



Fremantle Sharks Policy Manual

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Policy Owner:

FNA Pathways Subcommittee

Policy Manual Approval Date:

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DEFINITIONS

Admin: The administrator of Sharks – sharks@fremantlenetball.com.au

Affiliated Club: An incorporated netball club affiliated and financial with FNA in the Winter Competition

Committee: The FNA Pathways Subcommittee of the management committee of FNA

FNA: Fremantle Netball Association Inc

FNA Futures: The development program that encompasses all representative teams and other programs for FNA, including but not limited to Representative teams, Metro League, State Cup, the FNA umpiring Academy and any other program that the Committee determines to fall in the scope of the program.

Representative Team: A team of Athletes selected to participate in the FNA Representative Competition

Sharks: The teams entered into the WANL competition and WANL Futures program by FNA under the licence agreement with NWA

NWA: Netball WA Inc

WANL: WA Netball League, or the Gold Industry Group WA Netball League

Winter Competition: The winter netball competition run by FNA



FREO FIRST POLICY

Policy Objective

The policy has been designed to articulate the commitment to the FNA Futures program while also:

- closely aligning with the talent identification process with NWA Pathways
- ensuring a thorough and transparent selection process for athletes and coaches in the Sharks program is followed, and
- ensures the highest standard athletes and coaches are selected to provide the best opportunity for success in the WANL Competition.

It is the responsibility of all involved parties to ensure they conform to this policy.

Freo First

We commit to selecting athletes and coaches from the FNA Futures programs in priority to those from outside by the program where possible

- 1) As part of the Athlete Selection Policy and Coach Selection Policy consideration is given to current and previous participation in the FNA Futures program.
- 2) Where there is an FNA Coach or Athlete available to fill a position and they have the appropriate skills and experience to fill the position, they will be considered above a similar non-FNA Coach or Athlete.
- 3) When a position becomes available we search for an appropriate candidate within the FNA community in the first instance, and only advertise outside our community if an appropriate candidate cannot be identified.
- 4) We have capacity for extended FNA Futures squads to allow for access to replacement athletes and training partners for Sharks.
- 5) We create opportunities for FNA Futures Coaches and Athletes to access the WANL environment through Sharks in safe and manageable ways.
- 6) If a non-FNA coach is appointed, a specific agreed plan will be included in their contract to ensure there is an appropriate connection to FNA to encourage the sharing of knowledge and skills with the FNA Futures pathway.
- 7) If a non-FNA Athlete is contracted, they will be required to participate in an agreed program with FNA or one of its Affiliated Clubs in a way that is mutually agreed with the Committee. Examples are included later in the policy.



FNA Athletes

An FNA Athlete is defined as meeting at least one of the following criteria:

- 1) Is an active player or coach at an Affiliated Club
- 2) Is an active player or coach in an FNA Futures program
- 3) Is an active member of the FNA Umpiring Squad or Academy

Non-FNA Athletes

A non-FNA Athlete is any Athlete not meeting the criteria for an FNA Athlete.

To comply with the objectives of the policy, if a non-FNA Athlete is contracted, they will be required to participate in an agreed program with FNA or one of its Affiliated Clubs. The agreed program should align to the skills and interests of the non-FNA Athlete.

Examples of the types of program that would be agreed include but are not limited to:

- 1) Registering as a player for the Winter season at an Affiliated Club
- 2) Registering as a coach for the Winter season at an Affiliated Club
- 3) Registering as a coach of the FNA NetSetGo program
- 4) Developing and running an inclusion program at FNA across the Winter season
- 5) In consultation with the ADO, developing a selection process, training program and coaching an FNA representative team to participate in a NWA carnival not already attended by FNA (such as NAIDOC, Multicultural Carnival etc)
- 6) Participating in the TID and Selection Program for FNA Representative team programs
- 7) Other not insubstantial involvement as suggested by the non-FNA Athlete and agreed by the Committee

If the agreed activity is not completed, the non-FNA Athlete will be considered to be in breach of the Sharks Participation Agreement.

Changes to Policy

This Policy may be reviewed, cancelled, amended or supplemented by the Committee as and when it sees fit.



