

BRITISH HANDBALL ASSOCIATION

Women's Senior Selection Policy

SEASON 2020-21



1. INTRODUCTION

- 1.1. This Selection Policy (the “Policy”) covers selection of players for the British Handball Association (“BHA”) Women’s Senior Great Britain Squad (“Squad”) and the team of players from the GB Squad (“Team”) to compete in European Handball Federation (“EHF”) and International Handball Federation (“IHF”) Championships and tournaments including National Federation (NF) Invites for International matches and tournaments.
- 1.2. The “Coaches” refers to the Head and Assistant Coach of the team
- 1.3. Home Nation refers to the England Handball Association (“EHA”) and Scotland Handball Association (“SHA”)

2. AIMS

- 2.1. The specific aims of this Selection Policy are:

GB Squad -

To select a squad of players who:

- Understand the principles of game play, every-one's role within the team, read in-game situations, and adapt accordingly using creativity within the game model.
 - Have the physical attributes, ability and conditioning to effectively carry out their role consistently and repeatedly within training and or competition.
 - Make decisions based on being the best athletes possible by having a performance focused work ethic and lifestyle, combined with a willingness to learn.
 - Are mentally resilient, able to bounce back from setbacks and display the right attitude at all times.
 - Have a relentless competitive approach, steps up to big occasions and are prepared to make game changing decisions under pressure.
 - Have a broad range of skills and can use them in an appropriate manner to meet the demands of Handball, whilst under high pressure training or game conditions.
- 2.2 The Priorities, within the primary objective for the Senior Women’s GB Squad are:
 - Priority 1. Create a strong foundation and instill a formula and style that will inspire the pathway athletes to become part of the senior women platform, whilst becoming extremely competitive, with a clear identity.
 - Priority 2. To forge a team with the ability to leave a lasting impression in European Handball.
 - Priority 3. To translate all of the above into a top four European Nation
 - 2.3 The Priorities for the Senior Women’s Squad for the season 2020-2021 are:
 - Priority 1. Qualify for the Emerging Nations Championship
 - Priority 2. To educate and instill the understanding of a more professional attitude and the need to give more to maximize their capabilities for success.
 - Priority 4. Delivering as much game time and competitive experiences throughout the squad as possible. Creating a systematic understanding, with the tools to compete and qualify for upcoming competitions

Championships and dates are subject to change by the European Handball Federation (EHF) and International Handball Federation (IHF). Any changes will be communicated with the relevant players.

3. CONFIDENTIALITY

3.1 It is vitally important for the integrity of the Selection Policy and out of respect for the players, coaches, staff and other interested parties that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection.

3.2 Any member of the Selection Panel, whether voting or non-voting, who breaks this confidentiality may be removed from the Selection Panel. All confidential information, conversations and discussions will be identified as such.

4. SELECTION

4.1 The Head coach will select in consultation with the Assistant Coaches.

4.2 For selection criteria see 8. SELECTION CRITERIA

4.3 Players will be considered for selection against the selection criteria through:

- Coach observations of Club, GB and Home Nation matches
- Club, EHA, SHA or BHA coach recommendations
- Home Nation Talent Pathway activity
- Any other players who would like to be considered are encouraged to contact the teams' key point of contacts, as listed in 12.3, with any videos or evidence of playing ability meeting the selection criteria.

5. POLICY FORMATION

5.1. The British Handball Association Selection Policy is compiled by the Head Coach and Assistant Coach in consultation with the BHA Performance Group and is approved by the BHA Board.

6. CHANGES IN POLICY

6.1. In the event of exceptional circumstances beyond the control of BHA, the Head Coach reserves the right to make the decision following consultation with the Chair/Independent Non-Executive Director (INED) for Performance of BHA, either to change or amend the Selection Policy or the procedure, which might include withdrawing the GB Team from competition. Any amended Policy or change/withdrawal of the squad will be communicated to all relevant athletes by email within 24 hours of any amendment and will be published on the BHA website.

