

## EAST REGION U15 PATHWAY SELECTION POLICY

**Date Devised:** June 2020

**Last Updated:** December 2020

**Review Date:** June 2021

**Owner:** The Chair of The East Region Scouting and Selection Group

### VISION

To increase the number of Under 15 Netball players with potential progressing from the East Region onto the next stage of the Performance Pathway and ultimately into the England Roses Programme.

### AIM

To provide a policy for selection and scouting of players for the following groups:

GROUP	AIM / USE OF THIS DOC
Saracens Mavericks U15 Competition Squad	Selection process follows this document
Saracens Mavericks U15 Long Squad	
Scouting U15/U13 County Academy Squads	It is a recommendation of the East Region Scouting and Selecting Group that East County Academies should follow this document as a guideline to selecting players for the performance pathway.
Scouting U15 individuals	

This policy can be guidance for Counties within the East Region to adopt if they choose to do so.

### PURPOSE AND SCOPE OF POLICY

This policy sets out:

- How players are selected into the Saracens Mavericks U15 Academy Training and Competition Squad. This squad is part of the Saracens Mavericks Pathway, which is set out in diagrammatic form in Appendix 2.
- How players are identified for varying stages of the Pathway.

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

#### 1. PERFORMANCE MISSION

- 1.1 "Saracens Mavericks U15 Squad" aspires to become a major feeder into the Saracens Mavericks Squads. To achieve this 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 decision making when selecting, including the management of the selection and development of players within the Academy Programmes.
- 1.2 It is the aim for Saracens Mavericks U15 Squad to have a podium finish at the School Games or EN (England Netball Under 15 Competition) .

#### 2. SELECTION PRINCIPLES

- 2.1 “Saracens Mavericks U15 Squad” Selection Policy employs an open, transparent and equitable process that gives all nominated 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 U15 Squad”
- 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 Programmes (in the light of external circumstance)
- 2.5 Players will be subject to deselection if they do not maintain the required standards of the programme and all other relevant Saracens Mavericks U15 Squad policies and regulations.
- 2.6 The Pathway Head Coach has the right to invite players from outside the Academy Programmes, to be observed and considered by the Selection Panel for inclusion in the Academy Programme and the Competition Squads. This will be 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 a) have an impact on “Saracens Mavericks U15 Squad” development and, b) have capacity to be coached with the view to move up the pathway.
- 3.2 Selection for competitions and academies may be made or based on the development for future success of players with the aim of having a podium finish.

### **4. THE SCOPE OF SELECTION**

- 4.1 This Selection Policy applies to Players being selected to the following:
  - i. Saracens Mavericks U15 Squad
  - ii. It is recommended the East Region County U13 or U15 Academy training squads utilise these selection policies
- 4.2 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 Saracens Mavericks U15 Squad (and as a recommendation the East Region County U13 and U15 Academies) 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 (if required)
  - iii. Meet the Selection Criteria as set out in Appendix 3
- 5.2 To be selected for a team or squad within the East Region or Saracens Mavericks, the player must meet the eligibility criteria for those groups
- 5.3 Players must also meet the commitment set out by the coach

## **6. THE SELECTION PROCESS**

- 6.1 Player performance at Designated Selection Events will be observed, assessed independently and against the Selection Criteria, as set out in Appendix 3 agreed by the “Saracens Mavericks U15 Squad” selection panel
- 6.2 The Nominated Players will be those, in the expert opinion of the appointed Performance Identifier most able to achieve the objectives.
- 6.3 The Pathway Head Coach (and/or The Performance Lead for the County) 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.
- 6.4 Individual Player’s inclusion in the relevant Squad/Programme is decided on a majority vote by all members of the Selection Panel.
- 6.5 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 Pathway Head Coach [or a suitable deputy] to make the final decision.

## **7. THE PERFORMANCE IDENTIFIER**

- 7.1 All Performance Identifiers, including the Chair, will be appointed based upon competency for the role.
- 7.2 Performance Identifier Panel members will be appointed by the Saracens Mavericks U15 Squad Pathway Head Coach and ratified by the Chair of the East Region Scouting and Selection working group.
- 7.3 County Events: Each County is responsible for appointing their Performance Identifiers. All Performance Identifiers need to have attended a PI Workshop within the last three years (additional guidance is found in appendix X – hosting a selection event).
- 7.4 The Performance Identifier Panel members are accountable to the Saracens Mavericks U15 Squad Pathway Head Coach and ratified by the Chair of the East Region Scouting and Selection working group 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 Player on the grounds that:
- 8.1.1** The process outlined within this Policy has not been adhered; or
  - 8.1.2** The process failed to take into consideration relevant information; or
  - 8.1.3** The process failed to take into account relevant information, which was available at the time, which the Selection Panel did not consider.
- 8.2 Any Appeal shall be made within seven working days of notification of the squad in writing to the Saracens Mavericks Pathway Head Coach.
- 8.3 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.
- 8.4 As a recommendation the East Region U15 Pathway Academies should follow similar guidelines and timescales, these should also be communicated as part of the application process.

