MIDDLESEX COUNTY NETBALL ASSOCIATION
PLAYER DEVELOPMENT PATHWAY SELECTION POLICY

Version Control

Version	Owner/Reviewed by	Date Issued	Next Review Date
01	Performance Lead / Performance Group	February 2023	February 2024
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1. PURPOSE AND SCOPE OF POLICY

1.1 This policy sets out how athletes are selected into the Middlesex Player Development Pathway (PDP) U15 and U13 academies.

1.2 Appendix 1 contains the Glossary of Defined Terms. Those Terms will be applied throughout this document.

1.3 England Netball Performance Identifier Resource and County Netball Association Selection Policy will be used for guidelines and selection criteria.

2. PERFORMANCE MISSION

2.1 Middlesex County Netball Association (MCNA) is committed to delivering unprecedented and sustained on-court success, with high performance athletes, inspiring biological women and girls from across Middlesex. Through a robust, inclusive and transparent recruitment system, MCNA aims to identify and select the right quantity and quality of athletes to develop and sustain a successful county team and to be a major feeder to the London Mavericks and other franchise PDP squads. We are wholly committed to providing equality of opportunity, valuing diversity in all its forms, and promoting a culture of inclusion. This aspiration will guide all performance activity, including; athlete recruitment activity; the management & delivery of the identification, and development of athletes within the PDP Programmes. We may therefore offer opportunities on the basis of providing development opportunities to athletes for future success. The development of a leading county is dependent upon building a squad of athletes with depth and breadth across all positions on the court and the ability to function as an individual and in a team environment.

3. SELECTION PRINCIPLES

3.1 MCNA's Selection Policy is open, transparent and equitable, providing all athletes with a fair opportunity to challenge for franchise, national and international selection.

3.2 Selection will be based on merit and the need to achieve the agreed objectives of MCNA.

3.3 No athlete has the right or expectation to on-going selection, at any time.

3.4 The Selection Panel, as defined in Appendix 2; has the right to determine, at its sole discretion; when it will reselect athletes into their programmes (subject to London Mavericks' and other franchises decisions on their High Performance and PDP programme).

3.5 Athletes will, be subject to deselection if they breach England Netball's or MCNA's code of conduct, acceptance letter and all other relevant MCNA's policies and regulations.

3.6 The Performance Lead, in conjunction with the Performance Group, has the right to invite athletes from outside the PDP, to be observed and considered by the Selection Panel for inclusion in the PDP, based upon Selection Criteria.

3.7 Acknowledgement is made that in selecting for a team sport, regard will be given to the combinations of athletes in the PDP, the balance of the academies and the ability of athletes to play in more than one position, alongside the player's individual skill level.

4. OBJECTIVES

4.1 To select U15 and U13 athletes capable of being able to develop and have an impact in the London Mavericks and other franchise PDPs and a future impact in London Mavericks or other franchise pathways as U17, U19 and U21 players. See Appendix 4 for the England Netball Player Pathway.

4.2 Selection for competitions and London Mavericks or other franchise pathway, development opportunities may be made on the basis of increasing development prospects for future success of athletes within the PDP Programme

5. THE SCOPE OF SELECTION

5.1 This Selection Policy applies to athletes being selected to the U15 and U13 Middlesex PDP Programme and subsequently, through invitation, to participate in the London Mavericks or other franchise PDP. Squads for competitions, from which U15 and U13 teams will be drawn from any of these training programmes. No athlete has the right to expect that they will be selected simply due to their previous inclusion in either of these programmes.

6. ELIGIBILITY

6.1 To be eligible for selection into the Middlesex PDP Programme, an athlete must:

i. Meet the eligibility criteria as set out by MCNA. (Appendix 5)
ii. Be clear of any ban under UK Anti-Doping Regulations.
iii. Meet the Selection Criteria as per Appendix 3.

7. THE SELECTION PROCESS

7.1 Club Coaches will nominate athletes, who in the expert opinion of the Coach, are most able to achieve the objectives. Club Coaches should preferably have completed the Performance Identifier workshop.

7.2 Athlete performance at designated selection days, will be observed and assessed independently and against the Selection Criteria (Appendix 3), and agreed by the Middlesex Selection Panel.

7.3 Individual athlete's inclusion in the relevant squad/programme is by a majority vote of all members of the Selection Panel.

