

PERRY LAKES HAWKS



COACH SELECTION POLICY

Junior Representative (WABL) Program

Policy Owner: CEO in conjunction with Basketball High Performance Manager

Approved by: Perry Lakes Hawks Basketball Association

Review Cycle: Annually, prior to representative trials

1. Purpose

The appointment, support and development of coaches is a crucial part of the Perry Lakes Hawks junior representative (WABL) program.

The purpose of this policy is to outline the principles, procedures and selection criteria used when coaches are appointed to the Perry Lakes Hawks junior representative (WABL) program and any affiliated high performance or development pathway programs.

Perry Lakes Hawks Basketball Association (PLHBA) is committed to providing a safe, inclusive, development focused and high quality basketball environment for all players. Coach appointments will be made in a way that supports player development, team culture, program standards and the long term interests of the Association.

2. Philosophy

The Perry Lakes Hawks WABL coaching program is built around the following philosophy:

- Athlete focused: players are at the center of the program, with an emphasis on the development of their fundamental, technical, tactical, physical and personal skills.
- Leadership driven: coach appointments are guided by the Basketball High Performance Manager, with executive oversight and final approval by the CEO.
- Administratively supported: the process is supported by the Association's administration, communications and relevant program resources.
- Merit and suitability based: coaches are appointed according to the published eligibility and selection criteria, with consideration given to qualifications, experience, conduct, development potential and suitability for the relevant team and program.

3. Organisational Structure

CEO

Provides executive oversight and ensures the coach selection and appointment process aligns with the Association's strategic direction, governance requirements, values and operational standards.

- Provides final approval of junior representative coaching appointments following recommendations from the Basketball High Performance Manager.
- Ensures coach recruitment, selection and appointment processes are fair, transparent, consistent and appropriately documented.
- Works with the Basketball High Performance Manager to confirm coaching structures, role requirements, appointment terms and program resourcing.
- Provides oversight of significant coaching conduct matters, conflicts of interest, complaints, appeals or performance concerns where escalation is required.
- Ensures all appointed coaches satisfy relevant accreditation, screening, safeguarding and Association compliance requirements.
- Supports the Basketball High Performance Manager in maintaining appropriate coaching standards, accountability and alignment across the WABL program.
- Has authority to review, vary, suspend or withdraw a coaching appointment where necessary to protect player welfare, program standards or the interests of the Association.
- Reports significant coaching or program matters to the Board where governance oversight or formal approval is required.

Basketball High Performance Manager

Provides leadership, guidance and education for coaches, players and relevant stakeholders across the junior representative program.

- Supports the delivery of the Perry Lakes Hawks WABL program and coach education initiatives.
- Oversees coach development, coach feedback, appointment processes and program standards in consultation with the CEO and Association leadership.
- Leads coach recruitment, appointments, complaints, team issues and coach feedback where required.
- Provide technical input into coaching standards, player development and age group planning.
- Maintain appropriate coaching accreditation and uphold Association standards.

Age Group Leads (1's Head Coach)

- Supports coach development and the implementation of program expectations.
- Provide leadership within their age group and support the coaching team appointed to that age group.
- Oversee athlete education, development and team standards within the age group.
- Understand and implement the Perry Lakes Hawks style of play, development priorities and program expectations.
- Are responsible for the development of players within their team.
- Provide a professional, safe, inclusive and positive learning environment for all athletes.
- Communicate respectfully and appropriately with players, families, officials and Association representatives.
- Preferably have recent experience in junior representative development programs, competitions or equivalent coaching environments.

Age Group Head Coaches (2's-5's)

- Understand and implement the Perry Lakes Hawks style of play, development priorities and program expectations.
- Are responsible for the development of players within their team.
- Provide a professional, safe, inclusive and positive learning environment for all athletes.
- Communicate respectfully and appropriately with players, families, officials and Association representatives.
- Work in collaboration with Age Group Lead to establish a strong connected program.

Assistant Coaches

- Support the team head coach and contribute positively to player development, team culture and program delivery.
- Are appointed or endorsed by the Association in consultation with the relevant head coach and Basketball High Performance Manager.
- Must comply with Association policies, codes of conduct and child safeguarding requirements.

4. Values

Perry Lakes Hawks expects all coaches to uphold the values and standards of the Association. When selecting coaches, the Association will consider the following attributes:

- pride;
- passion;
- perseverance;
- respect;
- leadership
- child safety and safeguarding.

Representatives of Perry Lakes Hawks are expected to:

- commit to helping athletes become the best players and people they can be;
- coach and develop players with consistent effort and an athlete-focused approach at training and games;
- coach and compete with disciplined sportsmanship and respect for teammates, opponents, officials, volunteers, parents and the broader basketball community;
- accept the responsibility of being a positive role model for Perry Lakes Hawks;
- commit to the junior representative program and to improving basketball within the Association; and
- comply with Basketball Australia, Basketball WA, WABL and Perry Lakes Hawks policies, codes of conduct, member protection requirements and child safeguarding standards.

