



Trial and Selection Policy

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Mission Statement

The Matrics Netball Club aims to participate successfully in Netball SA competitions through the development of an environment and culture that supports, encourages and recognises the needs and contributions of all our members.

Vision Statement

Promote a healthy Club spirit for our members' to be their best, both on and off the netball court.

Trial and Selection Policy

The Matrics Netball Club is proud to offer exceptional netball development pathways for players of all levels, from beginners to elite athletes. With our strong focus on skill development, team dynamics, and player progression, we provide an environment where players can thrive.

Our Premier and Super League teams, along with our comprehensive coaching structure, ensure that every player has the opportunity to reach their full potential, while being supported by experienced coaches, a passionate community and a commitment to excellence in all aspects of the sport

1. Inclusion Statement

The Matrics Netball Club (the 'Club') recognises the 7 Pillars of Inclusion 'Play by the Rules' programme - a safe, fair, inclusive environment in sport and recreation. It encourages players with a disability to participate in the Club's C6 netball team and warmly welcomes players from diverse backgrounds to participate in the sport. The Club has an open policy in not aligning to any school, Local Government metropolitan region or any particular cultural background.

2. Player Registration

- a. All players must register for each season online via the Player HQ website by the nominated date for closing of registrations.
- b. All players will be requested through the nomination process, to advise of their preferred positions.
- c. All registrations require payment of fees prior to acceptance of the registration.
- d. Any registration requests past the closing date will be assessed and accepted at the discretion of the Trials Registrar and Club Secretary with support of the Director of Coaching.
- e. If a player is not placed in a team, a refund of the total fee will be provided minus a fee for administrative costs.
- f. If a player is placed in a team and subsequently withdraws, no refund of fees will be available, unless this is approved by the Board.

3. Team Principles

- a. Regular Players are considered those that have played at least 3 consecutive Winter seasons (Primary and above) for the Matrics Netball Club. All regular players are not guaranteed selection, however, will be prioritised for team selection over new players of a similar standard, taking into consideration positions, team composition and player behaviour at trials.
- b. Any regular player that has not been selected in a team must be referred to the Board with justification for their non-selection.

4. Age Group Criteria - Sub Primary (9U) to Intermediate (17U)

- a. Players must trial in their own age group unless INVITED to trial in the older age group
 - i. Invited players are 'outstanding' players in their own age group
 - ii. Invitation is discussed between both Head Selectors before trial day
 - iii. Invitation may occur during the first or subsequent trial weeks
- b. The invitation is decided before or between the trial dates to allow the Head Selector reasonable time to include the player/s in games at the following trial
- c. An 'invited' player MUST have at least 2 games in the older age group
- d. A player MUST be selected in the top team of the older age group to be offered a position in that older age group
- e. Club may nominate the division one team to play in the higher age group to support player progression. This is at the discretion of Director of Coaching, Division Head Coach and Netball SA.
- f. A pre-trial may occur for either the Summer or Winter season, if there are 20 or more players trialling within a specific age group, that are considered new players. New players are those who have not played in last 2 years. Pre-trial includes both skills and trial games.

5. Trials

- a. Winter and Summer trials are held in February and August over two or three sessions as determined by the Director of Coaching.
- b. Selection trial dates will be advised at least four weeks prior to the trials. A minimum of two selection dates will be advertised and conducted for every Division. A third date may be announced in the event of weather-related changes.
- c. Trial dates will be advised to all existing members through email, the Club website, the Club's closed and external Facebook pages, Instagram and Team Stack App.
- d. Players who are unable to attend or participate in selections due to extenuating circumstance, illness or injury, must submit their inability to attend in writing to registrar@matricsnetball.com.au. This request will be subsequently forwarded to the Division Head Coach for consideration in the team selection process.
- e. Selection in a Summer Team does not mean automatic selection in a team for Winter OR an equivalent grading expectation for Winter as Summer grading.
- f. All players attending selection trials must be appropriately attired and ready to start at the scheduled start time. Players are responsible for maintaining their readiness to participate through warm up activities.
- g. Each player will participate in the trials in the positions they have nominated through the registration process. They will be provided a number that will be used to identify the player for the duration of the trial.
- h. All players will play a minimum of 3 games at each trial day, and at least once in their preferred positions.
- i. Each selection trial will consist of multiple matches of 10 minutes each. Players are responsible for knowing their game schedule and being available at the commencement of their allocated trial game.
- j. There will be a short break between games to prepare playing positions for the next game and to allow for game changeover.