7.4 If a majority decision cannot be reached by the Selection Panel because the votes are equally split, the Performance Lead will make the final decision.

8. PERFORMANCE IDENTIFIERS

8.1 All Performance Identifiers, including the Chairperson, will be appointed based upon competency for the role. Selectors will have attended the England Netball Athlete Identifiers Workshop or be deemed, by the Middlesex Performance Lead to have significant experience and have been briefed by the Performance Lead on the selection criteria prior to the selection event.

8.2 Selection Panel members will be appointed by the Middlesex Performance Lead, in conjunction with the Performance Group.

8.3 The Selection Panel members are accountable to the Middlesex Performance Lead and ultimately MCNA for ensuring that the Selection Policy and associated procedures are applied in a fair, objective and equitable manner.

9. SELECTION APPEALS

9.1 Appeals can only be submitted by a non-selected athlete on the grounds that:

a. the process outlined within this Policy has not been adhered to.
b. the process failed to take into consideration relevant information.
c. the process failed to take into account relevant information, which was available at the time, that the Selection Panel did not consider.

9.2 Any Appeal shall be made within three working days of the public announcement of the squad, in writing to the MCNA Chairperson.

10. ANNOUNCEMENT & PLAYER PATHWAY PROGRAMME OFFER

10.1 Provisional offers into the Middlesex PDP will be made within 3 days of the screening event, as per Appendix 6.

11. DE-SELECTION AND ATHLETE WITHDRAWAL

11.1 Athletes selected into a County PDP Programme will be able to access a range of training opportunities through their County PDP programme as determined by the England Netball Roses Development Framework.

11.2 The ongoing failure of any athlete to meet training requirements could result in de-selection. This shall be decided by the same Selection Panel outlined in Section 3.

11.3 An athlete may choose to withdraw from a County PDP Programme voluntarily. Such a withdrawal must be done in writing to the Performance Lead or their proxy.

12 PROMOTION/PROGRESSION PROCESS

12.1 Athletes who demonstrate development and progression within the MCNA PDP Programme, above and beyond their age group, may be promoted into the U15 PDP or London Mavericks or other franchise PDP, as appropriate, should an opening arise.

12.2 Athletes on the MCNA reserve list shall be offered a place in the county PDP Programme, should an opening arise.

13. PROCESS REVIEW

13.1 The Middlesex Performance Lead, will review the Selection Policy on an annual basis, in consultation with the Middlesex Performance Group. Proposed changes to the Policy must be approved by MCNA. This Policy, and future versions, will be made available on the Middlesex website.

14. CONFIDENTIALITY

14.1 All those involved in the nomination and selection process must keep confidential and not disclose any information regarding any aspect of the process and/or any nominated or selected Athlete, unless authorised by MCNA.

15. COSTS/FUNDING ASSISTANCE

The cost of the county PDP Academies will be no more than, U15s £310; U13s £155. MCNA will be able to provide financial assistance with fees, for those athletes experiencing hardship, who require support.

APPENDICES

Appendix 1 Glossary of Terms
Appendix 2 Membership of Selection Panels for Middlesex Screening
Appendix 3 Selection Criteria - Roles & Responsibilities of Players
Appendix 4 England Netball Player Pathway
Appendix 5 County PDP Programmes Eligibility Criteria
Appendix 6 PDP Programme Offer to Selected Athletes

