Senior Programs Selection Policy

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Table of Contents

1. Purpose 3
2. Applicable Programs 3
3. Responsibility 4
4. Program Objectives 4
5. Selectors 5
6. Selector Responsibilities 6
7. Eligibility Criteria 7
8. Selection Criteria 8
9. Selection Process 8
11. CEO Discretion Where Athlete Numbers Are Insufficient 10
12. Selection Approval Process 10
13. Replacement of Selected Athletes 11
14. Appeals 12
15. Power to Amend 13

Version	Date Approved	Approved By	Summary of Changes
1.0	1 September 2026	Board	Policy developed
2.0	28 October 2026	Board	Revision of clause 7.2 Additon of CEO Discretion Where Athlete Numbers Are Insufficient clause 11

1. Purpose

The Senior Programs Selection Policy ('the Policy') is designed to ensure consistent and conscientious application of the policy, operational process and procedures. The processes outlined in this document will help ensure:

- Transparency for all stakeholders who are involved in the selection process.
- Experience and objectivity in selecting the right players in the right program at the right time.
- Clear communication and understanding between all stakeholders.
- Effective planning and execution associated with all aspects of selection.
- Flexibility to respond to selection situations in a fair manner.
- Ongoing review of the selection process to ensure, best practice is attained and sustained.

Through this Policy pathway teams will be selected which reflect the Core Values and Principles of representing Basketball ACT:

- Representatives of Basketball ACT are committed to being in the best physical shape as possible.
- Representatives of Basketball ACT are committed to contributing to a positive culture of emotional, mental and social wellbeing.
- Representatives train and compete at their absolute best effort knowing they are representing each registered member of Basketball ACT.
- Representatives train and compete with the highest level of disciplined sportsmanship and adhere at the highest standards.
- Representatives accept the responsibility of being a positive role model for Canberra and the ACT.
- Representatives are committed to improving the standard of basketball in Canberra & the ACT.

2. Applicable Programs

The processes and procedures outlined in this document apply to any process undertaken to select the Basketball ACT Senior Programs and/or Team. This includes the following:

Canberra Gunners Programs	Canberra Nationals Programs
Canberra Gunners	Canberra Nationals
Canberra Gunners – Academy	Canberra Nationals – Academy
Canberra Gunners – Youth	Canberra Nationals – Youth

3. Responsibility

Basketball ACT is responsible for overseeing the application and execution of processes outlined within this Policy.

Basketball ACT may delegate this responsibility to the Performance Pathway Manager who will be responsible for the overall compliance by coaches, managers, selectors and athletes for ACT Performance program and teams.

The Performance Pathway Manager is accountable to the Basketball ACT Board, through the Chief Executive Officer of Basketball ACT.

4. Program Objectives

4.1 Canberra Gunners and Nationals Programs

4.1.1 The Canberra Gunners and Nationals Program exists to build and sustain a championship-calibre team that consistently competes for and wins NBL1 East titles. Through a culture of excellence, accountability, professionalism and continuous improvement, the program aims to attract, develop and retain talented athletes and coaches, deliver performance outcomes on and off the court, and create a pathway that inspires the Canberra basketball community. Success will be measured not only by winning championships but by fostering a team environment that reflects resilience, discipline, community connection and pride in representing Canberra at the highest level of state-based basketball competition.

4.2 Canberra Gunners and Nationals Academy Programs

4.2.1 The Canberra Gunners and Nationals Academy exists to develop the next generation of performance athletes, coaches and leaders capable of progressing into the Canberra Gunners and Nationals NBL1 East program and beyond. Competing in the Basketball NSW Waratah League, the Academy provides a development-focused environment that bridges the gap between local representative and senior competition. Through excellence in coaching, athlete development, performance standards and culture, the program seeks to prepare participants for the demands of NBL1 basketball while achieving sustained success in the Waratah League. The Academy serves as the progression of the Canberra Gunners and Nationals pathway, ensuring a strong, sustainable pipeline of talent that supports the long-term competitiveness and championship aspirations of the Gunners and Nationals program.

