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Dubbo Netball Association Representative Pathways Policy 2022-23 Draft

Acknowledgements and Adaptations from:

Netball NSW Performance Pathway Selection Policy (v4) Adopted by Netball NSW Association Ltd Board Meeting on 15 September 2020

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1.

1. POLICY OBJECTIVE

1.1 *Intent*

The Dubbo Netball Association invests in the Representative Pathways Program to provide opportunities for our Dubbo netball community to develop their skills and ability as players, coaches, umpires, managers and officials improving the standard of netball played within the association, engendering a passion for netball and contributing to the ongoing viability and success of the Dubbo Netball Association now and for the future.

1.2 *Application of Intent*

To deliver on the intent of the objective, DNA has designed and will aim to deliver a Representative Pathways Program comprised of three tiers:

Tier 1 – The Representative Program

Tier 2 – The Development Program

Tier 3 – Skill Development Clinics

Tier 1 – The Representative Program

Dubbo Netball Association's objectives for the Representative Program are to select high quality representative teams to attend the netball competitions and carnivals during the year. The carnivals selected aim to provide the best opportunity for players to develop their physical skills and game sense and the annual training program aims to continuing to drive up the standard of play. These teams will be the teams that represent DNA at **Senior State Titles, Junior State Titles** and **Regional League Netball** or any other carnival sanctioned by the Executive Committee.

DNA aims to select and support the following Representative teams on an annual basis:

- 12 Years Representative Team
- 13 Years Representative Team
- 14 Years Representative Team
- 15 Years Representative Team
- U17 Years Representative Team
- Open Age Representative Team
- Regional League Representative Team/s
- Any other Representative team agreed by the Executive Committee that may suit the evolving demographic of the DNA membership

Tier 2 – The Development Program

Dubbo Netball Association's objectives for the Development Program are to select Development teams to represent Dubbo at carnivals or competitions of a challenging standard for each team, providing players an opportunity to develop their skills and game sense. Our Development Program aims to have a pool of players who are ready and able to progress to the Representative Program if an opportunity arises.

DNA aims to select and support the following Development teams on an annual basis:

- 11 Years Development Team/s
- 12 Years Development Team
- 13 Years Development Team
- 14 Years Development Team

The ability of DNA to select and support these Development teams will be dependent upon player, Coach and Manager interest and availability.

Tier 3 – Skill Development Clinics

Dubbo Netball Association's objectives for the skill development clinics are to provide opportunities for all interested junior players to continue to develop their basic netball skills, contributing to the continuous improvement of the standard of play at Dubbo Netball Association.

Through this program DNA aims to deliver an annual clinic for each of the following basic skills:

- Ball Skills
- Movement
- Game Sense
- Umpiring
- Coaching

The ability of DNA to deliver the above clinics will be dependent upon the interest and availability of suitably capable specialists. Where possible DNA will seek to minimise the costs to participants to ensure accessibility and inclusivity to enhance the skills for our DNA membership.

1.3 Responsibility for the Application of the Representative Pathways Policy

- a) The DNA Executive Committee, led by the Representative Convenor, is responsible for overseeing the application and process of the DNA Representative Pathways Policy.
- b) The DNA Executive Committee is assisted in this responsibility by the Appointments Panel and the Selection Coordinator.

1.4 Outcomes of Application of the Representative Pathways Policy

Consistent and conscientious application of the policy, operational processes and procedures outlined in this document will help ensure:

- a) Transparency for all stakeholders who are involved in the selection process
- b) Experience and objectivity in selecting the right players in the right program at the right time
- c) Clear communication and understanding between all stakeholders
- d) Effective planning and execution associated with all aspects of representation
- e) Flexibility to respond to any situations regarding representation in a fair manner

