

NORTHERN TERRITORY REPRESENTATIVE TEAM SELECTION POLICY

Adopted or Amended	By Whom	Date
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NT REPRESENTATIVE TEAM SELECTION POLICY

1. PURPOSE

The Northern Territory Representative Team Selection Policy establishes the principles, responsibilities and framework for the selection of athletes and appointment of officials to Northern Territory Representative Teams.

Netball NT is committed to selecting representative teams through a process that is fair, transparent, consistent, merit-based and aligned with the development of athletes, coaches and officials within the Northern Territory.

The Policy is intended to provide confidence to athletes, parents and carers, coaches, selectors, Member Associations and other stakeholders that representative team selection and appointments are conducted professionally, consistently and in accordance with applicable requirements.

This Policy is designed to apply regardless of the competition, event, age group or representative program for which a Northern Territory Representative Team is established.

2. SCOPE

This Policy applies to the selection of any Northern Territory Representative Team, squad or group of athletes selected by Netball NT to represent the Northern Territory in an approved:

- national or interstate competition;
- international competition or event;
- pathway or development program;
- high-performance program;
- invitational or representative event; or
- other representative opportunity approved by Netball NT.

The Policy applies to:

- athletes seeking selection;
- selectors;
- coaches and team officials involved in the representative program;
- Netball NT employees involved in the selection process; and
- any other person appointed by Netball NT to support or oversee the representative program.

The specific teams, age groups, competitions and events for each representative program will be determined by Netball NT from time to time.

3. DEFINITIONS

3.1 NORTHERN TERRITORY REPRESENTATIVE TEAM

A team, squad or group of athletes selected by Netball NT to represent the Northern Territory at an approved competition, event, program or other representative opportunity.

3.2 SELECTION PANEL

The group of voting selectors appointed by Netball NT to assess athletes and make selection decisions for a particular Northern Territory Representative Team.

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3.3 PANEL CONVENOR

The person appointed by Netball NT to oversee the representative selection process across Selection Panels and support consistency, fairness and compliance with this Policy.

The Panel Convenor is not a voting member of an individual Selection Panel.

3.4 SELECTION GUIDELINES

The annual or program-specific operational document issued by Netball NT that sets out the specific arrangements for a representative selection process.

3.5 NOMINATION

An application or expression of interest submitted by an athlete to be considered for selection in a Northern Territory Representative Team.

3.6 INVITATION

An invitation issued by Netball NT for an athlete to participate in a selection or representative process.

3.7 SELECTION PANEL MEMBER

A person appointed by Netball NT to assess athletes and participate in selection decisions for a Northern Territory Representative Team.

3.8 TEAM OFFICIAL

A person appointed by Netball NT to support the delivery of a Northern Territory Representative Team, including a Head Coach, Assistant Coach, Mentor Coach, Team Manager, Medical/Health Professional or other approved official.

3.9 EXCEPTIONAL CIRCUMSTANCES

A person formally nominated by the CEO, or acting in their capacity.

3.10 AUTHORISED DELEGATE

Circumstances outside an athlete's reasonable control that may affect their ability to participate in the selection process or meet a requirement established under this Policy or the applicable Selection Guidelines.

4. SELECTION AND APPOINTMENT PRINCIPLES

Northern Territory Representative Team selection and official appointments will be conducted in accordance with the following principles.

4.1 FAIRNESS

Eligible athletes will be provided with a fair and reasonable opportunity to be considered for selection.

4.2 MERIT

Selection will be based on the athlete's demonstrated ability, potential and suitability for the relevant representative program.

4.3 TRANSPARENCY

Selection criteria and the selection process will be communicated to athletes before the selection process commences.

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4.4 CONSISTENCY

Selectors will apply the published selection criteria consistently and act in accordance with this Policy and the applicable Selection Guidelines.

4.5 TEAM REQUIREMENTS

Selection is not solely an assessment of individual playing ability.

Selectors may consider the requirements of the relevant team, including:

- positional requirements;
- positional balance;
- combinations;
- versatility;
- team balance;
- tactical requirements; and
- the requirements of the relevant competition or program.

4.6 ATHLETE AND COACH DEVELOPMENT

Netball NT recognises that representative programs provide opportunities to develop athletes, coaches and officials as part of the Northern Territory pathway.

