NETBAL NEDERLAND HIGH PERFORMANCE PROMOTION, MOVEMENT AND DESELECTION POLICY

Senior National Programme and Development National Squad

1.0 PURPOSE

This policy explains how athletes move into, within and out of the NNL High Performance pathway. It is intended to create a fair, transparent and development-led process while preserving the Selection Panel's ability to build competitive squads and respond to changing programme needs.

2.0 SCOPE AND RELATIONSHIP TO OTHER POLICIES

This policy applies to the Development National Squad, training partners and Senior National Programme selection pools. Tournament and representative team selection remains governed by the NNL Selection Policy. Appeals are governed by the NNL Selection Appeals Procedure. Injury-related deselection and replacement are governed by Section 11 of the Selection Policy and the NNL Return to Play Policy.

3.0 PRINCIPLES

- Movement is evidence-led, role-specific and based on current readiness and future potential.
- Development is not necessarily linear; movement in either direction may be appropriate and is not automatically disciplinary.
- Promotion is earned and is not guaranteed by time served, attendance or previous selection.
- Athletes will be assessed fairly and without unlawful discrimination.
- The needs of combinations, positional balance, competition readiness and programme capacity may affect decisions.
- Decisions will be documented, communicated respectfully and reviewed at appropriate points.

4.0 PATHWAY STRUCTURE

The Development National Squad is a formal feeder and development environment for athletes who are not yet consistently competition-ready for the Senior National Programme but demonstrate potential, commitment or a role relevant to future national needs. Athletes may occasionally integrate into senior activity to accelerate learning, test readiness, support training quality or meet positional needs.

Temporary integration, training invitations and reserve status do not themselves constitute permanent promotion or guarantee representative selection.

5.0 DECISION-MAKING AUTHORITY

The Selection Panel established under the NNL Selection Policy will make pathway movement decisions. The Performance Director chairs the process and holds final authority following consultation. Specialist staff may provide evidence but do not vote unless formally appointed to the Selection Panel. Conflicts of interest must be declared and managed.

6.0 EVIDENCE CONSIDERED

Decisions may consider:

- Technical execution and consistency under pressure.
- Tactical understanding, decision-making and ability to perform an identified role.
- Physical preparation, testing trends, training availability and load tolerance.
- Psychological skills, learning behaviours, resilience and response to feedback.
- Domestic, camp and match performance, including verified statistics where available.
- Conduct, reliability, communication, team contribution and compliance with programme expectations.
- Positional balance, combinations, competition plan, succession needs and available programme places.
- Progress against the athlete's Individual Performance Plan and previously communicated actions.

The NNL assessment language may include YES — meets required standard; MAYBE — competitive; and NOT YET — development required. A NOT YET outcome is a development judgement, not a permanent exclusion.

7.0 TYPES OF MOVEMENT

Movement	Meaning
Development entry	Selection into the Development National Squad or as a training partner.
Temporary integration	Invitation to selected senior sessions, camps or activities for development or programme need.

Movement	Meaning
Promotion	Movement into the Senior National Programme or senior selection pool.
Reserve or dual status	A defined period spanning development and senior activity, with clear expectations.
Movement to development	Transfer from senior to development status to rebuild readiness, increase opportunity or address an identified gap.
Release/deselection	Removal from a squad or pathway place, either at a review point or during a cycle where justified.

8.0 PROMOTION PROCESS

1. **Identification** — coaches and staff identify evidence that an athlete may be ready for increased exposure or promotion.
2. **Evidence review** — the Selection Panel reviews assessment data, role need, IPP progress, availability and programme capacity.
3. **Appropriate exposure** — where useful, the athlete may receive a defined senior training or camp opportunity before a permanent decision.
4. **Decision** — the Performance Director records the rationale and any conditions or review period.
5. **Communication** — the athlete is informed privately, normally within five working days of the decision.
6. **Transition** — the athlete receives expectations, reporting arrangements and an updated IPP or role plan.

9.0 REVIEW POINTS

Formal movement decisions will normally be considered at published trials, squad reviews, post-competition reviews and annual cycle reviews. The Selection Panel may act between review points where injury, availability, rapid development, conduct, competition registration, positional need or programme capacity requires it.

10.0 DESELECTION OR RELEASE

An athlete may be moved to development status, released from a squad or removed from the pathway for one or more of the following reasons:

1. Performance or readiness no longer meets the required standard or role need.
2. Insufficient progress against clearly communicated development priorities.
3. Repeated non-attendance, unavailability or failure to meet agreed programme commitments without an accepted reason.
4. Conduct, integrity, safeguarding, anti-doping or disciplinary concerns, subject to applicable procedures.
5. Failure to maintain eligibility, registration, required clearance or good standing.
6. Material breach of the Athlete Agreement, Code of Conduct or NNL policy.
7. Change in programme structure, available places, positional balance or competition strategy.
8. Medical inability to participate, where handled under the Selection and Return to Play policies.
9. The athlete's voluntary withdrawal.

11.0 FAIR PROCESS FOR NON-URGENT DESELECTION

Except where immediate action is reasonably required for safety, safeguarding, integrity, eligibility or serious misconduct, NNL will:

1. Identify and document the concern and relevant evidence.
2. Where appropriate, explain the concern and expected improvement to the athlete and allow a reasonable opportunity to respond or improve.
3. Consider relevant circumstances, including injury, disability, health, education, work, caring responsibilities and previously agreed adjustments.
4. Have the Selection Panel consider the evidence and any athlete response.
5. Communicate the decision privately in writing, including the effective date, principal reason, future eligibility and available feedback.
6. Offer a development discussion or transition support where feasible.

A prior improvement period is not required where the decision arises from a published selection review, limited squad places, changing positional need, serious breach, loss of eligibility, or another circumstance where delay would be impractical or inappropriate.

12.0 IMMEDIATE SUSPENSION OR INTERIM REMOVAL

NNL may temporarily suspend an athlete from training, selection or programme access while a serious safety, safeguarding, anti-doping, integrity, disciplinary or eligibility matter is assessed. Interim action is precautionary and is not itself a final finding. The matter must be referred promptly to the appropriate NNL, ISR, Dopingautoriteit or other competent process.

13.0 COMMUNICATION, FEEDBACK AND CONFIDENTIALITY

Decisions will be communicated directly to the athlete before public announcement wherever practicable. Feedback will focus on the athlete's evidence, role and next actions and will not disclose confidential information about others. Selection Panel deliberations and athlete data remain confidential under the Selection Policy and Dutch AVG/GDPR requirements.

14.0 FUTURE ELIGIBILITY AND RE-ENTRY

Unless an external sanction, eligibility rule or decision states otherwise, release or deselection does not permanently prevent re-entry. The written decision should state any relevant re-entry route, such as future trials, domestic monitoring, achievement of agreed benchmarks, medical clearance or a specified review date.

15.0 APPEALS

An athlete may appeal a final promotion, movement or deselection decision only on the procedural grounds and within the time limits set out in the NNL Selection Appeals Procedure. Subjective disagreement with expert assessment or dissatisfaction with the outcome is not, by itself, a valid ground of appeal.

16.0 RECORDS AND REVIEW

NNL will retain a proportionate record of the evidence, decision, rationale, communication and any review or appeal in accordance with the Selection Policy and data-retention requirements. This policy will be reviewed annually and amended through the appropriate NNL governance process.

17.0 DOCUMENT HISTORY

Version 1.0: Initial policy formation.

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