



BASKETBALL WA

Performance and Pathways Athlete Selection Process

Inclusion Programs

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Inclusion Programs

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Athlete Selection Process

Inclusion Programs

1 Purpose

This Process outlines the selection requirements for Basketball WA’s Ivor Burge squads and travelling teams competing at the Ivor Burge National Championships (Men’s and Women’s), and the preceding inclusion development programs administered by the Performance and Pathways Department.

2 Procedure Application

This Process applies to BWA inclusion basketball programs operating under the Performance and Pathways Department.

This includes (but is not limited to):

- National Championships;
- Other Travelling Teams; and
- Any Basketball Australia (BA) sanctioned competitions for athletes with intellectual disability.

All athletes, team officials and referees must remain financial (including adherence to any relevant terms and conditions) with BWA and its affiliated Associations and Clubs. Participation in BA-sanctioned events is subject to BA governance and [eligibility rules for athletes with an intellectual disability](#).

The BWA Performance and Pathways Department (P&P) is responsible for the application, interpretation, and enforcement of this Process.

3 Document Author and Approving Authority

The Chief Executive Officer is the approver of this procedure and future revisions. Suggestions for changes or procedure improvements should be communicated to the General Manager of Performance and Pathways 28 days prior to the scheduled review date.

4 Communication of this Process

P&P is responsible for communicating this Process and any other amendments to all stakeholders.

5 Values

All selected and trialling athletes must always uphold the values of BWA’s P&P Program; Excellence, Accountability, Diversity, Passion and Connection. Athletes endeavouring to uphold these values is a key consideration during selection and ongoing participation in BWA programs and teams. Failure to uphold these values may result in removal from the program and/or exclusion from future opportunities.

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6 Guiding Principles for Selection

6.1. Coaches

- Selections, non-selections and deselections should be handled with sensitivity and professionalism.
- Coaches to be supported through selection processes, particularly in terms of standardisation and moderation processes.
- The goal is sustained excellence within a competitive environment.
- Coaches are responsible for conducting themselves in accordance with BWA’s values, particularly when communicating with parents, carers, players and BWA colleagues.
- Adopt a win-well mindset and approach.

6.2. Athletes

- Maintain a growth mindset through both positive and negative selection outcomes.
- Seek development opportunities to improve their performance both on and off the court
- Understand that team roles may vary and court time is earned through performance and also affected by positional matching and game context.
- All athletes, regardless of role or classification, must contribute to the team’s success.

6.3. Parents, Guardians and Carers

- Support athletes in building resilience and understanding selection outcomes.
- Recognise the challenge for coaches in making tough decisions.
- Provide feedback respectfully regarding selection processes through appropriate channels and use feedback to support the player’s development.

7 Classification and Eligibility

All athletes with an intellectual disability as per the [VIRTUS classification requirements](#) are eligible for the Ivor Burge National Championships.

Eligibility also requires:

- BWA membership and financial compliance;
- Completion of online registration; and
- Compliance with all BA and BWA athlete conduct and eligibility policies.

BWA will reference BA’s official classification and eligibility documentation for final selections.

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8 Trial Structure

Due to the smaller number of athletes involved, BWA may implement a simplified open or staged trial model.

Athletes may be assessed through one or more of the following:

- Open trial sessions;
- Targeted selection camps;
- Observations at competition or training environments.

Trial design will be inclusive, supportive, and consider each athlete’s communication, behavioural and support needs.

Selection into a squad or team does not pre-empt final selection but enables BWA to evaluate athletes in a fair and inclusive environment. Trial design will be published in advance, and BWA reserves the right to modify it as required (For example, if numbers of trialists are insufficient to create an appropriate competitive environment).

BWA also reserves the right to cap registration numbers. All athletes must register and pay the nominated fee for the trial process, and all athletes will be notified of when their trial process will commence by email.

Discretion may be used to invite athletes outside of this process, which may include (but is not limited to):

- Athletes returning to play from a long-term injury or illness;
- Moving into the region from another area, with proof of previous playing ability commensurate with the needs of the program and/or team;
- Evidence of late development within a parallel program of equal competitive status; and
- High level experience playing in another, similar sport that can be transferred to basketball.

