



Dubbo Netball Association Representative Pathways Policy 2025-26

Acknowledgements and Adaptations from:

Netball NSW Performance Pathway Selection Policy (v4) Adopted by Netball NSW Association Ltd Board Meeting on 10 October 2023

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REPRESENTATIVE PATHWAYS POLICY

Intent

The Representative Pathways Policy is a set of documents which govern Dubbo Netball Association's investment in the Representative Pathways Program. This program provides 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.

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

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.

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 and officials 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.
- i) Safety and wellbeing for all participants

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.

REPRESENTATIVE PATHWAYS OFFICIALS' POLICY

Purpose

This policy provides alignment and consistency for all levels of the Dubbo Netball Association (DNA) Officials in the Representative Pathway Program and ensures transparency of the involved processes.

Scope

The Representative Pathway Officials are responsible for the implementation and delivery of the Dubbo Netball Association Representative Pathways Program consisting of:

- a) Development Squads
- b) State Titles representative teams
- c) Regional League teams
- d) Other teams as may be determined

The Coaching Convenor will provide administrative support by arranging meetings with the Coaching Officials, oversee the administration requirements of the coaching process and liaise with the Executive Committee.

The Representative Convenor will provide administrative support by arranging meetings with the Managers, oversee the administration requirements of the managing process and liaise with the Executive Committee.

The Selection Coordinator will provide administrative support by arranging meetings with the Selection Officials, oversee the administration requirements of the selection process and liaise with the Executive Committee.

Appointment of Representative Pathways Program Officials

DNA will advertise the applications for Representative Pathways Program (RPP) Officials on the Dubbo Netball Website, Facebook Page and any other appropriate means as determined.

- a) RPP Officials for Netball NSW Junior and Senior State Titles, Regional League, and the Association Development squads are:

1. Head Coach
2. Assistant Coach – Representative
3. Assistant Coach – Development
4. Manager
5. Trainee Coach (may be appointed)
6. Selection Coordinator
7. Representative Pathways Coach Mentor
8. Representative Pathways Umpire Mentor
9. Tier 3 Skills Development Clinic Coordinator

- b) The dates for advertisements will be determined each year by the Executive.
- c) The advertising period is a minimum of 14 days, and the closing date will be adhered to.
- d) Officials will be appointed from applications received by the due date.
- e) The term of the RPP Officials will be from the date of appointment until: -

Team	Appointment end date
Development teams	30 days from date of final representative carnival
Junior State Titles team	30 days from the final day of the Junior State Titles competition
Senior State Titles team	30 days from the final day of the Senior State Titles competition
Regional League	30 days from the final day of competition

- f) Allocation of Coaches will be considered on their qualifications and experience, level of teams previously coached, and the performance of teams previously coached.
- g) The Coaching Convenor/Representative Convenor may discuss the applications with the applicants prior to a decision being made.
- h) The number of Officials required will be determined by the number of teams selected by the Appointments Panel
- i) A coach may only hold a coaching position with the same consecutively aged representative team for two years.
- j) Applicants will not be appointed to coach a team which includes an immediate relative, except where the Executive Committee believe that extenuating circumstances apply.
- k) The Appointments Panel will consist of the Association President (or their nominated representative), Coaching Convenor, Representative Convenor and 2 suitably qualified and experienced members. If a unanimous vote is not reached, then the DNA Executive Committee will be consulted where it becomes a majority vote. Any Executive who had applied for a coaching position will not be able to vote.
- l) All persons wishing to be considered for appointment as an Official, must fulfil the following standard criteria:
 - Have a current Working with Children's check and clearance
 - Complete Module 1 of OCG eLearning Child Safe Sport within 60 days of appointment
<https://ocg.nsw.gov.au/training-and-resources/elearning>
 - Complete the Netball NSW C.A.R.E.S course within 60 days of appointment
<https://nsw.netball.com.au/care-program>
 - Be a current financial member of Netball NSW.
- m) Persons wishing to be considered for appointment as a Selection Coordinator must fulfil the following 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

