



## **Brisbane Basketball Inc.**

# **Brisbane Capitals Junior Representative Program**

## **Team Selection Policy**

**ALL PLAYERS MUST READ (AND SIGN) THE FOLLOWING INFORMATION  
CAREFULLY BEFORE SIGNING AND SUBMITTING THE PLAYER AGREEMENT  
FORMS**

### **1. Introduction**

The Brisbane Capitals Junior Representative Program is a performance based representative team program of Brisbane Basketball Inc. (BBI) with a specific focus of the preparation of players and coaches (Male & Female, U12 – U18, Gold & Silver) for competition in the Basketball Queensland Junior Basketball Championships (BQJBC) and Basketball Queensland State Championships.

The Junior Representative Teams form an important part of the Brisbane Capitals Performance Program framework; which involves the careful planning and synchronisation of player development, performance and progression from U12 – QBL (dependent on selection). It forms an essential pathway for players and coaches to progress onto State and National Performance Programs. Consequently, the Junior Representative Team Program provides further developmental avenues for our Coaches, as well as Players.

### **Core Values of Brisbane Basketball Inc. Representatives**

As a Member of a Representative Team, you are committed to:

- Making the effort – do the best you are capable of doing with ALL that you've got.

- Accepting responsibility – being a positive role model for Brisbane
- Handling adversity – no feat facing us is as important as our attitude toward it.
- Team unity – nothing comes between the team (no Cliques or blame)
- Disciplined sportsmanship – the highest level of respect for teammates and opposition.

## **2. Selection Philosophy**

The BQJBC and State Championships provide competition at the very highest level in Queensland and are of importance and relevance in developing successful players in preparation for Australian Club Championships (U14) and Australian Junior Championships (U16 – U20). BBI is committed to selecting players whose current results and/or previous results indicate that the player is capable of being competitive at the representative level.

## **3. Objective**

To select ten (10) players and no more than 12 to represent Brisbane Basketball Incorporated's Brisbane Capitals Junior Representative Teams (Male & Female, U12 – U18, Gold & Silver) for the BQJBC and the Basketball Queensland State Championships. The selection of 12 players will only be considered by BBI in the U16/U18 age groups in consultation with the coach and with regard to the particular team involved.

The preparation of each respective Junior Representative Team commences with the selection of the Representative Squad.

## **4. Eligibility Criteria**

Players seeking selection to a Brisbane Capitals Junior Representative Team must comply with the following to be eligible for selection:

4.1. Age of players according to the two-year age determination of each team

4.2. Players must meet the following requirements

4.2.1. Must be a registered members of BBI

4.2.2. Must be a registered member of a BBI Club

4.2.3. Must be playing in the Brisbane Basketball Junior Basketball Competition (BBJBC) "Championship Season" with the correct age group as per the calendar year.

4.2.4. Must play a minimum of 50% of games in the BBJBC "Championship Season" with their correct age group as per the calendar year

4.2.5. If a member of another association wishing to try out for, or transfer to, a Brisbane Capitals Junior Representative Team, complete Player Transfer Requirements as determined by Basketball Queensland.

4.3. Players who move from a Queensland location outside a radius of 100 kilometres from the BBI offices at Auchenflower, including inter-state and international relocation to Brisbane,

can apply to the BBI General Manager for exemption to clause 4.2. In the event the exemption is granted, the player must join a BBI Club immediately.

#### 4.4. Players must attend session trials as determined by the Head Coach and BBI

4.4.1. Players must be available to attend the Competition Events for BQJBC and State Championships (See Appendix A for further details).

4.4.2. Players must attend scheduled weekly practice sessions for respective teams (including no more than two compulsory practice sessions per week).