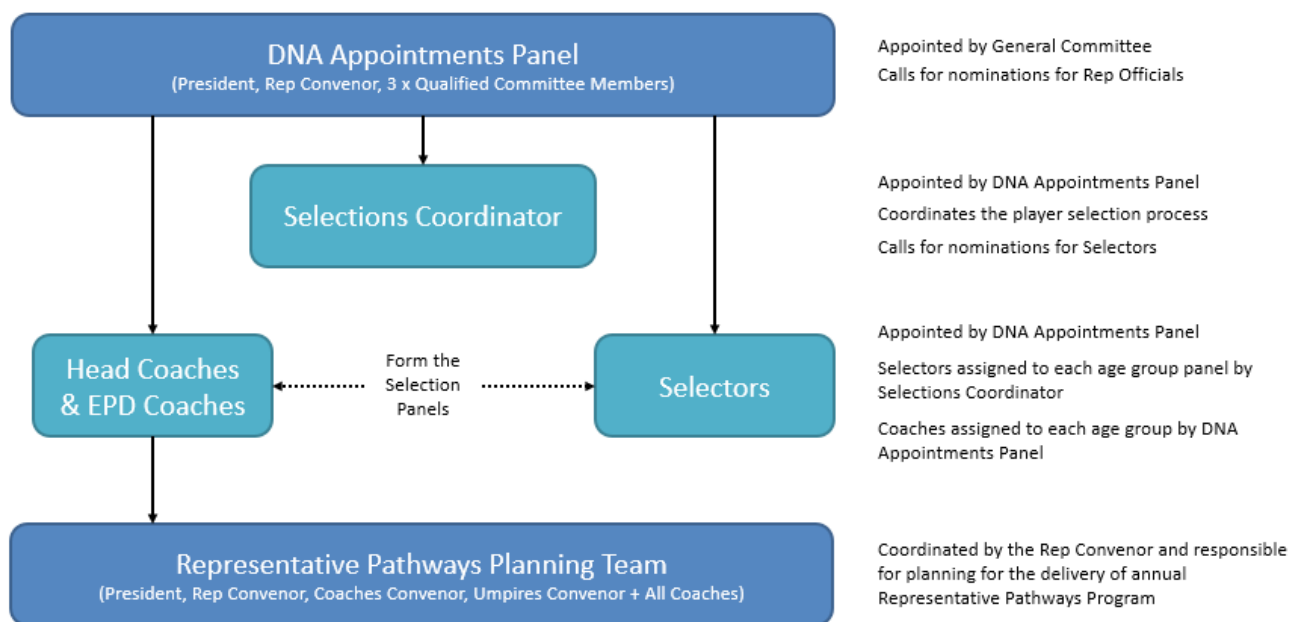
- f) Ongoing review of the selection and representation process to ensure, best practice is attained and sustained
- g) Appointment of high quality and experienced officials to support all levels of the Netball NSW Elite Athlete Pathway.
- h) Promotion of development and advancement opportunities for all involved at each level of the Netball NSW Elite Athlete Pathway.

2. POLICY EXCEPTIONS

Dubbo Netball Association, with the approval of the Executive Committee, may vary or make exceptions to this policy after an assessment of the circumstances has been completed. Any variation or exception will be made with a view to enhancing the objectives identified in this Policy.

3. OFFICIALS APPOINTMENT PROCESS

Process Overview



3.1 All position holders must have a valid Working With Children Check (WWCC) and provide a copy of their number to DNA.

3.2 DNA Appointments Panel

The appointments Panel shall consist of the following:

- DNA President
- DNA Representative Convenor

- 3 appropriately accredited and/or experienced committee members holding 2 of the 4 following criteria
 - Holds a minimum of NCAS Development Level Coaching Accreditation or equivalent experience.
 - Successfully completed the Netball Australia Select for Netball Success within the previous four (4) years and have two (2) year selection experience
 - Have three (3) years committee experience
 - Have two (2) years Appointments Panel experience

The Appointments Panel will be selected by the DNA Committee after the annual review and ratification of the DNA Representative Pathways Policy and ideally during the June DNA General meeting.

The Appointments Panel is responsible for selecting and appointing the Representative Pathways Mentor, Selection Coordinator, Selectors, Coaches and Managers. Head Coaches will be appointed first and will be consulted with on the appointment of Assistant Coaches and Managers.

3.2.1 Selection Coordinator

The Selection Coordinator is in charge of and oversees all selection trials. The position is for a period of up to 12 months from appointment to June the following year. The Selection Coordinator will be appointed from applications/nominations received by DNA. The Selection Coordinator is appointed by the DNA Appointments Panel as soon as possible following the close of Representative Officials Nominations. Once appointed the Selection Coordinator will be given a copy of the Selection Coordinators Role statement and a hard and electronic copy of the DNA Selection Coordinators workbook.

Selection Criteria

- Successfully completed an approved Netball Australia Select for Netball Success course within the previous four (4) years
- Current financial member of Netball NSW
- Good organisational skills
- Recent DNA Committee experience is preferred
- Hold a valid WWCC

3.2.2 Selectors

A panel of selectors will be appointed by the DNA Appointments Panel ASAP following the close of Representative Official Nominations. The Selection Coordinator will nominate Selection Panels for each age group to select a commencing Representative Pathways Squad and/or the Representative Team.

Dubbo Netball Association Representative Pathways Squads	Selection Panel (3 Selectors minimum)
<ul style="list-style-type: none"> • 11 Years • 12 Years • 13 Years • 14 Years • 15 Years • U/17 Years • Opens • Regional League 	<ol style="list-style-type: none"> 1. Head Coach 2. Assistant Coach/es (preference given where Coaches have applied) 3. Appointed Selector/s <p>(Trainee selectors may be non-decision making members of the selection panel and participation will count as experience)</p>

Selection Criteria

- Holds a minimum of NCAS Development Level Coaching Accreditation, (Intermediate Level Coaching Accreditation preferred) or equivalent experience.
- Possesses a minimum of one (1) year Representative coaching experience and/or successfully completed an approved Netball Australia Select for Netball Success course within the previous four (4) years
- Current financial member of Netball NSW
- Hold a valid WWCC

In addition to the above criteria, individuals must also address a minimum of one (1) prerequisite from the following criteria

- Have coached a club team for at least four (4) years or a Representative team for one (1) year.
- Have played or be playing at a minimum of DNA Representative level (or equivalent)
- Hold a current 70% or higher mark in the Online Umpires' Theory Exam and/or attended a Level 1 Umpires Course. Holding a National C Badge (or higher) would be an advantage.
- Have a minimum two (2) years' experience as an association selector (or equivalent)

All selectors must declare any conflicts of interest.

