



Selection Policy

1. Introduction

The Swiss Netball Selection Policy¹ aims to be transparent and accessible. At all times, the policy will be communicated and adhered to. The Selection Policy will be made available to all Swiss Netball Members. The policy will also be made available directly to all athletes participating in a selection process.

The Selectors selecting athletes to represent Swiss Netball is to be agreed by the Swiss Netball Committee.

It is recognised that the international environment changes frequently within Netball, so whilst the principles of this selection policy will remain unaltered, it is likely that the policy will need to be reviewed regularly.

The Swiss Netball Committee will review the policy annually to ensure that it remains current and relevant.

2. Principles of Selection

2.1 Swiss Netball's Selection Policy employs an open, transparent and equitable process. No athlete will receive less favourable treatment on the grounds of social class, colour, race, ethnic origin, creed, disability or marital status, or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

2.2 Selection will be based on merit and the need to achieve the agreed objectives of Swiss Netball.

2.3 No athlete has the right or expectation to on-going selection, at any time.

2.4 The National Squad Coaches have the right to determine when and if they will reselect athletes into the National Squads.

2.5 The National Squad Scouts (National Squad Coaches) retain the right to invite athletes at any time they are spotted (issued with a "You've Been Spotted" card) to be observed and considered for inclusion in the National Squad, based upon Selection Criteria set out in Appendix 1.

2.6 When selecting athletes, the National Squad Head Coach will have the final say in the case of any disputed athletes.

2.7 The National Squad Head Coach will either select the number of athletes that they deem appropriate or will select a specific number in line with pre-established rules for a particular event.

2.8 Whilst all efforts will be made to give every athlete equal exposure during selection, positional imbalance may lead to a variance in court time.

¹ Developed using guidance from the England Netball Regional Selection Policy.
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2.9 A training and selection calendar will be produced prior to selection. It will provide athletes with selection date(s) and future and training dates. Should the full calendar not be available at the time of trialling, it will be communicated as soon as it has been confirmed. Any changes will be notified as soon as they are known.

2.10 Selected athletes will enjoy a range of training opportunities as determined by Swiss Netball. The on-going failure of any athlete to demonstrate the appropriate level of commitment (including financial), fitness and progress with result in de-selection (see 7. De-selection). Athletes will also be subject to de-selection if they breach any Swiss Netball policies or regulations.

2.11 Any athlete may choose to withdraw from the National Squad voluntarily. Such a withdrawal must be made in writing (via post or email) to the relevant Team Manager. All financial commitments must be met in full before withdrawal, and all the attempts should be made to ensure that the timing of withdrawal avoids negatively affecting plans in place for upcoming competitions. If the athlete has already committed to attending a competition, she should attend.

3. Objectives

3.1 To select a National Squad and representative teams capable of winning matches, especially those which impact on world ranking, including International Test Series, Europe Netball Championships and any relevant World Netball events.

3.2 Selection for non-ranking competitions may be made based on providing development opportunities for future championship successes.

4. Scope of Selection

4.1 This Selection Policy applies to athletes being selected into the National Squad, from which the Under 17, Under 19, Open and any other age category teams as required, will be drawn.

5. Eligibility

5.1 To be eligible for selection into the National Squad, an athlete must:

- I. Be a citizen of Switzerland; or
- II. Have resided in Switzerland for a period of 24 months or more.
- III. Be clear of any ban under Swiss and WADA Anti-Doping Regulations.
- IV. Meet the selection criteria as set out in Appendix 1.

5.2 Swiss Netball reserves the right to consider exceptional athletes who will become eligible in a forthcoming season provided that there is a commitment to the Squad in the long-term. N.B. In any such cases, the athlete will be able to train and participate in match play, but will not be eligible to represent Switzerland in an official team until she meets the eligibility criteria.

6. The Selection Process

6.1 The Selectors, designated by the National Squad Head Coach and in conjunction with the Swiss Netball Committee, are responsible for the selection of athletes into the National Squad or a representative team for a specific event.

6.2 Any selector must make known before selection any conflict of interest. Conflict of interest is defined as any members of the selectors club and/or school. Any trialist falling under this category must be made known to all selectors ahead of trials and this selector can not pass any comment on the trialist(s) and by doing so will be removed from the selection process. They will always be asked to remove themselves during any discussion on said players.

6.3 Athletes will be identified by the relevant selectors based upon observations of their performances against the selection criteria.

6.4 All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and/or by letter).

6.5 Any changes in the selection policy and/or procedures will be communicated widely and, in particular, to all squad athletes.

7. De-Selection

7.1 Athletes who do not demonstrate the appropriate level of commitment (including financial), fitness and/or progress will be invited to a review meeting with representatives from the National Squad Management Team² to agree goals for improvement. Athletes may be de-selected from a squad if they do not then meet these agreed goals.

7.2 Athletes will be subject to de-selection if they breach any Swiss Netball policies (e.g. Code of Conduct) or regulations, or undertake actions which bring Swiss Netball, its representatives or the game into disrepute.

8. Grievance and Appeals Process

8.1 There are only two grounds for appeal within the Swiss Netball Selection Process. These are;

- I. Selection was not made according to the Swiss Netball Selection Policy.
- II. There was unreasonable bias or conflict of interest in one or more members of the Selectors.

8.2 Any appeals against a selection decision must in the first instance be referred in writing to the Swiss Netball Committee within 7 days of selection being announced.

Appendix 1: Selection Criteria

Core Playing Competencies:

- Sound skill base and consistency of performance on court.
- Displays tactical understanding and has established consistency in making appropriate decisions in demanding situations.
- Shows ability to use flair and innovation in their game.
- Can sustain intensity in performance throughout game.
- Shows the potential skills and capabilities to represent Switzerland at the highest level.

Core Personal Qualities:

- Leadership: leads by example and is a role model for others.
- Resilience: mental toughness, bounces back after adversity, perseveres and adapts.
- Self-awareness: emotional intelligence, composure under pressure.
- Self-responsibility: motivated, compliant and demonstrates ability to manage all aspects of being an elite Athlete and takes responsibility for own decisions.
- Work ethic: is driven and committed to developing and maintaining the competencies required to be an elite Athlete; can sustain intensity, shows consistency and is disciplined on and off court.
- Coachability: understands expectations and can apply learning and make changes.
- Demonstrates 'team' qualities and 'fit' within the team.

Consideration may also be given to the following factors:

- State of fitness, health and wellbeing.
- Positional balance within Squad.
- Succession planning.
- Number of fixtures on the annual international calendar.
- Focus of the current year in terms of key international events.
- Current form or performance of existing Squad members.
- Balance of experience and youth.
- Nature of the competition/tour the team is being selected for.
- Whether an Athlete's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or similar which have temporarily compromised their form and/or recent contribution.

Consideration may also be given to any other such factors that the Selectors consider in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.