4.7 INTEGRITY

Selection and appointment decisions will be made objectively and without favouritism, discrimination, improper influence or unmanaged conflicts of interest.

4.8 CHILD SAFETY AND WELLBEING

Selection and representative activities involving children and young people will be conducted in accordance with Netball Australia's Safeguarding Children and Young People Policy and applicable Netball NT policies and procedures.

5. REPRESENTATIVE PROGRAMS

Netball NT may establish representative teams or programs from time to time based on:

- opportunities available to the Northern Territory;
- Netball Australia requirements;
- the requirements of the relevant competition or event;
- the strategic priorities of Netball NT;
- athlete pathway and development objectives; and
- available resources.

The establishment, age category, composition and number of representative teams may therefore change from time to time.

Changes to representative competitions, age categories, team structures or programs do not require an amendment to this Policy where the underlying selection principles and governance framework remain unchanged.

6. GOVERNANCE AND OPERATIONAL AUTHORITY

The Netball NT Board is responsible for approving this Policy and providing appropriate governance oversight of the Northern Territory Representative Program.

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Operational decisions relating to the establishment and administration of Northern Territory Representative Teams are delegated to the CEO or an authorised delegate, in accordance with the Netball NT Delegations of Authority.

This includes:

- determining representative programs and teams;
- approving Selection Guidelines;
- appointing the Panel Convenor;
- appointing Selection Panels;
- appointing coaches and other team officials;
- determining selection processes;
- determining administrative eligibility;
- managing exceptional circumstances; and
- implementing selection decisions.

The Board may receive reports regarding the operation and outcomes of the representative program as part of its governance oversight.

7. ATHLETE ELIGIBILITY

7.1 GENERAL ELIGIBILITY

An athlete must satisfy all applicable eligibility requirements before being selected in a Northern Territory Representative Team.

Eligibility will be determined having regard to:

- Netball Australia requirements;
- the rules and eligibility requirements of the relevant competition, event or governing body;
- applicable age or category requirements;
- Netball NT membership and registration requirements;
- applicable residency or representation requirements;
- previous representation and transfer requirements;
- any other requirements established by Netball NT; and
- any other requirements reasonably necessary to establish eligibility.

7.2 NETBALL AUSTRALIA AND COMPETITION REQUIREMENTS

Athletes must satisfy the eligibility requirements imposed by Netball Australia and the relevant competition, event or governing body.

Where those requirements change, the current requirements will apply to the relevant representative program.

Netball NT may update the applicable Selection Guidelines to reflect changes to competition or governing body requirements without requiring an amendment to this Policy.

7.3 MEMBERSHIP AND REGISTRATION

An athlete must meet any Netball NT membership, registration or affiliation requirements applicable to the relevant representative program.

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Specific membership and registration requirements will be set out in the applicable Selection Guidelines.

7.4 AGE AND CATEGORY ELIGIBILITY

An athlete must meet the age or category requirements applicable to the relevant competition, event or representative program.

The specific age or category requirements will be identified in the applicable Selection Guidelines.

7.5 REPRESENTATION AND RESIDENCY REQUIREMENTS

Where the relevant competition or governing body imposes requirements relating to residency, representation or previous participation for another Member Organisation, those requirements will apply.

Netball NT may require an athlete to provide information or documentation necessary to establish their eligibility.

7.6 NOMINATION OR INVITATION

Eligibility requirements must be satisfied at the time an athlete is nominated or invited to participate in the selection process, unless otherwise specified by Netball NT or the relevant competition.

An athlete may be required to provide information or documentation as part of the nomination or invitation process.

7.7 FINANCIAL OBLIGATIONS

At the time of nomination or invitation to participate in the selection process, an athlete must not have any outstanding debt, or previously written off debt, or other amount that is due and payable to Netball NT.

This requirement does not apply where:

- the amount is subject to a genuine dispute;
- a payment arrangement has been formally agreed with Netball NT and is being maintained; or
- Netball NT has otherwise approved an exception.

For athletes under 18 years of age, this requirement applies to financial obligations recorded against the athlete's Netball NT membership or account and does not automatically apply to an unrelated debt owed by a parent or carer.