If there are not enough applicants for the positions of Selector, persons deemed qualified to possess significant knowledge of the game of netball and/or relevant

experience as player, umpire or club team coach by the Appointments Panel may be considered for appointment as Selectors.

3.2.3 Trainee Selector

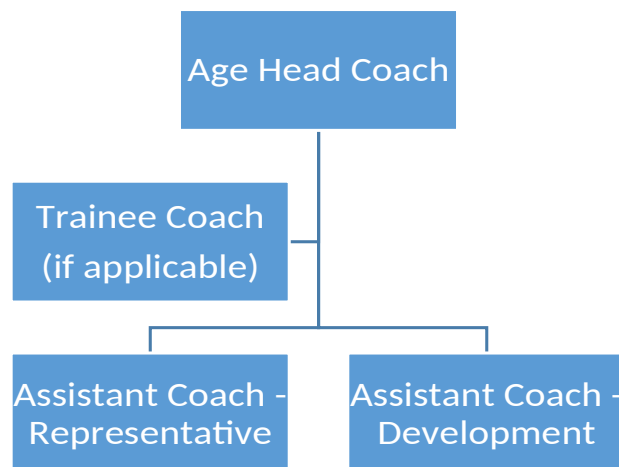
A person may be appointed as a Trainee Selector to observe the selection process for the purposes of training and development. The trainee selector will fully participate in the process but is not a decision-making member of the selection panel. A Trainee Selector must hold a valid WWCC.

3.2.4 Coaching Staff

Given DNA's duty of care, applicants for all coaching positions must be 18 years or over.

Coaching staff may only coach the cohort for two (2) consecutive years. DNA, through the Appointments Panel, reserves the right to vary this clause when the Appointments Panel considers it to be in the best interest of the Representative Pathways Program

3.2.4.1 Coaching Structure



3.2.4.2 Head Coach

The Head Coach is responsible for the Representative Pathways Program for their appointed age group and holds overall responsibility. The Head Coach will organise and implement a documented training schedule for the program. They will provide guidance and direction to the Assistant Coaches (Representative and Development) and Trainee Coach. The Head Coach will ensure the teams are appropriately prepared to attend their relevant competitions.

The Head Coach will complete a report on each team member's performance and individual behaviour and supply this to the Representative Convenor within four weeks of the completion of the program. Any serious misconduct or behavioural issues by players or team officials are to be reported immediately to the Representative Convenor and any disciplinary action will be determined by the DNA Executive Committee.

The Head Coach will be appointed by the Appointments Panel ASAP following the close of Representative Officials' nominations. No head coach will be involved, in their official capacity, with their own child's team, unless approved by the DNA Executive Committee.

Selection Criteria

- Hold a current, NCAS Development Level Coaching Accreditation (Intermediate Level preferred)
- Hold a current 70% or higher mark in the Online Umpires Theory Exam
- Hold a valid WWCC
- Completed (or complete within 4 weeks of appointment) the online Play By the Rules – Child Protection course.
- Suitability in terms of behaviour, ethics and attitudes to represent the Dubbo Netball Association (DNA).
- Highly developed planning and organisational skills.
- Highly developed communications skills
- Current First Aid certificate is preferable.
- Ability to meet the duties and attendance as per this policy

3.2.4.3 Assistant Coach - Development

The Assistant Coach – Development will implement the documented training schedule and, where required, oversee the development teams at their competitions.

The Assistant Coach – Development must not overrule the Head Coach and is to carry out activities as directed by the Head Coach. The Assistant Coach – Development is expected to attend and actively participate in all training sessions and events.

The Assistant Coach – Development will report any serious misconduct or behavioural issues by players or team officials to the Head Coach, Representative Convenor or Representative Pathways Program Mentor. Any disciplinary action will be determined by the DNA Executive.

The Assistant Coach - Development will be appointed by the Appointments Panel ASAP following the close of Representative Officials' nominations.

Selection Criteria

- Hold a current NCAS Foundation Level Coaching Accreditation (NCAS Development preferred)
- Hold a valid WWCC

- Suitability in terms of behaviour, ethics and attitudes to represent the Dubbo Netball Association (DNA).
- Highly developed planning and organisational skills.
- Highly developed communications skills
- hold a current 70% or higher mark in the Online Umpires Theory Exam
- Ability to meet the duties and attendance as per this policy

3.2.4.3 Assistant Coach - Representative

The Assistant Coach – Representative may be appointed to support the Head Coach in the implementation and delivery of the documented training program. The Assistant Coach – Representative must not overrule the Head Coach and is to carry out activities as directed by the Head Coach. They will actively participate under the Head Coach’s direction at training and games.

Selection Criteria

- Hold a current NCAS Foundation Level Coaching Accreditation (prefer NCAS Development Level Coaching Accreditation)
- Hold a valid WWCC
- Suitability in terms of behaviour, ethics and attitudes to represent the Dubbo Netball Association (DNA).
- Highly developed planning and organisational skills.
- Highly developed communications skills.
- Hold a current 70% or higher mark in the Online Umpires Theory.
- Ability to meet the duties and attendance as per this policy.
- Be amenable to the philosophies of the head coach and the program through being committed to the same goals.