5. Responsibilities

Coaches must recognise that their decisions, communication and conduct can have a significant impact on players and families. Representative basketball is competitive and requires players to be held accountable for their performance, effort and behaviour, but this must occur in a respectful, appropriate and development focused environment.

Coaches are expected to communicate with players at the right time, in the right place and with the right message. Feedback should be honest, constructive and delivered in a way that supports learning and development.

Informal feedback may be provided throughout the season by the Basketball High Performance Manager, age group leads or other authorised Association representatives.

6. Eligibility

Coaches seeking appointment to the Perry Lakes Hawks junior representative program must satisfy the following eligibility requirements:

- hold, or be willing to complete, an appropriate Basketball Australia National Coach Accreditation Scheme course before the commencement of the WABL season;
- hold a valid Working with Children Check and satisfy all child safeguarding requirements;
- complete the relevant Perry Lakes Hawks coaching expression of interest or application process;
- agree to the Perry Lakes Hawks coach agreement, code of conduct and any team or program expectations issued by the Association;
- complete any required medical declaration, personal information, accreditation or compliance documentation;
- meet all applicable Basketball WA, WABL and Basketball Australia registration, accreditation, eligibility and conduct requirements; and
- have no current suspension, disciplinary restriction or unresolved matter that prevents or may reasonably affect their ability to coach.

Important: Any coach applying for a role with Perry Lakes Hawks must disclose any relevant basketball suspension, disciplinary matter, child safeguarding issue or conduct restriction. Failure to disclose relevant information will result in the withdrawal or termination of a coaching appointment.

7. Coach Selection Criteria

Coaches will be assessed against a range of criteria. No single criterion guarantees appointment, and the weighting of criteria may vary according to age group, team level, program needs, player cohort and coaching availability.

Selection criteria include:

- meeting the eligibility requirements outlined in this policy;
- demonstrating the values and standards expected of Perry Lakes Hawks representatives;
- holding a valid Working with Children Check and complying with all safeguarding requirements;
- assisting at representative trials, development sessions or other program activities where requested;
- attendance, punctuality and commitment to training, games, meetings and program activities;
- organisation, reliability, communication and ability to complete administrative tasks on time;
- ability to work collaboratively with other coaches, staff, volunteers and Association representatives;
- ability to teach basketball at the appropriate age and development level;
- understanding of player development, team culture and positive learning environments;
- attendance at junior domestic games, finals or pathway activities to support player identification and connection where requested;
- attendance at coach meetings, coach education and development opportunities as requested by the Association;
- alignment with Perry Lakes Hawks policies, procedures, ethos and expectations;
- history of coaching performance in representative programs, domestic competitions, school programs or equivalent settings;
- coachability, openness to feedback and willingness to continue learning;
- ability to understand and coach verbal and visual instruction, game concepts and competitive play;
- ability to contribute positively to the broader coaching group and program culture; and
- suitability for the specific team, age group, player cohort and program objectives.

Technical coaching assessment may include the ability to teach, instruct and develop the following areas:

- basketball stance and movement readiness;
- ball control with both hands while scanning and reacting to opportunities up the court;
- passing accuracy, timing and decision-making;
- right hand and left hand lay-ups and finishing options;
- transition running, spacing and pace of play;
- decision making under pressure and strategies to minimise avoidable turnovers;
- rebounding concepts, including box-outs, pursuit and reading the ball;
- offensive spacing, cutting, timing and movement without the ball;
- shooting form, shot selection and technique; and
- defensive positioning, vision, footwork, communication and movement in relation to the ball and opponent.

Important: Coach selection involves judgement. While this policy seeks to explain the process and provide clear criteria, some subjectivity is unavoidable and different people may hold different views about appointment outcomes.

8. Absences and Availability

Coaches appointed to Perry Lakes Hawks representative teams are expected to prioritise their team commitments and communicate early when they are unavailable.

- Absences must be communicated to, and where required approved by, the Basketball High Performance Manager or another nominated Association representative.
- Coaches who are unavailable to attend training, games, meetings or program activities must provide as much notice as practical.
- Coaches are expected to give priority to Perry Lakes Hawks representative commitments over school, club or other basketball commitments, except where higher-level state, national or contractual obligations apply.
- Where conflicts arise, coaches must communicate promptly so the Association can assess the situation and make appropriate arrangements.

