



# Cowra Netball Association

## Representative Selection Policy & Procedure

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### 1. Purpose

The purpose of this policy is to provide a transparent, fair, and consistent process for the selection of representative players, coaches, and managers within Cowra Netball Association (CNA).

This policy ensures that all players are given equal opportunity to trial, that selections are based on performance and suitability, and that the development of our representative program is supported by clear procedures.

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### 2. Scope

This policy applies to all players, coaches, managers, selectors, and committee members involved in CNA's representative program across the 10–17 years and Opens age groups.

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### 3. Trial Dates & Scheduling

- **Two (2) trial dates** will be scheduled for each age group, held a minimum of **two weeks apart**.
  - **10s through to Open's**: Trials will occur in the year prior to the representative season, after the completion of the CNA winter competition.
  - If a trial requires rescheduling, **a minimum of two (2) weeks' notice** will be provided to all applicants, unless all parties are agreeable to a shorter timeframe.
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### 4. Selection Committee

- An **Independent Selection Committee** will be appointed by CNA.
  - The committee will consist of at least three (3) selectors, with a mix of coaching and netball knowledge, independent of the teams being selected.
  - Selectors are responsible for assessing players on performance, skills, attitude, and potential for development.
  - Where possible, selectors will rotate between age groups to ensure impartiality.
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### 5. Trial Process

- Each player must nominate their preferred playing position when registering for trials.
  - Every effort will be made to allow players to be observed in their **nominated position(s)** during trials.
  - Players will be assessed on:
    - Technical skills (passing, shooting, defending, footwork)
    - Game play awareness and decision making
    - Fitness and work rate
    - Teamwork, communication, and coachability
    - Attitude and sportsmanship
  - A minimum of two trial sessions will be used for assessment before teams are finalised.
  - Selectors may invite players to an additional trial if clarification is required.
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### 6. Notification of Selections

- Players will be notified of selection outcomes within one week of the final trial.
  - Selected players must confirm acceptance within the timeframe stated by CNA and in line with the CNA Representative Player Acceptance Policy.
  - Failure to confirm within the timeframe may result in the position being offered to another player.
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### 7. Coaches & Managers

- Expressions of Interest (EOIs) for team **coaches** and **managers** will be sought prior to trials.
  - Appointments are made by CNA based on qualifications, experience, and suitability.
  - Acceptance of coach and manager positions is **provisional** and **may be dependent on the final team selected**. Acceptance may be withdrawn by either party at this stage **without penalty**.
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### 8. Player Development & Reviews

- At the conclusion of the representative season (post-State Titles), **coaches and managers** are required to complete a **Player Performance Review** for each player, including:
    - Attendance at training and matches
    - Effort and commitment
    - Skills development and performance
    - Attitude, teamwork, and sportsmanship
  - Reviews will be submitted to CNA and used as a tool to highlight players for future development and consideration at the following season's trials.
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### 9. Appeals

- Any appeals regarding the selection process must be submitted in writing to the CNA Executive Committee within 7 days of notification of selection outcomes.
  - Appeals will only be considered on the basis that the **policy and procedures outlined herein were not followed**.
  - The decision of the CNA Executive Committee is final.
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### 10. Policy Review

- This policy will be reviewed annually by the CNA Executive Committee to ensure it remains effective, transparent, and supportive of player development.
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**Approved by:** Cowra Netball Association Executive Committee

**Effective from:** 12<sup>th</sup> November 2025