3.2.4.4 Trainee Coach

The Trainee Coach is a learning position. The Trainee Coach will observe and learn under the Head Coach. The Trainee Coach will assist with training sessions and carry out activities as directed by the Head Coach. The Trainee Coach will actively participate, under direction, at training and games. The Trainee Coach is not a decision-making member of the coaching staff. In the event that a suitable primary carer is not available, the Trainee Coach may be appointed to the Primary Carer role. The Trainee Coach should attend all training sessions and any other events as directed by the Head Coach

Selection Criteria

- Hold a current NCAS Foundation Level Coaching Accreditation (or be willing to complete within 4 weeks of appointment)
- Hold a valid WWCC
- Suitability in terms of behaviour, ethics and attitudes to represent the Dubbo Netball Association (DNA).

- Good planning and organisational skills.
- Good communications skills
- 70% or higher mark in the Online Umpires Theory Exam within the last 6 years
- Ability to meet the duties and attendance as per this policy

3.2.4.5 *Manager*

Given DNA's duty of care, applicants must be 18 years or over.

All representative pathways teams must have a manager.

The manager may only manage the same cohort for two (2) consecutive years. DNA, through the Appointments Panel, reserves the right to vary this clause when the Appointments Panel considers it to be in the best interest of the Representative Pathways Program

The team manager shall maintain the player contact details and medical information. Managers are responsible for issuing of uniforms and communicating travel details to parents. Managers will record attendance of players and team officials at training sessions, carnivals and other designated Representative duties and events. The team manager will organise any necessary rosters for parents/players for their representative commitments. The team manager will appoint a suitable Primary Carer. The team manager will assist with supervision of the team and carry out other duties as directed by the coach.

Nominations for Team Manager will open at the same time as all other Representative nominations but will not close until two weeks after the announcement of the teams to allow time for parents of team members to apply. Team managers will be appointed by the DNA Appointments Panel ASAP after the closure of applications. DNA may approach suitable persons to apply for Team Manager positions should there be no nominations for Team Manager of a selected Representative Pathways Team

Selection Criteria

- Completed (or complete within 4 weeks of appointment) the online Play By the Rules – Child Protection course.
- Hold a valid WWCC
- First Aid Certificate (preferred or willingness to complete)
- Selection is also based on integrity, objectivity and availability

3.2.4.6 – *Representative Pathways Program Mentor*

The Representative Pathways Program Mentor will provide support, guidance and resources to the officials and players in the Representative Pathways Program.

Selection Criteria

- Hold a current, NCAS Intermediate Level Coaching Accreditation or above

- Hold a current 80% or higher mark in the Online Umpires Theory Exam
- Hold a valid WWCC
- Completed (or complete within 4 weeks of appointment) the online Play By the Rules – Child Protection course.
- Suitability in terms of behaviour, ethics and attitudes to represent the Dubbo Netball Association (DNA).
- Highly developed planning and organisational skills.
- Highly developed communications skills

3.2.4.7 *Representative Pathways Planning Team*

The Representative Pathway Planning Team will be coordinated annually by the Representative Convenor to plan the delivery of the annual Representative Pathways Program. The Planning Team is comprised of the DNA President, Representative Convenor, RPP Mentor, Selection Coordinator, Coaches Convenor, Umpires Convenor, Head Coaches. The Planning Team will commence planning as soon as possible after the relevant appointments have been made.

The Planning Team is responsible for determining the annual program of events and activities for all three Tiers. Collectively, the Planning Team will make decisions on the following matters:

- Selection Events Schedule
- Feedback for Development opportunities
- Home/Holiday fitness or skill development opportunities
- Structure and timing of any pre-season training for Representative & Development teams
- Carnival & competition attendance (Dubbo Representative Carnival is mandatory for all eligible Representative & Development teams)
- Any changes throughout the season
- Specialist Player Development Opportunities
- Tier 3 Program Events selection & Scheduling
- Coach Development Opportunities
- Umpire Development opportunities
- Pathways Scholarship Opportunities
- Representative Pathways Program end of season celebrations
- Any other relevant matter pertaining to the delivery of the annual Pathways program

The Planning Team will develop an annual budget for approval by the DNA Executive Committee and must deliver the program within the agreed budget. The Planning team may also coordinate fundraising activities to support the program events. Any additional funding for the program must be approved by the DNA Executive Committee.

3.2.5 *Representative Pathways Umpires*

The Umpires Convenor will coordinate a nomination and appointment process for suitably qualified umpires to participate and attend the nominated Representative Pathways events. The Umpires Convenor will be responsible for coordinating and scheduling individual umpires at events as required by the program. The Umpires Convenor will aim to support the continual development of our highly skilled umpires and also provide opportunity for emerging umpires to develop their skills at a higher level.