4.3 Canberra Gunners and Nationals Youth Programs

4.3.1 The Canberra Gunners and Nationals Youth Program exists to provide the foundation of the Senior Program Pathway by developing talented young athletes within a positive and challenging environment. Competing in the Basketball NSW Waratah Youth League, the program focuses on building the technical skills, tactical understanding, physical

preparation and personal qualities required for progression through the Senior programs. Through a culture of excellence, accountability, resilience and teamwork, the Youth Program aims to develop well-rounded athletes and leaders while achieving sustained competitive success. The program serves as the critical entry point to the Gunners and Nationals pathway, ensuring a strong and sustainable pipeline of talent that supports the long-term success of the Canberra Gunners and Nationals.

5. Selectors

5.1 Selectors for squads will be comprised of:

Squad	Squad Selection Panel
Canberra Gunners	Basketball ACT Performance Pathway Manager Canberra Gunners Head Coach
Canberra Nationals	Basketball ACT Performance Pathway Manager Canberra Nationals Head Coach
Canberra Gunners - Academy	Basketball ACT Performance Pathway Manager Canberra Gunners Head Coach Canberra Gunners Academy Head Coach
Canberra Nationals – Academy	Basketball ACT Performance Pathway Manager Canberra Nationals Head Coach Canberra Gunners Academy Head Coach
Canberra Gunners – Youth	Basketball ACT Performance Pathway Manager Canberra Gunners Head Coach Canberra Gunners Youth Head Coach
Canberra Nationals – Youth	Basketball ACT Performance Pathway Manager Canberra Nationals Head Coach Canberra Nationals Youth Head Coach

* The Basketball ACT Performance Pathway Manager will be Chair of each Panel as applicable.

5.2 Selectors are appointed by virtue of their positions within the Basketball ACT senior program coaching.

5.3 The role of the Selection Panel Chair is to oversee the selection process and includes, but is not limited to: arranging, organising and chairing meetings, facilitating discussions and decision making, ensuring this Policy is adhered to, liaising with relevant Basketball ACT staff and overseeing the administrative requirements of the selection process.

5.4 All selectors will have demonstrated relevant level coaching experience, a current Basketball Australia coach accreditation and/or have academic qualifications in Sports Coaching.

5.5 The Basketball ACT Performance Pathway Manager has authority to request an amendment to the composition of a Selection Panel, including the appointment of independent selectors and/or trainee selectors.

5.6 Where the relevant Head Coach is not available for any reason, the Basketball ACT Performance Pathway Manager has the authority to request an additional selector to the panel. The relevant Head Coach will continue to have input into the selection of this team.

5.7 The Basketball ACT Performance Pathway Manager will seek the endorsement from the Basketball ACT Chief Executive Officer for all Selector appointments.

5.8 All Selector positions will be appointed for a period of their term of coaching position/volunteer engagement.

5.9 At the discretion of the Basketball ACT Performance Pathway Manager, in consultation with the Basketball ACT Chief Executive Officer, appointment terms may be for lesser periods of time but not greater.

6. Selector Responsibilities

6.1 Confidentiality by all persons involved in the selection process is paramount to the integrity of the selections. It is a condition of the selection process that all Selection Panel members and Basketball ACT Staff will keep confidential all aspects of the selection process including, but not limited to, appointment of the Selection Panel and individual athlete assessments and recommendations.

6.2 Selectors must not comment to players, parents or other persons who are not part of the selection panel about an athlete's assessment. Improper use or disclosure of that information may severely damage the integrity of the Basketball ACT selection processes and its functions

6.3 Selectors will not discuss selection matters with anyone other than a co-selector outside official selection meetings. A breach in confidentiality or undertaking by a selector involved in the selection process will lead to removal from the selection panel.

6.4 Selectors will ensure secure custody of confidential information in their control or possession and use their best endeavours to prevent the use or disclosure of confidential information by any person.

6.5 If a Selector is uncertain about whether information is confidential information, they must immediately consult with the Basketball ACT Performance Pathway Manager. Until they receive an answer, the Selector agrees to treat that information as confidential information.

6.6 A selector with a conflict of interest must notify the Basketball ACT Performance Pathway Manager of the conflict as soon as they become aware it exists.

6.7 A selector with a conflict of interest will remove herself/himself from the selection or resign as a selector.

6.8 A selector may advise the Basketball ACT Performance Pathway Manager of another selector's conflict of interest in the event that the risk has been overlooked.