- k. Players may be asked by selectors to play additional games in an alternate position, i.e., if there are insufficient players in other positions to fill all game requirements.
- l. Some players will play additional games depending on the number of players registered to trial in certain positions, or the selectors need to assess certain combinations of players through the trials process.
- m. Players will be grouped for the trials based on assessed data from prior seasons (regular players) and trial performance.
- n. Trial groupings will consist of a higher and lower grade grouping and players may move between them during the trial process. A formal review will occur between the two trials to assess trialists performance (from the first trial) and to ensure accuracy of grouping.
- o. Players entering a new age group will begin trials in the lower grade grouping unless:
 - i. they are from a division one or two team
 - ii. have played up in the age group in division 1-4 in previous season
 - iii. are an 'identified talented player'
- p. New players to the club will be included in groupings based on their previous netball experience and achievements that has been made available through the registration process.
- q. Parents, guardians or players are not to converse with the Selectors before, during or after the selection trials. If necessary, the designated scribe for the division can be approached.
- r. No feedback will be provided to players or family members regarding individual player performance through the trial process including post selection.
- s. All grievances are to be raised in accordance with the Grievance Policy and Procedure.

6. Selection Panels

- a. Age Group Head Coach for each age group are identified by the Director of Coaching and approved by the Board. The Age Group Head Coach will ideally be the Head Selector and chair of the selection panel for the relevant Age Group during the trials, unless otherwise approved by the Board.
- b. In absence of an Age Group Head Coach a suitable Head Selector would be identified by the Director of Coaching with oversight by the Board.
- c. All Head Selectors will hold a minimum development coaching accreditation
- d. The Selection Panel for each age group, is to comprise (where available) of 3 Selectors - Age Group Head Coach, Division One Coach and up to 4 Co-Selectors.
- e. Co-Selectors can be identified by either the Director of Coaching Director or Age Group Head Coaches with final approval to be obtained by the Board. Co-Selectors may be:
 - i. A Coach of the Club (coaching accreditation desired)
 - ii. Premier League Players
 - iii. Club members with demonstrated netball experience
 - iv. A nominated independent Club person with demonstrated netball experience

- f. Where there are 2 or more trial courts, the Head Selector will oversee one court, and additional selectors will be appointed. The selectors and or players will rotate across courts as required to make adequate assessments.
- g. A scribe and runner will be available for each trial as appointed by the Director of Coaching.

7. Selection Panel Responsibilities

- a. Decisions on player selection will be based on trial ratings, feedback and past data.
- b. The Head Selector is responsible for collating selector ratings, considering selector recommendations and making the final decisions regarding team placements.
- c. The Head Selector will present the selected teams and placement decisions to the Selections Review Panel (comprising the Age Group Head Coach, the Director of Coaching, the Premier League Head Coach and the Trials Registrar).
- d. A Selector with a conflict of interest must notify the Director of Coaching and the Trials Registrar as soon as they become aware of its existence. Conflicts of interest are not encouraged, however a final decision to remove a selector from the Selection Panel will be determined after consultation with the Director of Coaching and Board approval. Conflicts of interest are considered those that may impeded on your ability to be impartial and objective and may include but not limited to a player being coached 1:1 by a selector, a close relationship and / or a relative.
- e. Selectors with declared conflicts cannot vote or comment on the placement of the player in question and placement should be made without their input.
- f. Selectors are required to document all reasons for selection and non-selection of players and provide to the Board if requested to do so at the conclusion of selections. This documentation should include reference to but are not limited to:
 - i. Skill level
 - ii. Areas for improvement
 - iii. Attitude and commitment
 - iv. Team balance
- g. Selectors will receive a list of all players who are intending to trial, their age, positions played both in previous season and positions trialling for at the current trial and past season placement; this will be supplied by the Trials Registrar to the Age Group Head Coaches of each Division and shared with the Selectors.
- h. Head Selectors will also receive additional player skills assessment (from previous season coaches), state team representation if applicable and details of previous season awards won (B&F / Stars in the Heart). For new players, grades played at other clubs and will be considered.
- i. Head Selectors must maintain sufficient records of each player who trials in line with the Club Trials Process. Records will be kept until 4 weeks post the commencement of any season to assist with player movements or grievance resolution.
- j. Selectors will attend all selection activities as deemed necessary and act with integrity and objectivity in all aspects of the selection process and policy.
- k. Selectors will ensure that all selection materials, discussions and meetings remain confidential to the Selection Panel and relevant Club Officials.