Selection Criteria

- Preferably hold a current umpire qualification of a minimum of a National C Badge qualification
- Umpires must have a minimum 70% or higher mark in the Online Umpires Theory Exam within the last 2 years and be appropriately experienced and interested in developing their skills towards a National C Badge Qualification
- Hold a valid WWCC
- Suitability in terms of behaviour, ethics and attitudes to represent the Dubbo Netball Association (DNA)
- Demonstrated commitment to umpiring club competition and their own ongoing development

3.3 Appointments Process

The Appointments Panel will meet as soon as possible after the close of “Representative Pathways Officials Nominations” to make their appointment recommendations for ratification from the DNA Executive Committee. Applicants must apply using the DNA online process by the published closing date and time. No late applications will be considered. The Appointments Panel will review all applications and recommend to appoint officials to the available positions according to the published DNA selection criteria as specified in this policy. Rules of evidence will apply for each selection. Appointments will be ratified by the DNA Executive Committee. Should the Appointments Panel consist of 4 or more DNA Executives, the recommended appointments will be considered ratified.

3.4 Notification

Successful applicants will be offered their position via a phone call. Confirmation of Appointment letters and officials’ contracts will be sent via email. Contracts must be signed and returned by the advised due date.

Unsuccessful applications will be notified via email within five (5) working days of the Appointments Panel meeting. Unsuccessful letters will include the procedure for lodging an appeal.

4. PLAYER SELECTION PROCESS

4.1 Objectives – Representative Program

- i. **Primary:** Recognise the potential of players to participate at Senior and Junior State Titles, Regional League and other Netball NSW sanctioned competitions and to assist those players to achieve their individual potential at a representative level.
- ii. **Secondary:** To identify and select the best players in their relative age groups to achieve consistent success at representative level.

4.2 Objectives – Development Program

DNA will select a team that demonstrate the potential and aspiration to progress on the netball performance pathway. The Development Program will provide a series of inspiring, motivating and challenging experiences that support athletes with potential to take the next step in our sport. The program encourages skill development of each individual athlete and will maximise athlete readiness to progress to higher representation.

4.3 Eligibility

Players will not be given approval to play in a lower age group to what they are eligible for.

The age of the players shall be determined by their ages as at December 31 in the year of play.

4.3.1 Junior State Titles

The minimum age for any player to play at the Junior State Titles is turning 12 years old in the year of play.

At Junior State Titles, where the age qualification applies, players are to play in their correct age group, unless special permission is granted. Any request for players to play in a higher age group than that for which they are eligible must be submitted on the designated form published on the Netball NSW website and submitted for approval by the Competitions Manager prior to the Competition.

4.3.2 Senior State Titles

The minimum age for any player to participate in the Senior State Titles is turning 15 years old in the year of play.

(a) Opens – the minimum age to qualify for the Opens Division is turning 16 in the year of play.

(b) 17 and Under – the minimum age to qualify for the 17 and Under division is turning 15 in the year of play and for players who have not attained the age of eighteen (18) years as at 31 December in the year of play.

(c) 15 and Under – the minimum age to qualify for the 15 and Under division is turning 15 in the year of play and for players who have not attained the age of sixteen (16) years as at 31 December in the year of play.

Players who are eligible for and nominate for more than one age group must indicate their age preferences in writing to the Selection Coordinator prior to trials.

4.3.3 Regional League

All players must turn 16 years of age by 31 December in the year of play to be eligible to be registered in the Competition.

4.4 Selection Criteria

A prediction of athlete performance, team fit and potential to progress on the performance pathway will be assessed by selectors. The following components of athlete performance and behaviours will guide selectors in their assessment:

4.4.1 Physical:

- a) Speed
- b) Agility
- c) Power
- d) Aerobic fitness
- e) Strength

4.4.2 Technical:

- a) Movement skills
- b) Ball skills
- c) Attacking skills
- d) Defending skills
- e) Positional specific skills

4.4.3 Tactical

- a) Attacking strategies
- b) Defensive strategies
- c) Game plans
- d) Strategies to counter opposition

4.4.4 Psychological

- a) Coachable
- b) Determined
- c) Mental toughness
- d) Motivated
- e) Growth mindset
- f) Ability to cope under pressure
- g) Self-belief

4.4.5 Emerging Talent Behaviours

- a) Compliance with nutrition, hydration, recovery, injury management and well-being protocols
- b) Team player
- c) Embrace team culture
- d) Display leadership qualities

4.4.6 Additional Considerations

- a) Positional versatility and balance within the team

The selection process requires panels to assess the perceived standard of an individual player. It is acknowledged that despite the experience and expertise of the selection panels there is an element of subjectivity.

There will be extremely difficult choices to be made which require the Selection Panel to exercise their discretion and judgement. Providing the Panel has properly followed the Policy and exercised their discretion and judgement in good faith, the Panel will have fulfilled its obligations under this Policy.

4.5 Selection Events

The Representative Pathways Planning Team will determine the annual selection events and the Selection Coordinator is responsible for scheduling the events.