Appendix 1: Glossary of Terms

Term	Definition
Athlete	Biological female Netball player
AIW	Athlete Identifiers Workshop
Coach	The Head Coach or age group Lead Coach or Assistant Coach for all age groups and squads
Competition Squads	Athletes selected for an identified competition and/or development opportunity as set out by the Middlesex Performance Group
County Netball Association (CNA)	An autonomous member's organisation, affiliated to England Netball. Where an agreement exists, CNAs act as the PDP delivery partner to England Netball for the County PDP Programmes.
County Player Development Programme Head Coach	Qualified coach appointed by the County Netball Association to deliver the County PDP Programme, directed by England Netball
County Player Development Programme Assistant Coach	Qualified coach appointed by the County Netball Association to support the delivery of the County PDP Programme, directed by England Netball
County Player Development Pathway (PDP) Programme Selection event or activity	An event or activity whereby an athlete can be observed by a Selection Panel to make an assessment on their suitability to enter, remain or move up the PDP. This event or activity may take a variety of different forms
County PDP Programmes	England Netball directed County U15 PDP programme and County U13 PDP programme
County Scouts	Identified trained (AIW) individuals responsible for identifying and nominating athletes to attend County PDP Programmes selection events or activities
County Under 15 PDP Programme	A weekly individualised training environment for athletes usually aged between 14-15, delivered between September/October and May
County Under 13 PDP Programme	A fortnightly individualised training environment for athletes usually aged between 12-13, delivered between September/October and May
EN	England Netball
MCNA	Middlesex County Netball Association
Nominators	A group of identified and trained (AIW) individuals responsible for nominating athletes to attend a County PDP Programmes selection event or activity, normally consisting of the County Selector, County Scouts, County U15 PDP Head Coach, County U13 PDP Head Coach and Trained Identifiers (coaches/schoolteachers)
PDP	Player Development Pathway
Performance	Netball performed within the Middlesex PDP Programme This includes the training and competition environment for PDP athletes
Performance Group	Personnel appointed by MCNA to lead performance within the county. Performance Lead is head of the group.
Performance Identifiers	Personnel appointed by the Performance Lead to make selection decisions.
Performance Lead	Person appointed by MCNA to strategically lead the performance programme and act as Head Performance Identifier on screening days.
Programme	This includes on court and off court activities for PDP athletes
Selection Criteria	Statements relating to skills, attributes and game sense used to select athletes into the Middlesex Programme
Selection Panel	Performance Identifiers appointed by the Performance Lead to make selection decisions

Trained Identifiers	Individuals responsible for identifying and nominating athletes to attend County PDP Programmes selection events or activities, who have attended the Athlete Identifiers Workshop (AIW).

Appendix 2: Membership of Selection Panels for Middlesex Screening

Ratio of 1 selector per 8-10 players

- Performance Lead
- Lead U15 and U13 Coaches
- Experienced Selectors who have completed the Performance Identifier Workshop and/or have significant selection experience, appointed by the Performance Lead in consultation with the Performance Group

Appendix 3: Selection Criteria

Roles & Responsibilities of Players

Whenever selecting Athletes for MCNA Programmes, the Selection Panel shall apply the Selection Criteria. A grading of 1-3 will be applied when assessing against any and all such Selection Criteria, with 1 being the highest grading.

Whenever selecting Athletes for MCNA Programmes, the Selection Panel shall apply in all Screening activities:

- Evidence of Skill or Quality
- Demonstrate Consistency
- Demonstrate Under Pressure
- Demonstrate in multiple contexts with consistency

When selecting athletes for the Selection Panel shall also apply the core playing competencies, personal qualities and other considerations listed below

- Movement and Ball Skills Criteria
- Invasion Games: Game sense Criteria
- Match Play: Roles and Responsibilities Criteria

Catch	**Pass**	**Footwork**	**Movement Skills**
One handed control Two handed control	Release Point One handed and two handed from both sides	Take Off Landing Jumping Footwork Rule	Change of Pace Change of Direction Multi Directional

Movement Skills U15 & U13 Criteria	
Take Off	***Demonstrate an effective technique from a stationary and moving start*** • Straight movement forwards and backwards • Diagonal movement to the left and right
Footwork	• Demonstrates efficient running technique • Able to sprint and change direction • Able to sidestep • Speed of footwork • Recovery footwork • Ability to work in a number of combinations • Turning from a sprint movement
Jumping	• Demonstrate efficient technique • Able to jump from both feet simultaneously • Able to jump off left or right foot • Able to turn in the air
Landing	• Demonstrate safe and balanced technique • Able to land on left and right foot • Able to land on both feet simultaneously • Able to pivot in all directions with an outside turn
Ball Handling	• Catching 2 and 1 handed • Passing 2 handed and 1 handed with a variety of passes used • With and without a defender

Game Sense U15 & U13 Criteria		
Attack	**Defence**	**Behaviours**
• Transition • Width/Depth • Options / Choices • Ball Side • Maintaining Possession	• Transition • Winning Ball • Working Together • Delay / Deny Opportunity	• Thinking • Patience • Never Give up • Leadership

Match Play Roles and Responsibilities Criteria

The Roles & Responsibilities of the Playing Positions for County U15 and U13 Player Development Pathway programme