An athlete who does not satisfy this requirement will not be eligible to participate in the selection process unless the outstanding amount is resolved or an exception is approved by Netball NT.

7.8 ELIGIBILITY DOCUMENTATION

Netball NT may require an athlete to provide reasonable evidence of eligibility, including:

- proof of age;
- proof of identity;
- membership or registration information;
- residency or representation information; or
- other documentation required by the relevant competition or governing body.



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7.9 DETERMINATION OF ELIGIBILITY

The CEO, or authorised delegate, is responsible for determining an athlete's administrative eligibility for nomination, invitation and selection.

At the time of nomination or invitation, any athlete with a debt or written-off debt will be notified immediately that their nomination is inactive until the written-off balance is repaid in full.

The Selection Panel is responsible for assessing the sporting suitability of athletes who have been determined to be eligible.

Where an eligibility issue arises during the selection process, the Selection Panel may seek advice from the CEO or delegate before making a selection decision.

8. SELECTION PANEL

8.1 APPOINTMENT OF SELECTION PANELS

Netball NT will establish a Selection Panel for each Northern Territory Representative Team.

The Selection Panel will ordinarily comprise:

- the appointed Head Coach for the relevant team; and
- two appropriately qualified and experienced selectors appointed by Netball NT.

Netball NT may appoint a Selection Panel by invitation or by nomination.

In appointing selectors, Netball NT will consider:

- the individual's relevant Netball Australia coaching accreditation;
- relevant coaching experience;
- relevant selection and talent identification experience;
- relevant high-level playing experience, where applicable;
- experience at the level of the team being selected;
- involvement in and commitment to the Netball NT coaching pathway;
- knowledge and understanding of the Northern Territory netball environment;
- demonstrated commitment to the development of Northern Territory athletes and coaches;
- ability to assess athletes objectively and work collaboratively; and
- any actual, potential or perceived conflicts of interest.

Where candidates are suitably qualified and capable of performing the role, preference may be given to coaches and selectors who are actively engaged in, or have demonstrated commitment to, the Netball NT coaching pathway.

The level of relevant Netball Australia coaching accreditation held will be an important consideration in the appointment of coaches and selectors, having regard to the level and nature of the representative program.

8.2 PANEL CONVENOR

Netball NT will appoint a Panel Convenor for each representative selection period.

The Panel Convenor will:

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- oversee the overall selection process across representative teams;
- ensure the selection process is conducted consistently and in accordance with this Policy;
- provide guidance to Selection Panels on the application of the selection process;
- coordinate Selection Panel meetings and processes;
- ensure selectors understand their responsibilities;
- monitor actual, potential and perceived conflicts of interest;
- ensure appropriate records of selection decisions are maintained;
- facilitate communication between Selection Panels and Netball NT; and
- provide advice to the CEO or delegate where an issue arises during the selection process.

The Panel Convenor will **not vote on the selection of athletes** and will not participate in the sporting assessment or decision-making of an individual Selection Panel.

The Panel Convenor may attend Selection Panel discussions for the purposes of process oversight, consistency and governance, but must not seek to influence the sporting assessment or outcome of a Selection Panel.

8.3 SELECTION PANEL RESPONSIBILITIES

The Selection Panel is responsible for:

• assessing eligible athletes against the published selection criteria	• considering the requirements of the relevant representative team
• participating in required selection activities	• contributing to selection discussions
• reaching selection decisions collectively	• maintaining confidentiality
• documenting selection decisions and relevant reasons	• identifying reserves, training partners or replacement athletes where required
• complying with this Policy, the applicable Selection Guidelines and relevant Netball Australia and Netball NT policies.	

8.4 DECISION-MAKING

Each voting member of the Selection Panel has one vote.

The Panel Convenor does not have a vote.

Selection decisions will ordinarily be reached by consensus. Where consensus cannot be reached, the decision will be determined by majority vote of the three voting members of the Selection Panel.

The Selection Panel's decision is final, subject only to the appeal provisions contained in this Policy.

8.5 CONFLICTS OF INTEREST

All Selection Panel members must declare any actual, potential or perceived conflict of interest before the selection process commences.

Where a conflict cannot be appropriately managed, the selector may be required to withdraw from consideration or decision-making in relation to the affected athlete or team.



