South Staffordshire County Netball
Performance Identification Policy

South Staffordshire County Netball Association aspires to be a major feeder to Birmingham Panthers Academy squads. To achieve that goal we must develop more performance athletes who can function both individually and as a leading team. This aspiration provides the beacon to guide all Performance activity and decision- making, including the management & delivery of the identification, and development of athletes within the County Player Pathway Programmes.

The development of a leading county is dependent upon building a squad of athletes with depth and breadth across all positions on the court and the ability to function as individual national level athletes in a team environment.

1.	**Introduction**	1.1 The County Netball Association Selection Policy is inclusive of identification and selection across the County Player Pathway Programmes (County Under-15 Player Development programme and County Under-13 Player Development programme and associated activity). 1.2 The Selection Policy and the associated procedures will be transparent and accessible. At all times the Policy and Procedures will be widely communicated and adhered to and, made available to all members of the County Netball Association. The Policy will be always available on the county website, and directly to all athletes entering the selection process. 1.3 The Selection Panel responsible for selecting athletes into the County Player Pathway Programme is to be agreed by the County Netball Association Committee.
2.	**Principles of Selection**	The following principles will be applied while carrying out the Selection Process: 2.1 The County Selection Policy and Procedures employs an open, transparent and equitable process that gives all athletes a fair chance to challenge for county player pathway programme selection. 2.2 The County Selection Policy and Procedures will be consistent. At all times the provisions of the Policy and Procedures will be applied consistently and rigorously. It is the responsibility of the County Netball Association to ensure this. The County Netball Association may delegate this responsibility in writing to the County Head Selector. 2.3 Selection will be based on merit and the need to achieve the agreed objectives of the County Netball Association 2.4 No Athlete has the right or expectation to on-going selection for County Player Development Programmes, at any time. 2.5 The Selection Panel, as defined in paragraph 3 below, has the right to determine, at its sole discretion, when it will reselect athletes into County Player Pathway Programmes 2.6 Athletes will, be subject to deselection if they breach the code of conduct and all other relevant County Netball Association's policies and regulations. 2.7 The County Head Selector has the right to Invite athletes from outside the Player Pathway Programmes, to be observed and considered by the Selection Panel for inclusion in the Player Pathway Programme, based upon Selection Criteria. 2.8 The Player Pathway Selection Process is open at every level. This means that new athletes may be invited into a County Player Development Programme at any time by 31st March 2026 if correct procedures are followed. The procedures for County Player Pathway Programme Selection are outlined in detail under paragraph 6 below.

3.	**Eligibility**	To be eligible for Selection into the County Player Pathway Programme, an athlete must: i. Meet the eligibility criteria as set by the County Netball Association ii. Meet the Selection Criteria iii. Clear of any ban under UK Anti-Doping Regulations iv. Be selected / screened via the County Netball Association Selection and screening process

4.	**Performance Identification Principles / Selection Panel**	4.1 All Selection panel members, including the Chair, will be appointed based upon competency for the role. 4.2 Selection Panel members will be appointed by the County Selection Chair / Performance Chair Development Lead ratified by the County Head Selector 4.3 The Selection Panel for County Player Pathway Programmes will consist of the coaches involved in the delivery of the player pathway programmes and independent selectors: • County Under-15 Player Development programme: County Head Selector, County Under-15 Player Development programme Head Coach, Appointed Other (x1) (Recommendation: Appointed Other – Selector of the VNSL Team to which the County is assigned) • County Under-13 Player Development programme; County Head Selector, County Under-13 Player Development programme Head Coach, County Under-15 Player Development programme Head Coach OR Appointed Other 4.4 Selectors will have attended the England Netball Athlete Identifier Workshop, or be deemed by the County Player Development Lead to have significant experience and have been briefed by the County Player Development Lead on the selection criteria prior to the selection event 4.5 In making final selections into the County Player Pathway Programmes Athlete Identifiers, of which there should always be an odd number, will have an equal vote. 4.6 Ratio of 1 selector per 8-12 players – Each selector collates evidence for the selection panel to make final decisions 4.7 The Selector Panel members are accountable to the County Head Selector and ultimately the County Netball Association for ensuring that the Selection Policy and associated procedures are applied in a fair and appropriate manner.
5.	**De-Selection and Athlete Withdrawal**	5.1 Athletes selected into a County Player Pathway Programme will be able to access a range of training opportunities through their County Player Development programme as determined by the England Netball Roses Development Framework. 5.2 The ongoing failure of any athlete to meet training requirements could result in de-selection. This shall be decided by the same Selection Panel outlined under paragraph 3. 5.3 An athlete may choose to withdraw from a County Player Pathway Programme voluntarily. Such a withdrawal must be done in writing to the Head Coach, County Head Selector or County Netball Association directly.

