



Representative Selection

1. Policy objective

1.1 The objective of this policy is to provide a transparent, fair and consistent process for selecting athletes to represent Hoppers Crossing Netball Association (HCNA), while enabling selectors to form competitive and balanced representative teams.

2. Applicable athletes

2.1 This policy applies to athletes who trial, or wish to trial, for the HCNA Representative Program.

2.2 HCNA may offer representative selection in the following age groups:

- 11 & Under
- 13 & Under
- 15 & Under
- 17 & Under

2.3 Team numbers, squad sizes and competitions may vary according to registrations, athlete standard, competition availability and program requirements.

3. Eligibility to trial and represent HCNA

3.1 Athletes who meet the relevant age requirements are welcome to trial. There is no requirement to have previously played at HCNA before participating in trials.

3.2 Athletes selected in the HCNA Representative Program are required to participate in HCNA competition as directed by HCNA. Participation may be through the HCNA Saturday competition, Fast 5, or any other competition delivered by HCNA.

3.3 To be eligible for an HCNA team entered in an Open/Championship or Reserve section of the Netball Victoria Association Championships, an athlete must also satisfy the applicable Netball Victoria Association Championships eligibility requirements, including playing a minimum of four games within the 12 months before the relevant team list submission deadline.

3.4 An athlete may trial and receive a selection offer before satisfying clause 3.2 or 3.3. Any such offer remains conditional on the athlete meeting all applicable eligibility requirements by the required deadline.

3.5 Athletes must also meet applicable age, Netball Victoria registration, financial, conduct and competition eligibility requirements.

3.6 HCNA may consider a written request for exemption where permitted by the relevant governing body or competition rules.



4. Registration to trial

4.1 All athletes wishing to be considered must register through the process advertised by HCNA. Current HCNA representative athletes must also register and take part in the selection process.

4.2 HCNA may accept a late registration in exceptional circumstances or where required to meet a genuine positional or program need.

4.3 Athletes will nominate up to two preferred playing positions. Where possible, athletes will be viewed in those positions; selectors may also request an athlete to trial in another position.

5. Trial and selection process

5.1 HCNA will generally conduct multiple trial sessions for each age group. The number or format of trials may be altered because of registration numbers, venue availability, safety or program requirements.

5.2 Athletes are expected to attend the first trial and each subsequent trial to which they are invited, unless they have already received an official HCNA selection offer or have been advised otherwise.

5.3 If an athlete cannot attend due to injury, illness, school commitments or exceptional or unavoidable circumstances, HCNA must be notified as early as reasonably possible. HCNA may use other relevant evidence or provide a further assessment opportunity, but is not required to provide an alternative trial.

5.4 After each trial, an athlete may be invited to the next stage, offered a team or Training Partner position, placed on a waitlist, or advised they have not been selected.

5.5 HCNA may make staged or early offers where the Selection Panel has sufficient evidence to do so fairly. Only an official HCNA communication constitutes an offer.

5.6 Where practicable, an athlete should be observed across more than one court run or playing opportunity before being released from the selection process. This does not require an athlete to progress to a subsequent trial session. Court time and the number of trial runs do not need to be equal where athlete numbers, nominated positions or the needs of the selection process differ.

5.7 Selectors will record ratings and/or comments sufficient to support the selection process. Selection information and panel discussions are confidential.

5.8 Selection offers must be accepted within the timeframe advised by HCNA. Where an offer is declined, not accepted by the required date, or the athlete does not meet applicable eligibility, financial, conduct or program commitment requirements, HCNA may withdraw the offer and offer the position to another eligible athlete.

6. Selectors

6.1 HCNA will appoint a minimum of three suitably experienced selectors for each age group. Where practicable, at least one selector will be independent of the relevant HCNA team or coaching group.

6.2 Selectors must have appropriate netball knowledge and understand the competitive demands of the age group being selected. HCNA may consider coaching accreditation and representative-level experience when appointing selectors.

