

PERRY LAKES HAWKS



PLAYER & TEAM 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 purpose of this policy is to outline the principles, procedures and selection criteria used when players are selected for the Perry Lakes Hawks junior representative (WABL) program and any affiliated high performance or development pathway programs.

Perry Lakes Hawks Basketball Association is committed to providing a rewarding, challenging and development focused basketball environment for all players. This policy is designed to promote fair, consistent and transparent evaluation of players based on skill, attitude, coachability, commitment, potential and team fit.

Team selections will be conducted annually, or as otherwise required by the Association, to place players into teams that best reflect their current stage of development and their readiness to compete. The process is intended to allow players to:

- enhance their basketball skills;
- develop positive playing experiences within a team environment;
- compete at an appropriate level during each stage of their development; and
- represent Perry Lakes Hawks with pride, respect and commitment.

2. Philosophy

The Perry Lakes Hawks representative program is built around the following selection philosophy:

- Athlete focused: players are at the centre of the program, with an emphasis on the development of their fundamental, technical, tactical, physical and personal skills.
- Coach driven: selections are guided by appointed Coaches, Age Group Leads, Basketball High Performance leadership, with Association oversight.
- Administratively supported: the process is supported by the Association's administration, communications and relevant program resources.
- Performance and development based: players are selected according to the published criteria, with consideration given to both current performance and future potential.

3. Values

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

- pride;
- passion;
- perseverance;
- respect;
- leadership.

Representatives of Perry Lakes Hawks are expected to:

- prepare themselves to train and compete to the best of their ability;
- give consistent effort at training, games and in their own development time;
- behave with disciplined sportsmanship and respect for teammates, coaches, officials, opponents, volunteers and the broader basketball community;
- accept the responsibility of being a positive role model for the Association;
- commit to the program and to the improvement of 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.

4. Responsibilities

The key values for players, parents and coaches throughout the selection process are respect, accountability and perspective.

Coaches must recognise that selection decisions can have a significant emotional impact on players. While representative basketball is competitive and requires players to be held accountable for their performance, effort and conduct, coaches must communicate respectfully, appropriately and in a manner that supports player development.

Players are encouraged to maintain a growth mindset. A selection outcome, whether positive or disappointing, should be viewed as feedback and an opportunity to continue improving. Selection in a team is a privilege, not an entitlement.

Parents and guardians play an important role in supporting players through the selection process. This includes reinforcing resilience, effort, commitment and learning, rather than focusing solely on the result of selection.

The Association may provide formal selection feedback following the completion of the selection process or at another time determined by the Association. Informal feedback may be provided throughout the season. Players are encouraged to take ownership of their development and reflect on feedback received from coaches.

5. Eligibility

New Players

Step 1. New players to the Association must attend the Identification Development (ID) camp in September each year. The ID camp is for all new players to the Association that were NOT Hawks WABL players the previous season.

Step 2. Players selected from the ID camps are then invited to attend the Hawks WABL Trials (as per below).

Led by our Basketball High Performance Manager, a team of accredited coaches will oversee the ID Camps and will use the selection criteria to identify players who display characteristics of a Hawks WABL player.

Returning Players

All Hawks WABL players from the previous season are welcome to trial for a position in a team provided they are financial to the Association along with the new players identified at the ID Camps. Trials are by invitation only.

Any player who is declared unfit to participate in trials due to a pre-existing medical condition with the appropriate supporting evidence will be deemed eligible for selection, but no guarantee of selection will be provided.

A maximum of 10 players will be selected in each team for participation at the annual Basketball WA State Championships, subject to the applicable competition rules.

Following participation at the annual BWA State Championships, the Basketball High Performance Manager in consultation with each team Head Coach will review player team allocation based on performance where player movement may be enforced by the Association within an age group.

Train On Players

At the commencement of the new calendar year directly following the BWA State Championships, the Association will conduct a separate trial process where any non-selected players are invited to trial for a train on position within their designated age group. The process led by the Basketball High Performance Manager in conjunction with each team Head Coach aimed at securing a maximum of two train-on players per team at the discretion of the Basketball High Performance Manager in consultation with each team Head Coach.