## **9. DESIGNATED SELECTION EVENTS**

- 9.1 Announcements will be made of selection events 6 weeks prior, on the appropriate websites:
- Future Academies: October 2020
  - Saracens Mavericks U15 Long Squad selection day: November
- 9.2 Performance Identifiers will be deployed at a selection of events and these will be publicised in advance. Players may be observed at events and these could be:
- County & Regional Rounds of Schools Competitions
  - County & Regional Rounds of Club Competition
  - County Academy Training Sessions
  - County Junior Leagues
  - Regional Under 16/14 League Matches
  - Local adult leagues
  - Anywhere where there are talented athletes.
  - County Academy Screening Day
  - County Match Play Dates

## **10. ANNOUNCEMENT & NOTICE**

- 10.1.** Announcements of the Saracens Mavericks selection events will be made, through the appropriate channels, at least six weeks prior.
- 10.2.** Provisional invitations into the Saracens Mavericks U15 Long Squad will be made within seven days after the screening event (by email)
- 10.3.** Players selected into to the Academy Programme or a Competition Squad agree not to make any announcement to the media or public in any form [including personal web or social media sites] regarding their selection until after "Saracens Mavericks U15 Squad" have announced Selection Decisions on the Saracens Mavericks website.
- 10.4.** Feedback is given to the unsuccessful player within 14 days of written request, but no later than 4 weeks after the screening date