4.6 Squad and Team Selection

- i. Regional League
 - a) Selection events will identify a squad of players to meet the current West/Central West divisions.
 - b) This squad will provide players for Regional League Divisions teams.
 - c) Offers may be made to unsuccessful players to train with the squad. These players who take up this offer can be considered for elevation into the Regional League Squad should the need arise.
 - d) Players deemed by the executive as being legitimately unable to apply during the application period, may be asked into the squads at the discretion of the executive after consultation with selectors/coaches.
 - e) The official team for each Regional League Division shall comprise of up to 12 athletes from the applicable squad
- ii. 15s/17s/Opens
 - a) Selection events will identify a squad of up to 20 players.
 - b) Through the representative pathways season preliminary events and training, and giving consideration to team composition and balance, the squad will be reduced to a maximum of 12 players to form a Representative Team for the Senior State Titles.
 - c) The remaining players will be considered reserves for the team.
- iii. 12s-14s
 - a) Selection events will identify a squad of up to 20 players
 - b) Through the representative pathways season preliminary events and training, and giving consideration to team composition and balance, the squad will be

- reduced to 10 players to form a Representative Team for the Junior State Titles.
- c) The remaining players will become the Development Team for their respective age groups.
- iv. 11s Development Team
 - a) Selection events will identify a squad of up to 10 players per appointed coach.

4.6 Selectors' Responsibilities

- i. A selector with a conflict of interest must notify the Selection Coordinator of the conflict as soon as they become aware it exists. For example, a selector is also the appointed club Coach or Assistant Coach of the age team being selected, or a Selector has a daughter or close family member trialling for the team being selected.
- ii. A Selector with a conflict of interest will remove themselves from the selection decisions regarding this player
- iii. A Selector will
 - a) Attend **all** selection activities as deemed necessary by DNA
 - b) Act with integrity and objectivity in aspects of the selection process in complying with this policy and other related policies and documents
 - c) Ensure all selection materials, discussions and meetings remain confidential within the selection panel and appropriate DNA committee members.
 - d) A selector who is unable to fully meet the defined Selector Responsibilities may resign or be removed and replaced on the panel. The replacement will be named by the Appointments Panel.
- iv. The Selection Coordinator will keep for two years, records of selection trial games detailing the number of games each nominee has played and in what position.

4.7 Player Applications

- i. Links to the DNA online applications for all teams will be available from the DNA Website and DNA Facebook page during the nomination period. Notifications will be sent to affiliated Associations and clubs for distribution to potential applicants.
- ii. Players will be responsible for submitting completed applications via the DNA online process by the required date.
- iii. No late applications will be accepted, unless covered by item 4.7.iv.
- iv. Applications from players who have moved to Dubbo after the closing date will be accepted up until the first selection trial.
- v. Junior players who move to Dubbo after the selection process has been finalised for the upcoming season may be placed in the relevant Development Team for the season, however will not be considered for selection into the relevant finalised Representative teams.

- vi. Senior players who move to Dubbo after the selection process has been finalised for the upcoming season may be invited into the relevant squad for the season at the discretion of executive committee after request from selectors/coaches.
- vii. Where a player is unable to attend selections, written advice with supporting documentation must be received by DNA prior to the commencement of the trials, detailing the reason/s preventing them from attending.
- viii. Where a player fails to attend selections and that player believes that special or compassionate reasons prevented them from attending, a written application may be made to the DNA Selection Coordinator within three (3) days of the commencement of selection. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. DNA will determine if the player is permitted to be considered for selection.
- ix. The DNA Representative Policy will be available on the DNA Website from the commencement of nominations.
- x. All Players must complete the DNA Injury Declaration and provide any supporting documentation to the Selection Coordinator on the day of selections.

4.8 *Player Selection*

Selection will be made throughout (but not limited to) the DNA designated selection events. All selection panels will finalise selections in the clubhouse and selections sheets will be signed off by all selectors and the nominated DNA Executive.

4.9 *Feedback and Wellbeing*

- i. Successful and unsuccessful players will be advised of the outcome of selection prior to public announcement.
- ii. The Selection Coordinator will send emails to all nominees advising them of their individual situation. Successful applicants wishing to accept their position, must reply their acceptance by return email by the date advised at which point teams will be publicised.
- iii. DNA Representative Pathways Player Contracts will be sent to all successful applicants.
- iv. An opportunity for individualised feedback shall be provided to the players if requested in writing within 5 business days of notification.

4.10 DNA RESERVES THE RIGHT TO MAKE THE FINAL DECISIONS ON SELECTIONS AS DEEMED NECESSARY BY THE EXECUTIVE COMMITTEE IN CONSULTATION WITH THE HEAD COACH

5. REPLACEMENT OF A SELECTED PLAYER

5.1 Grounds for Replacement

- i. **Injury or Illness:** The Representative Convenor is to be notified in writing of all such injuries and/or illness.

ii. **Breach of Discipline:**

- a) A player being considered for replacement due to a breach of discipline, including but not limited to, failure to observe any relevant Netball NSW policy, Netball NSW Code of Behaviour or DNA Player Code of Conduct, will be counselled by the relevant Head Coach and RPP Mentor to give them the opportunity to rectify the situation. The Representative Convenor will be advised of the situation and a mutually agreed timeframe will be set by the Head Coach, RPP Mentor and the player for the situation to be reassessed. The Representative Convenor will report such breaches to the Executive Committee in a timely manner.
- b) If any DNA Representative Pathways player has come before the judiciary and a suspension penalty has been applied, the player may forfeit their position in the team for the current year and/or further representative teams.

iii. **Unable to fulfil Team or commitments**

- a) Any player withdrawing from a team must notify the Head Coach and Representative Convenor in writing of the withdrawal and the reasons for withdrawing.
- b) Any player who withdraws from a team after Commitment Day, without a reason approved by the Head Coach, Representative Convenor and DNA Executive will not be permitted to trial for a maximum penalty period of 12 months. For example, a player who withdraws in 2023 without an approved reason will automatically be ineligible to trial for a position in any DNA 2024 Representative team/s.
- c) Players will be advised in writing of the penalty period by the Representative Convenor.