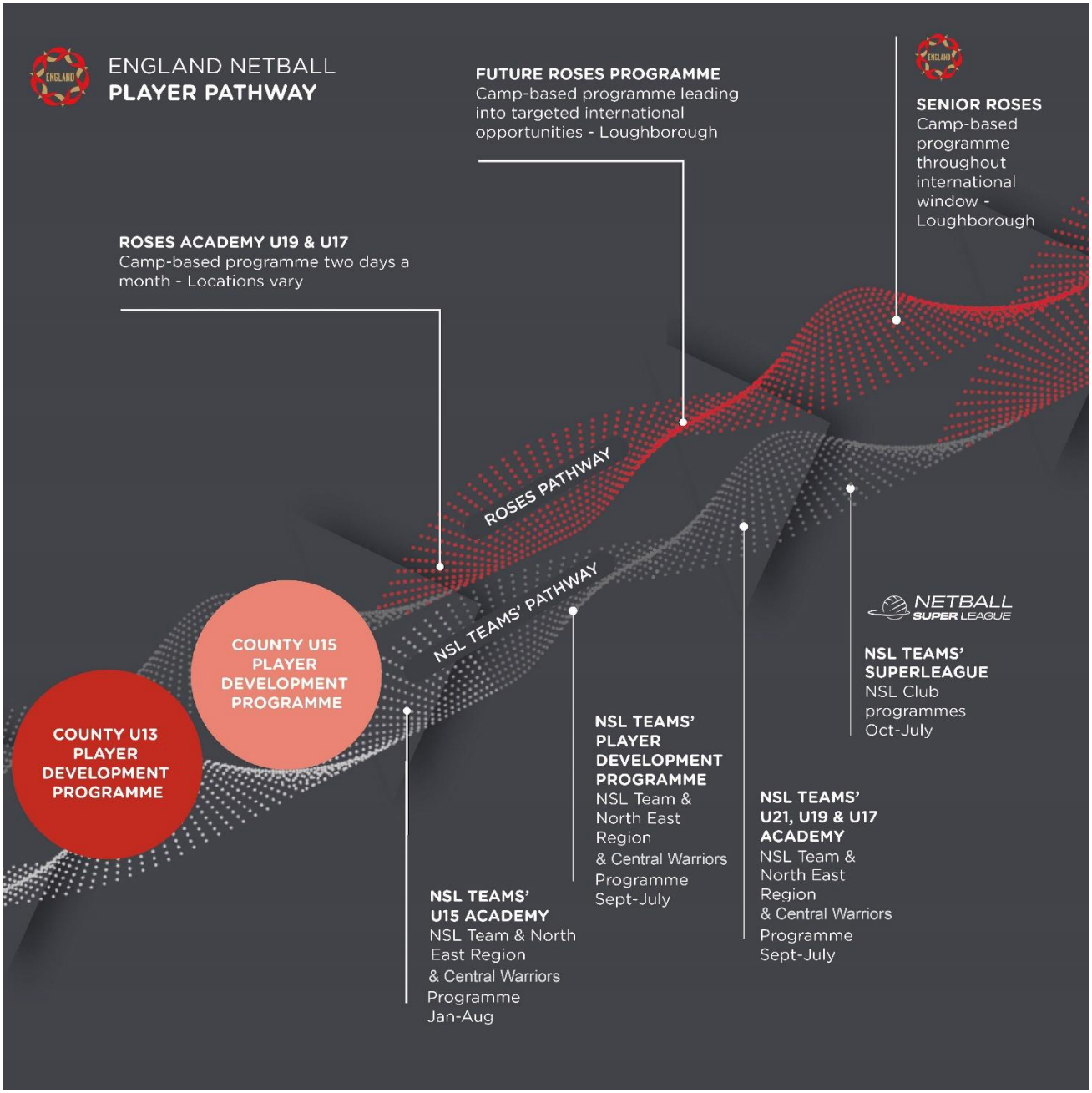
GS	**Movement & Ball Handling**	Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present	**Effectiveness in Position**	Confident from a range of distances. Aiming for 80% & greater volume of shots. Is generally available when CC hit the circle edge. Strong rebound position and take in the air.	**Transition**	Dictates to opponent to limit her availability through the court. Shows signs of working with others in a pair or unit.
GA		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.		Confident from a range of distances. Aiming for 80%. Is generally available when CC hit the circle edge. Is generally available 1st phase on Centre Pass when required. Strong rebound position and take in the air.		Dictates to opponent to limit her availability through the court and may take intercepts. Shows signs of working with others in a pair or unit.
WA		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present		Is generally available 1st phase on Centre Pass when required. Accurate feed and can keep possession. Generally available on circle edge		Dictates to opponent to limit her availability through the court and may take interceptions. Shows signs of working with others in a pair or unit
C		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present		Deliver Centre pass. Links and connects both attack defence. Accurate feed and can keep possession. Generally available on circle edge.		Shows signs of working effectively with the WD for effective 2 on 1 at the centre pass. Shows signs of working with others in a pair or unit.
WD		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present		Puts pressure on receipt of WA on 1st phase of Centre pass –shows signs of working with WD 2on1. Dictates WA movement in the attacking third and puts pressure on feeds. Takes interceptions off opponent.		Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.
GD		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present		Puts pressure on receipt of GA on 1st phase of Centre pass. Limits shot volume - Strong rebound position Takes interceptions off opponent. Challenges for rebounds Shows signs of switching with GK		Transitions from defence to attack providing option for the initial turnover. Sets up in position to provide an option on a back line pass Shows signs of offering a reset option to maintain possession.
GK		Change direction & change of pace. Lands balanced, turns to goal but may be inconsistent in delivering correct pass accurately. Sound catching technique. May have physical capacity but limited movement skills at present.		Dictates & restricts GS movement. Limits shot volume –variety of marking the shot. Takes interceptions off opponent. Challenges for rebounds. Shows signs of switching with GD		Transitions from defence to attack providing options including on the transverse line. Delivery of the back line pass with success