Players seeking selection for the Perry Lakes Hawks junior representative program must satisfy the following eligibility requirements:

- be registered with, or are committed to registering with, Perry Lakes Hawks Basketball Association and/or an affiliated domestic club or competition as required by the Association for U16 participants and below; (exemptions specifically related to PSA school sport participation or alternate educational or high performance sporting commitments will be reviewed on a case-by-case basis)
- have no outstanding financial obligations to the Association, unless an approved payment arrangement is in place;
- complete the relevant trial registration by the required deadline;
- agree to the player agreement, code of conduct and any team or program expectations issued by Perry Lakes Hawks Basketball Association;
- comply with all applicable Basketball WA, WABL and Basketball Australia registration, eligibility requirements; and
- have no current suspension or disciplinary restriction that prevents participation.

6. Player Selection Criteria

Players will be assessed against a range of criteria. No single criterion guarantees selection, and the weighting of criteria may vary according to age group, team level, positional needs and program objectives.

Selection criteria include:

- meeting the eligibility requirements outlined in this policy;
- demonstrating the values and standards expected of Perry Lakes Hawks representatives;
- attendance, punctuality and commitment to training, games and team activities;
- ability to complete required administrative tasks on time, including registration requirements, communication, availability updates and any athlete monitoring processes;
- technical ability, including ball handling, passing, shooting, finishing, footwork, decision making and offensive execution;
- defensive ability, including stance, effort, communication, positioning, containment, help defence and willingness to compete;
- physical and athletic attributes appropriate to the player's age and stage of development, such as speed, agility, strength, endurance, coordination, height or length;
- current performance and previous representative, domestic, school or development program performance;
- potential for future development;
- work ethic, competitiveness and willingness to improve;
- coachability, attitude and ability to respond to instruction;
- ability to understand and execute team concepts;
- ability to contribute positively to team culture;
- positional balance and team composition requirements; and
- social compatibility, leadership and ability to work with others toward a shared goal.

Skill assessment may include, but is not limited to:

- 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 and pace of play;
- ability to execute under pressure without avoidable turnovers;
- rebounding effort, box-outs and reading the ball;
- offensive spacing, cutting and movement without the ball;
- shooting form, shot selection and free throw execution;

- defensive positioning, vision, footwork and communication;
- willingness to compete defensively and sprint back in transition.

Important: Selection in sport 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 selection outcomes.

7. Absences and Availability

Players selected in a Perry Lakes Hawks representative team are expected to prioritise team commitments and communicate early when they are unavailable.

- Absences must be communicated to, and where required approved by, the team Head Coach or nominated team official.
- Players who are unavailable to train or play must contact the Head Coach as soon as practical.
- A medical certificate or other supporting information may be requested where a player misses multiple sessions or games due to injury or illness.
- Players are expected to prioritise Perry Lakes Hawks representative commitments over domestic, school or other Association commitments, except where higher-level state or national obligations apply.
- Where conflicts arise, players and families must communicate promptly so the coach and Association can assess the situation.

8. Player Transfers and External Players

Perry Lakes Hawks are committed to developing local and Association-based talent. The Association may consider players transferring into the program where doing so supports the overall standard, depth or development of the representative program.

An incoming or transferring player may be considered where one or more of the following applies:

- the player is involved in Basketball WA, Basketball Australia or another recognised high-performance pathway;
- the player's skill level, athletic ability, attitude or potential is considered to strengthen the program;
- the player has an existing family or Association connection;
- the player meets all clearance, registration and eligibility requirements; and
- the player's selection is consistent with the best interests of the team, age group and Association.

The Association may limit the number of incoming or transferring players in any age group or team at its discretion. These decisions may consider team balance, existing player development, program depth, coaching availability, Basketball WA or WABL rules and the long-term interests of Perry Lakes Hawks.

