**South Staffordshire County Netball**

**Performance identification Policy**

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| **1.** | **Purpose & Scope of policy** | This performance identification policy sets out how netball athletes (Athletes) are selected by South Staffordshire County Netball Association (SSCNA) into County Academies including:   * U13 County Academy * U15 County Academy |
| **2.** | **Eligibility** | Eligibility for performance identification into the Academies must be via application.  ***Applications***  The application for all players wishing to performance identification for a place in the South Staffordshire County Netball Academies will be via:   * Nomination from Schools within South Staffordshire County * Existing Athlete on the Performance Pathway * Nomination from Clubs within South Staffordshire County |
| **3.** | **Performance identification Principles** | The following principles will be applied in the course of carrying out the Performance identification Process:-   1. Performance Identifiers will employ an open, transparent and equitable process that gives all Athletes a fair chance to challenge for performance identification. 2. Performance identification will be based on merit and the need to achieve the objectives of SSCNA 3. No Athlete should have the right or expectation to on-going performance identification for SSCNA Academies. 4. Each Performance identification Panel has the right to determine, at its sole discretion, whether it will re-select Athletes into Academies 5. Attendance at a SSCNA performance identification is only accepted if a valid SSCNA performance identification form has been submitted in accordance to the submittance criteria/date. 6. Athletes will be required to register and secure a performance identification number to their skirt/shorts for identification by Performance Identifiers. All players are identified through the performance identification process by number only. Make sure that time is allowed for the registration process and preparing to take part (hair organisation, shoe changes, jewellery removed etc). 7. After submitting a performance identification form, any athlete unable to make the performance identification day for valid reasons (injury, commitment to another event) must inform the County Performance group that they are unable to attend and give the reason. 8. Athletes will **not** be given another date to attend a performance identification event, but may be added to the Academy Reserve list if:  * They have previously been in a County Academy and the previous coach deems they are of the appropriate standard * May be asked to attend a Performance Day, should the Academy host one for the forthcoming season.  1. The SSCNA Performance Group has the right to agree that the nature of the athlete withdrawal from performance identification is valid. 2. The SSCNA Performance Group will advise the athlete of a decision within 72 hours of the meeting to discuss non-attendance or the screening date, whichever is the earliest. |
| **4.** | **Performance identification Process** | The process of performance identification for Academies:   1. Athlete performance at a performance identification event, will be observed and assessed independently against the performance identification criteria set out in this Policy. 2. Following completion of all the Performance identification Events, the relevant athletes will be nominated to be included in the Academy programme. 3. Any individual Athlete’s inclusion in SSCNA Academy Programme will be decided on a majority vote by all members of the relevant Performance identification Panel.   Designated performance identification events  These may include, but are not limited to:-   * U13 Performance identification Day * U15 Performance identification Day   Note; in the event that it has not been possible to hold the designated performance identification events (for example, due to cancellation of fixtures), the performance identifiers will utilise any such other relevant information as may be available to inform performance identification decisions |
| **5.** | **The Performance Identifiers and Membership of Performance Identification panels** | A performance identification panel will be established by SSCNA for selecting Athlete Academy squads.  The membership of the Performance identification Panel is set out below:   1. Performance identification panel members will be appointed by SSCNA Performance Group and agreed with the SSCNA Committee. 2. All Performance Identifiers including chairs will be appointed based on competency for the role. 3. All Performance Identifiers will be required to declare any conflicts of interest before the performance identification process begins. 4. There will be independently appointed chairs of performance identifiers; one will be accountable for the U13 and the second for the U15 identification. 5. All performance identification panel members, through the chair of Performance identifiers, are accountable to SSCNA Performance chair and ultimately SSCNA Committee for ensuring that this Performance identification Policy and all associated procedures are applied in a fair and appropriate manner. 6. Any individual athletes inclusion in the SSCNA Academy squads is decided on majority vote by all members of the relevant performance identification panel. |
| **6.** | **The format of the performance identification** | Athletes will be required to register and secure a performance identification number to their skirt/shorts for identification by performance identifiers. All players are identified through the performance identification process by number only. Make sure that time is allowed for the registration process and preparing to take part (hair organisation, shoe changes, jewellery removed etc).  All athletes will be allocated to a squads after the warm up and they will take part in small sided games and skills within their squad.  Following the warm-up, skills and small sided games athletes will then play in full matches of approximately 12mins in length. Teams will change each game to ensure that the performance identifiers see the athlete in as many games as possible |
| **7.** | **Appeals** | There are only two grounds for appeal within the Performance identification process. These are;   * + 1. Performance identification was not made according to the Performance identification Policy   5.1.2 There was unreasonable bias or conflict of interest in one or more members of the Performance identification Panel.  5.2 Any appeal against a performance identification decision must in the first instance be referred in writing to the South Staffordshire County Netball Performance Group (contact details available on the South Staffordshire County Netball website). This must be lodged within one week of the performance identification process. An acknowledgment of the appeal will be sent within one week and a full response given within three weeks. Any appeal against a performance identification decision that cannot be resolved by communication with the South Staffordshire County Netball Performance Group may be referred to the England Netball Performance Pathway Manager. |
| **7.** | **Injury & Replacement** | An athlete may no longer participate in a SSCNA academy if they have progressed along the Performance pathway and gained performance identification into a Super League Franchise.  An athlete may be removed from the SSCNA Academy squads in the event of:   1. Non-compliance in training 2. A violation of codes of conduct 3. No longer being fully available to participate in the Academy for which they were selected   Prior to confirmation of the de-performance identification, the Athlete or her representative will be presented with the opportunity to write to the SSCNA performance group to explain the current situation.  Any decision to de-select an athlete must be agreed with SSCNA county committee.  Written acknowledgement of the decision must be provided to the athlete or representative.  The Athlete has the right to appeal following the Appeals process above. |
| **8.** | **Performance identification Criteria** | When identifying Athletes for the SSCNA Academy Programmes, the nominated Performance identification Panel shall apply the relevant performance identification criteria. A grading of 1-4 will be applied when assessing against any and all such performance identification criteria, with 4 being the highest grading.  The panel will also consider ‘other factors;’ listed below within their final performance identification decisions and will seek to ensure subjective opinions are supported by evidence.  Other factors will include:   1. Availability of the athlete to fully participate in the Programme 2. Coachability: the athlete understands expectations and can apply learning and make changes 3. Demonstrates the ability to operate effectively within a team 4. State of fitness, health and wellbeing 5. Progress made by the athlete in the previous 12 months 6. Previous Academy attendance figures 7. 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. |
| **9.** | **Review Process** | SSCNA County Performance group will review this Performance Identification Policy on an annual basis in consultation with the SSCNA County Committee. 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. |

**Confidentiality**

All those involved in the nomination and identification process must keep confidential and not disclose any information regarding any aspect of the process and/or any nominated or identified athlete, unless authorise by SSCNA committee.

**General**

Insofar as 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.

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.

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.