9 Eligibility (Trials and Training)

Athletes are guaranteed one trial session and must complete at least a third of the available sessions to be eligible for selection for National Championship level programs.

Athletes must complete at least one available session to be eligible for selection into other BWA Performance and Pathways run programs.

Athletes who miss a trial scheduled at a deselection point may still be removed from the process based on their body of work, even if they have not yet completed their first trial (without a valid reason).

Where an athlete is injured or unable to attend trials for valid reasons (with evidence), they may still be assessed based on previous performances (for example, represented a WA State team),

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program familiarity (participated in a comparable program for over a third of the available sessions), and P&P staff and team coach evaluations (e.g. based on positional requirements, team requirements, potential for growth). Based on these criteria, dispensation for continued consideration may be granted on a case-by-case basis.

Injury Return Requirements:

Athletes must be fit and medically cleared by a Doctor, Physiotherapist or Occupational Therapist (depending on the nature of the injury) by the point at which two-thirds of the trial process has been complete.

Should an athlete not return by the two-thirds point (if applicable), BWA will retain the discretion to provide or not-provide dispensation for continued consideration in the trial process (or beyond), using the same criteria stipulated for an athlete who is injured or unable to attend a trial.

Medical clearances must be from a suitable medical professional and deemed acceptable by BWA.

10 Late Trial Applications

Where registration limits have been reached, late registering applications will be assessed on merit.

Selection for late trial applications will consider an athlete’s performance history, coach endorsements, potential for development, and alignment with the program’s needs. BWA may also extend invitations to athletes outside the original trial group at its discretion.

11 Athlete Selection Panels

Basketball WA will appoint a dedicated selection panel for each age group/program. The panel meet formatively throughout the process and summatively at deselection points and rely on selection criteria (as below) to inform selection and deselection. The panel will include:

- Selection Chair (General Manager Performance and Pathways);
- Head of Athlete Performance and Pathways or delegate;
- Head Coach;
- Assistant Coaches;

Panels may include a medical representative or support and inclusion specialist to advise on athlete wellbeing, communication and travel readiness as required.

Selections are endorsed by the Chair and approved by the Chief Executive Officer (or delegate).

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12 Selection Criteria

Athletes will be selected based on the following criteria:

- Technical and tactical ability suitable for competition level;
- Consistency of effort, focus and attitude in training and competition;
- Responsiveness to coaching and ability to follow instruction;
- Team behaviour and respect for peers and staff;
- Social compatibility and interpersonal skills, including ability to live and travel cohesively within a group setting - this is a critical selection factor;
- Demonstrated independence or capacity to operate effectively with reasonable support; and
- Adherence to BWA values and behavioural standards.

Selection decisions consider both performance and welfare factors to ensure athletes can positively contribute to the team environment during travel and competition.

Important: It must be noted subjectivity is an unavoidable element in any sports selection. BWA's broader selection philosophy is concerned with striking a balance between long-term athlete development, long-term results, immediate results and consistent high-level performance of athletes within the program. BWA will consider any future plans contextualised from Basketball Australia (BA) at a local state level by BWA, in ensuring any selection criteria, at a level more granular than the above, integrates BA's appropriate frameworks and plans (e.g., Athlete Development Framework, What it Takes to Win). Whilst this Process explains how athletes and teams are selected, it is inevitable there will be different perspectives on selections held by those involved. However, those selections are final.

13 Absences

All planned or unplanned absences during the trial process must be communicated clearly to the Performance and Pathways administrator, coach, or manager of the program with ideally at least 7 day's notice.

Where injury or impairment prevents full participation, previous performance, program familiarity, and classification considerations may be used for continued assessment.

14 Injury During Program

Athletes sustaining an injury during the program (EG a sprained ankle or something that may limit on-going involvement) must:

- Notify the program coach and Performance and Pathways Administrator.
- Obtain medical clearance before resuming training (BWA will assist with advising when this is required).

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Fitness for key milestone events is essential. If an athlete is not cleared by the relevant deadline, their continuation in the program will be reviewed.