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8.6 REPLACEMENT OF A SELECTOR

Where a member of a Selection Panel becomes unavailable, has a conflict of interest, or is otherwise unable to continue in the role, Netball NT may appoint a replacement selector.

The replacement selector must meet the requirements for appointment to the Selection Panel.

Where a replacement occurs during the selection process, Netball NT will take reasonable steps to ensure consistency and fairness in the assessment of athletes.

9. APPOINTMENT OF NT REPRESENTATIVE TEAM OFFICIALS

9.1 GENERAL

Netball NT will appoint appropriately qualified, experienced and suitable officials to support each Northern Territory Representative Team.

Depending on the requirements of the relevant representative program or competition, a team may include:

• Head Coach	• Assistant Coach
• Mentor Coach	• Team Manager
• Medical/Health Professional	• other officials considered necessary or appropriate by Netball NT

The composition of the team official group may vary between representative programs and may change from time to time.

9.2 APPOINTMENT AUTHORITY

The CEO, or authorised delegate, is responsible for appointing Northern Territory Representative Team officials in accordance with this Policy.

Netball NT may establish an expression of interest, application, interview or other assessment process when appointing team officials.

The appointment process will be determined having regard to:

• the level and nature of the representative program	• the requirements of the relevant competition or event
• the number and type of officials required	• the qualifications and experience required
• athlete welfare and safeguarding considerations	• the development of the Netball NT coaching pathway
• the operational needs of Netball NT	• the level of accreditation determined by Netball Australia

Where an official will participate in athlete selection, the appointment should ordinarily occur before the athlete selection process commences.

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9.3 HEAD COACH

The Head Coach is responsible for leading the coaching and performance environment of the Northern Territory Representative Team.

The Head Coach will:

• lead the team's coaching program	• establish and communicate playing and performance expectations
• participate in athlete assessment and selection	• provide leadership to the Assistant Coach and other coaching personnel
• support athlete development	• promote a positive, inclusive and safe team environment
• comply with Netball Australia and Netball NT policies	• work collaboratively with Netball NT staff and other team officials.

The Head Coach must hold an appropriate Netball Australia will determine the coaching accreditation or other qualification considered appropriate by Netball NT for the level and nature of the representative program.

The Head Coach will ordinarily be a voting member of the Selection Panel for the relevant team.

9.4 ASSISTANT COACH

An Assistant Coach may be appointed to support the Head Coach and contribute to delivery of the representative program.

The Assistant Coach will:

- support the Head Coach in planning and delivering training;
- assist with athlete development and feedback;
- contribute to team preparation and performance analysis;
- support a positive team environment; and
- undertake responsibilities delegated by the Head Coach.

The Assistant Coach will not ordinarily be a member of the Selection Panel unless specifically appointed to that role.

Netball NT may use Assistant Coach appointments as an opportunity to support coaches progressing through the Northern Territory coaching pathway.

Where candidates are suitably qualified and capable of performing the role, preference may be given to coaches who are actively engaged in or progressing through the Netball NT coaching pathway.

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9.5 MENTOR COACH

Netball NT may appoint a Mentor Coach to support the professional development of the Head Coach, Assistant Coach or other developing coaches.

A Mentor Coach may:

- provide coaching guidance and mentoring;
- observe training and provide constructive feedback;
- support development of coaching practice;
- assist coaches to reflect on performance;
- provide guidance on athlete development; and
- undertake other mentoring activities agreed with Netball NT.

The Mentor Coach does not ordinarily participate in athlete selection or have a vote on the Selection Panel.

9.6 TEAM MANAGER

A Team Manager may be appointed to support the administrative and operational requirements of a Northern Territory Representative Team.

The Team Manager will:

- coordinate team administration;
- support communication with athletes, parents/carers and team officials;
- assist with travel, accommodation, catering and logistics;
- maintain required team documentation;
- support competition registration and administration;
- coordinate uniforms and equipment where required;
- support the Head Coach and athletes with non-coaching matters; and
- undertake other administrative responsibilities specified by Netball NT.

The Team Manager must not interfere with coaching or athlete selection decisions.

9.7 MEDICAL/HEALTH PROFESSIONAL

Where required by the relevant representative program or competition, Netball NT may appoint an appropriately qualified Medical/Health Professional.