9. Coach Selection Procedure

The coach selection process will generally include the following steps:

- The Association will call for coaching expressions of interest or applications for the upcoming representative season.
- Coach selection will be open to, but not limited to, new coaches, returning coaches, coaches involved in the junior domestic pathway and coaches identified by the Association.
- The Association may consider previous coaching performance, coach assessment information, feedback from relevant stakeholders and the needs of each age group or team.
- The Basketball High Performance Manager, in consultation with the CEO and/or relevant Association Board representatives, will review applications and make or recommend appointments based on merit, suitability and program fit.
- The Association will seek to appoint experienced and appropriately accredited coaches where possible. Where this is not possible, the Association may use coach development pathways to support suitable emerging coaches.
- The Association will consider potential conflicts of interest, including situations where a head coach may coach their own child or sibling. Such appointments may be approved where the Association considers appropriate safeguards or circumstances apply.

Conflicts of Interest in Coach Appointments

Any applicant or person involved in assessing or approving a coaching appointment must disclose any actual, potential or perceived conflict of interest as soon as it becomes known.

The CEO will determine how the conflict is to be managed. This may include:

- excluding the conflicted person from assessment, discussion or approval;
- appointing another panel member;
- obtaining an independent assessment or reference;
- documenting the conflict and the measures applied; or
- referring the appointment to the PLHBA Chair or another authorised decision-maker.

No person may be the sole decision-maker in relation to an applicant with whom they have a relevant family, personal, employment or financial relationship.

10. Appointments

The appointment of each Age Group Lead, Team Head Coach or Assistant Coach is based on the individual's ability and willingness to share their experience, knowledge and leadership in a way that supports the development of players and the broader Association.

All coaches who apply through the relevant expression of interest process may be contacted and, where required, interviewed or asked to provide further information.

Coaching appointments may be communicated to members before trials, during the trial process or after team selections, depending on the needs of the program and the timing of appointments.

The Association supports coach education and encourages coaches to complete appropriate accreditation and development opportunities. Coaches may be required to attend education sessions, planning meetings or development activities as part of their appointment.

Head coaches must not appoint assistant coaches or team staff without the approval of the Basketball High Performance Manager, CEO or another authorised Association representative.

11. Higher Level Commitments

Coaches involved in Basketball Australia, Basketball WA, State Performance, National Performance or other recognised elite pathway programs may be required to prioritise those commitments where they conflict with Perry Lakes Hawks commitments.

Coaches with paid or written contracts with NBL, WNBL, NBL1 or other elite programs must comply with those contractual obligations where a conflict arises. Coaches should communicate any such commitments to the Association as early as possible.

Where conflicts arise between Perry Lakes Hawks, school, domestic, club or other sporting commitments, coaches are expected to communicate proactively and comply with the expectations set by the Association.

Important: Appointed first team coaches are expected to commit to and prioritise their Perry Lakes Hawks WABL role. Any significant external commitments should be disclosed and discussed with the Association before appointment or as soon as they arise.

12. Coach Family/Support Network

A coach may be held responsible for the behaviour and conduct of their family and support network at training, games, events and Association activities. The term "family/support network" includes parents, guardians, family members, coaches, trainers, friends and any other person directly associated with the coach.

Where a breach of the Association's code of conduct or expected standards occurs by a member of a coach's family/support network, PLHBA may take appropriate action. This may include, but is not limited to:

- counselling or warning the person involved;
- requiring the person to leave a venue or activity;
- restricting attendance at future Association activities;
- suspending or banning the person from Association activities where permitted;
- referring the matter to Basketball WA or another relevant body; and
- in serious or repeated cases, reviewing the coach's ongoing appointment or future coaching eligibility.

Any action taken will depend on the seriousness of the behaviour, the safety and wellbeing of those involved, applicable policies and the Association's obligations to protect participants, volunteers, officials and staff.

13. Exceptional Circumstances

Where exceptional circumstances arise, or where a matter is not covered by this policy, the Basketball High Performance Manager, CEO, PLHBA Chair or other authorised Association representative may make or approve a decision that is considered to be in the best interests of the relevant team, the coaching group, the playing group and the broader Association.

Exceptional circumstances may include, but are not limited to, injuries, late coach withdrawals, team viability concerns, coach availability, player welfare issues, disciplinary matters, competition rule changes, venue restrictions or other operational considerations.

14. Review and Communication

This policy should be reviewed annually before the commencement of the representative coach appointment and trial period. Updates may also be made during the season if required by changes to Basketball WA, WABL, Basketball Australia or Association requirements.

The Association will communicate key coaching information to coaches and families in a timely manner. This may include application timelines, appointment processes, program expectations, coach education requirements and any relevant codes of conduct or coach agreements.

Document Control:

Document title	Perry Lakes Hawks WABL Coach Selection Policy
Version	1.0
Date prepared	7 th August 2026
Next review	Prior to the next representative trial period