SELECTION POLICY

# The Selectors

Appointment of Selectors

* 1. The Sunshine State Men’s & Mixed Netball Association Inc Committee (the Suns) will determine the appointment of all selectors;
  2. All selectors must hold a minimum Development Netball Accreditation and demonstrate experience in coaching/playing at a representative level;
  3. The selectors will consist of:
     1. Head Coach; &
     2. Team Coach
  4. Where practicable and possible the selectors (the Suns) will:
     1. Appointed independent selector; &
     2. Have no person with a conflict of interest involved in selections, discussions and decisions (Please refer to section 1,b ‘Conflict of Interest’).

# Conflict of Interest:

* 1. **Definition**: Conflict of Interest occurs when an individual appointed to make selection decisions also has competing private and/or personal interests that may affect their judgement and decisions.
  2. **Approach**: (the Suns) will endeavour to identify, avoid and address any potential conflict of interest occurring within the selection process;

In circumstances where a conflict of interest is identified, (the Suns) will do one of the following:

* + 1. Refer selection decisions to an independent selector where practical or possible; or
    2. Refer selection decisions to a review, conducted by alternative coaches within (the Suns) faculty. Coaches appointed to conduct this review will be determined by (the Suns).
  1. **Rational**: (the Suns) are a small association which relies on a limited number of dedicated volunteers to administer the selection process. While every effort will be undertaken to eliminate and/or mitigate identified conflicts of interest, it is acknowledged, due to the circumstances, it may be unavoidable.

# Expectations and Responsibilities of Selection Personnel:

* 1. Attend all selection trials and scheduled meetings;
  2. Act with integrity and objectivity;
  3. Ensure all selection material, discussions and meetings remain confidential;
  4. Disclose any potential/perceived conflict of interest to (the Suns) prior to trials;
  5. Exercise discretion when considering factors that are, in the opinion of the Selectors, relevant for consideration;
     1. Record all relevant information to support the determination of decisions made throughout the selection process;
     2. Provide (the Suns) committee with team selection lists, within the required time frame, for review;
     3. Be willing and prepared to respond to the committee’s inquiries during the review process; &
     4. Provide constructive feedback to players when requested (as per section 6).

# The Queensland Suns Responsibilities:

* 1. Appointment of selectors;
  2. Arrange and coordinate the administrative processes associated with the selection process
  3. Write and distribute the selection policy;
  4. Review selection policy annually in consultation with Head Coaches;
  5. Review team selections submitted by the selectors, provide feedback and grant final approval;
  6. Notify all players privately and in writing the outcome of selections; & Formally announce Teams / Squads.

# Selections

* 1. Player Eligibility:

(the Suns) selections are open to any interested athlete;

* + 1. 17/U Team players selected must be 17 years or younger as at 31 December of the year of the AMMNA Championships;
    2. 20/U Team players selected must be 20 years or younger as at 31 mDecember of the year of the AMMNA Championships; &
    3. 23/U Team players selected must be 23 years or younger as at 31 December of the year of the AMMNA Championships
  1. Eligibility Exemption (if applicable)
     1. The Australian Men’s & Mixed Netball Association (AMMNA) has the authority to provide (the Suns) with exemptions relating to player selections on application.
     2. Exemptions are determined solely by (AMMNA) in accordance with set guidelines outlined in their own bylaws
     3. (the Suns) will determine the circumstances that would trigger an exemption application being submitted to (AMMNA).
     4. In circumstances where (the Suns) application for exemption is granted by (AMMNA), this exemption will supercede any clause in this document that has prevented player selection
  2. Selection Criteria:

The selectors must consider the following selection criteria in the selection process:

* + 1. Past performance's over such period as determined relevant or appropriate by the Selectors;
    2. The players current level of skill;
    3. The players potential;Any current or potential injury and/or condition which will impair, inhibit or prevent the players performance to the required level;
    4. In considering the criteria, the Selectors may in their discretion give weight to extenuating circumstances.
  1. Decisions:
     1. Selection decisions will be determined by the Team Coach, in consultation with the Head Coach, and an independent selector if applicable;
     2. Team Coaches are permitted to seek selection advice from the appointed Assistant Coach, or other coaches within the Sun's faculty;
     3. If there is a disagreement, the Team Coach and the Head Coach must notify (the Suns) when submitting Team or Squad lists. The Head Coach, Team Coach and an assigned Suns member or independent Selector (where practical and possible), will enter into informal discussions to resolve the issue.
     4. Should an issue be unable to be resolved, the matter will be put to a vote and the majority vote will determine the outcome;
     5. Should an issue be unable to be resolved, the matter will be put to a vote and the majority vote will determine the outcome;
     6. Subject to this Policy, the decision determined by the Selectors, in conjunction with the (the Suns) endorsement, shall be final;
     7. Subject to this Policy, the decision determined by the Selectors, in conjunction with (the Suns) endorsement, shall be final. No reasons or justifications are required to be given for any decision; &
     8. Subject to this policy, there are no provisions for athletes to appeal/challenge an unfavourable section outcome.

# Request for Feedback:

* 1. Players who are unsuccessful in selection can request feedback from selectors;
  2. Players are required to submit their feedback requests, in writing, within 7 days of teams being announced.
  3. (the Suns) will inform the relevant selector of the feedback request in writing and will determine an appropriate time frame for feedback to be provided to the player.
  4. The Selector is required to provide feedback to the player in writing and is required to copy (the Suns) into the response.

# Attendance Requirements

* 1. All players are required to attend all scheduled trials in order to be eligible for team selection:
  2. Players unable to attend must provide notification, in writing to (the Suns), at the time of registration or within 48 hours of scheduled trials commencing;
  3. Exemption: The Selectors may apply discretion to clauses to 7.1 and 7.2, based on a player's circumstances if considered relevant or exceptional; &
  4. If the Selector determines the exemption outlined in 7.3 is applicable, Selectors must inform (the Suns) of their applied discretion and reasoning when submitting their chosen team list to (the Suns) for review.

# Notifications and Team Announcement

* 1. As soon as reasonably possible once the final team list is submitted and approved, (the Suns) will notify all players of the selection outcomes.