6.	**The Identification Process**	6.1 Athletes will be identified and nominated for County Player Pathway Programme Selection by one of the following possible Nominators (see Definitions); • County Under-15 Player Development programme; County Selector, County Scouts, County Under-15 Player Development programme Head Coach, County Under-13 Player Development programme Head Coach and Trained Identifiers • County Under-13 Player Development programme; County Selector, County Under-13 Player Development programme Head Coach, County Scouts and Trained Identifiers 6.2 Athlete performance at designated Selection Events will be observed and assessed independently and against the Selection Criteria 6.3 Following completion of the Designated Selection Events listed in this Policy, the Coach might consult with other identified coaches and take into account any relevant input from them. 6.4 The Coach will meet with the Selection Panel to discuss the nominations and provide the opportunity for them to check and challenge and ensure Selection Decisions are evidence based on the Selection Criteria. 6.5 Individual athlete's inclusion in the relevant Player Pathway Programme is decided on a majority vote by all members of the Selection Panel. 6.6 All athletes involved in the selection process will be informed of their individual selection outcome in writing (either electronically and/or by letter) by the County Netball Association who will have been informed of the Selection Panel's decisions by the County Head Selector. 6.7 At any time, any athlete involved in the selection process may seek further clarification from the County Head Selector or another member of the Selection Panel.
7.	**Designated Selection Events**	The full process is: 7.1 The designated Screening Day / evenings for a long squad set by the County Netball Association 7.2 The designated Screening Day / evenings for final selection (20 athletes) – September 2025 7.3 Any athlete that was not identified at the selection events but has been nominated to the County Player Development Lead will be observed during the county player pathway programme season by 31st March 2026 and may be invited to join the County Player Pathway Programme by this point.

8.	**Grievance and Appeals Process**	8.1 Appeals can only be submitted by a non-selected athlete on the grounds that- the process outlined within this Policy has not been adhered to; or- the process failed to take into consideration relevant information; or- the process failed to take into account relevant information, which was available at the time, which the Selection Panel did not consider; or; 8.2 Any appeal against a selection decision into a County Player Pathway Programme shall be made within five working days of the public announcement of the Squad, in writing to the Chair of the County Netball Association. If a resolution cannot be found, the appeal may be escalated to the Performance Department at England Netball. England Netball will decide only if the selection decision should stand or if another opportunity to attend a County Player Pathway Programme Selection event or activity should be made available to the athlete by the County Netball Association. England Netball's decision on any appeal is final.
9.	**Review Process**	SSCNA County Performance group will review this Performance Identification Policy on an annual basis in consultation with the SSCNA County Committee and England Netball. Proposed changes to this policy must be approved by SSCNA County Committee. Any amendments to this policy must be given in writing to the Performance Identification panel and Performance identifiers. This policy (including any final versions or amendments) will be made available on the SSCNA website and made available to all athletes on request.
10	**Confidentiality**	All those involved in the nomination and identification process must keep confidentiality and not disclose any information regarding any aspect of the process and/or any nominated or identified athlete, unless authorise by SSCNA committee.
11	**General**	1. Insofar as it is permitted by law, South Staffordshire County Netball Association and its authorised agents do not accept liability for any loss or damage occurring as a result of the performance identification process. This shall not affect any statutory rights that are available and this shall not limit or exclude any liability that may not be excluded or limited by law. 2. If there is any reason to believe that there has been a breach of this Performance Identification Policy or any related terms and conditions, then SSCNA, at its sole discretion, may exclude any Athlete from participating in the identification process. 3. This performance identification Policy shall be governed by English law and, subject to the operation of any appeals as set out in the Appeals section above.

Appendix 1 – Glossary of Terms

Term	Definition
Athlete	Netball Players
Programme	This includes on court and off court activities for player pathway athletes
Selection Criteria	Statements relating to skills, attributes and games sense used to select into the County Player Pathway Programmes
Selection Panel	Personnel appointed by the County Netball Association to make selection decisions
County Player Development Programme Head Coach	Qualified coach appointed by the County Netball Association to deliver the County Player Development Programme, directed by England Netball
County Player Development Programme Assistance Coach	Qualified coach appointed by the County Netball Association to support the delivery of the County Player Development Programme, directed by England Netball County