ATHLETE SELECTION POLICY

Policy Objective

Sharks selects and manages teams in the WANL Competition, comprising:

- Open Team
- 21 & Under Team
- 18 & Under Futures Team

The policy has been designed to select teams, as determined by the Committee, which:

- considers the Freo First Policy
- closely aligns with the talent identification process with NWA Athlete Pathway;
- ensures a thorough and transparent selection process is followed, and
- ensures the highest standard athletes are selected to provide the best opportunity for success in the WANL Competition.

It is the responsibility of all involved parties to ensure they conform to this policy.

Process

An Athlete Selection Panel will be appointed to select players. The selection panel shall fully comply with this Policy when selecting each team.

The appointed Athlete Selection Panel will select the teams by majority voting. Should the Athlete Selection Panel be split equally on any athlete the Head Coach of the team being selected shall have the determining vote. However in making any selections, the Head Coach must comply with the provisions of this Policy.

Any member of the Athlete Selection Panel or any party involved in selection decisions will recuse themselves from selection decisions relating to their own family member.

The Open Team will comprise between 10 and 12 Contracted Athletes and may include Training Partners

The 21&U Team will comprise 12 Contracted Athletes

The 18&U Futures Team will comprise 12 Contracted Athletes

The Committee has authority to amend the composition of the Athlete Selection Panel at their discretion, including the appointment of apprentice selectors.

The Committee has the authority to change the composition of any Team to comply with changes to the WANL Handbook.



Athlete Eligibility

Athlete eligibility criteria for selection in Sharks Teams are listed below, and are subject to change as directed by NWA to comply with the current WANL Handbook.

All athletes must be drug free and compliant with Netball Australia's Anti-Doping Policy and Integrity Framework requirements and be a current affiliated member of NWA.

Open Team	<ul style="list-style-type: none">• Minimum 16 years of age as of 31 December of the year of competition• Training partners must not be eligible for the 21&U Team
21 & Under Team	<ul style="list-style-type: none">• Minimum 16 and maximum 21 years as of age as of 31 December of the year of competition
18 & Under Futures Team	<ul style="list-style-type: none">• Minimum 15 and maximum 18 years of age, as of 31 December of the year of competition• Must be eligible for the FNA "Representative Team Athlete Policy (2023)" in the year of competition

Selection Procedure

Trials may not be held for positions in the Open Team. Athletes may express their interest, and will be selected based on the requirements of the team, Player Points, and the Selection Criteria.

For 21&U and 18&U Futures Teams, the process for selection will be determined by the Selection Panel based on the requirements of the team and the Selection Criteria. Trials may be held for Teams or certain positions in Teams at the discretion of the Athlete Selection Panel, and/or expressions of interest may be called for.

If required, trials will occur at dates, venues and times to be determined by the Athlete Selection Panel and the Committee. To be eligible for selection via trials, Athletes shall complete the nominated Trial Registration Form and pay the non-refundable trial fee, prior to the stipulated date.

If an athlete is unable to attend scheduled trials (i.e. injured or away) the Trial Registration Form must be completed and the Selection Panel notified before the Trial Registration period ends. The Athlete Selection Panel is not obligated to arrange for alternate means of viewing of any athlete. If it is decided to do so, alternate means of viewing (i.e. video footage) may be considered by the Athlete Selection Panel.

Offers to athletes will be made in accordance with NWA processes. Unsuccessful athletes will be advised of this decision. Successful athletes will be required to accept



the offer and sign the NWA Participation Agreement and the Sharks Participation Agreement by date stipulated, for their position at the club to be valid, and failure to comply may result in the offer being deemed void.

The Athlete Selection Panel and Committee shall be under no obligation to provide reasons for its selection decisions although it may elect to do so at its discretion.

The Sharks Participation Agreement will include information about athlete commitments, uniform requirements and fees.

Selection Criteria

Selection may be based on but not limited to the following selection criteria:

- Skill level
- Ability to handle pressure on and off the court
- Attitude and behaviour
- Ability to learn from feedback and apply to game
- State of physical fitness, health and well being
- Past performances
- Current National Squad or AIS Member status
- Current or potential injury or condition which may impair, inhibit or prevent the participant's performance to the requisite level
- Potential for future elite teams
- Team composition and playing position
- Tactical knowledge and game awareness
- Attendance at required sessions for the selection process
- Financial with NWA and any other WANL club
- Current NWA affiliation
- The Freo First Policy
- Other factors considered by the Selection Panel to be important

Invitees may be invited to train with any team at the discretion of the Coaches and Athlete Selection Panel, with prior approval of the Committee.