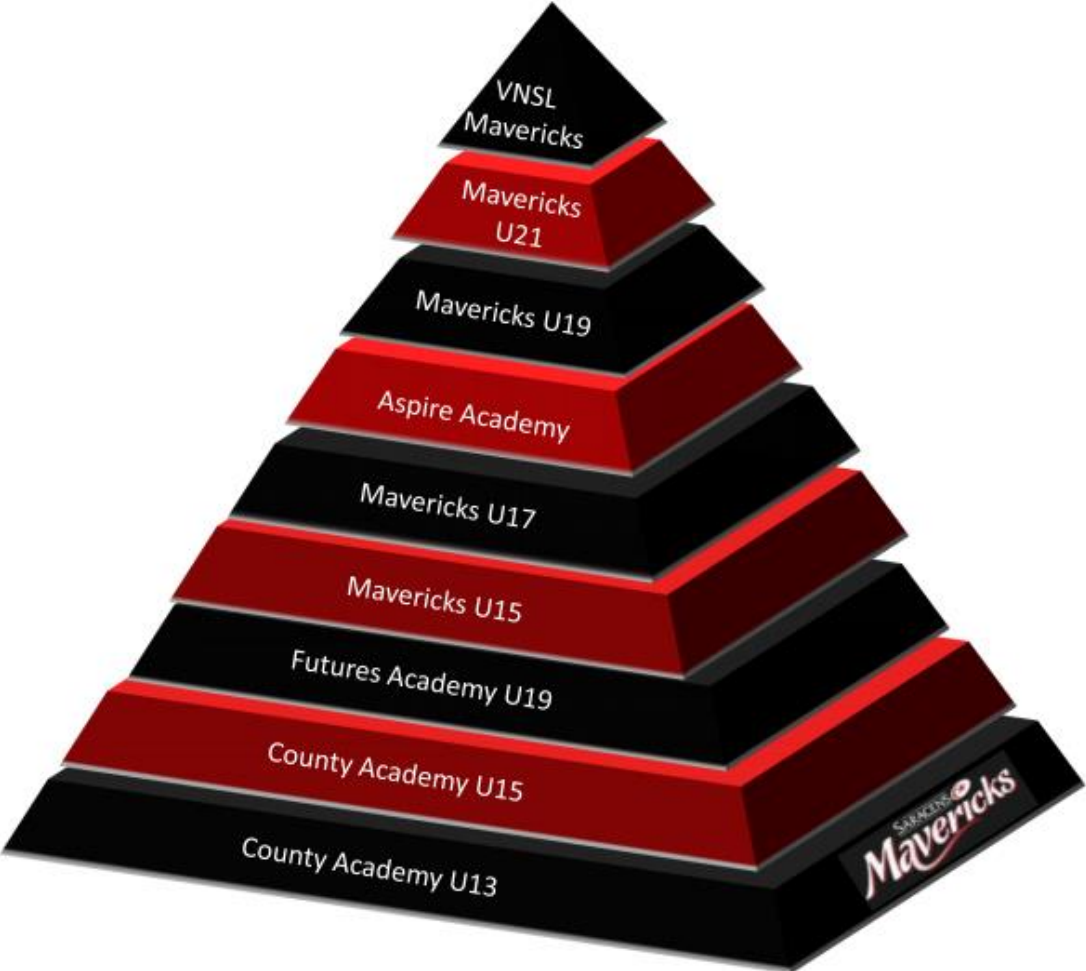
## **11. PROCESS REVIEW**

- 11.1.** The East Region Scouting and Selection Group will review the Selection Policy on an annual basis in consultation with the Pathway Head Coach.
- 11.2.** Proposed changes to the Policy must be approved by the East Region TMG. Any amendments must be given in writing to the selection panel members. This Policy (including any final variations or amendments) will be made available on the East Region website and the Saracens Mavericks website.

## Appendix 1 : Glossary of Terms

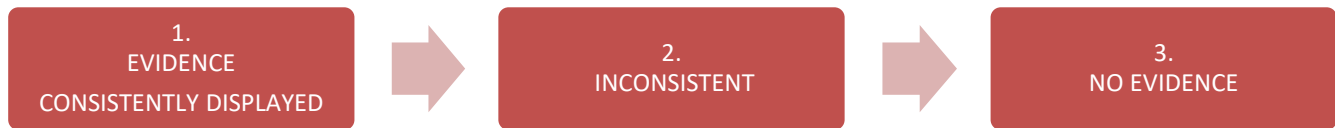
<b>Term</b>	<b>Definition</b>
Chair of the East Region Scouting and Selection Group	Appointed by East Region to lead the East Region Scouting and Selection Group
Coach	The U15 Head Coach
Competition Squads	Players selected for an identified competition as set out by the Saracens Mavericks Performance Advisory Group
Director of Netball	Appointed by “Saracens Mavericks U15 Squad” [or a suitable deputy appointed by the Franchise Director in the absence of the Director of Netball]
East Region TMG	Talent Management Group
East Region U15 Pathway	County U15s that lead to the Saracens Mavericks squads
Performance	Netball performed within the Franchise Academy Programmes
Performance Identifier	Identifies talent (and potential talent) at events (previously known as scout)
Performance Lead	County lead for performance academies
Player	Netball Players
Programme	This includes the training and competition environment for Academy Players
Selection Criteria	Statements relating to skills, attributes and games sense used to select into the Saracens Mavericks Academy Programme
Selection Panel	Personnel appointed by the Pathway Coach as described in Appendix 4, to make Selection Decisions.
Sole Arbitrator	An identified person deemed neutral
The East Region Scouting and Selection Group	One of the three sub-groups of the East Region TMG
The Pathway Head Coach	The Head Coach of Saracens Mavericks Pathway
Screening	Screening is identifying players into a long squad
Selection	Selection is identifying players into a competition group

Appendix 2: Saracens Mavericks U15 Squad Pathway



### Appendix 3: Selection Criteria (roles and responsibilities of players)

Whenever selecting Players for the Saracens Mavericks Academy Programme and Competition Teams, the Selection Panel shall apply:



#### Essential Criteria

**GK**

- Dictate availability of GS
- Gain possession / win ball
- Available and able to deliver an accurate pass

**GD**

- Dictate movement of GA
- Gain possession / win ball
- Available and able to deliver an accurate pass

**WD**

- Effective defending at a Centre Pass
- Gain possession and win ball
- Available and able to deliver an accurate pass

**C**

- Deliver a Centre pass
- Link between an attack and defence
- Maintain possession and able to deliver an accurate pass to shot

**WA**

- Available at a Centre Pass
- Maintain possession and an accurate feed
- Available at the circle edge

**GA**

- Prepared to shoot and accurate shot
- Available in the attacking circle and in the attacking third
- Able to deliver an accurate pass

**GS**

- Prepared to shoot and accurate shot
- Available in a 1:1 situation
- Able to deliver an accurate pass