6.9 A selector will:

6.9.1 Attend all selection activities (i.e. trials, meetings, games, trainings) as deemed necessary by Basketball ACT.

6.9.2 Act with integrity and objectivity in all aspects of the selection process in complying with this policy and other related policies and documents.

6.9.3 Ensure all selection materials, discussions and meetings remain confidential to the selection panel and appropriate Basketball ACT staff.

6.10 A selector who is unable to fully meet all the requirements of this clause 6.6 may resign or be removed and replaced from the selection panel.

6.11 Selectors agree to abide by the conditions as set out in the Basketball Australia and Basketball ACT's Code of Conduct as well as the content of, and requirements set out in, this policy. It is the individual responsibility of each selector to be aware of these conditions and the content of these documents.

7. Eligibility Criteria

Athletes seeking selection into the Canberra Gunners and/or Nationals Academy and Youth Programs must comply with the following to be eligible for selection:

7.1 Must be a member of an Affiliated Member Club that competes in Basketball ACT competition(s)

7.2 Athletes under the age of 18 years old (as of 31 December in the year trialling) will not be eligible for selection in the Academy and/or Youth Programs unless they comply with the following requirements:

7.2.1 Have nominated and fulfil the requirements of the selection process in their respective age group for a Basketball ACT Junior Pathway Program(s).

7.2.2 Have finalised their program commitments with the Basketball ACT Territory and/or Canberra Basketball Pathway Programs.

7.3 The athlete must be under the stated age as of 31st December in the year of the competition where an age restriction is in place.

7.4 An athlete will not be eligible for selection if they are a current member of another Basketball Australia affiliated State or Territory program or Basketball NSW Affiliated Association.

7.5 Have no outstanding debt to Basketball ACT or must be on and meeting the requirements of a Basketball ACT payment plan agreement.

8. Selection Criteria

Please note that subjectivity is an unavoidable element of selection. Basketball ACT strives to work towards the highest standards of integrity with selectors and selection process.

To be selected a player must meet the eligibility criteria as follows:

8.1 Evidence that the player reflects the core values of representing Basketball ACT

8.2 The player has no outstanding financial debt with Basketball ACT and/or an Affiliated Member Club.

8.2.1 Players who are on an established payment plan arrangement with Basketball ACT and are compliant with the agreement terms will be eligible to trial.

8.3 Possess the ability to compete at the respective level selected.

8.4 A history of successful past performances at the following:

8.4.1 Australian National Championships, Basketball NSW Junior Premier League/Southern Junior League competitions, Basketball ACT competitions or equivalent competitions.

8.4.2 NBL1, Basketball NSW Waratah League or equivalent competition.

8.4.3 Basketball ACT Senior Premier League, Senior Social or Junior Premier League

8.5 Athletic ability, desire and dedication to become a player at the highest possible level.

8.6 Assessed competencies in defensive and offensive fundamentals and basketball intelligence.

9. Selection Process

9.1 Basketball ACT will establish a selection timeline each year that complies with the deadlines and requirements set by Basketball NSW.

9.2 Athletes seeking selection must submit an online registration by the advised closing date. The closing date will be determined annually by Basketball ACT and will be advertised via various Basketball ACT communication platforms.

9.3 Athletes with an outstanding financial debt to Basketball ACT will be informed prior to the first selection trial they do not comply with clause 8.2 of the selection criteria. Athletes will then have the ability to:

9.3.1 Pay the outstanding debt owed and be eligible for consideration by the Selection Panel; or

9.3.2 Pay 50% of the outstanding debt owed, enter into a payment plan agreement with Basketball ACT for the remaining amount and be eligible for consideration by the Selection Panel; or

9.3.3 Remain in debt to Basketball ACT and not be eligible for consideration in accordance with this policy.

9.4 Basketball ACT will hold trials to inform the selection process. The format, dates, locations and number of trials is at the discretion of Basketball ACT and will be advertised via various Basketball ACT communication platforms. Basketball ACT may also determine to utilise meetings, games, trainings or other activities as a part of the selection process.