4.1.1. Where a player is unable to fulfil their designated team commitments, the Selection Panel has the right to promote eligible players to the applicable team, as approved by the Executive Committee.

4.1.2. Players who withdraw without an approved reason forfeit their commitment deposit (\$150-rep/\$100-dev) and will be required to pay any outstanding monies from the player invoice and return any DNA uniform/equipment loaned to them. If accounts are outstanding past the given due date and no payment plan has been put into place, the player will be considered unfinancial and ineligible to play with their club team until the account has been settled.

4.2 Replacement Process

If a selected player is unable to continue or is removed as a member of a DNA Representative Pathways Team, together the Head Coach, Representative Convenor &

Selection Coordinator will decide if replacing the player is in the best interests of the team. If they determine it is, then the procedure for replacement is as follows:

- i. the Representative Convenor will consult with the Selection Coordinator, Head Coach and Development Coach.
- ii. Consideration will be given to an identified Development player.
- iii. Should it be necessary, consideration will be given to the other Development players from the selection process.
- iv. Should it prove necessary, consideration will be given to other eligible players.
- v. The Coaches, Selection Coordinator and Representative Convenor will decide to fill this position with the player judged the most suitable, possessing the required degree of skill and showing consistent performance.

6. REPLACEMENT OF A DNA OFFICIAL

5.1 Grounds for Replacement

- i. **Injury or Illness:** The Representative Convenor is to be notified in writing of all such injuries and/or illness.
- ii. **Breach of Discipline:**
 - a) An official being considered for replacement due to a breach of discipline, including but not limited to, failure to observe any relevant Netball NSW policy, Netball NSW Code of Behaviour or DNA Code of Conduct, will be counselled by the DNA President and Representative Convenor to give them the opportunity to rectify the situation. The Representative Convenor will be advised of the situation and a mutually agreed timeframe will be set by the President, Representative Convenor and the official for the situation to be reassessed. The Representative Convenor will report such breaches to the Committee in a timely manner.
 - b) If any Representative official of DNA has come before the judiciary and a suspension penalty has been applied, the official may forfeit their position in the DNA representative program for the current year and/or further years.
- iii. **Unable to fulfil Team or Squad commitments**

Any official, who withdraws from a team after accepting the position, without a reason approved by the DNA Executive Committee, may not nominate for a position with the DNA representative pathways program for a maximum penalty period of 12 months. For example an official who withdraws in 2023 without an approved reason, will be automatically ineligible to nominate for a position in any 2024 DNA Representative team/s.

- 5.1.1 Where an official is unable to fulfil their designated commitments, the Selection Panel has the right to promote eligible persons to the applicable team, as approved by the Executive Committee.
- 5.1.2 Officials who are unable to fulfil their designated commitments are to return all DNA equipment with 7 days of their resignation being accepted.

5.2 Replacement Process

If a selected official is unable to continue or is removed as a member of a DNA representative pathways program, the procedure for replacement is as follows:

- v. The Representative Convenor will be notified and will consult with the Appointments Panel
- vi. Consideration will be given to other applicants.
- vii. Should it be necessary, consideration will be given to the other appropriately qualified persons.
- viii. The Appointments Panel will then fill this position with the person judged the most suitable, possessing the required qualifications and experience.

7. GENERAL TEAM INFORMATION

All players selected into a DNA Representative Pathways Team are expected to read and abide by all conditions stated in the DNA Representative Pathways Player Information pack and Representative Pathways Player Contract.

8. APPEALS

8.1 Request for Appeal - Player

- 8.1.1. An athlete, who fails to be selected for a squad or team may appeal against omission from the team or squad as set out in this section.
- 8.1.2 Any appeal by an athlete against omission from the squad or team must be emailed to the Selection Coordinator within 5 days of the announcement on the DNA website.
- 8.1.3 The request for the appeal must relate to this policy in stating the grounds for appeal.
- 8.1.4 An appeal will not be considered on a subjective basis. I.e. an athletes' belief that they are better or more deserving than another athlete.
- 8.1.5 The Selection Coordinator shall appoint an Appeals Panel to determine the appeal.
- 8.1.6 It should be remembered that in general an appeal will only be considered if the DNA Representative Policy was not adhered to, or the player was not given fair and equal opportunity during the selection process.