6.3 An appointed team coach may contribute to selection but must not act as the sole selector or override a majority decision of the Selection Panel.

6.4 Selection decisions will be based on majority agreement of the Selection Panel. Where a majority cannot be reached, HCNA may obtain an additional independent assessment.

6.5 The Selection Panel's decisions are final on their merits.



7. Conflict of interest

7.1 All selectors, coaches and officials involved in selection must declare any actual, perceived or potential conflict of interest before the commencement of trials, or as soon as the conflict becomes known.

7.2 A conflict of interest may include, but is not limited to:

- being a parent/carer, guardian or close relative of a trialling athlete
- having a significant personal, financial or professional relationship with an athlete or their family
- any other relationship or circumstance that could reasonably be perceived as influencing the person's judgement

Coaching or having previously coached an athlete at club or association level does not, by itself, constitute a conflict of interest.

7.3 Where a conflict is declared, HCNA will determine whether any action is required having regard to the nature and significance of the conflict. This may include noting the conflict, limiting the person's involvement in assessment, scoring, discussion or voting, or appointing an alternative selector.

7.4 Where a selector, coach or official has a direct family relationship with a trialling athlete, they must not assess, score, discuss, advocate for or vote on that athlete's selection. HCNA may appoint an alternative selector where required.

8. Team selection

8.1 Selectors will assess athletes on individual attributes, including:

- technical and position-specific skills
- physical attributes, work rate and competitiveness
- game sense, decision making and adaptability
- coachability and capacity to apply feedback
- teamwork and communication
- potential and capacity for development

8.2 Selectors will also consider team requirements, including:

- team balance and required playing positions
- playing combinations, not only individual skill
- variety of playing styles and options within the team
- positional versatility and coverage where relevant

8.3 Individual ratings are a guide to selection and do not create an automatic ranking. The strongest individual athletes may not always form the most viable or competitive team combination.

8.4 Previous HCNA selection or team placement does not guarantee future selection or placement in the same team. Current trial performance will be the primary consideration, with relevant previous performance used as supporting information where appropriate.

8.5 Where HCNA fields multiple teams in an age group, the strongest balanced team will ordinarily be selected first, followed by subsequent teams.

8.6 If a selected athlete declines or withdraws, HCNA may elevate an athlete from another team, Training Partner group or waitlist based on selector feedback, position and team requirements.

8.7 Teams may be altered before competition commences where reasonably required because of withdrawals, eligibility, injury, availability, maintained fitness or playing combinations. Any change to a confirmed team placement must be supported by documented selection or program considerations and approved through the HCNA Representative Program selection process.



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8.8 Selection queries must be submitted in writing to HCNA. HCNA may provide general feedback about the requesting athlete but will not provide another athlete's assessment, comparative ranking, confidential selector notes or panel discussions. A selection query is not an appeal simply because an athlete or parent/carer disagrees with the Selection Panel's judgement.

8.9 A concern that HCNA has not followed this policy must be submitted in writing and identify the specific procedural issue.

8.10 Where HCNA considers that a genuine procedural concern has been raised, the matter will be reviewed by a person who was not directly involved in the disputed decision, where practicable.

8.11 The review will consider whether the selection process was followed. It will not reconsider selection merit simply because there is disagreement with the Selection Panel's judgement. HCNA may take reasonable corrective action where a procedural issue is established. The outcome of the procedural review is final.

9. Training partners

9.1 HCNA may select Training Partners across any age group. Training Partners are athletes considered to have representative potential who are not selected in a playing team at that time.

9.2 Training Partners may be required to attend regular training and may be invited to matches, tournaments or development activities when requested.

9.3 Training Partner status does not guarantee match play, tournament selection or future team selection.

9.4 Training Partners may be considered for temporary or permanent vacancies based on the position required, current performance, availability and team needs.

10. Special circumstances

Hoppers Crossing Netball Association may, in using its reasonable discretion, in exceptional or extenuating circumstances, alter, vary or waive any clauses set out in this policy, to maintain or uphold the integrity of the HCNA Representative Program.