



# Marrickville RSL All Stars Netball Club

## Grading, Team Formation and Selection Policy

### 1. Purpose

The MRSL All Stars Netball Club (the Club) has established this selection and grading policy to uphold a fair, transparent, and consistent framework for selecting and grading players across all age groups and competitive levels, thereby fostering both individual development and overall team success.

### 2. Selection Panel

The Club appoints a qualified selection panellists responsible for evaluating players during trials and making team selections in accordance with the club's grading and selection policy.

#### 2.1 Appointment

Panels may include (up to 5 panellists):

- Coaching Coordinator
- Team Coach(es)
- Independent selector/s (non-parent/non-player where possible)

#### 2.2 Qualifications & Conduct

Selectors will have relevant selecting, coaching and/or playing experience (minimal 2 years' experience). All selectors must:

- Attend trials and selection meetings as requested
- Maintain confidentiality
- Declare any conflicts of interest

A conflict of interest occurs when a selector's relationships or roles may compromise their impartiality. Selectors must disclose any potential conflicts before trials.

Attachment 1: Conflict of Interest Disclosure Form

#### Principles of grading

- To create teams which will be competitive in their assigned grades (as determined by Randwick Netball Association previous year's results).
- To ensure players, wherever possible, are placed in a team appropriate to their ability.
- Offer opportunities to players to achieve at a high skill level.
- To create player pathways for skill attainment.

#### Information to be considered:

- Coaches reports from previous years.
- Practical grading observations.
- Paper grading.
- Requests - For grading purposes each player is treated as an individual club member, regardless of previous team or grade. However, requests are considered upon certain circumstance.



### 3. Team Formation

#### 3.1 Team 1 selections

Players who wish to be considered for the top team/team 1 will be invited to attend grading once registered. Please note that attending grading does not guarantee placement in a top-graded team. If a player is not selected for one of these teams, they will not automatically be placed in the next team. Instead, they will return to the general pool for their age group and be placed in a team based on previous years' performance and coach feedback.

#### 3.2. Pre-established Team/s for teams Div 2 and below

Pre-established teams are now welcome by the club however there are some requirements to help support the request.

1. The Club will require teams to request approval prior to grading to ensure players are not impacted by the formation of teams.
2. All players must be registered prior to the request being made.
3. Requests can be made [here](#).
4. All players must attend a skills session for viewing to determine appropriate placement as per RNA (the governing body) guidelines. If the independent selectors identify a significant disparity in skill level, the individual player and their parents will be consulted to discuss suitable options.

#### 3.3 NetSetGo (9's) players moving to 10s

1. **Eligibility:** Players must be turning 9 years old to participate in the low 10s grade with at least a year playing experience. Players may request to play in the Junior 10's competition. Requests should be made on your registration form. The committee will consider your request, and you will need to attend the 10s viewing day for assessment.
2. Please note: not all 9-year-olds may be ready for the older competition. The committee will assess each player's confidence, physical development, and overall readiness before approving placement in the 10 years grade.

#### 3.4 Players wanting to play up an age group

1. Players requesting to trial in an older age group must first complete trials in their own age group. If appropriate, they may then be invited to trial in the higher age group for further assessment. Once they have completed their initial trial, they may then be invited to trial in the older age group, where their skills, physicality, and game sense will be assessed in comparison to players at that level. This two-step process helps maintain fairness and ensures that any player moving up is genuinely ready for the increased challenge and competition.
2. Players will not be allowed to play two age groups above their age. There will be no exceptions.

#### 3.4 Juniors to Inters and/or senior teams.

1. Players aged 15 and above may be considered for Inters and/or our senior teams. This is done on a case by case basis and will be discussed with the required committee members, coach/es and parents.
2. Players playing Premier and/or Metro League (Div 1-3) will be considered for A1-3; players in the Development series will be case by case in accordance with RNA competition policy.



## **4. New to the club**

### **4.1 New Players**

All new players to the club are required to participate in the viewing process to ensure appropriate team placement. This process helps maintain fairness and supports the development of all players within the club. If the player comes after the grading day, an extra view day will be held to ensure the player is graded into the team best suited to their needs. The Junior Convenor and Coaching Coordinator will be the selectors on the extra viewing day.