8.2 Request for Appeal - Official

- 8.2.1. An official may request a review of any given selection criteria as outlined in this policy, by submitting a request for an appeal including the grounds for a review to the Selection Coordinator within five (5) working days of the announcement of the relevant selection decision.
- 8.2.2 The request for the appeal must state the grounds for review. It must specifically address issues regarding how the official was evaluated under situations that put them at a distinct disadvantage to other officials being evaluated
- 8.2.3 The Representative Convenor shall appoint an Appeals Panel to determine the appeal.

8.2.4 All request for appeals must be submitted in writing, and may be submitted by post or email.

By post to: The Representative Convenor
Dubbo Netball Association
PO Box 1242, Dubbo NSW, 2830

By email to: dnaselectcoord@gmail.com

8.2.5 It should be remembered that in general an appeal will only be considered if the DNA Representative Policy was not adhered to, or the player was not given fair and equal opportunity during the selection process.

8.2.6 An appeal will not be heard on a subjective basis i.e. an official's belief that they are better or more deserving than another official.

9. UNIFORMS AND EQUIPMENT

Players are required to purchase their DNA uniform. Team Officials will be supplied with their uniform. The Representative Pathways uniform shall be ratified by the DNA Executive Committee and shall comprise all or part of the following:

- i. The Representative Program Players - DNA Representative dress, DNA Tracksuit, DNA Fleecy Parka, DNA Training Singlet, DNA Socks, DNA Representative Polo Shirt, black or navy scungies
- ii. The Development Players: DNA Development Dress, DNA Development Hoodie, DNA Training Singlet, DNA Socks, DNA Development Polo Shirt, black or navy scungies
- iii. Representative Program Team Officials: DNA Tracksuit, DNA Training Singlet, DNA Polo Shirt. (Coaches and Managers may wear black or navy tights, pants or shorts during warmer weather)
- iv. Development Team Officials: DNA Tracksuit Pants, DNA Training Singlet, DNA Polo Shirt. (Coaches may wear black or navy tights, pants or shorts during warmer weather), DNA Development Hoodie
- v. Pathways Umpires: DNA White umpires shirt/dress, DNA Umpires Jacket

All Team Officials and players are required to wear the DNA tracksuit for official photos and the Parade of Districts.

Each Representative Pathways team will be issued with a training kit and first aid kit that shall be returned to DNA in good condition within two (2) weeks of the completion of Titles for Titles teams and by two (2) weeks after the Regional League Finals round for Regional League teams. Tents and eskys are available for players and officials for use at carnivals.

10. FINANCES

All DNA representative pathway players are to pay a deposit of \$150(rep) by the DNA Representative Pathway Commitment Day held in October/November or the date indicated on the Representative Pathways Player contract. All outstanding monies owed to DNA must be paid by the nominated date on the player payment schedule. Failure to meet the player payment schedule may result in the player being declared unfinancial and unable to participate in representative and club events.

Any written requests for assistance due to financial hardship should be directed to the Representative Convenor at least two weeks prior to the scheduled payment and will be considered by the Senior Executive Committee on an individual basis. All requests will be dealt with in the strictest confidence. All successful applicants will be issued their payment plan by the DNA Treasurer and once accepted must be adhered to.

Player invoices are calculated on an entire team and will not be adjusted due to player unavailability. Players who withdraw are still liable for any unpaid amount of their player fees. Travel and accommodation expenses of assistant/trainee coaches and umpires to attend carnivals and championships will be covered by DNA.

11. UMPIRES

Nominations for Representative Pathways Umpires for Carnivals, State Titles, Regional League and any other DNA participating competition, stating the preferred days are to be received by the Umpire Convenor.

In the event, there are insufficient nominations received the Umpires Convenor may nominate an umpire for carnivals, but they should be considered equal to the task.

All accommodation and travelling expenses will be paid for the nominated DNA umpires to attend carnivals, Senior and Junior State Titles, Regional League and any other competition as designated by the Representative Pathways Planning Team.

Umpires representing DNA are bound by the DNA Code of Conduct and any breach of that code may, at the discretion of the Committee, result in dismissal of said umpire from representative umpiring.

Umpiring fees will be paid for umpiring carnivals and events and will be set by the Planning Team at the beginning of each season.

12. DUTY OF CARE

As an affiliate of Netball Australia Dubbo Netball will encourage junior participants to be involved in developing and maintaining a child-safe environment for netball.

Where there is a conflict of opinion in a player's ability to participate in any representative event, either by a team official, parent/carer or committee member, the Head Coach must contact the DNA President and the President will make the final decision regarding the player's ability to participate. This decision will be binding. This protects everyone involved.

13. CODES OF BEHAVIOUR/CONDUCT

All members of the Association and spectators attending games and/or events controlled by Netball Australia, Netball NSW and its Affiliates and Member Associations and Dubbo Netball Association are required to adhere to all relevant Codes of Behaviour in accordance with the NNSW Member Protection Policies.

DISCIPLINE

Where an Association member or a spectator is reported for a breach of the code applicable to that class of person, action may be taken, in accordance with the DNA Complaints/Judiciary Policy and the NNSW Member Protection Policies.

14. ASSOCIATED DOCUMENTS

- Selection Coordinator Workbook
- Coach Workbook
- Manager Workbook
- DNA Representative Pathways Player Contract
- Officials Agreement
- Leave of Absence Form
- Injury Declaration Form