9.5 All athletes who register and are eligible for selection will be provided the opportunity to attend trials.

9.6 Trials can only be attended by the eligible athletes, coaches, selectors, and Basketball ACT staff members

9.7 The Selection Panel(s) will select up to the following number of teams, athletes and reserves per squad:

Squad	Teams Selected	Athletes Selected per Squad
Canberra Gunners	1	12 -16
Canberra Nationals	1	12 -16
Canberra Gunners – Academy	1	12 -16
Canberra Nationals – Academy	1	12 -16
Canberra Gunners – Youth	1	12 -16
Canberra Nationals – Youth	1	12 -16

9.8 Basketball ACT will advise athletes of their selection into the respective programs and confirm acceptance of the position with the athlete.

9.9 The Squad Selection Panel has the ability to make changes and substitutions to squads in accordance with Clause 10.

9.10 Where an athlete fails to attend any physical trials of the selection process and that athlete believes that exceptional circumstances prevented them from attending part or all of the selection, a written application may be made to Basketball ACT prior to or within 24 hours of the commencement of selection for an exemption. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. The Selection Panel will determine whether that athlete will be included for consideration.

9.11 Basketball ACT will publish the selected squad via the Basketball ACT website and advise selected athletes via email.

9.12 The decision(s) of the Selection Panel(s) shall be final and binding. The Panel is under no obligation to provide reasons for its selection decisions, however, may choose to do so at its

discretion, at the request of the Selection Panel Chair, or at the request of the Basketball ACT Chief Executive Officer.

10. Conditional Selection

10.1 The Selection Panel may make a conditional selection of any athlete subject to the athlete meeting further conditions. Those further conditions may include, but are not limited to:

10.1.1 Proving match fitness via training, match play, fitness testing or any such method as determined by the Selection Panel.

10.1.2 Receiving or providing a medical clearance.

10.1.3 Meeting any financial agreement

10.1.4 Any other condition that, in the opinion of the Selection Panel, is reasonable in the circumstances of the athlete.

10.2 The conditional selection of an athlete must be included within the total number of selected athletes permissible in accordance with clause 9.

11. CEO Discretion Where Athlete Numbers Are Insufficient

12.1 Where the number of athletes meeting the eligibility requirements is insufficient to adequately fill available program positions, the CEO may approve the inclusion of athletes who do not fully satisfy the eligibility requirements set out in clause 7.

12.2 Before granting such approval, the CEO must be satisfied that:

12.2.1 The athlete has otherwise demonstrated a commitment to Basketball ACT and the objectives of the program.

12.2.2 The exemption will not materially disadvantage eligible athletes.

12.2.3 The exemption is necessary to ensure the viability and effective operation of the program.

12.3 Any exemption approved under this clause must be documented and communicated to the Selection Panel prior to final selection decisions.

12.4 This clause is intended to provide flexibility in exceptional circumstances and does not establish an ongoing waiver of eligibility requirements. The CEO's decision regarding an exemption shall be final.

12. Selection Approval Process

11.1 The relevant Selection Panel Chair will submit the selected squad/team to the Basketball ACT Chief Executive Officer for ratification, prior to the final selection being announced.

11.2 Selection of the Captains, Vice Captains and Leadership Group will be subject to ratification from the Basketball ACT Performance Pathway Manager.

13. Replacement of Selected Athletes

12.5 The grounds for replacement of a selected athlete are any one or more of the following:

12.5.1 Injury or Illness: An athlete who is injured or ill may be assessed by a doctor nominated or agreed to by Basketball ACT who will assess the athlete's fitness to play and/or train in conjunction with the relevant Head Coach. The Squad Selection Panel Chair is to be notified of all such injuries or illness.

12.5.2 Breach of Discipline: An athlete may be considered for replacement due to a breach of discipline including failure to observe any relevant Basketball ACT policies, the Basketball ACT Code of Conduct or any Basketball ACT Athlete Agreement. The program Head Coach will immediately advise BACT Performance Pathway Manager of a breach. The Performance Pathway Manager will initiate an appropriate disciplinary response in consultation with the Basketball ACT Chief Executive Officer and program Head Coach.

12.5.3 Breach of National Integrity Framework: Any athlete who breaches the Basketball Australia National Integrity Framework will automatically be removed from the squad and will be replaced. All penalties relating to these breaches will be as per the Basketball Australia National Integrity Framework. The program Head Coach will report such breaches to Basketball ACT immediately and, if required, to the relevant law enforcement agency.