8. Selection Process

- a. For all teams 9 or 10 players will be selected in each team. This ensures that players returning from long-term injury can be accommodated and there is adequate player coverage over the season due to planned absence or injury.
- b. Team numbers will be subject to Board and Director of Coaching approval.
- c. Players will not be “pre-selected” to teams or positions prior to selection trial dates.
- d. The best player in the combined Selectors’ judgment for each position is selected first and the remaining 2 places are based on utility (e.g. GS / GA; GK / GD) or combinations that work well together.
- e. All teams will comprise of at least two players for each position (per the player nomination) to ensure team balance and coverage. If the Selectors have chosen a player for a position that they have not nominated for, this must be escalated to the Director of Coaching for approval, with reasons documented and forwarded to the Trials Registrar for future reference.
- f. Players will be primarily assessed on trial performance, but selection will also take into consideration player history and player assessments provided by coaches on a player’s previous performance and assessed skills. Coach assessments are attained by feedback forms provided prior to the trials processes and coaches are not involved in the selection unless there are a nominated selector.
- g. Players current and previous team selection will be considered and if a player is placed outside two divisions within the same age group i.e. higher or lower than their most recent selection in the age group, the selectors will review that placement before final selection.
- h. Assessed skills will include those commensurate with nominated positions, in addition to the expected skills for each division, including but not limited to:
 - ball handling
 - footwork
 - leading
 - shooting accuracy
 - decision making
 - court awareness and movement
 - ability to attack and defend

Additional guidance for identifying age-appropriate skills to positions is included in the Netball Australia Selectors Resource Document which are made available to all selectors.

- i. Each subsequent team positions in a grade are filled in the same way unless there is a shortage of players for a particular position in which case the Selectors will base their decision on the ability of a player to adapt more readily to a new position.
- j. Player’s initiative, attitude, ability to adapt to different positions and play with different people and enthusiasm at the trials will also be taken into consideration. All players’ names and grades are to be passed to the Trials Registrar for ratification and notification of team placement by the Head Selector. This should be completed within seven days of the last trial.
- k. In the case of players identified as having the same skill level competing for the same position in a team, each player will be played opposite the same opponent.
- l. If they are still deemed to be of equal ability, then a player who is a current Matrics player will be selected over a player new to the Club or a sub-age player.

9. Team Selection

To ensure every player who trials for the Club is given equal opportunity in the selection process:

- a. All players will attend trials on the dates nominated unless advised otherwise.
- b. If any player cannot attend any of the trials, he/she must notify the Trials Registrar.
- c. The best person for each position will be selected.
- d. In all grades the selectors will choose the best players for each position. The team will be structured according to the ability of the available players and no player is guaranteed a position.
- e. Any players that have moved into a new age group (i.e., from Primary to Sub-Junior, Sub-Junior to Junior, Junior to Inters), or who are new players to the club, that have been placed in the top 2 teams, must have their selection endorsed by the Director of Coaching; with Board oversight.
- f. A player who is not available for trials may be placed in a team by the Head Selector if the players' playing history and recognised skills and abilities are well known to the Director of Coaching and Head Selector.

10. Talented Identified Player

- a. A Talented Identified Player who is new to the club maybe granted an exemption to the trial process at the discretion of the Director of Coaching.
- b. Players may be placed in a team if they have been identified as a Talented Identified Player by the Club. However, if that player is to be placed in the top two teams of any age group, this is placement is subject to Board approval and Section 11 applies.
- c. A player who is identified by the Age Group Coach, Division One Coach and or Coaching Director: -
 - may participate in the final trial if they miss the initial trial(s).
 - who did not participate in the trials may be placed in a team according to an identified need or emerging vacancy.
 - may not replace a player in that team who has trialled unless approved by the Board. If this occurs, the player is to be placed in a team where they match a required position that is not able to be filled by a player who has trialled and has been selected.

11.Team Placement

- a. Players will be advised of their final team placement no later than 14 days after the last trial.
- b. Team placements will be advised by the Trial Registrar via the email address identified through the registration process, or other means as may be approved by the Board.
- c. 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.

12. Late Withdrawals

- a. Players may elect not to take a team position thereby creating a vacancy in a team. A decision may be made to leave the team as it is (e.g. with 8 -9 players).
- b. In event of a decision to adjust the team placements to accommodate the withdrawal the following process applies: -
 - Prior to the commencement of the first training session, the Head Selector will identify the next highest qualified player to the position vacated and advise the Trials Registrar of this movement. The player, and if necessary, the parents will be advised along with coaches of that division.
 - Players from the waitlist will be identified by the Head Selector to fill positions if necessary.
- c. In event of a player withdrawal after the season's training has commenced, the Head Coach and Team Coaches involved will consider the position to be filled and identify any potential player/s to be moved to the higher team. The Trials Registrar will be advised of the change along with the player, and if necessary, the parents.