15 Replacement Athlete Guidelines

Where an athlete withdraws post-selection:

- BWA will promote a reserve athlete without restriction on role or playing time; an athlete’s current commitment in the program will be used as a mitigating factor in replacement of athletes.
- If the original athlete has received their uniform and it is not required by the replacement, they may retain it.
- Reserve athletes must be ready to fully contribute to the team.

16 Feedback

BWA understands the value of feedback for athletes and will endeavour to provide it where practical.

Athletes will receive formative feedback from the coaching team throughout the trial process. Due to the high volume of participants, individual formal feedback, in the form of position-specific areas of development, will not be provided to all trialling athletes.

Requests for formal feedback must be submitted within five business days of selection notification, via the Performance and Pathways administrators (performance@basketballwa.asn.au), for the following programs:

- Athletes selected into State Team or other-travelling team programs (there is an on-going feedback process beyond this stage).
- Athletes reaching the final stage of selection who are deselected.

All trialists will be advised, prior to the first trial of the opportunities where feedback may be provided. Once selected in a program, the feedback process for each program will be explained to athletes and families by staff within that program.

17 Higher Level Commitments

Athletes who are in Basketball Australia (or equivalent) programs, will be given priority to these programs when they clash with WA Performance and Pathway Program commitments. BWA P&P managers would be responsible for determining the equivalence of programs and where athletes would be supported.

Athletes who are in BWA Performance and Pathway Programs will give priority of commitments to these programs when they clash with school, club or association level commitments practices and games.

If an athlete is a member of an appropriate BWA other-approved program, it is the athlete’s responsibility to communicate this to BWA staff. They may be selected into a program or team without trial registration.

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18 Athlete Entourages and Support Carers

The expression “entourage” includes parents/careers, family members, coaches, trainers, friends and any other person/s directly associated with the athlete.

BWA acknowledges that Ivor Burge athletes may require ongoing carer or guardian support. Where support persons accompany athletes to events, they must:

- Hold a valid Working with Children Check;
- Adhere to BWA and BA Codes of Conduct; and
- Follow reasonable instructions from BWA staff.

If it is determined that unacceptable behaviour / gross misconduct has occurred by a member of the entourage, then BWA may:

- not accept nominations from that athlete for a specified period for future teams and may suspend the athlete from participation in BWA Performance and Pathway Program squads or teams for a specified period.

Imposing a penalty on an athlete for behaviour of their entourage is to be seen as a last resort and disciplinary action, except in extreme cases, would not be taken without first having sought to engage with and counsel the offending person and the athlete in relation to the unacceptable conduct.

19 Payment of Fees

BWA wishes to support athletes to enable participation in all BWA Performance and Pathway Programs that compete in National Championships or development tournaments. There is, however, a cost in participating, and athletes, through their families, must pay these fees to be eligible to participate.

- Where there are special circumstances, BWA helps families of travelling team athletes through payment plans (for approved circumstances only).
- The participation by athletes in BWA Performance and Pathways Programs is conditional upon either payment in full of the relevant fees or strict compliance with the payment plan.
- An acceptance of position in a team or program is an acceptance of financial responsibility regardless of a third party agreeing to provide financial assistance to the athlete or family.

If fees are not paid or if the payment plan is not strictly complied with, BWA in its absolute discretion may remove an athlete of that family from participation in a BWA Performance and Pathways Program and/or Basketball WA affiliated competitions and programs.

An athlete may not be selected in a BWA Performance and Pathways Program if the family has a history of non-payment of fees and non-compliance with payment plans as determined by BWA in its absolute discretion. This is a last resort for Basketball WA who have an obligation to all participants to treat all families fairly in relation to payment of fees.

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20 Contact for Enquiries

If you have concerns with any aspect of the trial or selection process, we ask you to communicate with Basketball WA by emailing performance@basketballwa.asn.au who will triage parent requests and elevate to the correct Basketball WA team member to respond.

21 Exclusions and Exceptions

This Process does not apply to non-IB or other inclusion programs, which have a separate selection process.

In exceptional circumstances, BWA reserves the right to:

- Modify trial structures and selection processes, due to unforeseen circumstances (e.g. changes to court availability, team illnesses/injuries)

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