This may include a physiotherapist, sports trainer or other appropriately qualified health professional, subject to the requirements of the relevant competition or program.

The appointed professional must hold all qualifications, registrations, memberships and/or professional credentials required to lawfully perform the role.

The Medical/Health Professional will:

- support the health and wellbeing of athletes;
- provide appropriate injury assessment and management within their scope of practice;
- support injury prevention and rehabilitation;
- provide advice regarding athlete participation within their professional scope;
- maintain appropriate professional records;

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- maintain athlete confidentiality; and
- comply with Netball Australia and Netball NT requirements.

9.8 OTHER TEAM OFFICIALS

Netball NT may appoint additional team officials where required to support a representative program.

Additional roles may include:

- performance support personnel;
- performance analyst;
- specialist coaches;
- team support personnel; or
- other personnel required by the relevant competition or program.

The role, responsibilities, qualifications and appointment requirements will be determined by Netball NT.

9.9 COACH AND OFFICIAL DEVELOPMENT

Netball NT recognises that Northern Territory Representative Teams provide an important opportunity to develop coaches and officials as part of the Territory's broader pathway.

Where appropriate, Netball NT may provide opportunities through:

- Assistant Coach appointments;
- Mentor Coach arrangements;
- observation and shadowing;
- participation in representative programs;
- professional development;
- selector development; and
- other structured development opportunities.

These opportunities will be balanced against the requirement to appoint suitably qualified and capable personnel to meet the needs of each representative program.

9.10 CONFLICTS OF INTEREST AND SUITABILITY

All prospective team officials must declare any actual, potential or perceived conflict of interest during the appointment process.

Netball NT may determine that a conflict is:

- appropriately managed;
- subject to conditions; or
- prevents the person from being appointed.

Netball NT may also consider relevant conduct, disciplinary, safeguarding or suitability matters when determining whether a person is appropriate for appointment.

9.11 TEAM OFFICIAL CONDUCT

All Northern Territory Representative Team officials are expected to:

- act in the best interests of athletes and the representative program;
- maintain appropriate professional boundaries;
- treat athletes, parents/carers, coaches, officials and stakeholders with respect;
- maintain confidentiality;
- comply with relevant Netball Australia and Netball NT policies;
- support a safe, inclusive and positive team environment; and
- comply with reasonable directions issued by Netball NT.

Netball NT may review or terminate an appointment where an official fails to meet the requirements of their role or applicable policies, subject to procedural fairness and any applicable employment or contractual arrangements.

10. SELECTION CRITERIA

The specific selection criteria for each representative program will be published in the applicable Selection Guidelines.

Depending on the nature of the program, selectors may consider:

TECHNICAL ABILITY	TACTICAL ABILITY	PHYSICAL CAPABILITY	PERFORMANCE BEHAVIOURS
• passing and receiving • shooting • footwork • attacking skills • defensive skills • positional skills • execution of fundamental netball skills.	• decision-making • reading the game • game awareness • ability to execute tactical instructions • adaptability • understanding of positional and team requirements.	• agility • speed • endurance • strength • movement • physical capacity appropriate to the level of competition.	• coachability • communication • resilience • composure • work ethic • accountability • teamwork • commitment to improvement.

TEAM CONTRIBUTION

Selectors may consider an athlete's ability to contribute to the overall requirements of the team, including:

- positional balance;
- combinations;
- versatility;
- leadership;
- adaptability; and
- the requirements of the relevant competition or program.

Not every criterion will necessarily carry equal weight. The weighting or emphasis given to criteria may vary according to the purpose and level of the representative program.

11. SELECTION PROCESS

Netball NT will establish a selection process appropriate to the relevant representative program.

The process may include:

1. nomination or invitation;
2. eligibility assessment;
3. initial trial or assessment;
4. squad selection;
5. further training and assessment;
6. match play or competition-based assessment;
7. final team selection; and
8. selection of reserves, training partners or replacement athletes where applicable.

The number, format and timing of selection sessions will be determined in the applicable Selection Guidelines.

Netball NT may use information from more than one assessment opportunity when making selection decisions.

Participation in a previous Netball NT program, squad or team does not guarantee future selection.

Participation in a Netball NT development program does not guarantee selection in a Northern Territory Representative Team.