- n) Persons wishing to be considered for appointment as a Representative Pathways Coach Mentor must fulfil the following criteria:
- Hold a current, NCAS Intermediate Level Coaching Accreditation or above
 - Hold a current 80% or higher mark in the Online Umpires Theory Exam
 - 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
- o) Persons wishing to be considered for appointment as a Representative Pathways Umpire Mentor must fulfil the following criteria:
- Hold a current National B Badge or above
 - Hold a current 80% or higher mark in the Online Umpires Theory Exam
 - 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
- p) Persons wishing to be considered for appointment as a Head Coach must fulfil the following criteria:
- Hold a minimum of Development Accreditation (Intermediate preferred) and have a minimum of 2 years practical coaching experience.
 - Highly developed planning and organisational skills.
 - Highly developed communications skills
 - Ability to work as part of a team
 - Demonstrated understanding of the Netball Australia Netball Skills Development Framework
- q) Persons wishing to be considered for appointment as an Assistant Coach must fulfil the following criteria:
- Hold a minimum of Foundation Accreditation (and be working toward or have achieved Development) and have a minimum of 1 year practical coaching experience at club level.
 - Ability to work as part of a team
- r) Persons wishing to be considered for appointment as a Trainee Coach must fulfil the following criteria:
- Hold a minimum of Foundation Accreditation (or achieve within 60 days of appointment).
 - Ability to work as part of a team
- s) Persons wishing to be considered for appointment as a Manager must fulfil the following criteria:
- Strong communication, planning and organisational skills
 - Ability to work as part of a team

- t) Persons wishing to be considered for appointment as the Tier 3 Skills Development Clinic Coordinator must fulfil the following criteria:
- Ability to work with the Coaching Convenor & Selection Coordinator to determine skill development needs for the yearly program
 - Hold a foundation level Coaching Qualification, preferably have a Development Level Coaching Qualification
 - Highly developed planning and organisational skills
 - Highly developed communications skills
 - Ability to work as part of a team

On appointment, all Officials will be required to sign the applicable DNA Representative Pathways Agreement and the DNA Representative Code of Behaviour document and agree to confidentiality throughout the entire coaching term. Officials' appointments will not commence until both documents are signed and returned to the Representative Convenor.

Removal of Officials

An Official will be removed from their appointed position if it is found they have breached the DNA Constitution, associated DNA Policies, the NNSW or DNA Coaches Code of Behaviour or the signed DNA Representative Pathways Agreement.

Officials Responsibilities

General Responsibilities

- a) All appointed officials will abide by the DNA/Netball NSW/Netball Australia Safeguarding Children and Young People Policies.
- b) Abide by the terms of their RPP contract.
- c) **Reporting Issues** - Any issues that arise must be reported to the DNA Rep Convenor in the first instance, except for technical coaching, ongoing development, learning and courses, coaching assistance and support should be directed to the DNA Coach Convenor and/or the RPP Mentor

Head Coach Overview

- a) Provide clear direction and a positive environment for players by planning and delivering technical and tactical coaching sessions aimed at improving player skill levels.
- b) Provide a continuous improvement mindset to the players and inspire players to demonstrate respect, tolerance and sportsmanship.
- c) Establish and maintain positive working relationships with the Assistant Coach/es, Trainee Coach, Manager, Players, Representative Convenor, Coaching Convenor and all DNA Executive officials.

General Responsibilities of Head Coach

- a) Attend all training sessions and schedule events/championships or inform the Coaching Coordinator if unable to attend any sessions or carnivals.
- b) Attend training at the nominated and approved training venues. Any change to the approved training venue must be approved by the Representative Convenor prior to the training session.
- c) Ensure equipment used at training sessions is fit for purpose and in good working order.
- d) Report damaged or lost equipment to the Coaching Convenor immediately it is known.
- e) Co-operate with any other person appointed by the Coaching Convenor and the Executive Committee to assist with coaching duties.
- f) Be available to assist with any coaching and mentoring of other coaches as required during the year.
- g) Prior approval from the Representative Convenor is required before engaging or inviting persons outside the RPP to participate.
- h) Confidentially discuss with the Representative Convenor any issues with player behaviours that require escalation.
- i) Immediately report to the Representative Convenor any medical condition that may affect a player's performance or ability to continue in the team.
- j) Following the completion of competition events, complete and submit confidential player assessment forms to the Representative Convenor by the due date.
- k) Attend a debriefing session following the completion of all competition events, with the Coaching and Representative Convenors, and a third nominated member of the Executive Committee. This debrief will cover all requested aspects of the season and the Coaching Convenor will submit a written report to the Executive Committee.
- l) Adhere to the Netball NSW player percentage rule pertinent to the Netball NSW Junior or Senior State Titles.
- m) Be in attendance for team photos, presentation night and any fund-raising activities.

