



Northern Zone BEKO Squads Selection Process

1. Introduction

Netball Northern Zone (Zone) has two teams competing in the BEKO Netball League. These teams are known as the Northern Marvels and the Northern Comets.

This situation is unique to the Northern Zone, especially when it comes to the selection of these two squads.

Zone acknowledges the necessity for careful consideration and clarity during the selection process. The first consideration is establishing an athlete's eligibility to trial, and the second, is the process of how the two squads are selected.

This document has been updated from the 2017-2018 selection policy, which involved selecting both BEKO squads from one pool of athletes.

The major difference in 2018-2019 will be a geographical split defining the areas from which teams can select their athletes. This will be clearly defined by a line separating the South and South East, from the Central, West and North areas of the Zone. The defining factor in terms of which team an athlete is eligible to trial for, will be determined by their residential address and the line separating the respective areas.

This solution provides better clarity for everyone involved and is intended to support the growth of two competitive teams who can successfully represent the Northern Zone in the BEKO Netball League. The Zone recognizes that there are still circumstances which will sit outside this format and will give this due consideration throughout the process.

What has influenced this change?

The Zone conducted a review in 2017, and 2018 across a variety of stakeholders; including athletes, coaches, management, performance support staff, franchises, netball centres and clubs. The key learnings regarding team selection are presented below, and are the drivers influencing the change to this policy.

Key Learnings

- **Team structure:** The inconsistent structure of both teams creates an inability to form a core from which to build upon year after year.
- **Performance:** There is a delay in delivering on performance plans and outcomes, created by the uncertainty as to who is eventually selected for a team. This disadvantages the coaches when considering combinations, and appropriate game styles. Furthermore, athlete development is kept in a holding pattern until teams are finalized.
- **Expectation and voluntary nature of the competition:** The expectation and voluntary nature of the competition create time, travel and performance readiness challenges. Reducing the challenges associated with these factors has been considered.

2. Geographical split

The Zone has been split into two specific areas. See Appendix B - Figure 3. This delineation was determined by natural waterways which separate the South and South East areas from the Central, West and North of Auckland. Northern Comets will select their squad from athletes who live south of this line. Northern Marvels will select their squad from athletes who live north of this line.

3. Trial Management and Administration

The Zone will oversee the trials for both BEKO squads, and this selection policy governs how selection will be managed and administered.

4. Guiding Principles for athlete selection to Northern Zone BEKO squads

- An annual commitment to the NZEPP.
- Registered with one club or school, and one netball centre in the Northern Zone.
- Deemed eligible to trial before trials commence.
- Contracted training partners for the Northern Mystics and the Northern Stars are automatically selected into the BEKO team with which their franchise is aligned.
- Apprentice training partners will trial for BEKO in the area in which they reside.
- All training partners are required to attend BEKO trials.
- The following will be taken into consideration during selection:
 - Athletes who have the experience to perform at the required level to win the BEKO Netball League.
 - Athletes who are driven to work hard in practice and training to grow their capacity.
 - Two competitive squads are selected.
 - Zone's best athletes are selected into a BEKO squad.
 - Coaches have a voice in terms of the squad that they want to select.

5. Selection Process

Phase One- NZEPP application and screening

- Athletes apply to be part of the NZEPP.
- Applicant's undergo athletic testing, functional movement screening (as required) and netball skills screening.
- NZEPP selection panel¹ consider athlete applications and offer selected athletes a position in the NZEPP.

Phase Two- NZEPP participation and shift in athletic testing and performance

¹ The NZEPP Selection Panel is comprised of the Northern Mystics Head Coach, the Northern Stars Head Coach, the Northern Marvels Head Coach, the Northern Comets Head Coach and the Northern Zone Performance Manager.

- Attendance and punctuality at NZEPP events are communicated and consistent.
- Communication with NZEPP management is early and concise.
- Noticeable shift in movement skills, games skills and game understanding are observed by NZEPP, Franchise and BEKO coaches.
- Athletic performance shifts are evidenced through monitoring and testing.