Fees

Fees will be based on the Sharks budget and set for each season and must be paid when due.

Changes to Policy

This Policy may be reviewed, cancelled, amended or supplemented by the Committee as and when it sees fit.



COACH SELECTION POLICY

Policy Objective

Sharks selects and manages teams in the WANL Competition, comprising:

- Open Team
- 21 & Under Team
- 18 & Under Futures Team

The policy has been designed to appoint coaches, as determined by the Committee, which:

- considers the Freo First Policy
- closely aligns with the NWA Coaching Pathway;
- ensures a thorough and transparent process is followed, and
- ensures the best opportunity for success in the WANL Competition.

It is the responsibility of all involved parties to ensure they conform to this policy.

Process

A Coach Selection Panel will be appointed to recommend coach and manager appointments to the Committee for ratification.

The Committee has authority to amend the composition of the Coach Selection Panel at their discretion.



Coach Eligibility

Coach eligibility criteria for appointment to Sharks Teams are listed below, and are subject to change as directed by NWA to comply with the current WANL Handbook.

All Coaches and Managers must be a current registered member of NWA, hold a current Working with Children Check, and comply with the conditions of the GIG WANL Participation Agreement and NWA Integrity Framework.

Open Team and 21 & Under Team Coaches	<ul style="list-style-type: none">• Accreditation - minimum current National Coaching Accreditation Scheme (NCAS) Advanced Netball Coaching Accreditation (working towards Elite)
Assistant and Apprentice Coaches	<ul style="list-style-type: none">• Accreditation - minimum current National Coaching Accreditation Scheme (NCAS) Intermediate Netball Coaching Accreditation (working towards Advanced)
18 & Under Futures Team	<ul style="list-style-type: none">• Accreditation - minimum current National Coaching Accreditation Scheme (NCAS) Intermediate Netball Coaching Accreditation (working towards Advanced)

Selection Procedure

Applications for vacant Sharks Coach and Manager positions shall be called for at a date determined by the Committee if unable to be filled from the existing Coaches and Managers, coaches in the FNA Futures pathway, or at the discretion of the Committee.

Applications for vacant positions are to be submitted to Admin. All applications must detail Applicants qualifications, skills and experience as per the Coach Application Form. The applicants are to be shortlisted by the Coach Selection Panel in line with the selection criteria. Interviews may be held with shortlisted candidates if required.

Applicants will be advised of the outcome of the selection process by the Committee.

The Coach Selection Panel and Committee shall be under no obligation to provide reasons for its selection decisions to applicants although it may elect to do so at its discretion.



Selection Criteria

Selection may be based on consideration of but is not limited to the following selection criteria.

Criteria	Open	21U	18U	A/A*	M*
Current NWA membership and WWC	X	X	X	X	X
Have a current WA drivers licence and access to a car as required	X	X	X	X	X
Ability to meet duties, attendance and report requirements as per this policy	X	X	X	X	X
Ability to operate effectively as a member of a small team	X	X	X	X	X
Commitment to advocacy of Sharks, FNA and NWA	X	X	X	X	X
The Freo First Policy	X	X	X	X	X
Netball Australia Advanced Coaching Accreditation or working toward same	X	X			
Netball Australia Intermediate Coaching Accreditation or working toward same			X	X	
Suitability in terms of behaviour, ethics and attitude to represent Sharks and FNA	X	X	X	X	X
Good understanding of athlete development (all aspects including physical, social and emotional)	X	X	X		
Ability to create, plan, communicate and deliver a best practice high performance program collaboratively with the coaching team	X	X	X		
Strong and effective leadership skills, ability to unite and lead the Sharks coaching and management team	X	X	X		
Outstanding organisational skills, excellent communication, interpersonal and conflict resolution skills	X	X	X		
Experience as a WANL or State Team coach or equivalent	X	X			
Experience as an Association Championship, Metro League Coach or equivalent			X	X	
Good appreciation and understanding of the selection of age group netballers and NWA development pathway	X	X			
Enthusiasm for development of coaching skills in a high performance competition			X	X	

* A/A refers to Assistant and Apprentice Coach. M refers to team Manager.