### **4.2 Whole team/s (new to Club)**

Whole teams joining from another club will be reviewed to ensure they fit within our grading structure. Players may be assessed to confirm appropriate placement and maintain fairness across all teams. The Junior Convenor and Coaching Coordinator will view the team to identify where to best place the team. Previous season results will be taken into consideration.

### **4.3. School teams**

The Club welcomes school teams entering the competition and will be placed based on their overall skill level and performance history to ensure fair and balanced grading within the club's structure. It is recommended that the team contact person emails the secretary about the possibility of the team and who are the identified players.

NetSetGO players may be placed in teams with their friends wherever possible, provided there is sufficient space and it does not compromise the overall team structure or balance. Our goal is to create a fun and inclusive environment while maintaining fair and enjoyable competition for all participants.

## **5. Inclusive and Diversity**

The Club is committed to inclusive practices and supports players with disabilities, neurodiversity, and culturally diverse backgrounds. Reasonable adjustments will be made during grading and team placement to ensure equitable opportunities for all players.



## 6. Selection Criteria

Players are assessed on their selected position identified at registration. The Junior Convenor may reach out to parent/s and player/s to assist in other positions.

### 6.1 Core Criteria (All Ages)

- Skill & Ability: Passing, shooting, defending, footwork, and game sense
- Fitness: Speed, agility, endurance
- Attitude & Behaviour: Respect for teammates, coaches, umpires
- Team Balance: Positional needs and team dynamics
- Commitment: Attendance at training, games, and club events
- Potential: Especially for junior players, growth and coachability
- Previous Performance: Coaches feedback

### 6.2 Junior-Specific Considerations

- Equal opportunity and rotation across identified positions (especially 10s to 15s)
- Development focus over competition

## 7. Selection Process

### 7.1 Skills session

The club will conduct two mandatory skills sessions during the week preceding selections to observe players in a training environment and assess their skill sets in a relaxed and supportive setting. Dates will be set by the Club prior to grading days.

### 7.2 Trials

- Players standing for selection in our top team and/or division 1 must attend the grading day.
- Players assessed through drills, match play, and selector observation
- Players **must be** registered with club before trials (no exceptions)

### 7.3 Grading Tools

- Standardised rating scales for skills and gameplay
- Notes and observations recorded for transparency
- Previous coaches feedback
- Representative program and team selection

### 7.4 Attendance

- Players must attend at least one trial and/or viewing day.
- If injured at the time of the set grading day, a viewing day will be organised to ensure players are placed in the correct team.
- Written notice is required for all absence/s
- Should the player not be viewed, they will be placed where there is a vacancy

### 4.7.5 Decision-Making

- Collating of scores by selectors; the best 3 scores (game) plus coaches' feedback will provide averaged score for ranking.
- Players in the representative program will be assessed for placement in either our division 1 or division 2 team/s only, ensuring they are matched with the level that best supports their development.
- Junior Convenor has interim team formation once all information is collated.
- Club committee have final endorsement and submitting of teams
- While past performance (e.g., winning/reaching a grand final) may inform selectors' understanding of a player's capabilities, current trial performance, attitude, and commitment remain central to selection. However, selectors and the committee retain discretion to consider broader context, such as a player's historical contribution or extenuating circumstances.



## 8. Team Allocations

### 8.1 Team Formation

- Final teams confirmed and endorsed by Club Committee
- Aim for maximum 9 players per team
- Adjustments made based on competition requirements and player availability

### 8.2 Team Submission to RNA

- Juniors are selected in a team suited to their ability and team requirements
- Teams are formed and ranked based on the previous year's performance of teams within the age group.
- Randwick Netball Association Junior Grading Committee have final say as to where our teams are placed throughout the competition.

### 8.3 Team Absences

- Players in all divisions, especially Division 1, must commit to training and playing.
- Players away for more than two weeks on planned holidays when the competition is being played, may not be considered for division 1 or 2 teams.