BWA's WABL Clearance Restrictions state "Associations are granted permission to accept a maximum of two (2) players for each gender per age group in total who are clearing from another Association's Team 1 in the previous WABL season. This applies in total across both Clearance Windows for the WABL calendar year. Example: If an U16 Team 1 player from 'Association X' and an U16 Team 1 player from 'Association Y' transfer to 'Association Z' for State Championships, 'Association Z' cannot accept any more U16 Team 1 players from any association, in either Clearance Window."

Taking into account the above BWA ruling, as of the 2026 State Championships trial period, the PLHBA will elevate its commitment to developing its players by implementing a standard rule for WABL players wishing to transfer from external Associations.

2026 Trials (26/27 Team Selections) and beyond: A maximum of 2 external players per team who transfer from another Association during/after the previous WABL season will be accepted. (max 8 players per age group for each gender, based on four teams registered) This rule applies to all age groups.

Exception: All incoming players who have participated for a regional WA Association, interstate or relocated into PLHBA catchment within the previous 12 months having not participated in another Associations first team will be declared exempt from being classified as a PLHBA external player under our rules. However, WABL competition rules must be adhered to in meeting transfer restrictions.

Important: All incoming players must satisfy all Association, Basketball WA, WABL and Basketball Australia registration, transfer, clearance and eligibility requirements before being confirmed in a Perry Lakes Hawks representative team.

9. Player Selection Procedure

The selection process will generally include the following steps:

- Perry Lakes Hawks will appoint coaches in accordance with the Association's coach appointment process.
- The Association will establish an appropriate selection panel or selection process for each age group.
- The selection process may include the CEO, Basketball High Performance Manager, Age Group Lead, Head Coaches, Assistant Coaches and/or independent selectors.
- The Basketball High Performance Manager in consultation with PLHBA CEO will oversee the selection process, support selection meetings and provide guidance on final selections.
- Head Coaches will have significant input into team selections.
- Assistant Coaches and independent selectors may provide input where requested. Where an actual, potential or perceived conflict of interest exists, independent assessment must occur in accordance with the conflict-of-interest provisions below.
- Players will trial and/or train with their age group or squad, after which selections will be made for teams within the program.
- If a selected player later fails to meet the selection criteria, program standards, code of conduct or attendance expectations, their selection may be reviewed.
- A player who was not initially selected may be considered later if exceptional performance, team needs, injury replacement or other circumstances warrant reconsideration.

Parent, Family and Other Conflicts of Interest

Any coach, selector or other person involved in the selection process must disclose any actual, potential or perceived conflict of interest before trials commence or as soon as the conflict becomes known.

A conflict includes circumstances where a coach or selector has a child, sibling, close family member or other person with whom they have a significant personal relationship participating in the relevant selection process.

Where a conflict exists:

- the conflict must be disclosed to the Basketball High Performance Manager and CEO;
- the conflict and the measures used to manage it must be documented;
- the conflicted person must not be the sole assessor or decision-maker regarding the relevant player;
- an independent selector or other suitably qualified person must assess the player;
- the Basketball High Performance Manager, in consultation with the Age Group Lead and CEO where required, must independently review and approve the player's selection and team placement; and
- the conflicted person may be excluded from discussion or decision-making relating specifically to the player where this is necessary to maintain the integrity of the process.

The Association will communicate its general conflict-of-interest and independent-oversight arrangements to families before trials. Personal or confidential information will not be disclosed unnecessarily.

Selection Records

The Association will maintain appropriate records of the selection process, including:

- the members of each selection panel;
- player assessment information;
- declared conflicts of interest;
- independent assessments and oversight measures;
- selector recommendations;
- significant selection decisions; and
- final team allocations.

Records will be stored securely and made available only to authorised Association representatives or where disclosure is otherwise required.

10. Review of Selection Process

Selection decisions involve basketball judgement and are not subject to appeal solely because a player or family disagrees with the outcome.

A parent or guardian may raise a concern where they believe:

- the published selection process was not followed;
- an undisclosed conflict of interest affected the process;
- the player was assessed against materially different criteria;
- relevant information was not considered due to an administrative error; or
- the decision involved discrimination, improper conduct or a breach of an applicable policy.

Any review will consider the integrity and application of the process. It will not constitute a new trial or a rehearing of the comparative merits of players unless the Association determines that a material procedural failure occurred.