Duties

Duties of the coach and manager includes the following tasks and responsibilities.

Duties	Open	21U	18U	A/A*	M*
Obtain Committee approval prior to undertaking in other coaching positions that may impact the ability to undertake duties	X	X	X	X	
Abide by, promote and actively enforce NWA and Sharks policies and procedures	X	X	X	X	X
Support and participate in sponsorship or promotional arrangements entered into by NWA, Sharks and FNA	X	X	X	X	X
Support the FNA Futures program in developing athletes and coaches including participation in specialist sessions	X	X	X	X	
Attendance at required Sharks events such as season launch, awards night, training, education sessions, matches, NWA meetings, clinics, fundraisers and other functions as scheduled	X	X	X	X	X
Review the Athlete Selection Policy and update during season planning	X	X	X		
Participate in the development of the season strategy including identification and resolution of strengths and gaps in the program	X	X	X		
Member of the Athlete Selection Panel, ensure adherence to the selection policy	X	X	X		
Liaise with the Team Manager and Admin regarding training and other logistics	X	X	X		X
Develop and execute a program for athlete development	X	X	X		
Maintain communication regarding the program with parents and athletes	X	X	X		
Plan and execute a pre-season camp	X	X	X		
Coach the team for the season, including training and the pre-season program	X	X	X		
Perform face-to-face mid and post season review meetings with each athlete contracted to the team	X	X	X		
Submit a season review report to the Committee at the end of each season	X	X	X		
Encourage, mentor and unite all Sharks coaches, managers and any other personnel as appropriate	X	X	X		
Actively develop and promote Sharks and FNA athletes along the NWA Development pathway	X	X	X		
Carry out duties at training and game day as directed and agreed with the Coach				X	X
Any other duties that may arise from time to time which fall within the parameters of the role and within the level of skill as directed by the Committee	X	X	X	X	X

* A/A refers to Assistant and Apprentice Coach. M refers to team Manager.



Honorariums

Honorariums will be based on the Sharks budget and negotiated at the time of appointment, commensurate with experience and qualifications.

Changes to Policy

This Policy may be reviewed, cancelled, amended or supplemented by the Committee as and when it sees fit.



CODE OF CONDUCT

Policy Objective

This policy documents the expected behaviours of all representatives of Sharks

It is the responsibility of all involved parties to ensure they conform to this policy

Process

A breach of the Code of Conduct will be managed by the Committee.

The Code

Sharks' values are Integrity, Community and Excellence. All Sharks apply these values when we are representing Sharks or FNA. This includes Contracted Athletes, Training Partners, Coaches, Team Managers, Committee and any other person in the Sharks environment.

- 1) Respect the rights, dignity and worth of fellow players, coaches, officials and spectators
- 2) Refrain from conduct which could be regarded as sexual or other harassment
- 3) Respect the talent, potential and development of fellow players and competitors
- 4) Care and respect the equipment and resources provided to you
- 5) Be frank and honest concerning illness and injury and your ability to fully participate at training and games
- 6) Conduct yourself in a responsible manner relating to language, temper and punctuality
- 7) Operate within the rules and spirit of netball, promoting fair play over winning at any cost
- 8) Maintain a high standard of personal behaviour at all times
- 9) Respect the decisions of umpires, officials, coaches and administrators in the conduct of the sport
- 10) Act with integrity and objectivity and accept responsibility for your decisions and actions
- 11) Adopt appropriate and responsible behaviour in all interactions



COACH APPLICATION FORM

DETAILS

Name: _____

Coaching position: _____

In applying for the above role, I confirm I have read agree to the Coach Selection Policy and am able to comply with the NWA and WWC requirements.

INFORMATION

Please provide details of your current coaching accreditation (including expiration date) and coaching experience (including highest level of experience)

Describe why you want to Coach at Sharks

Describe why you are a good fit for Sharks

DECLARATION

I confirm the information provided is true and accurate

Signature

Date



COACH AND MANAGER AGREEMENT

DETAILS

Name: _____
Position: _____
Term: _____
Honorary: _____

In accepting the above role, I agree to the terms and conditions set out in this agreement.

