



Association representation selection process and policy

1. Application of the selection process and policy

Consistent and conscientious application of the policy, operational processes and procedures outlined in this document will help ensure the following:

- 1.1 Transparency for all stakeholders who are involved in the selection process.
- 1.2 Improved communication and understanding between stakeholders.
- 1.3 Improved planning and execution associated with all aspects of selection.
- 1.4 Flexibility to respond to selection situations in a fair manner.
- 1.5 Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all events that are undertaken by the Manjimup Amateur Basketball Association Incorporated (Association).
- 1.6 Appointment of high quality and experienced selectors to support all levels of development.

2. Objectives of the Selection Panel

The primary objective of the Selection Panel is to select players to represent the Association in the Country Championship competition and other regional based competitions as they arise.

3. Teams / Squads to be selected

3.1 *Country Championships*

- U/13 (open)
- U/14
- U/15
- U/16
- U/18 (open)
- Seniors

3.2 *Regional competitions*

The Association will endeavour to provide representative teams in the available age groups, as per competition rules. The age groups may include, but not be limited to, those appointed by Basketball WA.

4. Selection Panel

4.1 *Appointment process*

- 4.1.1 Two (2) Selectors will be appointed by the Junior Coordinator.
- 4.1.2 In certain selection processes appointments are defined. Both the Junior Coordinator and the Coach for the relevant team will be appointed to the Selection Panel.
- 4.1.3 The Coach shall have the final decision on the membership of the squad and team after full consultation with the other members of the Selection Panel. However in making any selections, the Coach must comply fully with the provisions of this Policy.



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- 4.1.4 The Selection Panel will meet as required to discuss issues of selection at various times throughout the course of the trial period.
- 4.1.5 An Association representative will be appointed to the Selection Panel and will hold the position of Convenor. The Convenor will not have voting power during the selection process.
- 4.1.6 The Selection Panel may appoint an Observer or Observers to any selection process. The Observer may be consulted for their opinion, but is not a decision making member of the Panel. At the conclusion of the selection process the Convenor, in conjunction with the Selection Panel will undertake a post selection debrief with the Observer(s) as a development measure.
- 4.1.7 Non financial members are not permitted to be included in any selection process at any time.
- 4.1.8 On appointment the principle of confidentiality by all persons involved in the selection process is paramount and Selectors' will be required to sign a 'Confidentiality Agreement'.
- 4.1.9 Except to the extent set out in this Policy, the decisions of the Selection Panel shall be final and binding. The Selection Panel shall also be under no obligation whatsoever to provide reasons for its selection decisions, although it may elect to do so at its discretion.
- 4.1.10 The Association at its sole discretion reserves the right to vary the composition of the Selection Panel if it is of the view that a Selector has an association with a player seeking selection to the squad or teams which could give rise to a question of interference or bias or a conflict of interest in the selection process.

4.2 *Appointment criteria*

Persons wishing to be considered for appointment as Selector must fulfil the following criteria:

- 4.2.1 Be a current financial member of the Association.
- 4.2.2 Hold a current Working with Children's Check (WCC).
- 4.2.3 Have playing experience.
- 4.2.4 Be a current Coach of the Association's domestic competition.
- 4.2.5 Selectors will be offered appointment on the basis of the Junior Coordinators assessment of the skills and abilities of each selector relevant to the selection process under contest.

5. Application for squad/team selection

- 5.1 All applicants for selection must be current financial members of the Association.
- 5.2 Nomination forms will be made available by the Junior Coordinator.
- 5.3 Players will be responsible for submitting completed nomination forms to the Junior Coordinator by the required date.
- 5.4 Late applications may not be accepted unless submissions in writing outlining compassionate circumstances are received by the Junior Coordinator within 48 hours of the closing date. The reason(s) for the late application must be disclosed



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and include, where appropriate relevant documentary evidence. The Junior Coordinator will determine if the athlete is to be permitted to trial.

- 5.5 Where a Player fails to attend selections and the Player believes that special or compassionate reasons prevented them from attending, a written application may be made to the Junior Coordinator within 24 hours of the commencement of selection. The reason(s) for the late application must be disclosed and include, where appropriate relevant documentary evidence. The Junior Coordinator will determine if the athlete is to be permitted to trial.