#### 4.5. Players must be financial with BBI

#### 4.6. Players must complete and sign the following forms and return to BBI within the given time frames.

4.6.1. Team Selection Policy (provided at end of policy),

4.6.2. Player Agreement (Provided in Player Agreement information)

4.6.3. Nomination Form (Provided in Player Agreement information)

4.6.4. Medical History Authorisation form (Provided in Player Agreement information)

4.6.5. Player Release Form (Provided in Player Agreement information)

4.6.6. Player Self-Evaluation Form (Provided in Player Agreement information)

## 5. Selection Criteria

Basketball is a complex, dynamic, multi-faceted, open-skill sport with a variable game environment, which impacts on performance. Consequently, there is no single objective measure that can be used to compare one player against another. Although the attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set “standard” for these criteria, relative to successfully performing in a specific event. Consequently the process of selection requires a selector to subjectively weigh up, assess and define what they believe the standard of an individual player is, against the criteria. This is a subjective decision tempered by the experience and expertise of the selector. Consequently, ***subjectivity will always remain an unavoidable element of selection.*** However, processes and procedures for Brisbane Capitals selection are designed to overcome any of the more undesirable elements of subjectivity in selection, such as bias, prejudice, or lack of expertise. Many layers of procedure have been identified to ensure that the negative impact of these elements will have been counteracted prior to a final selection decision being made.

Players are eligible to be considered for selection once they have successfully met the Eligibility Criteria set out in Section 4.

Brisbane Capitals Junior Representative Teams use the following five (5) selection criteria as a basis of selection – Character, Skill & Talent, Athleticism, and Performance at Events. Where possible, considering selection criteria, teams are to be a balanced group of players. When

considering the selection criteria, and throughout the selection process it is important to recognise that coaches are encouraged to factor in Team Balance, Position Specific Attributes, Performance at Events and Rate of Improvement throughout selection process:

Subject to the overriding factors described in Section 9, the Junior Representative Team will be selected according to the following:

## **SUBJECTIVITY IS AN UNAVOIDABLE ELEMENT OF SELECTION TO A BRISBANE CAPITALS JUNIOR REPRESENTATIVE TEAM**

### **5.1. Character** “the quality of moral strength & integrity”

- **Respectful:** Towards self; team mates; opposition; game; officials; spectators; program and coaching staff
- **Positive Attitude:** Individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.
- **Competitive ability:** Mentally tough, resilience and ability to deal with adversity both On & Off the court. Temperament, determination, commitment, coping with setbacks/criticism, and persistence.
- **Coachability:** Ability to listen and apply instructions, feedback, and direction immediately.
- **Responsibility:** Responsible for own actions & **accountable for performance**
- Individual’s ability to “fit in” and **influence the team in a positive manner.**
- Ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement.
  - Players should be able to verbalise concerns regarding coaching and team issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems.

### **5.2. Skill** “an ability to do something well, due to knowledge, practice, training etc” & **Talent** “a natural or acquired ability, especially an outstanding one”

- **Technical Competence** under pressure in core skills, including finishing, shooting, dribbling, passing, receiving, on ball containment.
- **Tactical Nous – Tactical Ability** includes reading the play, involvement in the game, on-field decision-making and positional flexibility. Ability to apply and utilise information provided by coaching staff and related to team and individual performance.
- **Ability to improve:** Rate of fundamental development may also be taken into account. Present performance level relative to past performances (including the ability to apply coaching feedback – coachability).

- **Game Awareness & Decision Making:** Creation, Recognition and Effective Execution in Advantage Situations incorporating Game Awareness strategies (Score, Clock, Foul Count, Hot Hand, Defensive Weak Link, Spacing, Timing etc.)

### 5.3. **Athleticism** “physically strong & active”

- **Physical capacities and attributes** that lend themselves to dynamic requirements of the sport. Examples:
  - Speed & Agility;
  - Height & Size;
  - Physically Tough;
  - Quick Hands;
  - Physical Condition (fitness)

### 5.4. **Performances at events** within the twelve months prior to selection to the squad or team.

Events include, but are not limited to, the following:

- Brisbane Capitals Junior Representative Team Selection trials.
- International junior events (U17 & U19 Australian Junior Programs)
- National junior events (Australian Junior Championships, Australian Development Camps, Australian School Championships)
- State events (State Championships, BQJBC, NPP, SPP and FDP camps)
- BBI local club competitions and programs (Junior and Senior)
- Other competitions which may be considered (where players have competed/participated such as school competitions)

### 5.5. Ensure that each team has **A Balanced Group of Players** (in accordance with 6.4. below, and the GOLD & SILVER age group Guidelines) and where possible with consideration of playing positions, enabling development of a team which matches the desired playing approaches and strategies.

### 5.6. Where a Head Coach has additional “Team Specific” selection criteria, they are to provide these to each athlete (parent/guardian) before the first selection event (this may include regular updates throughout the course of the selection process).

