



Trials & Selection Policy

Note – this policy informs Trials & post trials procedures for selection to all Grades from Senior to Sub Primary

Oakdale Netball Club is a pathways club to the Premier League through Phoenix Netball. It is a club that is held in high regard and consistently has high representation in every grade in AMND Winter and City Night competitions. In particular, teams represent in the first division of every grade including AMND League, Inter 1, Junior 1, Sub Junior 1 and Primary 1.

The club's development programs and its pathway status to Premier League attract additional players to the club from a variety of clubs ensuring a strong depth of player ability. High numbers of players trial across all grades and are placed in teams according to the availability of coaches. The Club has a maximum capacity of 30 teams across all grades.

From season to season players progress to new teams and divisions. Their placement is affected by a number of conditions including:

- Their skill development relative to other players competing for the same position;
- Relative changes in physical development and agility;
- Maturity in decision making;
- Different skills, abilities and understandings required in a higher grade if trialling in that grade for the first time;
- Observed potential for flexibility and quick response to change;
- The skills and abilities of players who are new to the club including Talent Identified (TID players creating pressure on available places (Refer Section 5 for TID details). Please refer to separate Recruitment and Talent ID Policy for further information.

1. Registrations:

- 1.1 Trial forms are available on the club's website. This includes information for trials.
- 1.2 Trials registration forms with accompanying full fee are delivered to the Secretary by the due date. The Club has no Fax machine but can receive forms via email attachment. It is the registrant's responsibility to ensure that the email has been sent successfully.
- 1.3 Please note: **The club does not advise if registration forms have been received.**
- 1.4 A nominated date for closing of registrations is identified on the form and in the notice placed on the club's website.
- 1.5 **Late registrations:**
 - 1.5.1 Late registrations are classified as those received after the closing date.
 - 1.5.2 If registrations are not received by the closing date they will incur a \$25 processing fee.
 - 1.5.3 Any registration received after the first trial will be considered on an individual basis and acceptance will be at the discretion of the relevant Co-ordinator (ie Junior/Senior) and Lead Selector and/or Coaching Director. Final approval will occur in negotiation with the Vice-President Netball Operations.
 - 1.5.4 Late registrations may not necessarily be accepted if there are excessive numbers of players trialling in any particular grade. This is at the discretion of the relevant Co-ordinator (ie Junior/Senior) and Lead Selector and/or Coaching Director. Final approval will occur in negotiation with the Vice President Netball Operations Oakdale Executive.
- 1.6 Players nominating above age
 - 1.6.1 It is generally recommended that a player trials in her age grade unless she is of outstanding skill development for her age. The Coaching Director in consultation with the Lead Coaches and the Junior/Senior Coordinator will determine if this is to occur. The exception is where players are eligible to play in the next grade above in the following season (e.g. at summer trials where players will be eligible for the next age grade in Winter.
 - 1.6.2 Should a parent or player seek to have their daughter trial in a higher grade, that player must make the first team in that division in order to be offered a placement. If she is not placed in the top team in that grade, she will be placed in an appropriate team in her age grade.
 - 1.6.3 Players must clearly note on the *Registration Form* if they wish to trial for a higher age grade. It is essential that the player trial at least once in the lower age grade to enable selectors in both grades to make the best judgement possible. Trialling in both grades ensures there is an opportunity to review the player in both divisions.

2. Personnel:

- 2.1 Secretary receives registration forms and prepares registration data.
- 2.2 Trials Committee -
 - 2.2.1 Includes a Trials Coordinator and Trials Organisers for each game.
 - 2.2.2 Identify pencillors.
 - 2.2.3 Prepare all trials resources for Selectors, Pencillors and Registration desk.

- 2.2.4 Manage continuity of trials through ensuring up to date information available to Selectors & Pencillors.
- 2.2.5 Communicate with parents.
- 2.3 Selectors -
 - 2.3.1 The Lead Coach is identified as the Lead Selector.
 - 2.3.2 In absence of a Lead Coach the coach of the highest division in that grade will be invited as Lead Selector.
 - 2.3.3 Coaching Director will consider and recommend to the Trials Coordinator, any additional appropriately qualified selectors.
 - 2.3.4 The Coaching Director will be invited to participate in trials in an advisory capacity.
- 2.4 Pencillors -
 - 2.4.1 Pencillors are volunteers, normally parents and a minimum of 3 is required at each trial.
 - 2.4.2 There is a Role Statement for pencillors (available on the Club Website). Please note that if a pencillor is a parent for the grade in which their daughter is trialling there is an expectation of fulfilling the requirements of the role in an unbiased manner.
 - 2.4.3 A Lead Pencillor is required for each trial for each grade to ensure consistency of information and support for selectors.
 - 2.4.4 **Pencillors DO NOT have a role in the selection process.**
- 2.5 Junior/Senior Coordinator -
 - 2.5.1 Monitors trials processes to ensure procedures are followed and all players participate in a fair trial.
 - 2.5.2 Liaises with Lead Selector throughout the Trials process regarding any relevant matters pertaining to players, trials and selections.