Assistant Coach Overview

- a) Carry out activities as directed by the Head Coach
- b) Actively participate under the Head Coach's direction in training sessions and carnivals
- c) Establish and maintain positive working relationships with the Head Coach, Trainee Coach, Manager, Players, Representative Convenor, Coaching Convenor and all DNA Executive officials.
- d) The attendance of Assistant Coaches – Development, at scheduled representative events and competitions will be at the discretion of the DNA Executive Committee, in consultation with the Head Coach, and will be set annually.

General Responsibilities of the Assistant Coach

- a) Attend all training sessions or inform the Coaching Convenor if unable to attend.

- b) Co-operate with any other person appointed by the Coaching Convenor and the Executive Committee to assist with coaching duties.
- c) Be available to assist with any coaching and mentoring of other coaches as required during the year.
- d) Be in attendance for team photos, presentation night and any fund-raising activities.

Trainee Coach Overview

The trainee coach is a learning opportunity with the view to progressing to Assistant Coach and then Head Coach in the future. The trainee coach is required to observe and learn from both the Head and Assistant team coach. The Trainee Coach is not a decision maker within the coaching staff. The attendance of Trainee Coaches at scheduled RPP events and competitions will be at the discretion of the DNA Executive Committee, in consultation with the Head Coach, and will be set annually.

General Responsibilities of the Trainee Coach

- a) Carry out tasks as set down by the Head Coach.
- b) Attend all training sessions or inform the Head Coach if unable to attend and actively participate under the direction of the Head Coach.
- c) Assist the Head Coach and Assistant Coach in providing a positive environment for players.
- d) Be in attendance for team photos, presentation night and any fund-raising activities.

Manager Overview

- a) Attend training sessions as required and any events in which the team is participating
- b) Be the contact person for arrangements for Association events that the team is involved with.
- c) Be responsible for communication with players regarding events as necessary.
- d) Maintain a register of player contact details and medical information.
- e) Appoint an official scorer at all carnivals in which the team is participating.
- f) Consult with the Representative Convenor or a DNA Executive member should any issues arise during carnivals or the Junior or Senior State titles or Regional League.
- g) Be responsible for completing the player percentage rule form and returning for to the venue control.
- h) Be responsible for returning to the Association, in good order and condition, all Association property after the Netball Junior and/or Senior State Titles, and Regional League competition.
- i) Ensure that all the team's coaching staff and players are in attendance for team photos, presentation night and any fund-raising activities.
- j) Be responsible for organising relevant team duties ensuring that the roster is fulfilled on the allocated day
- k) Assist with supervision of the team and assist the Head Coach and Assistant Coach as necessary
- l) Regional League Managers are to ensure all members who are allocated to carry out the bench official duty are qualified and that the team has a primary carer, scorer/timekeeper at all games

- m) Responsible for arranging catering for carnivals

Selection Of Team Leadership Positions

The Head Coach, in consultation with the team officials, may appoint up to two players to fulfil the positions of Captain and Vice-Captain (or alternative leadership structure).

Captain/s should be appointed with the following criteria in mind:

- a) Has a passion for the game and competing at a high level.
- b) Contributes and gives back to the Association.
- c) Has the communication skills and capability to converse sensitively with team-mates and officials on behalf of the team.
- d) Treats their teammates with respect and recognizes the contributions of all team members.
- e) Is positive role model, leads by example and inspires their team members

REPRESENTATIVE PLAYER SELECTION POLICY

Overview of Player Selection Policy

Application of this policy and processes will assist in ensuring the following:

- a) alignment and consistency for all levels of the DNA Player Development Pathway
- b) Transparency of the selection criteria and processes

Selections Panel

The Selections Panel is responsible for the selection of the Association Representative players consisting of:

- a) Development teams
- b) State Titles Representative teams
- c) Regional League teams
- d) Other teams as may be determined

DNA reserves the right to vary the number of Representative teams selected

Selection Coordinator

The Selection Coordinator's role is to facilitate discussion and decision making ensuring that the integrity of the selection process is maintained, and adherence to the policy

DNA Rep Convenor

The Representative Convenor will provide administrative support by arranging meetings, liaise with the Executive Committee and oversee the administration requirements of the selection process

Appointment of Selectors

DNA will advertise the roles for selectors on the Dubbo Netball Website and any other appropriate means as determined.