6. Player selection process

- 6.1 Closing dates for selection trials will be determined by the Junior Coordinator in conjunction with the Selection Panel.
- 6.2 The squad shall comprise up to a maximum of 22 players at any one time. The Selection Panel shall recommend to the Management Committee the number of players to be selected in the teams once the nature and intent of specific competition involvement is determined. Once the Management Committee has determined the maximum number of players for the teams in particular instances the Selection Panel shall select players to comprise the teams up to this maximum number.
- 6.3 The Selection Panel reserves the right to add players to the squad or to select players from outside this squad for the teams, where it believes, having considered the qualities of selected and non-selected players, against the criteria and considerations as noted in this Policy, that such selection is warranted.
- 6.4 Players can be removed from the squad or the teams at any time if, in reasonable view of the Selection Panel, they have displayed any of the following:
- 6.4.1 Inappropriate behaviour or conduct
 - 6.4.2 A lack of playing form
 - 6.4.3 An unsatisfactory attitude
 - 6.4.4 A lack of commitment
 - 6.4.5 Non-compliance with training requirements
 - 6.4.6 Non-attendance at training.
- 6.5 The Association has the right to determine, in its sole discretion, when it will reselect the Association squad and the Team. No Player has a right or expectation of ongoing selection at any time.
- 6.6 Whenever selecting players for the Association squad and teams, the Selection Panel shall apply the criteria and considerations set out below:

Core playing competencies

- ✧ Displays sound skill base and consistency of performance on court.
- ✧ Displays tactical understanding and has established consistency in making appropriate decisions in demanding situations.
- ✧ Shows ability to use flair and innovation in their game.
- ✧ Is committed to achieving and maintaining fitness required.



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- ✧ Can sustain intensity in performance throughout the game.
- ✧ Displays technical knowledge and ability to understand the requirements to perform consistently within their individual position.

Core personal competencies

- ✧ Demonstrates a strong work ethic.
- ✧ Shows self discipline on and off the court.
- ✧ Shows ability to withstand pressure on and off the court.
- ✧ Demonstrates team qualities and readiness to listen, learn and apply themselves to team objectives.
- ✧ Dedicated and committed to developing and maintaining the competencies required for competition.
- ✧ Versatility, consistency and adaptability.

Consideration will also be given to the following factors:

- ✧ Ability to integrate within the group.
- ✧ State of fitness, health and wellbeing.
- ✧ Positional balance within the squad.
- ✧ Such other factors as the Selection Panel considers in their opinion and in their complete discretion, to be relevant and appropriate.

7. Player / Team notification

- 7.1 The Selection Panel will prepare the final teams lists for approval by the Management Committee.
- 7.2 Players will be advised of their selection via email. Where an email address is not available, then the Junior Coordinator will contact the Player concerned.
- 7.3 The Secretary will communicate results and collate any responses for the Selection Panel and/or Management Committee consideration.
- 7.4 Any breach of this process by the Selection Panel will forfeit their current position and any future appointments.

8. Post selection requirements

Following the selection of the Association team, selected players must:

- 8.1 If required to do so, enter into a 'Player Agreement' with the Association. A refusal to enter into that Player Agreement and/or failure to comply with the Player Agreement will give the Association grounds to withdraw a Player's selection and/or not consider that Player for further selection.
- 8.2 Fully comply with the Associations Constitution, Bylaws, relevant policies and/or guidelines which it issues from time to time.
- 8.3 Comply with all rules, regulations, policies and procedures of Basketball WA and its governing bodies.



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9. Selection appeals process

- 9.1 Any appeal by a Player against non-selection or removal from the Association squad or Team must be made in writing to the 'Secretary' of the Association within 48 hours of the announcement of the decision against which the appeal is made.
- 9.2 Any appeal shall be referred to the Judiciary Committee and be determined as soon as practical.

10. Judiciary Committee

The Management Committee shall appoint a committee of three (3) to act as Association Judiciary and will convene as soon as practical on any appeal that has been lodged.

11. Changes to this policy

This Policy may be cancelled, amended or supplemented by the Management Committee as and when it sees fit. Any variation or amendment will be given in writing by the Junior Coordinator on behalf of the Association.