



GRAFTON NETBALL ASSOCIATION

REPRESENTATIVE OFFICIALS' POLICY



1. Application of this Policy

- 1.1 This policy refers to the selection and organisation of Grafton Netball Association Representative Squads and Teams, including but not limited to:
- State Titles Squads and Teams
 - Regional League Squads and Teams
 - Development Squads and Teams
- 1.2 The purpose of this policy is to promote the following:
- Consistency across all levels of selection;
 - Transparency in selection criteria and processes;
 - Flexibility to respond to selection situations in a fair manner.
- 1.3 Team Officials for Representative Teams will consist of the following:
- Team Coach;
 - Team Manager;
 - Assistant coach (if available).
- 1.4. Team Officials for Development Squads will consist of the following:
- Squad Coach – approximately 1 per 10 athletes;
 - Squad Manager - approximately 1 per 10 athletes.

2. Representative Coach Selection

- 2.1 Nominations for representative coaches will open in July and close in August for the following year. Completed nomination forms are to be forwarded to Grafton Netball Association. Exact dates will be confirmed each year by Grafton Netball Association.

Nominations will be called for:

- 11 years Development Squad
- 12 years representative team
- 13 years representative team
- 14 years representative team
- 15 years representative team
- 17 years representative team
- Opens representative team
- Regional League team
- Assistant coaches

- 2.2 Representative coaches will be selected annually. The appointment term is for the representative season.
- 2.3 Grafton Netball Association will advertise the roles for all coaches on its website and Facebook.
- 2.4 Applications will be reviewed by the Coaching Selection Panel. Applicants may be required to attend an interview with the Grafton Netball Association Coaching Selection Panel either in person or over the phone and references may be checked. The most suitable applicant for each team, as determined by the panel, will be appointed. If there is deemed to be no suitable applicant for a team, then no appointment will be made. An unsuitable applicant will not be appointed even if there are no other applications.

- 2.5 Applicants will be required to list a first and second preference on the form. An applicant's first preference will be take priority over another applicant's second preference. An applicant's second preference will only be considered if there are still open positions after all the first preferences have been allocated.
- 2.6 After the initial appointments have been made, if there are teams without a Head Coach, unsuccessful, suitable applicants will be given the opportunity to re-apply for these positions. Should there be any teams without a Head Coach after this process, the roles will be re-advertised.
- 2.7 The Selection Panel will be under no obligation to provide reasons for its selection decisions, although it may elect to do so at its discretion.
- 2.8 All applicants will be advised of the outcome of the selection process via email by the Selection Panel. Appointments will be published on the Grafton Netball Association website and Facebook.
- 2.9 All applicants must be registered members of Netball NSW.
- 2.10 Representative head coaches must hold a Development Coaching Accreditation as a minimum. Assistant coaches must hold a Foundation Coaching Accreditation as a minimum.
- 2.11 Coaches must hold a valid Working with Children Check and details need to be provided upon request.
- 2.12 Head coaches must be aged eighteen years or older.
- 2.13 Applicants are required to declare any conflict of interest in relation to the position they nominate for. It is preferable that parents of athletes are not appointed to coaching positions of their child's team.
- 2.14 Coaches nominating for teams from 12 to 15 years are limited to two years coaching the same team. If there are no suitable nominations for coach of a team, the same coach can be appointed for a third consecutive year. For example, if a person coaches 12 years in 2109 and then 13 years in 2020, they cannot coach the 14 years in 2021 unless there are no other suitable nominations.
- 2.15 Assistant coaches will be appointed by the Coaching Selection Panel to a team they deem suitable, upon the agreement with the Head Coach.
- 2.16 First year Representative Coaches shall be appointed a mentor coach for that season.
- 2.17 For more information on the requirements of this role please go to the Grafton Netball Association website. Under the tab "GNA info and awards", scroll down to "Volunteer Roles".