It is important to note that for a variety of reasons: such as relocation and study; some athletes who have been selected into the NZEPP cannot attend all events. Their trial eligibility and selection into a BEKO squad will be assessed on a case by case basis by the NZEPP selection panel.

Phase Three- Eligibility for BEKO trials is considered

- NZEPP athletes express an interest to trial.
- NZEPP administrator collates all athlete expressions of interests alongside historical and current information the NZEPP holds. This information will be made available to the NZEPP selection panel and should be considered alongside the criteria mentioned in phase two.
- Eligible trialists are notified.
- Any interested athletes who do not meet the trial eligibility criteria will be notified in writing of this decision and a follow-up discussion with the Northern Zone Performance Manager can be requested.
- School aged athletes: School aged athletes can express an interest in trialing for BEKO. However, no school aged athletes will trial unless the BEKO Head Coach has conducted the following analysis:
 - The athlete is ranked 1 or 2 in the position for which they are being considered.
 - The coach identifies athlete readiness through investigating the athlete's personal situation across all developmental areas and from a holistic position. This includes:
 - discussion with the social support systems and structures of the athlete;
 - preparation of a staged talent development plan for the athlete which is consistent with the findings from the coach's investigation.
 - At the conclusion of this investigation the coach must submit this plan to the Northern Zone Performance Manager who will endorse and send this to Netball New Zealand (NNZ) for consideration as per the BEKO Netball League Rules.

- Only after this process is undertaken will Zone agree to allow a secondary school athlete to trial for a BEKO squad.
- It is the responsibility of the Netball Northern Zone Performance Manager to oversee this process.

Phase Four- Fitness Testing & Trials

- Eligible athletes undergo athletic testing prior to BEKO trials.
- These testing results alongside any information obtained in phase one, two or three of this policy will be provided to the following groups and considered during the selection process.
 - Northern Marvels Selection Panel
 - Northern Comets Selection Panel
- The Northern Marvels Selection Panel is comprised of the Marvels Head Coach, Assistant Coach and the Northern Mystics Head Coach.
- The Northern Comets Selection Panel is comprised of the Comets Head Coach, Assistant Coach and the Northern Stars Head Coach.
- Trials will be made up of game play.
- Trial process for the day is outlined in appendix A.

An independent selection panel, known as the Northern Zone BEKO selection panel (NZBSP) has been in place for the past two years. This panel will remain in place as an advisory group to the Northern Zone Performance Manager during the selection process. The NZBSP is made up of at least three people who have selection experience at the BEKO level or above and are familiar with Zone's best athletes.

Phase Five- Selection

The aim of the trial process is two-fold:

- to ensure both BEKO teams are competitive.
- to ensure the best Northern Zone athletes are selected into a BEKO squad.

From NZEPP Block 2, 2018: athlete's train at the NZEPP hub in the area in which they reside. (e.g., athlete's living North of the dividing line (see Appendix B - Figure 3), will train at the North / West hub, and athlete's living South of the dividing line will train at the South/ South East hub.

During this period, the BEKO selection panel for that hub, will coach and observe the athletes they want to consider for their teams.

Trials will then be run in three stages:

- Stage one:
 - All eligible NZEPP athlete's trial for the BEKO team in their area.
 - Both team's trial on the same day/s.
 - BEKO selection panels will select the core (up to 10 players) of their squads.
 - All trialists will be advised as to whether they have been selected as part of their respective squad.
 - Non-selected athletes will then go back into their respective pools.
- Stage two:
 - The BEKO Head Coaches from both teams can review the total pool of non-selected athletes.
 - If either Head Coach can see an opportunity for an athlete who is in the opposite pool, to trial and be successful within their team they may request a transfer for that athlete. This request must include:
 - Context and clarity behind their request.
 - Understanding of where the Head Coach sees each athlete's all-round development.
 - Understanding of how they plan to develop each athlete for future High Performance and how they fit with their existing combinations.
 - The transfer request must be made to the Northern Zone Performance Manager, who will consult with the Head Coach from the other team, as well as speak to the athlete in question.

