

	For GSs and GKs	For GAs, WAs & Cs	For GDs & WDs
U17	level 7+	Level 8 +	Level 9 +
U21	level 9+	Level 10 +	Level 11 +
OPEN	level 10+	Level 11 +	Level 12 +

* These levels are only to be used as a guide in assessing the fitness level of players

APPENDIX 3

NNI TABLE CHART – All Court Positions