- a) The dates for advertisements will be determined each year by the Executive
- b) The advertising period is a minimum of 14 days, and the closing date will be adhered to
- c) Selectors will be appointed from applications received by the due date
- d) The term of the Selectors will be for one year from 1st September through to 31st August
- e) On appointment, the Selectors will be required to sign a DNA Selectors agreement, agree to confidentiality throughout the selection process and to disclose any Conflict of Interest
- f) The pool of selectors will consist of a minimum of five (5) selectors appointed by the Appointments Panel
- g) Any Selections panel will consist of either three (3) or five (5) selectors
- h) The panel members will be determined by the Selection Coordinator in the role of Panel Chairperson
- i) The Chairperson of the selection panel may approach the current years' coach to provide additional player information relevant to selection if necessary
- j) The Chairperson will be the Selection Coordinator, unless there is a Conflict of Interest and then the Chairperson will be a member of the Executive Committee

Criteria of selectors

Persons wishing to be considered for appointment as a Selector must fulfil the following criteria:

- a) Have successfully completed the Netball Australia – Select for Success online course within the previous (4) years or agrees to complete such a course within one month of appointment. A valid certificate of completion should be provided to the Representative Convenor
- b) Be a current financial member of DNA
- c) Have a current Working with Children's check and clearance

In addition, the selectors application must include details of one (1) of the following:

- Coaching qualification
- Coaching experience
- Playing experience
- Previous selections experience

Duties of selectors

- a) Squad - to identify and select players relative to positional requirements to form an initial squad relative to an age group
- b) Team - to identify and select players relative to positional requirements to represent DNA in the NNSW competitions across all age groups and divisions capable of achieving success
- c) Identify up to 6 players across the 3 court areas of defence, mid court, goal circle. These identified players will have first option of filling any Junior or Senior State Titles team vacancy in the relevant position if a position is offered and not accepted.

Removal of selectors

- a) A Selector will forfeit their position from the selection panel if it is found they have breached the DNA Constitution, associated DNA Policies or the DNA Representative Selectors Agreement
- b) Any Selection Committee member who fails to attend two (2) scheduled selection processes without reasons acceptable to the Executive Committee will result in forfeiting their position

Conflict of interest

Should any member of the Selection panel have a conflict of interest with any player that is trialling, that Conflict of Interest must be disclosed.

Reportable Conflicts of Interest include an association with:

- An immediate family member
- A close relative
- Housemate
- Employer/Employee/Supervisor
- A previous coach/player relationship within the last 2 years

Inability to attend selection trials

Players may apply for an exemption in attending trials by:

- a) Providing a written request and supporting documentation to the Representative Convenor no less than 5 days prior to the trial
- b) Should a player fail to attend trials and that player believes that exceptional circumstances prevented them from the attending, a written application may be made to the Representative Convenor within 24 hours of the selection. The reason for nonattendance must be disclosed and include supporting documentation. The Executive Committee will determine if the player is to be considered for selection.

Selection process

- a) Phase 1 trials will be conducted with the aim of identifying and selecting players to progress to Phase 2 trials
- b) Phase 2 trials will be conducted, and the panel will put forward the names and players successful in gaining a place in either a team or squad
Note: - Phase 3 trials will be conducted if considered necessary
- c) Selectors must have access to the Player reports from the previous year and may use the information contained in these reports to assist in decision making
- d) Players must be viewed at least once in their two nominated positions
- e) Players who wish to trial in a different position to those initially nominated should advise the Selection Coordinator, in writing as least 3 days in advance of the trial date
- f) Selectors may opt to trial players in alternative positions and make recommendations, with acceptance from players, if they believe that a more balanced or better combination will result
- g) The DNA Executive Committee may recall for nominations after the closing date if there are insufficient applications received or those received are not of meeting the standard skill requirement or position
- h) All final selections will be made based on the decisions of the majority of the Selection Panel members
- i) The Selection Panel shall submit team or squad selection recommendations to the Executive Committee.

- j) All selection paperwork is to be handed over to the Panel Chair following each selection and securely filed within the DNA Administration office

Final team selections

- a) The Executive Committee is responsible for final approval of team and squad selections and the ratification of all selection decisions.
- b) The Selection Coordinator will advise players of the outcome of trials within 72 hours of final decisions by email.