### 8.4. Communication & Feedback

- Parents and players will be notified of selection outcomes via email within 14 days of selections being held.
- Feedback may be available upon request (this must be requested in writing). Request must be done within 14 days of team announcement.
- Feedback will be provided within 14 days of requested.
- No formal appeals process, however, concerns can be raised with the Club Committee

### 8.5 Removal or Replacement of player

Players may be removed due to:

- Breach of club policies
- Decline in performance or commitment

- Decisions made by Coach in consultation with Coaching Coordinator and Committee

## 9. Continuous Improvement

This policy will be reviewed bi-annually. Feedback from players, coaches, and parents is encouraged. Email Secretary: Lousie Higgins

### **Policy Contributor Statement**

This policy has been developed and reviewed in consultation with key members of the MRSL All Stars Netball Club. The Club's Junior Convenor has contributed to the drafting and refinement of this document to ensure it reflects the values, operational needs, and developmental goals of the club. This contribution supports the club's commitment to transparency, fairness, and continuous improvement in all aspects of player selection and team management.



# Selector Declaration: Conflict of Interest Form

## Conflict of Interest Disclosure Form

This form is to be completed by any selector involved in the player selection process for the MRSLS All Stars Netball Club. The purpose is to disclose any potential or perceived conflicts of interest that may affect impartiality during team selection.

- I confirm there are no conflicts of interest (sign declaration)
- I'm declaring there is a conflict of interest (complete below)

Date:	
Selector's Full Name:	
Role (e.g., Coach, Independent Selector):	
Description of Potential and/or Perceived Conflict:	
Relationship to Player(s):	
Players age group:	

### Declaration:

I hereby declare that the information provided above is accurate to the best of my knowledge. I understand that any undisclosed conflict of interest may compromise the integrity of the selection process. I agree to abide by the club's policies and accept any decisions made by the Club Committee regarding this disclosure.

Selector signature:	
Date:	

Please email to:

Secretary: [Lousie Higgins](#)

Junior Convenor: [Nicole Deguara](#)



### 1. Who oversees the grading and selection process?

A panel of up to five qualified selectors, including the Coaching Coordinator, team coaches, and independent selectors (where possible), is responsible for evaluating players.

### 2. What are the key principles of the grading process?

- Fair and transparent team formation
- Placement based on ability and development potential
- Consideration of previous performance and coach feedback
- Opportunities for skill development and progression

### 3. What criteria are used to assess players?

Players are assessed on:

- Skill and ability (e.g., passing, shooting, defending)
- Fitness (speed, agility, endurance)
- Attitude and behaviour
- Team balance and positional needs
- Commitment to training and games
- Potential and coachability
- Previous coach feedback

### 4. Do players have to attend grading?

Yes for Division 1 teams. All players must attend at least one skills session or viewing day. If a player is injured or absent, written notice is required, and an alternative viewing will be arranged.

### 5. What if I want to be in the top team (Team 1)?

Players wishing to be considered for Team 1 must attend Division 1 grading. Attendance does not guarantee selection. If not selected, players return to the general pool for team placement based on past performance and coach feedback.

### 6. Can request to register a pre-established team?

Yes, but:

- Required form must be submitted.
- All players must attend a skills day.
- Teams must request approval before grading.
- If there's a significant skill gap, individual players and their parents will be consulted.

### 7. What about new players or teams?

**New players** must attend grading. If they join after grading, an extra viewing day will be arranged.

**New whole teams** will be reviewed and may be assessed to ensure fair placement.

**School teams** are welcome and will be placed based on skill level and performance history.

### 8. How are teams formed and submitted?

- Teams are formed with a maximum of 9 players.
- Final teams are endorsed by the Club Committee.
- Teams are submitted to the **Randwick Netball Association (RNA), which has the final say on competition placement.**

### 9. What if a player is away during the season?

Players, especially in Division 1 or 2, must commit to training and games. Planned absences of more than two weeks may affect eligibility for higher divisions.

### 10. How will I be notified of my team placement?

Selection outcomes are emailed within 14 days of trials. Feedback can be requested in writing within 14 days of the announcement.

### 11. Is there an appeals process?

There is no formal appeals process, but concerns can be raised with the Club Committee.

### 12. Version Control

Version: 1.0

Date Approved: August 2025

Review Date: September 2026

Approved By: MRSAL All Stars Netball Club Committee