12. ACCESS TO SELECTION OPPORTUNITIES

Netball NT will seek to provide reasonable opportunities for eligible athletes across the Northern Territory to participate in the selection process.

Where practical, selection arrangements may include regional trials, assessment opportunities or other mechanisms to support participation by athletes who do not reside in Darwin.

The selection process will consider the geographic circumstances of the Northern Territory while maintaining the integrity and consistency of the selection process.

13. ATTENDANCE AND EXEMPTIONS

Athletes are expected to attend all selection sessions specified in the applicable Selection Guidelines.

An exemption may be considered where an athlete is unable to attend due to exceptional circumstances, which may include:

• illness or injury;	• significant family circumstances;
• education commitments;	• approved representative commitments;
• unavoidable travel circumstances	• other circumstances considered reasonable by Netball NT.

An exemption from attending a selection session does not guarantee selection.

Where an athlete cannot be adequately assessed because of their absence, Netball NT may determine an appropriate alternative assessment process.

14. INJURY AND ILLNESS

Netball NT recognises that injury and illness may occur during the selection process.

Where an athlete is injured or unwell, Netball NT may consider available information regarding the athlete's ability, performance history, current capacity and expected recovery when determining whether the athlete can continue to be considered for selection.

Athlete safety and wellbeing will take priority over participation in selection activities.

Concussion and other relevant medical issues will be managed in accordance with applicable Netball Australia and Netball NT requirements.

15. FINAL TEAM SELECTION

The Selection Panel will determine the athletes selected for the final team in accordance with this Policy and the applicable Selection Guidelines.

The Selection Panel may consider:

• individual performance	• demonstrated ability	• versatility
• potential	• positional requirements	• behavioural and performance qualities
• combinations	• team balance	• the requirements of the relevant competition or program.

Selection decisions are made in the interests of establishing the strongest and most appropriate team for the relevant representative purpose.

16. RESERVES, TRAINING PARTNERS AND REPLACEMENT ATHLETES

Where appropriate, Netball NT may select:

- a wider squad;
- training partners;
- reserve athletes;
- emergency replacement athletes; or
- other athletes to support the representative program.

The number and status of these athletes will be determined in accordance with the applicable Selection Guidelines and relevant competition requirements.

Where a selected athlete subsequently becomes unavailable, ineligible or unable to participate, Netball NT may appoint a replacement athlete in accordance with the applicable competition requirements and the selection process.

17. SELECTION AFTER APPOINTMENT

Selection in a Northern Territory Representative Team is subject to the athlete continuing to:

- meet eligibility requirements;
- comply with applicable Netball Australia and Netball NT policies;
- meet reasonable team and training commitments;

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- maintain appropriate standards of behaviour; and
- meet requirements of the relevant competition or program.

Netball NT may review an athlete's continued participation where there is a significant change in circumstances, including injury, loss of eligibility, serious misconduct or an inability to meet essential team requirements.

Any decision to remove an athlete after selection will be managed in accordance with applicable policies and procedural fairness requirements.

18. NOTIFICATION OF SELECTION

Netball NT will determine the method and timing for communicating selection outcomes.

Selection outcomes will be communicated to athletes in a timely and respectful manner.

Where athletes are under 18 years of age, communication will also be provided to the relevant parent or carer in accordance with Netball NT communication and safeguarding requirements.

Selection information will remain confidential until officially released by Netball NT.

19. FEEDBACK

Athletes may request feedback following the selection process.

Feedback will be:

- constructive;
- respectful;
- focused on development;
- based on the applicable selection criteria; and
- provided by an authorised Netball NT representative.

Feedback does not constitute an opportunity to negotiate or revisit a selection decision.

20. SELECTION APPEALS

An athlete may appeal a selection decision only based on a material failure to comply with this Policy or the applicable Selection Guidelines.

An appeal may be considered where there is evidence of:

- a significant procedural error;
- failure to apply the published selection process;
- a material conflict of interest that was not appropriately managed; or
- an incorrect application of an eligibility requirement.

An appeal may not be made solely because an athlete disagrees with the Selection Panel's assessment of their playing ability or believes another athlete should have been selected.

The appeal process, timeframe and decision-maker will be specified in the applicable Selection Guidelines.