3. Selection process:

- 3.1. Teams are generally selected for Sub-primary, Primary, Sub Junior and Junior grades.
- 3.2. Squads rather than teams may be selected at Senior and Inter trials for the Winter season. If this occurs, final team selections will be made prior to the Winter season through an internal trial process.
- 3.3. Trials are held annually -
 - 3.3.1 In July/August for Summer season (3 trials).
 - 3.3.2 In November for Senior/Inter Winter season (3 trials).
 - 3.3.3 In February for junior grades Winter season (3 trials).
 - 3.3.4 In the event of extreme heat the club's Heat Policy will be activated.
- 3.4 Selectors are provided with the following guidelines in making selections -
 - 3.4.1 A **total of 9 players** are to be selected for each team, with the flexibility to have 10 players in the lower 3 teams in each division.
 - 3.4.2 The best player for each position is selected first and the remaining 2 or 3 places are based on utility (GS/GA GK/GD) or combinations (work well with the different players).
 - 3.4.3 If players are new to the Club, trialling for Winter selection, they need to be placed in the top 50% of teams in that grade (e.g. if there are 6 teams in the grade then they need to make one of the top 3 teams). Players may, where numbers allow, be selected in other teams.
 - 3.4.4 In the case of players identified as having the same skill level competing for the same position in a team, play each player against the same opponent. If they are still deemed to be of equal ability then a player who is an Oakdale Club player will take precedence over a player new to the club. A Club player is defined as a player who has played 2 Winter seasons (which may or may not be consecutive).
 - 3.4.5 If 2 or more players remain of equal ability and are Oakdale Club Players further information may be sought from the relevant Coordinator.
 - 3.4.6 If there are an excessive number of players trialling for a particular grade then new players to the Club are guaranteed a minimum of 2 trials. New players to Oakdale will be advised after the second trial should they not meet the criteria for selection and be no longer required to attend the 3rd trial. These players will be given the option of going on a waiting list.
 - 3.4.7 Every effort is made to offer siblings a place in their respective grade.
 - 3.4.8 Every attempt should be made to play each player in her preferred position first trial. Those who do not will be in their first positions at the beginning of the second trial, and then should be used for basic team structure but with changing combinations, and possibly playing some players out of position.
 - 3.4.9 Every attempt is made to ensure the players do not oppose the same player continuously; the pencillors will assist with this.
 - 3.4.10 Every attempt should be made to ensure all players have equal time on court over the course of all trials.
 - 3.4.11 It may be decided by selectors that 'squads' will be formed initially (especially in the case of Seniors and Inters who trial in November) with teams identified after pre-season training. Team selection in this case will be determined by involvement in pre-season training and following internal trials.
 - 3.4.12 All trials information by each selector is required to be kept in confidence. All discussions regarding players and selections are to be kept confidential by the selectors. Each selector is asked to respect the opinions of the other selectors and maintain confidentiality and available up and until the 4th game of the coming season for possible follow up by the junior and or senior coordinators for player placement queries.

- 3.4.13 Oakdale acknowledges the importance of volunteer coaches and umpires to the successful running of the Club. Every effort is made to place players for whom parents/carers volunteer in these roles.
- 3.5 Teams –
 - 3.5.1 Team selections are nominated by selectors following the final trial.
 - 3.5.2 Team selections are handed to the Trials Coordinator.
 - 3.5.3 Selectors are asked to provide a brief summary notation of each trialling player on the Selection Summary forms.
 - 3.5.4 All records of trials including Pencillor records are maintained by the Trials Coordinator until regrading occurs.
- 3.6 The Club promotes Talent Identified Players (TID) - please refer Recruitment and TID Policy for further information (on website)

4. Internal trials:

- 4.1 Internal trials will be conducted on a 'needs basis' following the process below and or circumstances when:
 - 4.1.1 'Squads' have been deemed the best option at the end of the initial trials process (see 3.2)
 - 4.1.2 Players have declined and or withdrawn from the club and the numbers of initial players offered placements no longer meet the requirements to fulfil the team numbers (i.e. not enough players to make up at team) and or the requirements for team dynamics (i.e. preferable positions)
 - 4.1.3 Declined and or withdrawn players positions require players replacement
 - 4.1.4 Players cannot attend initial trials e.g. which may include the following:
 - 4.1.4.1 Possible player movement due to declines and or withdrawal for preferable positions
 - 4.1.4.2 Those players that did not attend initial trials due to unforeseen circumstances,
 - 4.1.4.3 Those players on the 'wait list' that did not initially receive a player offer,
 - 4.1.4.4 Those players invited to attend pre-season training.