Replacement players

If a selected player is unable to continue due to lengthy illness or injury, or is to be removed as a representative of any squad or team, the procedure is as follows:

- a) The Representative Convenor and Selection Coordinator will be advised, and the Head Coach, Development Coach consulted and the relevant Selection panel reconvened.
- b) Selectors may call for re-trials where positions have become vacant and the Representative Convenor deems it necessary
- c) The Selection panel will have the final decision on any replacement player.

Additional responsibilities

- a) Selectors will agree to abide by this Representatives Selections Policy and the Representative Selectors Agreement
- b) Selectors will be required to attend a minimum of two (2) winter competition Saturday games prior to player applications closing for Talent Identification of players across age groups to promote the program, raise awareness and encourage applications.

REPRESENTATIVE PATHWAYS PLAYER POLICY

Purpose

This Policy is to outline the Parent/Guardian and Player understanding of the commitment and requirements of being a member of the Dubbo District Netball Association (DNA) Representative Pathways Program.

Scope

The DNA Representative Pathways Program encompasses the below teams with all decisions pertaining to the Program made by the Executive Committee as per the constitution of Dubbo Netball Association:

- a) Regional League.
- b) Junior and Senior State Titles Teams.
- c) Development Squads
- d) Masters Teams

Contract/Medical Information

All players will sign and commit to the terms of their player contract. Players will supply DNA with all pertinent contact and medical details and ensure all details are kept current.

Governance Codes of Behaviour

- a) All players must adhere to the NNSW Code of Behaviour, and the Association Junior and Senior Representative Player Code of Behaviour and conditions outlined in the Representative Player Information Pack.
- b) Parents/Guardians must adhere to NNSW Code of Behaviour, and the Association Parent/Guardian of a Representative Player Code of Behaviour.
- c) Any Player who contravenes the Codes of Behaviour or Player Information Pack as detailed in 3a) may be dismissed from Representative commitments.
- d) Any Parent/Guardian who contravenes the Netball NSW Codes of Behaviour or DNA Expectations may be restricted from any involvement and could jeopardize the player's position in the Representative Team.
- e) Any Parent/Guardian or Player so dismissed retains the right of appeal but must do so in writing to the Executive Committee within 7 calendar days of the receipt of the written notification of dismissal. If a Player is dismissed, they will be ineligible for selection for the current and next calendar years teams.

Eligibility and Selection

- a) To be eligible for selection into the Representative Pathways Program and other teams as may be determined, players must be currently registered with the Association. If a player is not currently registered with the Association, they must be a registered member of Netball New South Wales.
- b) All players who are not a current member of the Association and are selected into the Representative Pathways Program must become a member of an Association Affiliated Club and play in the current Association Winter Competition in the year of representation. Failure to become a registered member of an Affiliated Club of the Association in a time frame set by the Executive Committee the player may be removed from the team. Players must play a minimum of 3 (for Seniors) or 5 (for Juniors) competition games to be eligible to attend State Titles.
- c) Players are ineligible for selection if they are un-financial with the Association.
- d) To nominate as a player for selection, the player/parent guardian must complete the DNA Representative Nomination for Selection Form available online and submit the form by the closing date and time.
- e) When submitting their nomination form, players should provide details of any intended absences for holidays, exams, formals, work commitments or any circumstance that will affect their ability to either train, play or meet any commitments as required as a member of a DNA Representative team.
- f) Late nominations received after the closing date and prior to commencement of the selection process may be accepted, if in the opinion of the Selection Coordinator the explanation is considered to have merit.
- g) Players may apply for an exemption in attending trials by providing a written request and supporting documentation to the Selection Coordinator no less than 5 days prior to the trial.
- h) Should a player fail to attend trials and that player believes that exceptional circumstances prevented them from attending, a written application may be made to the Selection Coordinator within 24 hours of

the selection. The reason for nonattendance must be disclosed and include supporting documentation. The Executive Committee will determine if the player is to be considered for selection.

- i) Once selected, players must accept their position in the team within 48 hours of official notification. If acceptance is not submitted in this time frame, the player will forfeit their position in the team unless, due to circumstances that the Executive Committee consider acceptable, the time frame may be extended.
- j) Any player withdrawing from a Representative team after final selection, without a reason acceptable to the Executive Committee will not be considered for selection in the current or next calendar year.
- k) Regional League players must turn 16 years of age in the year of play to be eligible to be registered in the Netball NSW Regional League competition.
- l) Selection of Junior and Senior State Titles including Development Squads will generally be carried out after the Associations winter Competition Finals series for teams for the following year. Regional League team selections will be carried at the determination of the Selection Coordinator. The Executive Committee may determine that the selection process will be changed due to any circumstance.