3. Representative Coaching Selection Panel

- 3.1 The Coaching Selection Panel will consist of three current financial members of the Grafton Netball Association.
- 3.2 It is preferred that Selectors hold a Coaching accreditation.
- 3.3 Nominations from people with Coaching and Playing experience at Representative level and who uphold the values of Grafton Netball will be looked favourably upon.
- 3.4 Members of the Coaching Selection Panel are required to complete the Select for Success online course.
- 3.5 Nominations for the Representative Coaching Selection Panel will open in July and will close before the commencement of the August monthly meeting.
- 3.6 If more than three members have nominated, the Council will vote at the August meeting for the three nominees that are most qualified.
- 3.7 Applicants are required to declare if they also intend to submit / have submitted a nomination form for a Representative coaching position.
- 3.8 Should an elected panel member submit a nomination for a Representative coaching position, that member shall be excused from discussions regarding the team/s they have nominated for. In this case, the member's position shall be taken by the President of Grafton Netball Association, or their nominated representative.
- 3.9 The Representative Liaison Officer will convene the Selection Panel to oversee the selection process ie, arrange, organise and chair meetings, facilitate discussions and decision making, and ensure the Selection Policy is adhered to. The Selection Panel Convenor will not have any voting rights during the selection process.
- 3.10 All members of the Selection Panel are required to sign a Grafton Netball Association confidentiality agreement.

4. Representative Team Selection Panel

- 4.1 Nominations for the Representative Team Selection Panel will open in August and will close at the September monthly meeting. If voting needs to be carried out, it will take place at the October meeting.
- 4.2 The Selection Panel will be made up of the relevant team coach, plus up to three members. with relevant experience. The committee will have a maximum of four members.
- 4.3 Selection Panel Members will be registered members of Netball NSW.

- 4.4 Selection Panel Members are required to hold their Development Coaching Accreditation as a minimum and have experience in coaching Club and / or Representative teams or higher.
- 4.5 Members of the players Selection Panel are required to complete the Select for Success online course.
- 4.6 It is preferred that Selection Panel Members have experience in selection for Representative teams or higher and an understanding of high-performance pathways.
- 4.7 If a member of the Selection Panel has a conflict of interest (eg a parent of an athlete trialling), the President of Grafton Netball Association, or their nominated representative, will replace the panel member for that particular team selection.
- 4.8 The Representative Liaison Officer will convene the Selection Panel to oversee the selection process ie, arrange, organise and chair meetings, facilitate discussions and decision making, and ensure the Selection Policy is adhered to. The Selection Panel Convenor will not have any voting rights during the selection process.
- 4.9 All final selections will be made based on the decision of the majority of the Selection Panel.
- 4.10 The decision of the Selection Panel shall be final and binding.
- 4.11 All members of the Selection Panel are required to sign a Grafton Netball Association confidentiality agreement.
- 4.12 Selectors will not discuss selection matters outside official selection meetings, without the permission of the Executive Committee.

5. Managers

- 5.1 Nominations for Managers for representative teams will open in August. If voting needs to be carried out, it will take place at the October meeting.
- 5.2 Grafton Netball Association will advertise the roles for all team Managers via its website and Facebook.
- 5.3 Managers must hold a valid Working with Children Check and details need to be provided upon request.
- 5.4 For more information on the requirements of this role please go to the Grafton netball Association website. Under the tab "GNA info and awards", scroll down to "Volunteer Roles".

6. Umpires

- 6.1 All umpires will be required to wear a white shirt when umpiring at carnivals and all-white at State Titles.
- 6.2 Umpires will be given as much notice as possible of their umpiring duties for all local carnivals.
- 6.3 Umpires will be paid up to \$100 per day to attend State Titles, and any umpires travelling and staying with the Grafton Netball Teams will have their accommodation and travel paid for.
- 6.4 If there is a need to source Umpires for State Titles from elsewhere, Grafton Netball Association Umpires' Convenor will assist the Representative Liaison Officer to utilise our Umpire Buddy, Netball NSWs' App Slack or the Umpires' Convenor from external associations.
- 6.5 Umpires, provided and paid for by the Association, are required to conduct all games in appropriate attire. Whilst the umpire's decisions may not always be agreeable to all participants and spectators, their decisions are final. The umpire has the power to caution and eject spectators, players, and coaches and/or terminate the game if necessary. Complaints regarding umpire performance should not be directed to the umpire on the court either during or after the game but should be directed to the Umpire's Convenor.

7. Appeals

- 7.1 When an appeal is sought, the person seeking the appeal shall send their request in writing via email to grafton.netball@bigpond.com. This request will then be forwarded to the relevant Committee / Panel.
- 7.2 A decision will be made by the relevant Committee / Panel and no further correspondence will be entered into.
- 7.3 The appeal will only be considered if it is in relation to the process of the decision, not the actual decision itself.

8. Extenuating Circumstances

Extenuating circumstances may be considered at the complete discretion of the Grafton Executive Committee.