The person hearing an appeal must be independent of the original selection decision to the extent reasonably practicable.

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21. SAFEGUARDING AND CHILD SAFETY

All selection and representative activities involving children and young people must be conducted in accordance with the Netball Australia Safeguarding Children and Young People Policy and applicable Netball NT child safety requirements.

All selectors, coaches, officials and other persons involved in representative activities must comply with relevant screening, conduct, communication and child-safe practice requirements.

Selection activities must provide an environment in which children and young people are treated with respect, are safe from harm, and are able to participate without discrimination, harassment, bullying or inappropriate conduct.

22. INCLUSION AND EQUAL OPPORTUNITY

Netball NT is committed to providing a selection environment that is inclusive, respectful and free from unlawful discrimination.

Selection will be conducted in accordance with applicable Netball Australia and Netball NT inclusion policies and regulations.

Where a relevant competition or program has specific eligibility requirements relating to gender, age or other participation categories, those requirements will be applied as required.

23. CONFIDENTIALITY AND PRIVACY

Information obtained during the selection process will be handled confidentially and in accordance with applicable privacy requirements.

Selector assessments, athlete information and other selection records will only be accessed by authorised persons with a legitimate need to access the information.

Selectors and other persons involved in the selection process must not disclose confidential information regarding individual athletes or selection deliberations.

24. EXCEPTIONAL CIRCUMSTANCES

Where circumstances arise that are not specifically addressed by this Policy or the applicable Selection Guidelines, the CEO, or delegate, may determine an appropriate course of action.

Any decision under this section must:

- be consistent with the purpose and principles of this Policy;
- maintain the integrity and fairness of the selection process;
- comply with requirements imposed by Netball Australia or the relevant competition;
- consider athlete welfare and safeguarding; and
- be documented.

The exceptional circumstances provision must not be used to provide an unfair advantage to an individual athlete.

25. COMPETITION AND GOVERNING BODY REQUIREMENTS

Northern Territory Representative Teams may be subject to requirements imposed by Netball Australia, another governing body, competition organiser or event host.

Where such requirements apply, athletes and officials must comply with those requirements.

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Where a competition or governing body requirement conflicts with an operational provision contained in the annual Selection Guidelines, the applicable competition or governing body requirement will prevail.

Any material conflict with this Policy will be referred to the CEO for determination and, where necessary, consideration by the Board.

26. ANNUAL SELECTION GUIDELINES

Netball NT will publish Selection Guidelines for each representative program or selection period, as required.

The Selection Guidelines may specify:

• representative teams and age categories	• relevant competition or event
• eligibility requirements	• nomination or invitation process
• selection dates and locations	• assessment and trial arrangements
• Selection Panel	• number of athletes to be selected
• squad, reserve or training partner arrangements	• attendance requirements
• exemption process	• selection criteria and any weighting
• notification arrangements	• feedback process
• appeal process	• other operational requirements

The Selection Guidelines must be consistent with this Policy.

The Selection Guidelines may be amended where reasonably necessary to reflect changes to competition requirements, program arrangements or operational circumstances.

27. RELATED POLICIES AND DOCUMENTS

This Policy should be read in conjunction with applicable Netball Australia and Netball NT policies and documents, including:

- Netball Australia Athlete Selection Policy;
- Netball Australia Safeguarding Children and Young People Policy;
- Netball Australia Code of Conduct;
- relevant Netball Australia integrity policies;
- relevant Netball Australia competition regulations;
- Netball Australia coaching and accreditation requirements;
- Netball NT Constitution;
- relevant Netball NT codes of conduct; and
- the applicable Northern Territory Representative Team Selection Guidelines.

Where a relevant Netball Australia policy, regulation or competition requirement is amended, Netball NT will apply the current requirement to the extent applicable.

28. REVIEW OF POLICY

This Policy will be reviewed at least every three years or earlier where:

- there is a significant change to the national or representative competition structure;
- Netball Australia introduces a relevant policy or regulatory change;
- changes to legislation or safeguarding requirements occur;
- a significant issue is identified through the operation of the selection process; or
- the Board or CEO considers a review necessary.

Changes to the fundamental principles of selection require Board approval.

Operational changes that do not alter the principles or governance framework of this Policy may be addressed through the annual Selection Guidelines.