Note: Players invited to pre-season training are those that have been discussed and approved by the relevant Co-ordinator, Lead selector and Vice President Netball Operations.

 - 4.1.5 TID players that have been approved following the TID process to attend
- 4.2 New players (not registered at the initial trials, did not attend trials and or pre-season training) must be at the discretion and approval by the Coordinator, Lead selector and Vice President Netball Operations and must include their intentions by registering with the club.
 - 4.2.1 New players that arrive at internal trials without the correct approval process will not be able to attend and or take to the court

5. Development and Player Programs/Pathways:

- 5.1 *Primary People Program (PPP)* is an opportunity for ALL primary and Sub Primary players to participate in a program over the Winter season
 - 5.1.1 The program is to designed to further develop primary and sub primary players' ability and awareness of netball, to adequately prepare primary and sub primary players for sub-junior and higher levels of netball and to foster the players enjoyment of netball
 - 5.1.2 Invited participants are all accepted Winter players in the Primary and Sub Primary divisions
 - 5.1.3 Attendance is **NOT** compulsory but is recommended as an opportunity to interact with other team members and receive coaching from other sources.
 - 5.1.4 There may be cost involved but that may be dependent on sponsorship and the club financial status
- 5.2 *Junior Development Program (JDP)* is a program available for all Junior and Sub-Junior players. This skills based program is available at designated Winter training sessions subject to availability of volunteer coaches. There is no cost to players.
- 5.3 *High Performance Squad (HPS)* is available for identified Sub Junior, Junior and Inter players. HPS is compulsory for all players in Team 1 and a number of selected players from Team 2. Every player who accepts a position in Team 1 is also accepting a position in HPS, and therefore accepting the compulsory nature of attendance at all HPS activities. Failure to attend HPS session may impact on opportunities and or a player position in Team 1. There is no cost to players.
- 5.4 *Pre-Season Winter Fitness Program for Senior and Intermediate* players is designed to plan and or prepare for the season ahead. Failure to attend session may impact on opportunities and or a player position in the AMND /A grade squad players and or the Intermediate Team 1 players. There is no cost to the participants
- 5.5 *Talent Identification Players (TID)* are players that have been nominated, discussed and approved by the Recruitment Officer and the Oakdale executive committee. Players may be invited to attend trials (when an opportunity presents itself) prior to and or after the trials process but before the final player offers and or team nominations
- 5.6 *Phoenix Pathway*
 - 5.6.1 Players selected into Phoenix Teams/and or Squad is a separate selection process from the Oakdale Trials Policy
 - 5.6.2 There is no precedent that a player's selection into the Phoenix Team and or Squad is a guarantee that the player will be offered a place in the highest team, division, grade or age group at Oakdale.
 - 5.6.3 Phoenix selectors and coach's experience, expertise and recommendation are an ongoing success of the Oakdale Phoenix Netball Club.
 - 5.6.4 Players selected to the Phoenix Team and or Squad will hold a position in an Oakdale Team.

- 5.7 All program activities are dependent on volunteer coaches, club official and supporters, sponsors, availability of venues and players commitments.
- 5.8 Further information on all the Development programs and or sponsorship can be accessed by contact the Club Secretary

6. Team ratification process:

- 6.1 Following the final trial and within 5 working days the Trials Sub Committee consisting of, the Trials Co-ordinator relevant Co-ordinator (Junior/Senior), Lead selector, Secretary and Coaching Director discuss, review and approve final team selections.
- 6.2 Trials Co-ordinator provides final team selections to Vice President Netball Operations for final ratification.

7. Team nominations/grading:

- 7.1. Advice provided by Lead Selector informs grade nominations for each team.
- 7.2. Consideration is made by Trials Sub Committee of previous player history & grading for each team before confirming selector's recommendations.
- 7.3. Secretary makes recommendations to Associations - AMND/City Night Division.
- 7.4. Secretary is advised of grade confirmations from Associations and notifies Executive and Junior & Senior Coordinators who consider any grounds for appeal.