#### Observation Nudges

**GK**

- Regaining possession
- Volume of shots

**GD**

- Regaining possession
- Volume of shots

**WD**

- Positioning of WA when feeding
- Regaining possession

**C**

- Variety of passes
- Effectively getting free

**WA**

- Variety of passes
- Effectively getting free - where centre pass is received

**GA**

- Volume and accuracy recorded

**GS**

- Volume and accuracy recorded



Criteria to support the Roles and Responsibilities		Generic Skills and attributes for all playing positions
<b>GK</b>	<ul style="list-style-type: none"> <li>• Pressure on the shot</li> <li>• Attempting to win the rebound</li> <li>• High release and a variety of passes with accuracy</li> <li>• Able to adjust body angle to see ball and player</li> </ul>	<p>Movement Skills: Sprint, Change of Direction, Change of Pace: ability to move in multi directions – back to go forward/forward to go back</p> <p>Balanced Footwork Able to turn fully</p> <p>Ability to go and go again (Re offer)</p> <p>High Release Accurate Pass with dominant hand</p> <p>Able to apply some defensive pressure by using stage 1 &amp; 2. Possibly some indication of stage 3</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• Willing to learn</li> <li>• Resilience</li> <li>• Thinker/Decision making</li> <li>• Confident **</li> <li>• Take risks</li> </ul> <p>**This may not be apparent at an early stage but could be seen within a 'taking risks' context</p>
<b>GD</b>	<ul style="list-style-type: none"> <li>• Pressure on the shot</li> <li>• Attempting to win the rebound</li> <li>• High release and a variety of passes with accuracy</li> <li>• Sprint, Change of direction, Change of pace when attacking through court.</li> <li>• Spatial awareness - balance in relation to other players when attacking</li> <li>• Available to reset in relation to the WD on attacking third line</li> <li>• Able to adjust body angle to see ball and player</li> </ul>	
<b>WD</b>	<ul style="list-style-type: none"> <li>• Sprint, Change of direction, Change of pace when attacking through court.</li> <li>• High release and a variety of passes with accuracy</li> <li>• Spatial awareness balance in relation to other players when attacking</li> <li>• Available to reset in relation to the WD on attacking third line Able to adjust body angle to see ball and player</li> </ul>	
<b>C</b>	<ul style="list-style-type: none"> <li>• Movement on and off the circle edge in relation to the WA</li> <li>• Ball placement into the shooters</li> <li>• Spatial awareness in attacking through court</li> <li>• Sprint, Change of direction, Change of pace when attacking through court.</li> <li>• High release and a variety of passes with accuracy</li> </ul>	
<b>WA</b>	<ul style="list-style-type: none"> <li>• Movement on and off the circle edge in relation to the C</li> <li>• Ball placement into the shooters</li> <li>• Spatial awareness in attacking through court</li> <li>• Sprint, Change of direction, Change of space when attacking through court and receiving the CP.</li> <li>• High release and a variety of passes with accuracy</li> <li>• Aware of the GA at the Centre Pass</li> <li>• Can gain depth during phase 2 of the CP if does not receive the CP at phase 1</li> </ul>	
<b>GA</b>	<ul style="list-style-type: none"> <li>• High shooting technique with 85% accuracy and volume</li> <li>• Aware of the other shooter</li> <li>• Attempt to win the rebound</li> <li>• Awareness of the WA at the C</li> <li>• Gain depth in phase 2 of the CP if ball not received in phase 1</li> </ul>	
<b>GS</b>	<ul style="list-style-type: none"> <li>• High shooting technique with 85% accuracy and volume</li> <li>• Aware of the other shooter</li> <li>• Attempt to win the rebound</li> <li>• Awareness of the WA at the C</li> <li>• Gain depth in phase 2 of the CP if ball not received in phase 1</li> </ul>	

\*\*We can give more information regarding this within the training – e.g. is volume affected by the mid courts lack of accuracy with feeds into the shooter? Etc.

