

Interim Scottish Handball National Squad's Selection & De-selection Policy

(Interim policy endorsed by Scottish Handball Chairperson. Full board ratification August 2022)

1. Introduction

1.1 This policy covers the criteria for the selection of Scottish Handball Association (SHA) players.

2. Ultimate Authority

2.1 The SHA is the ultimate authority on the selection of players to the Scotland Teams and its National Academy Program Teams. The SHA Board of Directors has delegated the responsibility for all selection matters to the SHA Squad Coaches.

3. Warranty

3.1 Inherent in any selection process is an element of subjectivity. It is warranted however, that all selection decisions will be taken on the basis of material facts. Further, the Squad Coaches and ultimately the Board of Directors shall endeavour to act reasonably in selection matters.

4. Eligibility

4.1 Prior to a player being considered for squad selection, or becoming involved in selection procedures, the player must be eligible to play for Scotland by meeting the IHF International team selection criteria.

4.2 In addition players must have a track record that demonstrates their suitability or be judged to be suitable ambassador by the Squad Coaches.

5. Selection / De-selection Criteria

5.1 The Head Coaches will use the criteria detailed under 5.2 to select players to the squad. This criterion has been listed in priority order and will be weighted accordingly. However the Head Coaches reserve the right to give added weight to other specific criterion in some circumstances.

5.2 (a) Selection as a Scotland National Team or National Academy squad player, who collectively has the ability to achieve at the highest level for their target competition

(b) Player handball performances up to the selection or de-selection date.

In considering 'results' - factors will include such things

- Experience of the player i.e. the standard of the event and the level of the opposition previously participated in
- The commitment and focus to sustained training not only in your club environment but when attending Scotland or National Academy camps and Competitions

(c) Commitment to the Scotland or National Academy Handball Programme. This will include attendance record at:

- Scotland or National Academy squad training sessions
- Club training sessions
- Training camps and competitions selected for

In considering 'attendance', factors such as performance, attitude and behaviour will also be taken into account.

(d) Other factors, including:

- consistency of performances and current form
- current rate of handball technical and tactical level
 - In assessing this the criteria in Appendix A will be used.
- past achievements at major events
- current level of physical fitness
 - In assessing this the criteria in Appendix B will be used
- current medical/injury status
- bona fide medical evidence for absence
- suitability as a team member (past behaviour)

7. Selection and De-selection Process

7.1 The relevant Head Coach, Assistant Coach will compile individual player information relevant for selection (detailed in 5.2 above).

7.2 The Squad Selection group (Head Coach, Assistant Coach). Each selection decision will be formally recorded, including details of discussions regarding each of the players being considered for selection.

7.3 Following selection, the Selection Panel reserves the right:

- to deselect a player from the long list if they do not fully participate in camps or competitions not attended without prior authority by the Head Coach
- to deselect a player if their performance following selection falls below the required standard
- to this end regular reviews will be conducted at camps as well as remotely through e-mail updates. At these reviews players will be provided with feedback on progress and performance. Where there is inadequate improvement rates or falling below the required performance level, players will be provided with a clear opportunity to improve before possible de-selection after a stated period of time

8. Timeframe

8.1 The Head coach will notify selected players of their selection.

8.2 Players who are de-selected will be informed of the process for reselection at a future date and may be asked to return kit that has been issued to them.

9. Communication

9.1 All potential members of the long list will be informed of the final selection in writing. Non-selected players can request feedback from the Head Coach to clarify the selection decisions.

9.2 Any eligible player has the right to request a written explanation of the reasons for their non-selection from the SHA Squad Coaches. Any such request must be made in writing within seven days of the selection being announced.

11. Right of Appeal

11.1 Appeals may only be lodged on the grounds that:

- Selection was not made according to due process or agreed criteria; or
- There was unreasonable bias or conflict of interest in one or more of the selectors.

11.2 The Appeals procedures are detailed in a separate document which can be obtained on request from the SHA.

11.3 Any appeal must be accompanied by an appeal fee of fifty pounds (£50). The appeal fee should be paid by cheque, made payable to the Scottish Handball Association. Where an appeal is successful, the appeal fee will be refunded.

Appendix A

Player attributes
Ball Handling
Quality of tackling
Defensive awareness
Decision-making
Communication
Physical
Speed/mobility
Strength
Agility/evasion
Acceleration
Flexibility
Mental
Mental toughness
Determination
Composure/emotional/distraction control
Other
Discipline to team plan
Self-discipline
Knowledge of rules
Personal impact on game
Intangibles
Is coachable
Physical influence on teammates
Makes big plays
Makes teammates better
Anticipates
Adjusts to situations
Rises to the occasion
Has a killer instinct
Positioning
Height in position
Problem solving
Feinting
Support
Vision
Pass selection
Power
Movement in and around the defence
Mobility in attack and defence
Quick throw off support (for and against)

Work rate



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Goalkeeper attributes
Ball Handling
Quality Parrying
Defensive awareness
Decision-making
Communication
Physical
Speed/mobility
Strength
Agility
Acceleration
Flexibility
Co-ordination & Balance
Mental
Mental toughness
Determination
Composure/emotional/distraction control
Perception
Other
Discipline to team plan
Self discipline
Knowledge of rules
Personal impact on game
Intangibles
Is coachable
Physical influence on teammates
Makes big plays
Makes teammates better
Anticipates
Adjusts to situations
Rises to the occasion
Has a killer instinct
Positioning
High shots (parrying)
Middle shots
Low shots
Problem solving
Wing shots
Back court shots
6m Shots
Fast break shots
Vision
Counter attacking passing
Co-operation with defenders
Movement
Quick throw off support
Work rate

Appendix B

Fitness testing requirements subject to individual squad's Coaching Team.



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