
EAGLES JUNIOR REPRESENTATIVE PLAYER AND TEAM SELECTION POLICY AND PROCEDURES

Diamond Valley Basketball Association's Statement of Commitment to Child Safety

The Diamond Valley Basketball Association (DVBA) is committed to child safety.

We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.

We are committed to the safety, participation and empowerment of all children.

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.

The DVBA is committed to preventing child abuse and identifying risks early and removing and reducing these risks.

The DVBA has robust human resources and recruitment practices for all staff and volunteers.

The DVBA is committed to regularly training and educating our staff and volunteers on child abuse risks.

We are committed to the cultural safety of Aboriginal and Torres Strait Islander children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

CHILD SAFE STANDARDS

All Victorian organisations that provide services or facilities to children are required by law to comply with the following Child Safe Standards:

- 1 – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued*
- 2 – Child safety and wellbeing is embedded in organisational leadership, governance and culture*
- 3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously*
- 4 – Families and communities are informed, and involved in promoting child safety and wellbeing*
- 5 – Equity is upheld and diverse needs respected in policy and practice*
- 6 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice*
- 7 – Processes for complaints and concerns are child focused*
- 8- Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training*
- 9- Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed*
- 10- Implementation of the Child Safe Standards is regularly reviewed and improved*
- 11- Policies and procedures document how the organisation is safe for children and young people*

1. PURPOSE

This policy will define the guidelines used and procedures undertaken by the DVBA Junior Representative Program Coaches and Staff when selecting players for the Diamond Valley Eagles Junior Representative Teams.

2. POLICY STATEMENT

AIM

This policy outlines a coherent, consistent and effective selection process to ensure that the Diamond Valley Eagles Junior Representative Program selects players to create the most competitive teams possible for entry into the VJBL competitions.

PHILOSOPHY

The Diamond Valley Eagles Junior Representative Program is:

- **Player Centered:** the players are the focus of the program.
- **Coach Driven** by the Eagles Junior Representative Coaches and managed by the Junior Representative Director of Coaching (JRDC).
- **Administratively Supported** by Team Managers and DVBA operational staff.
- **Performance Based:** player selections are based on individuals' suitability relative to the selection criteria.

VALUES

Players representing DVBA are expected to:

- Commit to being in the best mental and physical shape possible.
- Train and compete to the best of their ability.
- Train and compete with discipline and respect at all times.
- Act as positive role models.
- Commit fully to the Eagles Junior Representative Program and the improvement of basketball at the DVBA.
- Commit to abiding by DVBA, Basketball Australia and Basketball Victoria Policies, *Codes of Behaviour and By-Laws*.
- Commit to being respectful and accountable at all times.

SCOPE

This policy applies to the Eagles Junior Representative Coaches, Players, Parents/Guardians, Board and Staff of the DVBA.

DEFINITIONS

The terms defined in this section relate to this policy.

- **JRDC:** The **Junior Representative Director of Coaching** is appointed to lead the Junior Representative Program including mentoring and developing the skills of all Junior Representative Coaches.
- **Operations Manager:** the staff member dedicated to the administration and support of the Junior Representative Program.
- **DVBA:** Diamond Valley Basketball Association
- **VJBL:** Victorian Junior Basketball League
- **Head Coach/Assistant Coach:** is a person appointed to provide their time and skill in the service of coaching Eagles Junior Representative players to participate in the VJBL.

SOURCES AND RELATED POLICIES

Related policies and By-laws

- *DVBA Child Safe Environment Policy*
- *DVBA Complaints and Grievances Policy*
- *Basketball Victoria Member Protection By-laws*
- *Basketball Victoria Codes of Conduct*
- *Basketball Victoria Clearance By-laws*
- *Basketball Victoria Drugs in Basketball By-laws*

3. PLAYER AND TEAM SELECTION PROCEDURES

3.1 COACH, PLAYER AND PARENT/GUARDIAN RESPONSIBILITIES OVERVIEW

The key values that the Eagles Junior Representative Coaches, players and parents/guardians must keep in mind throughout the Player and Team Selection Process are respect and accountability.

Coaches must be sensitive to how player and team selections may affect children. The goal of any Representative Program is sustained excellence. While this requires a competitive environment, wherein players are held accountable for their performances and actions, Coaches, players and staff are expected to communicate with each other in a respectful and age-appropriate manner at all times.

Players are expected to maintain a growth mindset and will be encouraged to recognise all selection decisions, whether they view them as positive or negative, as opportunities for growth and learning. Players must respect the selection process and the decisions made.

Parents/guardians are expected to support their children in developing and maintaining a growth mindset throughout the selection process, reinforcing the importance of hard work and resilience. Parents/guardians are asked to understand the challenges of team selection decisions and respect the process.

Eagles Junior Representative Head Coaches and Assistant Coaches, as a key part of their roles, will provide regular feedback to players, both informally and formally, throughout the season. Players should view all constructive feedback as a catalyst for growth and improvement.

