



FUSION ACADEMY POLICIES & PROCEDURES

1. PARTNER CLUBS

1.1. The following Netball Clubs make up the partnership of the Fusion Netball Club

Academy:

- 1.1.1. Beaumaris Netball Club Inc.
- 1.1.2. Ellenbrook Eels Netball Club Inc.
- 1.1.3. Quinns Districts Netball Club Inc.
- 1.1.4. Sorrento Saints Netball Club Inc.
- 1.1.5. Titans Netball Club WA Inc.

2. REGISTRATION REQUIREMENTS

- 2.1. All athletes must register for the Fusion Program via the MyNetball link provided via email.
- 2.2. All registrations must be completed by the date advertised. No late registrations will be accepted.
- 2.3. Should you experience any difficulties with the Registration please contact Deb Van der Meer via enquiries.fusionnetballacademy@gmail.com

3. ELIGIBILITY & AVAILABILITY REQUIREMENTS

- 3.1. Athletes who are selected into the program are expected to be available for all dates of the program, including, but not limited to training sessions, team bonding sessions, team photos, uniform fitting and distribution and End of Year Dinner. These dates are to be advised at the commencement of the program.
- 3.2. Only those athletes registered to play for the Fusion Partner Clubs or JNA current Metro League Team in the current winter season at WDNA/JNA are eligible to trial.
- 3.3. Minimum aged athletes turning 13 years of age in the year trialling.
- 3.4. Athletes who are selected within any WANL Program (20U, or League) are not eligible to trial for the Fusion program.
- 3.5. Athletes must attend and participate at all trials.
- 3.6. Athletes who are injured at the time of trials must produce a medical certificate.
- 3.7. If an athlete is unable to attend a trial for medical reasons, their selection/non-selection will be based on feedback from selectors at previous trial.



3.8. Dates for carnivals will be released yearly at the time of team selection. All athletes must be available for the ENTIRE carnivals and must not have any other commitments during this time.

4. TRAINING REQUIREMENTS

- 4.1. All athletes are required to attend all training sessions.
- 4.2. If an athlete is unable to train due to injury or to attend training for any other reason; it is the responsibility of the athlete to notify their Team Lead Coach via phone or email, prior to the training session.
- 4.3. If an athlete is injured, they are required to attend and observe the training sessions.
- 4.4. If an athlete is sick, they are to remain at home; returning to training when recovered.
- 4.5. It is strongly recommended that athletes either tape their ankles or wear ankle braces during both the training sessions and over the competition weekend to help prevent injuries.
- 4.6. If an athlete misses 2 or more training sessions without a medical reason or prior discussion with Team Coach, a meeting will take place between Academy Head Coach, Team Lead Coach, Parent and Athlete. If an appropriate reason is not provided for lack of attendance the athlete will be released from the Fusion program.

5. INJURIES & MEDICAL CLEARANCES

- 5.1. Any athlete who is unable to train due to injury must be reviewed by an appropriately qualified Healthcare Provider
- 5.2. Injured athletes cannot return to training or playing until the Team Lead Coach has received a written medical clearance from the Healthcare Provider. The Team Lead Coach is responsible for passing this information on to the Head Coach.
- 5.3. The Team Lead Coach and Head Coach must be kept informed of treatment and prognosis after each review with the Healthcare Provider.
- 5.4. Any injury that requires extensive treatment which means an athlete cannot attend and/or participate in training for an extended period may result in that athlete being released from the program. This decision will be made in consultation with the



Board, Team Lead Coach, Head Coach, parents and athlete, taking into consideration all medical information from the Healthcare Provider.

6. BEHAVIOUR EXPECTATIONS

- 6.1. Athletes and Coaches selected within the Fusion Academy program are representing the Fusion Academy and as such are expected to follow the Fusion Code of Conduct at all times.
- 6.2. Athletes or Coaches who break the Code of Conduct or who consistently display poor behaviour and/or attitude towards any member within the Fusion Academy program may not be selected into the program or released from the program with no refund of fees paid.
 - 6.2.1. Should this involve an already selected athlete or coach then this action will be taken after consultation with the Board, Team Lead Coach, Head Coach, parent and athlete.
- 6.3. Athletes or Coaches who break this Code of Conduct while playing or coaching at Club level may be released from the program with no refund of fees paid. This decision will be made in consultation with the Fusion Board.
- 6.4. The Head Coach will conduct a Fusion induction meeting with parents of successful Junior athletes outlining the following:
 - 6.4.1. Ethos of Fusion
 - 6.4.2. Training responsibilities of the athlete
 - 6.4.3. Carnival expectations of parents and athletes
 - 6.4.4. Court time at carnivals will be outlined.

7. FEEDBACK

- 7.1. Athlete feedback will only be provided to those athletes who are released after Squad Phase.

8. COSTS & PAYMENTS

- 8.1. Actual costs may vary from year to year dependent upon the Academy costs for the program, which includes, but is not limited to, Specialist Coaches, Equipment, Uniforms, Competition Entry Fees and Insurances.