12.6 Replacement Process:

12.6.1 If a selected athlete is unable to continue or is removed as a member of the squad, the procedure for a replacement athlete is as follows:

12.6.1.1 The program Head Coach will consult the Selection Panel Chair, and the Basketball ACT Performance Pathway Manager will be advised.

12.6.1.2 Consideration will first be given to all athletes within alternative Basketball ACT programs.

12.6.1.3 Consideration will then be given to other identified athletes from the selection process, if required.

12.6.1.4 The program Head Coach will then fill this position with the athlete deemed most suitable.

12.6.1.5 The relevant procedures for the replacement of athletes as stated within any applicable competition regulations will be complied with by Basketball ACT.

12.7 An athlete selected for replacement must meet the eligibility criteria listed at Clause 7.

12.8 In the event no athlete is deemed suitable, the position may:

12.8.1 remain vacant for the duration of the program; or

12.8.2 be filled at a later stage at the discretion of the program Head Coach with consultation of the Selection Panel Chair.

14. Appeals

13.1 A player, who fails to be selected for a squad and/or team pursuant to the Criteria set out in this Policy, may appeal against omission from the squad and/or team as set out in this section.

13.2 The grounds for such an appeal are that the Selection Panel, in making their decision, failed to comply with the Policy.

13.3 Notice period

13.3.1 Any appeal against omission from the squad and/or team must be lodged in writing (notice of appeal) to the Basketball ACT Chief Operating Officer within three (3) business days of announcement of the selection decision.

13.3.2 The notice of appeal must be accompanied by a summary of arguments and submissions in support of the appeal.

13.3.3 An appeal may be withdrawn by the Aggrieved Player at any time through written notification to the Basketball ACT Chief Operating Officer.

13.3.4 Failure to comply with the appeal time frame will result in the appeal being dismissed.

13.4 Appeal tribunal

13.4.1 Where the Basketball ACT Chief Operating Officer has authorised an investigation into the appeal, an appeals tribunal shall be established.

13.4.2 The appeals tribunal will consist of three members including:

13.4.2.1 A person with knowledge of the sport, with national competition experience;

13.4.2.2 Any two other people deemed appropriately skilled and experienced to the function of the appeals tribunal as appointed by the Basketball ACT Chief Operating Officer, one of which will be appointed the Chair.

13.4.3 Persons party to or directly interested in the appeal may not act as a member of the appeals tribunal.

13.4.4 The appeals tribunal does not have the power of selection or reselection. Where appropriate, the tribunal may refer the matter back to the Squad Selection Panel for consideration.

13.5 Appeal hearings

13.5.1 The appeals tribunal shall investigate and consider the matter determining whether:

13.5.1.1 The matter should be dismissed because there is no credible evidence, submission or argument to satisfy the grounds of the appeal;

13.5.1.2 The appeal should be subject to a hearing conducted by the appeals tribunal.

13.5.2 The appeals tribunal must conduct the appeal in accordance with the principles of natural justice.

13.5.3 The appeals tribunal is not bound by the rules of evidence and may inform itself as to any matter in such a manner as it thinks fit.

13.5.4 The appeals hearing may take place in a manner determined appropriate by the chair, including telephone or in person.

13.5.5 Parties of the appeal may be permitted a support person, for the avoidance of doubt this may not be a legal representative.

13.5.6 The decision of the appeals tribunal shall be a majority decision and shall be communicated to the Basketball ACT Chief Operating Officer as soon as practicable, including:

13.5.6.1 If the appeals tribunal considers the ground/s alleged to be made out, it shall recommend that Squad Selection Panel reconsider the selection;

13.5.6.2 The Squad Selection Panel shall comply with the direction of the appeals tribunal;

13.5.6.3 Any further selection decision of the Selection Panel under direction of the appeals tribunal shall be final and binding.

15. Power to Amend

14.1 This Policy can be amended or rescinded at any time by Basketball ACT in the event Basketball ACT is of the opinion such amendment is necessary as a result of any change to NBL1, Basketball NSW or Basketball Australia guidelines or relevant policies, to give effect to the Policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interest of basketball in the ACT by Basketball ACT.

14.2 Basketball ACT is not and shall not be liable in any way to any one because of any such amendment or application of this Policy generally.