County Under 15 Player Development Programme (PDP)	A weekly individualised training environment for athletes usually aged between 14-15, delivered between September and May
County Under 13 Player Development Programme (PDP)	A fortnightly individualised training environment for athletes usually aged between 12-13, delivered between September and May.
County Player Pathway Programmes	England Netball directed County Under-15 Player Development programme and County Under13 Player Development programme
County Player Development Lead	To oversee and ensure the effective delivery of County Player Pathway programmes on behalf of the County Netball Association
County Scouts	Identified trained (AIW) individuals responsible for identifying and nominating athletes to attend County Player Pathway Programmes selection events or activities
Nominators	A group of identified and trained (AIW) individuals responsible for nominating athletes to attend a County Player Pathway Programmes selection event or activity, normally consisting of the County Selector, County Scouts, County U15 PDP Head Coach, County U13 PDP Head Coach and Trained Identifiers (coaches/schoolteachers)
Trained Identifiers	Identified trained (AIW) individuals responsible for identifying and nominating athletes to attend County Player Pathway Programmes selection events or activities.
County Head Selector	An identified trained (AIW) individual with responsibility for the selection and de-selection of athletes into the County Player Pathway Programmes through selection events or activities. Appointed by County Netball Association (or a suitable deputy appointed by the Player Development Lead in the absence of the County Head Selector)

Appendix 2

Selection Criteria (roles and responsibilities of players)

SELECTION CRITERIA

Whenever selecting Players for the County Player Pathway Programme, the Selection Panel shall apply in all Screening activities:

1. Evidence of Skill or Quality
2. Demonstrate Consistency
3. Demonstrate Under Pressure
4. Demonstrate in Multiple Context with Consistency

When selecting athletes for the England Netball Player Pathway programmes, at any level the Selection Panel shall apply the core playing competencies, personal qualities and other considerations listed below:

- Movement and Ball Skills Criteria
- Invasion Games: Game sense Criteria
- Match Play: Roles and Responsibilities

MOVEMENT AND BALL SKILLS CRITERIA

Catch	Pass	Footwork	Movement Skills
One handed control Two handed control	Release point One handed and two handed From both sides	Take-off Landing Jumping Footwork Rule	Change of Pace Change of Direction Multi Directional

Take Off	Demonstrate efficient technique from a stationary and moving start • Straight movement forward and backward • Diagonal movement to the left and right

Footwork	• Demonstrate efficient running technique • Able to sprint and change direction • Side step • Speed of footwork • Recovery footwork • Working a number of combinations • Turning from a sprint movement
Jumping	• Demonstrate efficient technique • Able to jump off left or right foot • Able to jump from both feet simultaneously • Able to turn in the air
Landing	Demonstrate safe and balanced technique • Able to land on left or right foot • Able to land on both feet simultaneously • Able to pivot in all directions with outside turn
Ball Handling	• Catching 2 and 1 handed. • Passing 2 handed and 1 handed and variety. • With and without a defender