- 8.2. There are different payments for each phase. Appendix 1 outlines the fees.
- 8.3. If payment is not received by the due date, the athlete will not be eligible to participate in Fusion and will/ may be replaced in the program.
- 8.4. Should anyone be experiencing financial difficulties with reference to the payments they are asked to contact Registrar via email, to organise alternative payment arrangements.
- 8.5. Applications for refunds for athletes who must leave the program for medical reasons must be submitted in writing to the Registrar. These will be forwarded to the Board, who will consider each application based on evidence provided, at the next Board Meeting and any refund will be a pro rata refund less an administration fee.
- 8.6. There is no refund for nonattendance at trials, or withdrawal from the Fusion program.

9. SELECTIONS AND SELECTORS

- 9.1. Applications for selector positions are open to members of all partner clubs. Appointments will be made by the Head Coach and Board.
- 9.2. Successful applicants will be required to attend a pre-trial meeting to outline duties.
- 9.3. Where possible there will be 2 selectors per court. A head selector will be appointed to each age group.
- 9.4. Athletes may be requested to play outside of their nominated positions if a selector identifies that they would be better suited to and have a greater chance of being selected in that position.
- 9.5. Recorders will be appointed for each age group.
- 9.6. Selectors and recorders are not permitted to wear any club identifying clothing.
- 9.7. Selectors who have children trialling may not select in their child's age group.
- 9.8. Selectors will not engage with players by giving feedback
- 9.9. Head selectors have final decisions on selections in consultation with Team Lead Coach and Head Coach.
- 9.10. All selectors will be provided with selection criteria for various age groups.
- 9.11. Number of teams may vary from year to year, dependent on various factors including, but not limited to the quantity of appropriate coach applications that meet the criteria and required skill level of the athletes.



10. NOTIFICATION OF ATHLETE SELECTION

10.1. Notification of athlete selection or non-selection will be done according to the following table:

Phase	Method of Notification
Trials & Squad Phase	Announced via email with leg numbers
Final Team Selection	Names announced via email

10.2. When announcements are made via email, a link will be provided to enable athletes to accept their position in the program and make payments for the next phase.

11. TRIAL CLOTHING AND UNIFORMS — ATHLETES & COACHES

- 11.1. During Trials and Squad Phase, athletes are to wear black skirts/shorts/leggings and white T shirts. Leggings must be no longer than knee length as leg numbers must be visible on the lower leg.
- 11.2. Athletes and coaches are not permitted to wear any club identifying clothing including, but not limited to socks, shorts, skirts, leggings, shirts, jumpers or bags.
- 11.3. Athletes are not permitted to wear any Association, State or National representative clothing including, but not limited to, socks, shorts, skirts, leggings, shirts, jumpers or bags.
- 11.4. Any athlete or coach not adhering to these policies will be asked to leave and can return when the offending piece of clothing has been replaced with one that meets with these policies.
- 11.5. Athletes selected into teams will be given a Fusion training shirt, the cost of which is included in fees. Athletes are expected to wear the Fusion shirt with a netball skirt, sports shorts or leggings to each training session. Long leggings are acceptable once teams are chosen. If an athlete has been in the Fusion Program in prior years and has Fusion branded clothing which is still relevant and fits appropriately you will not be required to purchase a new singlet/hoodie.



- 11.6. Athletes will be supplied with a Fusion dress on loan for the period of the carnival weekends. This dress must not be altered. This dress must be returned to the team Manager after the last carnival. The Team Manager is responsible for laundering the uniforms and returning them with the equipment bag on due date set by the registrar.
- 11.7. Coaches who are new to the program will be supplied with a Fusion shirt. Coaches who have been in the program previously will only be issued with new shirts or hoodie should they need replacing. These items of clothing are to be worn to all training sessions and carnivals.

12. COACH EXPECTATIONS AND RESPONSIBILITIES

- 12.1. Applications for coaching positions are open to members of all partner clubs. Appointments will be made by the Head Coach and Board.
- 12.2. Minimum qualifications for coaching positions will be set by the Board each year and communicated via coach application form. The Board reserves the right to make discretionary decisions on coaching appointments where an applicant's experience is not aligned with their qualification.
- 12.3. All coaches will be advised by letter of their appointment, status and benefits prior to the commencement of trials if possible.
- 12.4. This letter will include the Duty Statement and Coaches Agreement which is to be signed and returned by the date requested by the registrar.
- 12.5. Assistant coaches and Apprentice Coaches may be used as runners, recorders and athlete organiser's on trial days.
- 12.6. Meeting with all coaches will be conducted by the Board prior to team training phase to outline all coaching expectations.
- 12.7. All coaches are required to submit a report on each athlete within the team that they coached.
- 12.8. The Head Coach, Assistant Coach, and Apprentice Coach are required to submit a written report outlining their views of the program.
- 12.9. Final payment to the Head Coach, Assistant Coach, and Apprentice Coach will be issued after the registrar receives all reports. Templates will be provided.



APPENDIX 1 FEE BREAKDOWN

Phase	Fees	Date Payable
Trials	\$10	At time of first registration.
Squad Phase	\$60	At time of acceptance of position in Squad Phase.
Team Phase	\$220	At time of acceptance of position in Team Phase.
Training Partner	\$150	At time of acceptance of position in Team Phase.
Academy Windup	TBC	TBC