7. ELIGIBILITY/AVAILABILITY FOR CONSIDERATION

7.1. The Team Manager will ensure that each player available for selection is eligible to represent Great Britain including the following:

- The player is a citizen of the United Kingdom and holds a current valid British passport and/ or has obtained or procured the right to remain permanently in the United Kingdom or has been granted humanitarian protection in the United Kingdom and is eligible under the IHF Player Eligibility Code Articles V and VI;
- The player is eligible under any applicable anti-doping code (i.e. not be serving a competition ban as a result of a proven doping or controlled medication violation, or other breach of ethical conduct, nor in receipt of a lifetime funding ban from UK Sport/IHF).

- The player holds a valid current Playing Licence and be registered to a club that is affiliated to the EHA/SHA (Or, if based in Europe, affiliated to the National Governing Body (NGB) of that member country)

8. SELECTION CRITERIA

8.1. GENERAL SELECTION CRITERIA

The Coaches will take the following criteria into account when making their decisions and have due regard to the relevant statistical evidence available to them:

- Players' technical ability and tactical understanding
- Level of competition at the Tournament and potential opposition
- Players impact on the group dynamics
- Players level of commitment to their own/the team development
- Players perceived future potential (mainly for age group selections)
- Players regarded by the senior coaching staff to have the required qualities and abilities will be eligible to represent higher age group categories but cannot jump age categories unless exceptionally talented.

8.2. SELECTION PROCESS FOR ATHLETES TO A HIGHER AGE CATEGORY

A consultation between the respective coaching staff will take place, with all points being noted for clarity and a balanced decision made by the respective head coaches. If a player is recommended to the next age category, an agreement will be made between both squads coaching staff to determine if there is an appropriate camp for them to attend, to give the player the most positive experience. Consideration around the level of maturity and psychological development needed for the senior level of competition will be taken into account.

8.2.1 An email of promotion to next age group shall be sent to the athlete and/or parents/guardian, once agreed, on BHA letter headed paper to include the reasoning behind the decision. Included will be the offer of a collective webinar, including but not limited to the Senior Head Coach, Youth Age Group Coach, INED Performance and/or Chair for BHA. This will be an opportunity for any questions that the athlete or family may have for either of the coaching teams, to aid their decision whether to accept the promotion. The player must inform both coaches or the INED for Performance of their decision.

If the player accepts the selection to the next age group:

8.2.1.1 The cross-category player shall have the choice to train for the most important/highest ranked tournament i.e. IHF/EHF Championship take precedent over any friendlies in the preparation phase.

8.2.1.2 The player in question will be discussed regarding release for priority age group competitions and age group tournaments. If there is a cross over for any event the upper category should take priority.

8.2.1.3 There will be a single age limit. i.e. you can't be selected for the Senior team from the U17 team, unless there are extraordinary circumstances i.e. playing in a top division of club Handball abroad.

8.2.1.4 The player shall be supported and released for pre-agreed lead up camps and main holding camp prior to the competition or tournament.

8.3. IN THE EVENT OF NO AGREEMENT-If the Head Coaches for the respective teams in consideration cannot come to an agreement, the review panel will evaluate the discussions to make the final decision.

The review panel will consist of the INED for Performance, the Chair and a Head coach from both the Women and Men's teams if possible, any conflicted coach would not be included on the panel.

8.4. SQUAD SELECTION CRITERIA.

For Squads, in addition to the GENERAL CRITERIA listed above;

- Player Availability
- Club context

8.5. TEAM SELECTION CRITERIA.

For Teams in addition to the GENERAL CRITERIA listed above;

- Anticipated ability to perform against specific opposition
- Capacity to understand, execute and impact on the definition and application of the team model.

8.6. The Coach may ask players to participate in specific training, tests or matches where they deem this appropriate and necessary prior to selection and the Coach will inform the players concerned of the details regarding these requirements.

9. SELECTION PROCESS

9.1. A meeting will be held at which the squad/team will be finalized from the criteria laid out above and the matches/trials stipulated below, all players selected will be notified within 24 hours by the Head Coach via phone call and email.