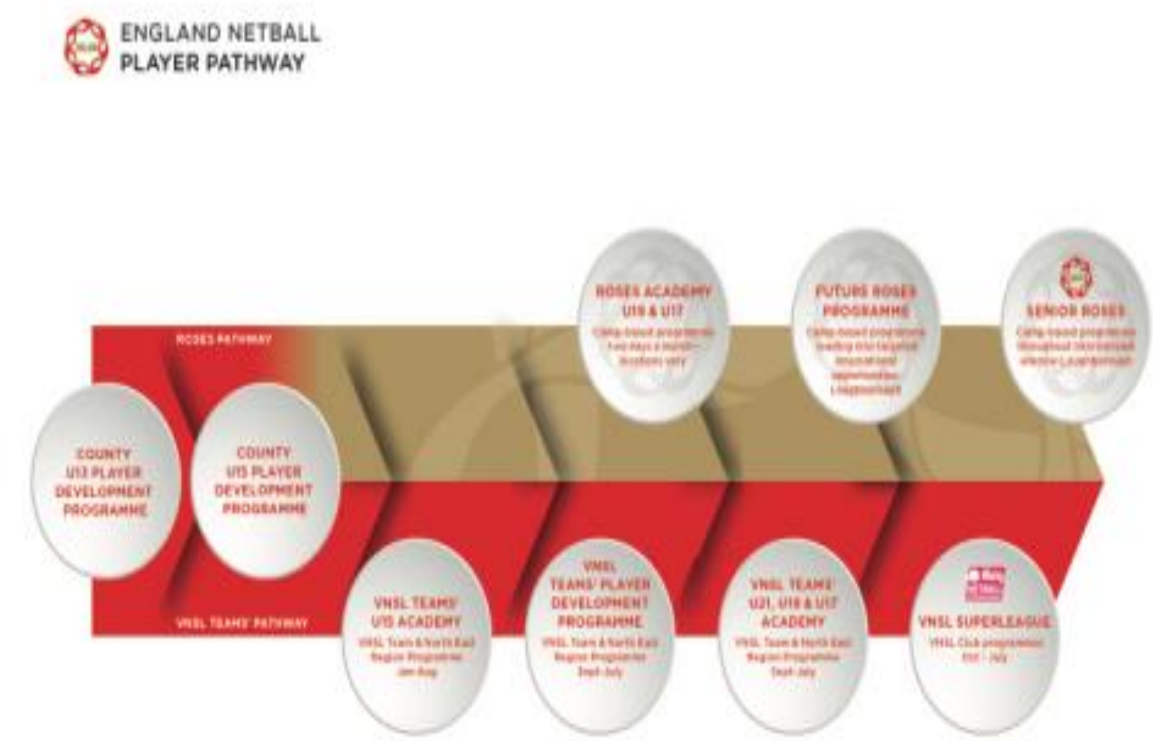
GAME SENSE CRITERIA

ATTACK	DEFENCE	BEHAVIOURS
Transition Width/Depth Options/Choices Ball Side Maintaining Possession	Transition Winning Ball Working Together Delay / Deny Opportunity	Thinking Patience Never Give Up Leadership

Match Play: Roles and Responsibilities Criteria - The ROLES & RESPONSIBILITIES *of the playing positions for* County Under 15 and Under 13 Player Development programme

	Movement and Ball Handling	Effectiveness in Position	Transition
GS	• Change direction & change of pace. • Lands balanced, turns to goal • May be inconsistent in delivering correct pass accurately. Sound catching technique.	• Confident from a range of distances. • Aiming for ≧ 80%. • Is generally available when CC hit the circle edge.	• Dictates to opponent to limit her availability through the court.
GA	• Change direction & change of pace. • Lands balanced, turns to goal • May be inconsistent in delivering correct pass accurately. Sound catching technique	• Confident from a range of distances. • Aiming for ≧ 80%. • Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required.	• Dictates to opponent to limit her availability through the court.
WA	• Change direction & change of pace. • Lands balanced, turns to goal • May be inconsistent in delivering correct pass accurately. Sound catching technique	• Is generally available 1st phase on Centre Pass when required. • Accurate feed and can keep possession. • Generally available on circle edge.	• Dictates to opponent to limit her availability through the court and may take interceptions.
C	• Change direction & change of pace. • Lands balanced, turns to goal • May be inconsistent in delivering correct pass accurately. Sound catching technique	• Deliver Centre pass. • Links and connects both attack defence. Accurate feed and possession. • Generally available on circle edge.	• Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass.
WD	• Change direction & change of pace. • Lands balanced, turns to goal • May be inconsistent in delivering correct pass accurately. Sound catching technique	• Puts pressure on receipt of WA on 1st phase of Centre pass. • Dictates WA movement in the attacking third and puts pressure on feeds. • Takes interceptions off opponent.	• Transitions from defence to attack providing option for the initial turnover
GD	• Change direction & change of pace. • Lands balanced, turns to goal • May be inconsistent in delivering correct pass accurately. Sound catching technique	• Puts pressure on receipt of GA on 1st phase of Centre pass. • Limits shot volume. • Takes interceptions off opponent. • Challenges for rebounds	• Transitions from defence to attack providing option for the initial turnover.
GK	• Change direction & change of pace. • Lands balanced, turns to goal • May be inconsistent in delivering correct pass accurately. Sound catching technique	• Dictates & restricts GS movement. • Limits shot volume. • Takes interceptions off opponent. • Challenges for rebounds	• Transitions from defence to attack providing option 1st phase. • Delivery of the back line pass with success.

Appendix 4 – England Netball Player Pathway (April 2022)



Appendix 5 – County Player Pathway Eligibility Criteria

1. Be at the correct age at the time of screening for that season.

    a. Under-13 as of 23:59 on 31st August 2025 School years 8 and below (current years 6+7)
    b. Under-15 as of 23:59 on 31st August 2025, school year 10 and below (current years 8+9)

2. Be a member of England Netball and have active membership to England Netball prior to the selection event.

3. Be a member of South Staffordshire Netball Association on Engage

4. To have completed the trial application form prior to the deadline

    a. If injured or unavailable for the set date, still complete an application form, pay the entry fee and then follow up with an email to (southstaffsnetball@outlook.com) for the attention of the County Player Development Lead with a request for an alternative date.

    b. The County Player Development Lead reserves the right to decline an alternative date if it falls outside the scope of the annual plan or if the reason for the original request was deemed unacceptable.

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