- No one, other than the Northern Zone Performance Manager is to do this.
- The Northern Zone Performance Manager will consult with the NZBSP during this process and finalize a decision on the transfer.
- If the athlete transfers to the opposite area they will begin training at that hub, immediately.
- Stage three:
 - Both hubs will conduct a second trial on the same day, from which they will select the remaining athletes for their squad.

BEKO squads can select up to 16 athletes. This may include athletes who require an exemption to play in the BEKO Netball League, from Netball New Zealand. The Zone will apply for exemptions for these athletes on a case by case basis in consultation with the Head Coach who has selected the athlete. If an exemption is not granted, the Head Coach of the squad affected can select another athlete from the eligible BEKO trialists or the NZEPP athlete pool.

6. Role of the Selectors

The principles above must remain at the forefront of all selection decisions.

The Northern Marvels Selection Panel is responsible for selecting up to 16 of the Northern Zone's best athletes who will represent the Northern Marvels in the 2019 BEKO Netball League Competition.

The Northern Comets Selection Panel is responsible for selecting up to 16 of the Northern Zone's best athletes who will represent the Northern Comets in the 2019 BEKO Netball League Competition.

The Northern Zone BEKO Selection Panel (NZBSP) is responsible for advising and guiding decision making throughout the selection process.

The Northern Zone Performance Manager will oversee the selection process.

Acknowledging personal and professional relationships prior to trials

Close personal and professional relationships may exist between some selectors, coaches and athletes who are involved with BEKO trials. This situation may arise through a family relationship or involvement

with the same club, school or netball centre representative teams. Where a BEKO selector or coach identifies a relationship of this type they should disclose this to the Northern Zone Performance Manager who will assess what impact the relationship may have on the trial process. Steps to manage any conflicts of interest will be put in place to ensure the integrity of the trial process.

7. Unavailable athletes

NZEPP athletes may make themselves unavailable for selection. Unavailability occurs for many reasons, both personal and professional. If during a BEKO campaign a previously unavailable athlete becomes available, she may be reconsidered for BEKO squad selection. This can only occur where there is a vacant position in a BEKO squad.

8. Replacement athletes in either Northern Zone BEKO squad

The Head Coaches will look at non-selected athletes who are part of the NZEPP athletes first. Performance readiness and the positional requirements of the BEKO squad will be the first consideration. Decisions about who and when to select new athletes into either one of the BEKO squads will be at the discretion of the Northern Zone Performance Manager and the principles which guide the NZEPP will be at the forefront of those decisions.

9. 2018-2019 Timeline for each Phase

Phase	Date
Phase One	8 October – 18 November 2018
Phase Two	19 November to 15 January 2019
Phase Three	19 November to 15 January 2019
Phase Four	19 November to 15 January 2019
Phase Five	Stage One: 5 December 2018 Stage Two: Complete before 14 January 2019 Stage Three: 16 & 19 January 2019

Appendix A

Trial Process on the day

- Prior to trials the respective selection panels will prepare their team trial lists.
- NZEPP and BEKO Managers will organize and prepare trial venues with the following:
 - Umpires
 - Timers
 - Bibs and Balls
 - Trial sheets for each game as determined by the selection panels
 - Appropriate food and refreshments
- Trial games will be conducted in the following format:

Date	Game Format
<u>Wednesday 5</u> <u>December 2018</u>	15mins x as required
<u>Wednesday 16</u> <u>January 2019</u>	15mins x as required
<u>Saturday 19</u> <u>January 2019</u>	15mins x as required

Appendix B



Figure 1 – Netball Northern Zone's Region



Figure 2 – Snapshot of the Central and Southern regions in Auckland



Figure 3 – Geographical delineation of the Northern Comets and Northern Marvels catchment areas