13.Player Reviews - Post trials

- a. Player placement reviews between teams is at times deemed to be necessary following selections. Team adjustments may therefore be required following commencement of training and according to the form / skill of players as assessed by Team Coach.
- b. Regular players (or associated parents / members) can request a review of their placement by lodging a formal grievance in accordance with the Club's Grievance Policy and Procedure; all grievances related to selection must be actioned within 5 days of receiving the team placement notification.
- c. All player placement reviews will be undertaken by Round 2 and completed by Round 4 of any season.
- d. At the request of a Team Coach and / or in response to a grievance, a player's position **may** be reviewed by the Director of Coaching, Age Group Head Coach and / or an independent selector who was not involved in the trials process for that age group. If not involved in the review, a report will be prepared for the Director of Coaching detailing recommendations and reasons for any identified player movement that is required from the review undertaken.
- e. The final decision of player movement is made by the Age Group Head Coach with support of the Director of Coaching and not by the Team Coaches. The Team Coaches will be consulted about the players movement during the review process and the impact on their team/s.

- f. The coach receiving the new player to their team will ensure suitable induction and team building to ensure the player is welcomed to the team.
- g. If a player movement is to occur, Age Group Head Coach and Team Coach will discuss face to face of the proposed change with the player and/or parents.
- h. For players in age groups Inters or below the discussion around movement must first occur with the parent/guardian of the player. This discussion with the division coach and or Age Group Head Coach will include notifying the guardian that the player is being reviewed, the review process and discussion on how it is to be communicated to the player. Support can be provided by the Wellbeing officer if required wellbeing@matrics.com.au
- i. The Club must consider a parent's preference for their player not to be moved into a higher grade.

14. Player Movements – In Season

- a. Any player who moves down a grade as a fill in is to play at least half a match.
- b. The club will prioritise filling teams starting from the highest grade down and coaches in subsequent lower grades are required to supply players in consultation with the Age Group Head Coach
- c. If a player moves up a grade, the following is to apply: -
 - i. **Inters:** the player may not participate in the match; this must be made clear to the player and / or parent or guardian (if applicable).
 - ii. **Juniors and Sub Juniors:** The player should play at least two (2) quarters of a match.
 - iii. **Primaries and Sub Primaries:** Normal rotations should occur as with all other grades.
- d. When a team has a bye, players should be offered an ability to play in other grades if they are required for any reason – as is allowable by the competition rules.
- e. **Head Coaches may consider options that include pooling, merging and shuffling players between teams at times where there are significant player shortages and uneven team numbers.**
- f. Any player who returns from holidays or any other extended leave of absence including injury may be required to have a player review and resume through a lower grade based on an assessment of their skills as defined by 6.f. The Age Group Head Coach is to discuss this with the Team Coach and player/parents as per the review process.
- g. Any player with a long-term injury (i.e., more than two (2) matches) is to obtain a medical clearance and be cleared to play by the Age Group Head Coach. The player is still required to attend training sessions during the time of their injury to ensure team connectiveness and skills development and may still be subject to a review despite clearance.
- h. In exceptional circumstances and in the best interest of players, a player review may occur outside of round 4, due to player injuries/absences or if a player is deemed to outperforming or underperforming and is hindering their skill development. This review must be agreed by the Age Group Head Coach and Director of Coaching.

15. Coaching Roles

- a. The Director of Coaching is appointed by the Board and is managed by the board member responsible for Performance and Development.
- b. The Director of Coaching is responsible for all Aged Group Head Coach appointments and Team Coach appointments (in conjunction with the Aged Group Head Coach).
- c. The Director of Coaching and Age Group Head Coach are expected to sit on the Performance and Development Sub-Committee.
- d. The Director of Coaching and Age Group Head Coaches must maintain the relevant qualifications as outlined in their Role Descriptions.
- e. The Age Group Head Coach *should* not also serve as the Division One Coach for that age group to ensure greater availability to coaches and players during training and games.

16. Roles Overview

- a. **Director of Coaching:** Responsible for overseeing all coaching activities within the club, including managing the trial process, selecting Age Group Head Coach, coaches, and selectors, as well as the ongoing performance, training, management of coaches, team selections, and relevant club processes and administrative duties.
- b. **Age Group Head Coach:** Oversees a specific age group (e.g., Primaries). Responsible for supporting coaches, managing team selections and movements, and acting as the head selector and chair of the selection panel for the age group. The Age Group Head Coach cannot serve as a team coach of this age group.
- c. **Age Group:** Refers to specific age categories of teams, such as Sub-Primaries, Primaries, and Juniors.
- d. **Age Group Head Selector:** Chairs the selection process for the age group and is ideally the Age Group Head Coach. This role ensures fair and consistent team selection across all teams within the age group.
- e. **Team Coach/es:** Coaches assigned to individual teams within the age group, excluding the Age Group Head Coach. Responsible for coaching allocated team games and training, and ensuring adherence to club coaching policies, processes, and qualifications.