DEFINITIONS

Coach/Manager: The individual listed in the Details section

Committee: The FNA Pathways Subcommittee of the management committee of FNA

FNA: Fremantle Netball Association Inc

Sharks: The teams entered into the WANL competition and WANL Futures program by FNA under the licence agreement with NWA

NWA: Netball WA Inc

WANL: WA Netball League, or the Gold Industry Group WA Netball League

AGREEMENT

The term of this agreement shall be from the date of signing this agreement to the date indicated in the Details section. The term may be extended in agreement with the Committee to allow for the completion of the season duties as deemed necessary.

This agreement is made between the Coach/Manager and the Committee.

The Duties of the Coach/Manager in the Coach Selection Policy form part of this agreement.

The agreement may be terminated by either party in the following circumstances when:

- 1) The Coach/Manager is in breach of this agreement including, but not limited to, a breach of the code of conduct, or unsatisfactory completion of season review,
- 2) The Committee fails to exercise its duties as per this agreement or Sharks policy,
- 3) The season is cancelled due to any Force Majeure Events, or
- 4) Sharks, as per its licence agreement held by FNA, ceases operations.



SUFFICIENT FUNDS

The payment of any amount under this agreement is subject to Sharks having sufficient money available for the payment of honorariums.

The Committee may in its absolute discretion, determine whether it has sufficient money available for payment under this agreement, either in whole or in part. If it is determined there are not sufficient funds to make any honorarium payment under this agreement, the Committee may terminate this agreement without affecting your obligations under this agreement in relation to any part of the honorarium already paid.

The Committee are not liable to you in any way if this agreement is terminated under this clause and you are unable to make any claim against Sharks, FNA or the Committee for any loss suffered as a result of termination of this agreement.

DISPUTES

Any dispute concerning this agreement shall be subject to arbitration in accordance with the policies of Sharks as listed on the website and amended from time to time.

Signed by the Coach/Manager

Date

Signed by _____
on behalf of the Committee

Date



STATEMENT BY SUPPLIER

We are required to withhold 47% of any payments made to individuals providing goods or services unless provided with a statement from the individual stating that an ABN is not required.

SUPPLIER NAME	
ADDRESS	

I do not have an ABN and declare the following (at least one):

The supply is made to you in my capacity as an individual and the supply is made in the course of an activity that is a private recreational pursuit or hobby	<input type="checkbox"/>
The supply is made to you in my capacity as an individual and the supply is of a wholly private or domestic nature to me	<input type="checkbox"/>
The whole of the payment that I will receive is exempt from income tax	<input type="checkbox"/>
I have no reasonable expectation of profit or gain from the activity undertaken and consider that I do not meet the definition of an enterprise for tax purposes	<input type="checkbox"/>

I agree to advise you in writing if circumstances change to the extent that this statement becomes invalid

My bank account details are as follows for a direct payment to be made:

Account Name	
BSB Number	
Account Number	

Signature

Date



ATHLETE PARTICIPATION AGREEMENT

SHARKS MISSION STATEMENT

We will provide a positive environment that engages, nurtures, and challenges the best players, coaches, umpires, and officials in the Fremantle community. With a vision to represent Sharks as the leader of the WANL competition, while offering a pathway for those aspiring individuals, through to the high performance pathway of Netball WA.

PLAYER MISSION STATEMENT

To represent Sharks and my team to the best of my ability and ensure that the ideals of netball - participation, fitness, competition, teamwork and, above all, sportsmanship - are always maintained.

PLAYER COMMITMENTS

It is expected that all Sharks players meet the following commitments:

- Registration of personal details in PlayHQ when requested.
- Payment of all playing and training fees, including any additional uniform expenses when requested.
- Attendance at each game, scheduled training and pre-season, unless prior arrangements are made with the Coach.
- Completion of personal fitness/gym sessions as instructed by the Coach.
- Active participation in Sharks fundraising and community events. The specific events and dates will be detailed in the Calendar of Events.
- Attendance at any organised training games, including promotional, sponsorship and developmental activities.
- Submission to the Manager, a medical certificate from a qualified Medical Practitioner or clearance from a Physiotherapist which clears you to recommence training or playing after an injury or serious illness.
- Notification in writing the reasons for any leave of absence request, through the Manager, at least four weeks before any leave of absence that is required from games, training or fitness sessions.
- Compliance with the requirements of the Athlete Participation Agreement and all relevant policies of Netball WA and Sharks.