### 5.7. It is the players (and parent/guardian) responsibility to read and understand the selection criteria, and any additional selection criteria set by the coaching staff.

## **SUBJECTIVITY IS AN UNAVOIDABLE ELEMENT OF SELECTION TO A BRISBANE CAPITALS JUNIOR REPRESENTATIVE TEAM**

### **6. Process of Selection**

All players wishing to be considered for selection must:

6.1. Meet the Eligibility Criteria in Section 4.

6.2. Complete, sign and return to BBI Office the following documentation:

- 6.2.1. Player Agreement
- 6.2.2. Medical History and Authorisation form
- 6.2.3. Player Release Form
- 6.2.4. Player Self-Evaluation Form
- 6.3. Attend Selection Try Out events as determined by BBI and age group Head Coach
  - 6.3.1. See Section 8 below in the event of extenuating circumstances.
- 6.4. Players will be selected based on their age (U12 – U18), gender and Gold/Silver team considerations.
  - 6.4.1. GOLD team considerations: select top ten (10) players that best meet the Selection Criteria outlined in Section 5.
    - 6.4.1.1. To be considered for GOLD team selections, bottom aged players must be determined by the selection panel and ratified by BBI General/Performance Manager as a top seven (7) performer.
  - 6.4.2. SILVER team considerations: where possible, the SILVER team is to be a predominantly bottom aged “development” team.
- 6.5. Players will be notified of announcement procedures throughout the try out process.
- 6.6. Squad or Team announcements will be made at the conclusion of the Second Try Out event for each respective program.
  - 6.6.1. In the event of a Squad announcement, players will be notified well in advance of the team announcement procedure.
- 6.7. Players seeking an evaluation (on non-selection) must identify that at the outset of the trial selection process.

## **7. Selection Panel**

The selection panel for each respective Junior Representative Team will comprise of both the GOLD and SILVER head coaches and a representative of BBI or their delegate.

## **8. Extenuating Circumstances**

- 8.1. In considering the performance of players at events, trials, training camps or other attendances required under this policy, the Selection Panel may in their discretion give weight to extenuating factors.
- 8.2. For the purposes of clause 8.1, extenuating circumstances means an inability to compete, attend training camps or perform at an optimum level arising from:
  - 8.2.1. Injury or Illness
  - 8.2.2. Travel delays
  - 8.2.3. Equipment failure
  - 8.2.4. Bereavement of personal misfortune, and/or

8.2.5. Any other factors reasonably considered by the BBI General Manager to constitute extenuating circumstances

8.3. Players unable to compete at events, trials, training camps or other attendances required under this policy must advise the BBI General Manager in writing of this fact and stating the reasons thereof as soon as practicable after the extenuating circumstances arise.

8.4. In the case of illness or injury, players will be required to submit medical evidence from a doctor/medical specialist.

8.5. The respective Selection Panel on an individual basis will make a decision in each case of extenuating circumstances.

## **9. Overriding Factors**

9.1. Addition to Brisbane Capitals Junior Representative Team

The Selection Panel may, in its absolute discretion, add players to the Junior Representative Squad or Team at any stage, subject to those players satisfying the relevant selection criteria.

9.2. Removal from Brisbane Capitals Junior Representative Squad or Team may occur when a player:

- Breaches or fails to observe this policy
- Breaches or fails to observe the player code of behaviour, and other policies set out by BBI – Social Media Policy, Member Protection
- By reasons of illness or injury is unable to perform to the required standard in the opinion of the Selection Panel (after having received advice from medical practitioner)
- Breaches or fails to fulfil a requirement of the Anti-Doping Policy of Basketball Australia
- Breaches or fails to observe the Brisbane Capitals Junior Representative Team player agreement
- Fails to adhere fully to the specified training program

## **10. Requirements After Selection'**

10.1. Following selection of the team as set out in this policy, all members of the team will be required to comply with the following additional requirements.

10.1.1. All members of the team are expected to meet minimum standards of behaviour for team members while assembled, travelling or training as part of the team. Any member who does not meet that minimum standard of behaviour in the assessment of the head coach will be subject to disciplinary action, which may include dismissal from team.

10.1.2. All team members must immediately inform the head coach of any illness or injury that could reasonably impact on the player's ability to perform at the level expected of the player at the time of either the BQJBC games or State Championships.