3.2 PLAYER ELIGIBILITY

A player seeking selection in an Eagles Junior Representative Team in the VJBL competitions must meet the following criteria:

- Be within the Age Group limits of the VJBL competition.
- Have no outstanding financial obligations to the DVBA.
- Have completed and submitted an *Intention to Trial Registration* and any other documents requested by the Operations Manager.
- Agree to abide by the terms and conditions of the *Basketball Victoria Player Code of Conduct*.

3.3 PLAYER AND TEAM SELECTION CRITERIA

Important Note: Subjectivity is an unavoidable element of team selection. Players will be assessed against the following criteria and the judgement of all selectors will be taken into account to make decisions.

Players seeking selection in an Eagles Junior Representative Team in the VJBL will be assessed against the following criteria:

- Meeting of the eligibility criteria set out in 3.2.
- Reflecting the core values of representing the DVBA as set out in 3.1.
- Attendance at games and training sessions in prior seasons, if applicable.
- Ability (technical, mental and athletic) to compete at a Representative level of basketball.
- Ability to perform the desired basketball specific skills in relation to style of play.
- Current and potential physical (eg: height) and physiological (eg: speed, strength) characteristics.
- Past performance in VJBL Programs, or other equivalent teams or programs, if applicable.
- Demonstrated desire and commitment to work hard to improve technical, mental and athletic ability.
- Ability to work effectively with other members of a team towards a common goal.
- Be highly receptive to coaching and highly co-operative within the team environment.
- Ability to comprehend and follow verbal and visual instructions and execute skills and competitive play as instructed.

- Team Positional Balance
 - Where possible, teams will be comprised of players that represent a balance of all positions.
- Players who are unavailable to attend Try-outs, due to unavoidable circumstances, must contact the Junior Representative Director of Coaching to advise.
 - A medical certificate must be supplied if a player cannot attend Try-outs due to injury or illness.
 - A player must be able to participate in at least one Try-out and one Squad Trial to be eligible for selection in a First or Second Team.
- Players must give priority to playing and training in their Eagles Junior Representative Team ahead of their school basketball and domestic basketball commitments. DVBA will ensure, where at all possible, that these commitments do not overlap.
 - If a player has state or national basketball, or other significant educational commitments, these take precedence over Eagles Junior Representative commitments.

3.4 PLAYER AND TEAM SELECTION PROCEDURE

Selection Process Manager

The responsibility for ensuring that this process is followed belongs to the Junior Representative Director of Coaching (JRDC).

Team Selection Panels

The JRDC will convene a panel of peers, for each Age Group, to assist Coaches in the selection of their teams.

The selection panel for each Age Group will consist of:

- The JRDC
- The Age Group Head Coach
- An individual not affiliated with the Age Group
- The Team's Head Coach

Selection Process

Ahead of each VJBL Season, the JRDC will ensure that the following process is followed:

- Expressions of Interest for Diamond Valley Eagles Junior Representative Team Selection opened.
 - Try-out information communicated to past players and to the community via a range of media.
- Try-out Sessions held as per published schedule:
 - One or more Try-outs may be scheduled per Age Group. Players may be pre grouped and split over multiple sessions, subject to number of players and court availability.
 - Age Group Try-outs allow the Team Selection Panels to assess an entire Age Group to enable the grouping of players into squads of like skilled players.
 - Age Group Try-outs will consist of drills and games sufficient to allow all players to showcase their full range of skills.
- Squads Communicated
 - Players (parents/guardians) will be individually emailed details of the squad they have been selected into, along with the location, time and details of their Squad Trials.
 - Players (parents/guardians) who were not successful in being selected into a squad will be emailed individually with this notification.
- Squad Trials
 - One or more Squad Trials may be held.
 - Squad Trials allow the Team Selection Panels to see like skilled players compete against each other; evaluate how players deal with and react to specific situations and follow instructions etc.

- **Player Offers**
 - Players (parents/guardians) who have been selected will be individually emailed an offer to play in a team.
 - Players will have 24 hours in which to accept or reject a team selection offer.
 - Any player who does not accept their offer within 24 hours will forfeit their position.
 - Offers to players selected for the First and Second Teams, in each Age Group, will be sent 24 hours prior to all other players' offers.
 - At no stage will any member of the Team Selection Panels offer a player a position on a team outside of this process.

4. EVALUATION

To assess whether the values and purposes of the policy have been achieved, the Board and Staff of the DVBA will:

- Aim to seek feedback from everyone affected by the policy regarding its effectiveness.
- Monitor the implementation, compliance, complaints and incidents in relation to this policy.
- Revise the policy and procedures as part of the Association's policy review cycle, or as required.
- Notify Eagles Junior Representative players/families at least 14 days before making any changes to this policy or its procedures.

AUTHORISATION

This policy was adopted by the Board of the DVBA on 16 August 2022

REVIEW DATE

This policy will be reviewed in June 2023.