## **Appendix 4: Membership of Selection Panels**

### **Saracens Mavericks U15 Long Squad**

- Chair of Selectors
- Pathway Head Coach
- U15 Head Coach
- At least one East Region County Coach or a Future Academy Coach / Age Group Coach

### **County Academy**

- Chair of Selectors (Head Performance Identifier or a delegated appointment made by Performance Lead if absent)
- Head U15 and Head U13 Academy Squads
- 60% Invited selectors from outside the County

## Appendix 5: Hosting an Event

### Guidelines: A Screening Event

#### **Organisation of the Event**

- The organisation of the event is largely down to the individual county and has to work within the constraints that each has, whether that be facility, manpower or timings. However, it is important that the following are taken into consideration:
  - a) Under 15 and Under 13 Academy Screening Events should be run as two separate events.
  - b) The number of players that attend the event should be dictated by the number of courts and good quality performance identifiers available.
  - c) An approximate ratio of 1 identifier: 8 players
  - d) The following key components need to be included; ball handling, movements skills, invasion games and match play.
  - e) At Under 13 Academy level this should be split approximately: 60% games sense, Movement and ball Handling and 40% Netball Match Play
  - f) At Under U15 Academy level this should be split approximately: 40% game sense, Movement and Ball Handling Skills & 60%. Netball Match Play
- Ideally all of the above components would be delivered in one day, however if this is not possible, they could be split over a series of evenings. i.e. 2 x 3hour sessions or 3 x 2hour sessions.
- Ensure that the date/s of the event are released as soon as possible to ensure all schools and clubs are aware and therefore all nominated players are able to attend, bearing in mind school holidays.
- The appointed Lead County Selector should ensure that coaches are available to lead Warm Up and Cool Down and deliver all the games, practices and match play. The coaches should be separate from the Performance Identifiers at the Screening event.

#### **Performance Identifiers**

*Organisation of the event is lead by the Lead County Selector.*

- Selectors should be appointed based on the knowledge and understanding when identifying potential performance players
- It is important to have an approximate ratio of 1 identifier :8 players
- It is important to source the Performance Identifiers from a range of clubs and other counties to ensure the decisions are as impartial as possible.
- The Lead County Selector is responsible for appointing the Performance Identifiers for the event as well as chairing the group. It is their responsibility to arrange a meeting prior to the screening event, as well as organising the identifiers during the event. The focus for the Under 15 and Under 13 Academy Event is to identify Circle Shooters, Mid Court attack, Mid Court Defence and Circle defence
- Key points for the meeting by the Lead County Selector are:
  - a) Organise Performance Identifiers according to courts, positions or both.
  - b) Performance Identifiers are aware of collecting and recording evidence on both Ball Handling, Movement Skills ,Invasion games and Match play.
  - c) Made aware of the appropriate behaviours selectors should display i.e. neutrality, confidentiality etc.
  - d) Arrange how the final selection procedure will be carried out.
  - e) Remind them of key criteria for selection.
  - f) Ensure when having discussions and asking for input regarding selection decisions, that the starting point is rotated around the table and that you do not always start in the same place.
  - g) Ensure declaration of interests are made and ensure all non decision makers are kept away from the court.

- h) County Lead Selector to make the performance identifiers aware of the clear focus of the event i.e equal number across all court areas.
- i) Need to consider the standard i.e not always select a full quota of players.
- j) Evidence from the Ball Handling , Movements Skills , Invasion Games and Match Play should be evidenced and both areas considered when selection decisions are made.

### ***Selection behaviour***

- The behaviour of the Performance Identifiers at a screening event is crucial in ensuring the event runs smoothly in a professional manner, as well as ensuring the correct selection decisions are made on the day.
- A number of potential pitfalls that Performance Identifiers may encounter have been identified as the following:
- **Logical Error:** derives from a mistaken belief that particular abilities logically go together (e.g. a player who is overweight is slow).
- **Leniency Error:** Stems from a tendency to avoid giving below-average performers low ratings. Everybody wants to be a 'nice person'.
- **'Central Tendency Error':** this is a tendency to minimise differences among players. Players below average are given higher ratings than they deserve and players above average receive lower ratings than they deserve.
- **'Halo Effect':** results from a tendency to allow previous judgements (positive and negative) to influence present assessments.

### ***Parents / Carers***

- An appointed person should speak to parents / carers separately at the beginning of the day - possibly when the players are warming up
- Explain the purpose of the screening event
- Explain the organisation of the day
- Explain how the players will receive the outcome of the screening event
- Explain if feedback is going to be given and in what way
- Ensure they are aware that they cannot enter the court area

### ***Feedback***

- At the County Academy Under 15 and Under 13 Screening events, the County and Performance Identifiers should not feel obliged to provide feedback to all those players who have been unsuccessful. The number of players is sometimes too large for volunteers to take this task on.
- However, if it is agreed that feedback will be given then please make sure that the process is made clear to all players and parents at the beginning to prevent any issues.