Training, Carnivals and NNSW Competitions

- a) Players must attend all training sessions including any fitness training program, allied skills/education sessions and representative carnivals unless official leave is granted by the Representative Convenor.
- b) Players that fail to attend two (2) consecutive training sessions or a representative carnival without being granted official leave may result in dismissal from the squad or team.
- c) Players are to give precedence to their representative commitments over Club commitments unless approved by Representative Convenor.
- d) Appropriate behaviour is expected at all times. Lateness to training, training games, representative carnivals, representative functions and inappropriate behaviour during training and games may result in the player being removed from the team.
- e) Players must always wear the correct uniform when attending Carnivals, Netball NSW State Titles and Netball NSW Regional League and be in full Uniform as determined by the Executive Committee.
- f) Where transport is provided by the Association, players must travel to and from the event or function on the transport provided. Official approval for any alternative travel arrangements must be obtained from the Head Coach in writing and advised to the Representative Convenor.
- g) Any player who has an illness or injury that prevents them from fulfilling their Representative commitments, may be replaced following consideration by the Coach and Representative Convenor. Medical advice will be taken into consideration.
- h) Players replaced after final selection of team for any reason other than injury, will not be considered part of the team.
- i) If Accommodation is required to attend DNA nominated events all players must stay at the accommodation organised by the Association.

Association Commitments

- a) Parents/Guardians and players must carry out nominated duties as required by Representative Convenor.
- b) Players must attend team photos as required.
- c) Players must attend Representative Presentation and Functions.
- d) Players must attend Fund Raising activities.
- e) Players must attend Representative Coaching Clinics.

Representative Fees

- a) Representative player contribution fees are set each year by the Executive Committee taking into consideration DNA's financial position and the overall program costs. The player contribution will be set at a percentage of the overall budgeted cost of the program with DNA funding the remaining percentage.
- b) DNA will endeavour to keep the program costs to a minimum.
- c) Program costs include, but are not limited to, Team Officials costs, State Titles Tents, State Titles Entry fees, Transport, Physio, Fitness Training, catering, accommodation, travel, team photos, presentation events, Carnival Entry fees and other costs associated with the effective delivery of the program.
- d) Representative fees are to be paid to the Association Treasurer within advised payment terms. Payment structure of fees can be arranged with the Representative Convenor and the Treasurer.

Representative Pathways Program Awards

Most Valuable Player Award:

The team Head Coach will select the MVP after consulting with the Assistant Coach and the team Manager.

Award Criteria.

- a) Displayed consistent outstanding performance throughout the season.
- b) Showed support and encouragement to fellow team members.
- c) Fulfilled all Association commitments.

Coaches Award:

The team Head Coach will select the Coaches Award after consulting with the Assistant Coach and the team Manager.

Award Criteria:

- a) Displayed a growth mindset and outstanding sportsmanship throughout the season.
- b) Demonstrates consistent effort and a positive attitude throughout the representative season
- c) Showed support and encouragement to fellow team members.
- d) Display a willingness to help with tasks both on and off the court
- e) Fulfilled all Association commitments.

Players Player Award:

As voted for by all team members.

RPP Coach Award & RPP Volunteer Award

The Executive Committee will select the winners of the RPP Coach Award and RPP Volunteer Award, taking into consideration the advice of the Coaching Convenor, Representative Pathways Mentor and Rep Convenor.

Award Criteria.

- a) Work within their Club as a Mentor.
- b) Support the development of fellow Coaches/Managers.
- c) Show innovations in Coaching or other area of expertise
- d) Dedication to the care and individual development of Athletes.

POLICY APPENDICES

Dubbo Netball Association Under 18s Player Representative Player Expectations

In addition to meeting all requirements set out in the NSW General Code of Behaviour, as a representative player of Dubbo Netball Association (DNA) I agree to meet the following requirements in regard to my conduct during any activity in my role as a player whilst representing DNA.