- 10.1.3. All team members will be required to submit medical clearance as required to resume training/playing.
- 10.1.4. If at any time prior to departure for a BQJBC game or the State Championships any team member is assessed injured, ill or unfit, that team member may be withdrawn from the team at the discretion of the head coach in consultation with BBI General Manager.
- 10.1.5. Team members may be required to attend a pre-championships camp prior to the State Championships.
- 10.1.6. All players must be financial with the association unless arrangements have been made with the association. Failure to pay fees will result in a player not be permitted to play until payment is made.

## **11. Appeals**

Any appeal concerning non-selection in a Brisbane Capitals Junior Representative Team will be heard by the BBI Appeal Panel. The decision of the Appeal Panel will be final.

The sole grounds for any appeal are that the selection policy was not properly followed and / or implemented

There is no right of appeal against a decision of the Selection Panel under Clause 9.1.

### **11.1. Appeals Process**

11.1.1. The applicant must give written notice of appeal to the General Manager, within 48 hours of the announcement of the decision against which the appeal is made.

11.1.2. Within five (5) working days of submitting the notice of appeal, the appellant must submit to the General Manager the grounds of that appeal accompanied by a refundable deposit of \$250 payable to Brisbane Basketball Inc.

11.1.3. BBI Appeal Panel will comprise of the following persons appointed by the BBI Board

11.1.4. BBI Board member who will act as Chairman

11.1.5. A person with a thorough knowledge of representative basketball And one other person of experience and skills suitable to the function of the BBI Appeal Panel

11.2. No person is eligible to be appointed to the BBI Appeal Panel if they are a member of the selection panel or by reason of their relationship with the appellant or any member of the BBI Board or the Selection Panel would be reasonably considered to be other than impartial

11.3. The BBI Appeal Panel will convene a hearing as soon as practicable after the submission of the grounds of appeal. The hearing may occur in such manner as the



Chairman decides, including telephone or video conferencing. The BBI Appeal Panel is not bound by the rules of evidence but must observe the principles of procedural fairness.

11.3.1. Prior to the hearing, the Selection Panel will provide the BBI Appeal Panel and the appellant with a written statement as to the reasons for the decision against which the appeal is made.

11.3.2. The BBI Appeal Panel will give its decision as soon as practicable after the hearing and will provide the General Manager and the appellant with a statement of the reasons for its decision.

11.4. Failure to observe the above time limits will render any appeal a nullity, provided that a player may apply to the BBI Appeal Panel to hear an appeal in question, for an extension of time in which to commence an appeal. The BBI Appeal Panel may grant such an extension of time only in extenuating circumstances outside the control of the player concerned.

11.5. The findings of the BBI Appeal Panel are final.

11.6. Should the appeal be upheld the fee of \$250 will be refunded.

## **12. Power to Amend**

This policy may be amended or supplemented by the Brisbane Basketball Inc. Board at its discretion in order to achieve the above objective and specifically where matters arise which, in the sole opinion of the BBI Board, have not been provided for in this policy or where the literal application of this policy would not achieve the above objective. Any variation or amendment must be in writing given by the General Manager on behalf of BBI who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this policy.

Brisbane Basketball Inc. Brisbane Capitals Junior Representative Program –Team Selection Policy..

I, .....  
(insert parent/guardian name)

On behalf of, .....  
(insert players name)

At the time of signing this form, acknowledge that:

- (a) I have read a copy of the Brisbane Basketball Inc. Brisbane Capitals Junior Representative Program –Team Selection Policy.
- (b) I agree to abide by the terms and conditions of the selection policy
- (c) I specifically agree that in the case of any appeal, I will follow the appeals procedure set out in the policy and will not pursue any action in the Civil Courts in relation to the selection
- (d) I specifically agree to comply with the terms of the Player Agreement,
- (e) I also acknowledge there may be some additional personal expense involved in attending camps, training sessions, team workshops and competitions as outlined in the selection policy from time to time.

Parent/Guardian Signature: .....

Date: .....

## **Appendix A**

In addition to the scheduled weekly training environment (WTE) of two practice sessions per week, it is compulsory that all players in the Brisbane Capitals Junior Representative Program are available to compete in the BQJBC and State Championship competitions.