



## Grading Policy

### Purpose

This Grading policy establishes a framework for the Central Victorian Netball Association (CVNA) to ensure fair, transparent, and appropriate competition levels for all participants. The policy aims to create balanced competitions where players can develop their skills, enjoy the game, and participate at a level appropriate to their abilities, while maintaining our commitment to inclusivity and child safety.

### Scope

This policy applies to all teams participating in CVNA laddered competitions and could include primary sections.

### Policy

CVNA is committed to providing fair and balanced competition structures that allow all teams to compete at a level appropriate to their abilities. Grading decisions will be made based on objective criteria, with the wellbeing and development of players as the primary consideration.

CVNA operates in accordance with:

- Netball Victoria's guidelines and policies
- CVNA Codes of Conduct
- Child safety legislation and best practices

### Principles

#### Inclusivity

- CVNA is committed to being an inclusive organisation where everyone can participate
- All players, regardless of ability, deserve to play in a competition that is challenging yet achievable
- Grading decisions will consider the development needs of all teams.

#### Fair Competition

- Teams will be placed in grades that provide appropriate levels of competition
- The grading process aims to minimise significant disparities between teams within the same division

- Competition structures should allow for development while maintaining competitive balance

### **Transparency**

- Grading criteria and processes will be clearly communicated to all clubs.
- Decisions regarding grading will be made by a designated committee following established procedures
- Clear communication channels will be maintained throughout the grading process

### **Child-Centred Approach**

- The wellbeing and positive experience of children are paramount considerations
- Age-appropriate competition structures will be implemented
- Grading processes will be conducted in a supportive and encouraging environment

## **Grading Management Structure**

### **Board Sponsor**

- Oversees Grading policy and process
- Oversees Grading Supervisor(s) and
- Appoints grading supervisor and committee
- Where necessary, the Board Sponsor can also act as the Grading Supervisor.

### **Grading Supervisor**

- Collates data and delivers recommendations to CVNA Grading Committee for approval
- Liaise with Board sponsor, Grading Committee, club delegates, and coaches.
- Allocates Committee members to games and/or Divisions
- Communicates with Clubs, Coaches and Umpires where relevant with the assistance of the CVNA Operations Administrator.

### **Grading Committee**

- Observe matches and document feedback on the grading assessment form (Appendix 1).
- Analyse all available data, including scoresheets, ladders, and team matchups

- Assist in determining final grades for all teams
- Involvement in required meetings.

## **Required Skills**

- Grading supervisor and committee must have a minimum of 3 years coaching experience.
- Ability to be objective and maintain confidentiality.
- Will be required to complete a conflict-of-interest form.
- Must hold a current WWCC or VIT number.
- Must commit to the outlined grading period.

## **Volunteer Dependency**

- The successful implementation of the CVNA Grading Policy is dependent on the availability and commitment of qualified volunteers.
- In circumstances where insufficient volunteers are available to support the grading process as outlined, the CVNA reserves the right to make reasonable adjustments to ensure competitions can proceed. This could include grading on goals/misses only or if required no grading being undertaken.
- Any adjustments to the grading policy will be communicated as soon as possible.

## **Communication**

### **Pre-Season**

- Grading policy and procedures will be published on the CVNA official website.
- Clear timelines for the grading process will be published in the information booklet.

## **Grading Procedure**

### **Twilight Season**

- Grading is undertaken during the first two weeks of games and will be completed using scores only.
- No alterations will be made after the second week of games.
- No appeals process will be made available.

## **Winter Season**

### **Team Registration**

- Clubs submit team registrations with suggested grades
- Clubs should provide relevant information about team composition and previous performance to the association via netball connect at the time of registration.
- The association expects team selection to be the responsibility of the Club.

### **Initial Division Allocation (if Clubs do not provide)**

- The Grading Committee will review all available information
- Teams will be allocated to appropriate divisions based on the assessment criteria
- Weekly fixtures will be published on netball connect during the grading period.

### **Grading Sessions**

- Grading sessions will be conducted at the beginning of competition.
- The grading committee will oversee sessions.
- The environment will be supportive and focused on team development.
- To maximise game time within the grading period divisions and sections will be created with an even number of teams where possible. This could result in a team playing in a higher or lower division

### **Assessment Criteria**

- Previous season performance (ladder positions, win/loss records)
- Team composition (returning players, new players, player ages)
- Coach evaluations and recommendations
- Club comments from registration forms
- Team performance (fundamental skills, game awareness, and teamwork, competitiveness, and skillset against other teams within the division/section)

### **Age-Specific Considerations**

- All grading will comply with CVNA regulations.

### **Interim Adjustments**

- Movement between division/sections may occur within the grading period.

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## **Transition Between Divisions/Sections**

### **1. Collaborative Decision-Making Process**

- CVNA recognises that changing a team's division or section is a significant decision that requires thoughtful consideration
- If the Grading Committee recommends a change in division or section (or vice versa), a collaborative process will be initiated
- The goal is to reach a shared decision that considers all perspectives and prioritises player wellbeing.

### **2. Consultation Procedure**

When the Grading Committee recommends a change in division/section, the following process will occur:

- Club delegates and coaching staff affected will receive written notice of the recommendations, the reasons for change, and an opportunity to respond

If required, a meeting will be scheduled with the club delegate and coaching staff of the affected team.

- During this meeting, the following will be discussed:
  - a. Review of specific concerns raised about the team's current placement
  - b. Analysis of the team's performance data and developmental trajectory
  - c. Discussion of the team's development needs and coaching philosophy
  - d. Exploration of options that prioritise player wellbeing and enjoyment
- Feedback may be sought where appropriate and in accordance with child safety principles
- Alternative solutions will be considered before finalising any change in competitive status
- The Grading Committee will make final decision.

### **3. Considerations for transition**

- Team development and wellbeing as the primary focus
- Team cohesion and social connections
- Potential impact on team confidence and enjoyment
- Long-term team retention and development
- Alignment with the association's development philosophy
- Competitive balance within divisions/sections

#### **4. Implementation and Support**

- Once a decision is reached, the transition decision will be communicated to the club delegate and coach.

#### **Season Commencement**

- After the grading period all premiership points and percentages will be set back to zero.
- Fixtures for the remainder of the season will be released upon completion of the grading period.

#### **Appeals Process**

- The Association will only consider appeals for a review of decisions on the grounds that a Club or entity team believes the grading committee has not complied with the grading policy, and that this non-compliance has materially affected the assessment of their team.
- It is the responsibility of the Club to demonstrate that a breach of the CVNA grading policy has occurred.
- Due to the time sensitive nature of grading, appeals must be lodged within 24 hours of receiving a decision made by the Grading committee.
- In the event of an appeal being lodged where non-compliance of the grading policy has been demonstrated an independent review panel made up of three (3) board members will review the evidence and make a final determination.

#### **Review**

This policy and procedure are subject to annual review by CVNA to ensure it remains relevant, fair, and aligned with Netball Victoria guidelines.