I agree that I will:

- Participate because I enjoy it, not just to please parents and coaches.
- Play by the rules – know the rules.
- Act as an ambassador on behalf of DNA by displaying positive behaviour at all times.
- Participate fairly and safely.
- Demonstrate a high standard of sportsmanship, discipline and determination.
- Abide by decisions, without argument or bad temper:
- Captains have the right to approach an umpire during an interval or after the game for clarification of any rule.
- Approach the umpire in a courteous and polite way.
- Cooperate with my coach, and other players:
- Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing / damaging equipment is not acceptable or permitted.
- Treat all players as I would like to be treated.
- Ensure that at all times my behaviour is fair.
- Be a patient and enthusiastic supporter of fellow players.
- Applaud all good play, by my own team and opponents.
- Be a responsible team member by:
- Always being on time.
- Encouraging and assisting all players.
- Attending all training sessions, games and carnivals approved by DNA.
- Ensuring I always bring the appropriate uniform and equipment to training and/or matches.
- Not engage in practices that affect sporting performance.
- Work to improve my skills at home and at training.
- Play to the best of my ability at all times.
- Report all injuries to my coach or manager.
- Cease competitive netball including club games until I have a full medical clearance.
- Support my team whether I am on the court or the sideline.
- Understand and accept that everyone cannot expect equal court time.
- Remain with my team the entire day during a carnival and refrain from seeking out my parents for unnecessary or insignificant matters.
- Respect and acknowledge the contribution of those who create the opportunity for me to play: Volunteers (scorers, coaches, timekeepers, administrators and umpires)
- Accept the decision of the Coach in the selection of the team to play each match.

Dubbo Netball Association Senior (18+) Representative Player Expectations

In addition to meeting all requirements set out in the NNSW General Code of Behaviour, as a representative player of Dubbo Netball Association (DNA). I agree to meet the following requirements in regard to my conduct during any activity in my role as a player whilst representing DNA.

I agree that I will:

- Give priority to DNA representative netball commitments, including attendance at nominated Association and NNSW events.
- Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
- Refrain from conduct that could be regarded as sexual or harassment.
- Respect the talent, potential and development of fellow players and competitors.
- Care and respect my uniform and equipment.
- Conduct myself in a responsible manner relating to language, temper and punctuality.
- Be frank and honest with my coach concerning illness and injury and my ability to train and play fully.
- Maintain a high standard of personal behaviour at all times.
- Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
- Be honest in my attitude and preparation to training. Work equally hard for my team and myself.
- Co-operate with coaches and officials. Do not engage in practices that affect sporting performance.
- Arrive wearing full DNA uniform to Representative games including appropriate footwear.
- Wear correct DNA training attire to all training sessions.
- Respect and acknowledge the contribution of those who create the opportunity for me to play.
- Volunteers (scorers, coaches, timekeepers, administrators and umpires)
- Attend all BBQ duties and any other Fundraising events.
- Support any other initiative that DNA may implement regarding representative netball.

Dubbo Netball Association Parent/Guardian of a Representative Player Expectations

In addition to meeting all requirements set out in the NNSW Codes of Behaviour and the NNSW Spectator Code of Behaviour, as the parent of a representative player of

Dubbo Netball Association (DNA) you must meet the following requirements with regard to your conduct during any activity in your role as a parent/guardian of a player representing DNA.

I agree that I will:

- Encourage my child to always play according to the rules.
- Never ridicule or yell at a child for making a mistake.
- Remember that children learn best from example. Applaud good play by all players.
- Raise any issue through the appropriate channels rather than question any person's judgement and honesty in public.
- Support all efforts to remove verbal and physical abuse.
- Recognise and respect the value and importance of volunteer administrators, coaches and umpires.
- Be a model of good sports behaviour for children to copy.
- Be courteous in communication with administrators, coaches, players and umpires.
- Teach children to do likewise.
- Accept the directions of the team Manager or any other DNA Official.
- Do not interfere with the progress and/or conduct of a game.
- Purchase all apparel as required.
- Attend all duties as notified by the team manager.
- Attend any representative function or presentation.
- Support any other fundraising activities.
- Assist my child to meet all requirements outlined in the Rep Player Information pack.
- Follow the complaint management procedures outlined in the Rep Player Information pack.
- Acknowledge that a breach of this Code of Behaviour may result in disciplinary action concerning my child. This may include my child's removal from any DNA representative team.
- Accept the decision of the Coach regarding the selection of the team to play each match.