The Selection Panel will also consider other factors listed below, within their final selection decisions and will seek to ensure subjective opinions are supported by evidence. Other factors considered will include:

a. Coachability: the athlete understands expectations and can apply learning and make changes
b. Demonstrates the ability to operate effectively within a team
c. State of fitness, health and wellbeing
d. Positional balance and combinations within the team
e. Balance of experience and youth

Consideration may also be given to any other such factors that the Selection Panel considers in its sole discretion, to be relevant and appropriate to the overall assessment of a particular Athlete.

Appendix 4: England Netball Player Pathway



Appendix 5

County Player Development Pathway (PDP) Programmes Eligibility Criteria

1. Be at the correct age at the time of screening for 2026/2027 season:
    a. Under 13 as of 23:59 on 31st August 2026. Typically, school years 7 & 8. No athlete in Year 5 or below is eligible to attend.
    b. Under 15 as of 23:59 on 31st August 2026. Typically, school years 9 & 10.

2. Be affiliated to England Netball and have active membership to England Netball prior to the selection event.

3. Be affiliated to Middlesex County Netball Association on Engage.

4. To have completed the trial application form prior to the deadline
    a. If injured or unavailable for the set date, still complete an application form and then follow up with an email to the Performance Lead secretary@middlesexnetball.co.uk with a request for an alternative date.
    b. The Performance Lead reserves the right to decline an alternative date, if it falls outside of the scope of their annual plan.

Appendix 6

Player Development Pathway (PDP) Programme Offer to Selected Athletes

The PDP Programme Offer is a document which confirms that selected athletes who attended trials are offered a place by MCNA on the U15 or U13 PDP Programme, endorsed by England Netball as stated below:

- U15 PDP 20 athletes
- U13 PDP 20 athletes

Selected athletes will receive a PDP Programme Offer from MCNA within 3 working days of the selection event.

Once a PDP Programme Offer has been made by MCNA, it will not be withdrawn, unless athletes fail to meet the acceptance deadline.

The acceptance deadlines are:

- Under 15 PDP Programme – 5pm Tuesday 30th June 2026
- Under 13 PDP Programme – 5pm Tuesday 22nd September 2026

Acceptance means receipt of the completed Player Details form, including MCNA Code of Conduct **and** payment for the programme.

MCNA will not change the offer to a lower one, once accepted (e.g. U15 PDP Programme to reserve list). If athletes are on a reserve list for one of PDP Programmes, it will be clearly stated in the offer. Selected athletes must be England Netball members. Once the deadline has passed, those athletes on the reserve list may be offered a place on the PDP Programme. PDP athletes must be affiliated to Middlesex County Netball Association on England Netball's Engage membership platform.