CALENDAR OF EVENTS AND FEES

The 2024 Calendar of Events and GIG WANL Fixtures will be provided when available.

Fees for the 2024 season have not yet been finalised by Netball WA or Sharks. These will be provided when available.

We will be offering the Sponsor a Shark program in the 2024 season if you know of anyone interested in sponsoring you. Package details will be provided in the 2024 Season Information Pack.

All of the above information will be provided in the 2024 Season Information Pack.

CODE OF CONDUCT

You are representing Sharks at all times whilst involved in all activities listed in Player Commitments. We expect our players to adhere to all Sharks and Netball WA policies (as listed on the websites and amended from time to time). Whilst we expect all players enjoy their experience at Sharks, it is also important that we do so whilst respecting those around us.

Failure to maintain the Code of Conduct will lead to disciplinary action, which may include the player being withdrawn from their team.

The Code of Conduct also applies to Sharks supporters, and we expect our Supporters including Guardians/Spouses to adhere to. Any deviations from the Code of Conduct will not be accepted.

MEDIA CONSENT

Please be aware that media exposure at events may result in your name, team details and/or photograph appearing in a newspaper, social media, sponsorship partners advertising, or on websites. If you have a concern with this happening, please contact the Administrator immediately.



PARTICIPATION AGREEMENT

I have read, understand and agree to meet the required Player Commitments. I understand that I may be withdrawn from Sharks on the recommendation of the Coaching team and at the sole discretion of the Committee, if I do not adhere to the requirements above.

Any extended leave of absence known at the time of signing the Participation Agreement is included below.

Player Name

Date

Player Signature

Parent/Guardian Signature
(if Player is under the age of 18 years)

Leave of absence request

OFFICE USE ONLY

Sharks Signature

Date



AWARDS

Policy Objective

We celebrate our success and recognise the significant contributions made to Sharks by our athletes, volunteers, and community members.

Criteria

The criteria for each award is as follows

Team Awards	
Most Valuable Player (MVP)	<ul style="list-style-type: none"> Selected from the contracted athletes on each team. Determined by a 3, 2, 1 voting system, with 3 being for the best performance, with voting by the coaches of the team after each Round, and collated at the end of the regular season. Awarded to the athlete who ranks most highly in the voting system based on playing performance throughout the WANL season.
Runner-up MVP	<ul style="list-style-type: none"> Selected from the contracted athletes on each team. Determined by the MVP voting system. Awarded to the athlete who ranks second in the voting system based on playing performance throughout the WANL season.
Coaches Award	<ul style="list-style-type: none"> Selected from the contracted athletes in each team. Determined by the team coaches. Awarded to an athlete who demonstrates excellent sportsmanship, leadership, or team qualities, on or off the court, during the WANL season.
Sharks Awards	
Shark of the Year	<ul style="list-style-type: none"> Selected from all contracted athletes, coaches, team managers, and other direct participants in Sharks during the WANL season. Determined by the Committee. Awarded to an individual who consistently represents Sharks positively and passionately, and who demonstrates excellent values and behaviours.
Volunteer of the Year	<ul style="list-style-type: none"> Selected from all volunteers for Sharks. Determined by the Committee. Awarded to an individual who gives a significant contribution to the club through their volunteering efforts through the WANL season, and demonstrates an outstanding commitment to the club.



Process

The Committee will confirm the Team Award recipients with the coaches after selection based on the criteria.

The Committee will select the Sharks Award recipients based on the criteria.

There will be one of each Sharks Award annually, unless otherwise determined by the Committee.

There will be one of each Team Award for each team (e.g. an MVP for the Open, 21&U, and Futures teams). Where athletes are on an equal numbers of points, there may be additional awards made up to a total of four awards per team.

The Committee has authority to amend the criteria of the awards in this policy at their discretion.