9.2 DATES

9.2.1 The Squad will be selected one month prior to the final official tournament/competition and declared to the IHF/EHF on that date

9.2.2 The Team for each Tournament will be selected by the respective entry dates as stipulated by the Tournament or relevant criteria

9.3 The fitness of athletes to compete to their full potential at matches may be taken into consideration by the Coaches when selecting Teams and reserves. The advice of the Strength and Conditioning Coach may be sought and athletes may be asked to undergo a formal fitness assessment.

9.4 The Coaches will seek to announce selection as early as possible and in accordance with the tournament deadlines. The Coaches may have to select a long list prior to the final selection to meet EHF/IHF Squad guidelines for Championships/Tournaments.

10. POST SELECTION

10.1. The Head Coach will decide the Team starting order and inform players accordingly. The Head Coach may make amendments to the starting order in consultation with the Assistant Coach and/or INED Performance Director (if available) and if deemed necessary to do so.

10.2. CODE OF CONDUCT- Players, parents and players' support teams are expected to follow the principles of the BHA Code of Conduct. Players and their support teams are expected to behave at all times in a manner that does not bring the sport, BHA, Team GB, EHA or SHA into disrepute.

10.4. WITHDRAWALS- Once an athlete has committed to compete at an international match/tournament (verbally/in writing/by email) to the Head Coach they are expected to make every effort to participate. Any team member who withdraws themselves from the team, with the exception of a withdrawal on medical grounds, may be liable for the reimbursement of any costs incurred on behalf of that team member.

10.5. Selection is subject to compliance with UKAD and WADA Rules on doping and medication control.

11. GENERAL

11.1. DISCRETION - In exceptional circumstances, the Head Coach will be entitled, within the provisions of this policy to exercise their discretion to achieve a specific objective where it is reasonable to do so.

Following consultation with the Chair and/or Independent Non-Executive Director (INED) for Performance of BHA.

11.2. CANCELLATION/POSTPONEMENT - In the event of cancellation the relevant parties will be notified straightaway. In the event of postponement, a situation might arise where a new and/or different Team need to be selected, in which case all parties will be notified and normal procedure for selection will be followed.

12. COMMUNICATION

12.1. The Selection Policy will be placed on the BHA website, emailed to all registered clubs in the EHA/SHA leagues and shared with all registered members of the relevant age group in SHA and EHA via email. Hard copies will be available on request from the BHA Office and Team Managers.

12.2. Enquiries about the Selection Policy can be made either in writing or on the telephone to the Coaches, Team Manager or BHA Office who will pass onto the relevant party.

12.3. The key points of contact relating to this Selection Policy are the Coach and Team Manager

- Paul Dempsey (Head Coach) email: paulrdempsey23@gmail.com
- Paula Newnes (Team Manager) email: SnrWomen@britishhandball.com

13. APPEALS PROCESS AND PROCEDURES

13.1. Players have the right to appeal against a selection decision of the Selectors but only on the grounds that the Selectors have failed to comply with this policy, IHF/EHF Rules or the specific rules for competition.

13.2 An appeal must be made by submitting notice in writing to both the Chair of BHA and INED of Performance (via office@britishhandball.com) in accordance with the BHA appeals process.

13.3 The INED of Performance shall on receipt of the notice of appeal seek to bring together all parties for a without prejudice discussion that may, if all are agreed, take the form of a facilitated mediation. For the avoidance of doubt the Appeal Process shall continue to run during the course of such discussion. However, in the event that both parties notify the BHA that such discussion/mediation has resolved the appeal within the time specified in the appeals policy, the Appeal Process shall be stayed. The Appeal Process is set out on the BHA website and copies can be obtained from the BHA office.

Provisional Timetable for 2020-2021 Season:

Championships:

- EHF Women's Emerging Nations-TBC

Tournaments/Friendlies

- November 2020-Germany
- May 2021-TBC

Camps:

- October 2020-Liverpool or Stoke Mandeville
- January 2021-Liverpool or Stoke Mandeville
- February 2021-Liverpool or Stoke Mandeville
- March 2021-Belgium
- April 2021-Liverpool or Stoke Mandeville
- May 2021-TBC

Please note all dates are subject to change and these are only provisional. All finalised dates will be communicated with the selected players.