8. Notifications:

- 8.1. Coaches are advised of their grade and team selections including contact details via email. This information is CONFIDENTIAL. Coaches will not contact players until final player acceptances have been communicated by the Secretary after the closing acceptance date. Coaches then make contact players in their team. Coaches respect the Trial Process including selection and ratification.
- 8.2 Informing players/parents -
 - 8.2.1 Secretary prepares letters notifying of team placement, team members and coach contact details; letter will include a final date for acceptance of the team placement.
 - 8.2.2 Notices of team placements are emailed to email addresses nominated on the registration form prior to the season commencing.
 - 8.2.3 All correspondence to teams Inter & below are addressed to "the Parent of ...
 - 8.2.4 Invoice for any outstanding fees is included with team selection letter.
 - 8.2.5 Whilst every effort will be made on the club's part to ensure receipt of the team placement information, the club will not accept responsibility for lack of notice due to advice of incorrect information.
 - 8.2.6 Final team placements will be confirmed on payment of season fees by the due nominated date unless alternative arrangements have been made with the Treasurer.

9. Grievance procedures:

- 9.1 Parents/players need to address any concerns regarding player placement to the Secretary in writing by mail/email oakdalesecretary@hotmail.com within one week of receipt of the placement notice.
- 9.2 The Secretary acknowledges receipt of the grievance email and refers the correspondence to the appropriate Junior or Senior Coordinator for review.
- 9.3 The Junior or Senior Coordinator will investigate details of the concern with relevant personnel involved in the selection process and prepare a single, detailed response within a timely manner (i.e. 10-14 working days).
- 9.4 Should a parent be dissatisfied with the single detailed response from the relevant Coordinator the matter will be referred to the Vice President Netball Operations.
- 9.5 Should the coordinators' investigations reveal an incorrect procedural issue, the matter will be referred to the Vice President Netball Operations and may include discussions with Executive Committee.
- 9.6 All correspondence and communication is held in confidence.
- 9.7 Parents/players seeking further clarification or information about trials and selection procedures will be referred to the relevant policies that are available on the club's website.

10. Wait listed players

- 10.1 Players who are not placed immediately to a team will be placed on a 'wait list' and invited to a team as a position becomes available. Past experience shows that several positions become available very early in the season, across all grades due to various factors.
- 10.2 Players on the "wait list" may be invited to training which may include pre-season.
- 10.3 Players will not be placed if they have not officially registered and paid the trials fee (unless otherwise negotiated with the Treasurer).

11. Registered players unable to trial

- 11.1 May be placed in a team by the Selectors in negotiation with the relevant Co-ordinator and the placement is agreed to by the Trials sub-committee.

- 11.2 May be placed in a team where they match a required position that is not able to be filled by a player who has trialed in negotiation with the relevant Co-ordinator and the placement is agreed to by the Trials sub-committee.
- 11.3 Players who do not trial may be placed if they have been identified as Talent ID as per Recruitment and TID Policy.
- 11.4 Should a player not be able to trial due to injury at all of the required trials, a medical certificate is required. This player will be tentatively placed and a review of their placement will occur once a medical clearance has been provided.

12. Late withdrawals:

- 12.1 Players may elect not to take a team position creating a vacancy in a team. A decision may be made to leave the team as it is (e.g. with 8 players). In event of a decision to adjust the team placements to accommodate the withdrawal the following process will be followed –
 - 12.1.1 The Junior or Senior Coordinator is advised by the Secretary and in turn seeks a recommendation from the Lead Selector and/or Coaching Director.
 - 12.1.2 Selectors identify the next highest qualified player to the position vacated.
 - 12.1.3 The decision is negotiated with the coordinator who advises the Secretary. Team sheets are adjusted and coaches advised.
 - 12.1.4 Parents/player involved are simultaneously advised.
- 12.2 In event of player withdrawal after season's training commences –
 - 12.2.1 The relevant Coordinator in discussion with Coaching Director and coach consider the position to be filled and identify potential available player/s to be moved into the team.
 - 12.2.2 Consultation may occur with the relevant grade Lead Selector.
 - 12.2.3 Negotiations occur with the player and parent as required.
 - 12.2.4 The Secretary is advised of the change.

13. Player movement

- 13.1 Player movement between teams is sometimes necessary following selections as players demonstrate an array of abilities within a team environment that for whatever reason they were unable to show in trials. Similarly other players may have demonstrated abilities above their usual playing abilities demonstrated in a team.
- 13.2 Team adjustments may be identified according to form/skill of players following commencement of training and up until and including the fourth week of the season's matches.
- 13.3 If coaches identify a player who is "out of place" they must speak with the Coaching Director who in turn will involve the Junior or Senior Coordinator.
- 13.4 A review process will involve the Lead Coach and appropriate coordinator observing the player/s in "action";
- 13.5 The appropriate coordinator and coach will discuss the proposed change with the player/s and/or parents (if a junior grade player) concerned
- 13.6 The coach receiving the "new" player to their team will ensure induction and team building to ensure the player is welcomed to the team.

14. Publication of this policy will be on the club's website

15. Review of Trials & Selection Policy will occur following each trial.