Procedural concerns must be submitted in writing to the CEO within seven days of the relevant selection outcome being communicated, unless the CEO approves an extension due to exceptional circumstances.

The Association will aim to provide a written outcome within 14 days of receiving the procedural concern. Where further time is required, the parent or guardian will be advised of the reason and the expected timeframe.

11. Team Selection Guidelines

The allocation of teams each season is a complex process. Each new season requires consideration of a range of factors, including:

- new players trialling for the program;
- returning players from previous seasons;
- players moving into a new age group;
- player assessment information collected at trials;
- coach feedback from the previous season;
- team balance, positions, size, depth and competitiveness;
- coach availability and team viability;
- Basketball WA and WABL competition structures and entry requirements; and
- the long-term development needs of players and teams.

Trial Dates

Representative trials will generally be held at a time determined annually by the Association, taking into account Basketball WA and WABL timelines, venue availability, school holidays and program requirements. Trial dates and registration requirements will be communicated to families in advance.

Players in the Same Age Group

Where an age group spans two years, the Association will select a 50/50 balance of top-age and bottom-age players to support continuity from season to season. Selection will still be based on merit, readiness, team needs and development considerations.

Every effort will be made to ensure that a minimum of four bottom age players be selected within the top two teams in all age groups for each gender based on four teams being registered in that age group.

The number of bottom age players selected in the highest team (PLH1) will determine the minimum number PLH2 should attempt to select. Eg. U16 boys age group; PLH1 selects 1 bottom age player, therefore PLH2 should attempt to select a minimum of 3 bottom age players to achieve the quota for the age group.

This approach is intended to support the ongoing development and progression of younger athletes within each age group, while still allowing selectors to consider player ability, team balance and overall competitiveness.

Some players may be selected in a team lower than they expected. This does not necessarily mean they are considered less capable. Coaches and selectors must consider the full range of circumstances, including team composition, positions, development needs and the best fit for each player.

Number of Teams

The number of teams entered in each age group will be determined annually by Perry Lakes Hawks Basketball Association based on player numbers, playing standard, coach availability, venue capacity, competition entry requirements and Association priorities. The Association may choose not to enter a team where it is not considered viable or in the best interests of the program.

Team Level Expectations

The following guidelines may be used when allocating players to teams:

- First team selections are based on forming the strongest available team from the selection pool. Court time is earned and is not guaranteed.
- Second team selections are generally based on forming the next strongest team available. This team may also have a development focus. Court time is earned and is not guaranteed.
- Third team and below are development teams who are expected to focus strongly on player growth. Coaches should aim for reasonable opportunities across the group, while still considering effort, attendance, conduct, team balance and game context.

Court time will be influenced by a player's commitment, attitude, attendance, team role, game situation, ability to execute team expectations and adherence to Perry Lakes Hawks values. The Association's goal is to balance competitiveness with long-term player development.

12. Higher Level Commitments

Players selected 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.

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

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

13. Player Family/Support Network

Players should not ordinarily be disadvantaged because of the conduct of a parent, guardian or other member of their family or support network. However, Perry Lakes Hawks must maintain a safe, respectful and positive environment for players, coaches, officials, volunteers and staff.

Where concerns arise regarding the conduct of a player's family or support network, the Association will address that conduct directly wherever reasonably possible. Any decision that may affect the player's participation will only be considered in serious or repeated circumstances and must include documented consideration of:

- the welfare and best interests of the player;
- the connection between the conduct and the player's participation;
- any alternative measures available;
- the seriousness and frequency of the conduct;
- whether the family has been given an opportunity to respond; and
- the Association's obligations to protect participants, volunteers, officials and staff.

14. Payment of Fees

Perry Lakes Hawks seek to support junior players and families who participate in representative basketball. However, representative basketball carries costs, and families are required to pay the relevant fees to remain eligible for participation unless an approved arrangement is in place.

Participation in a Perry Lakes Hawks representative team is conditional upon payment of fees by the required dates or strict compliance with an approved payment plan.

Where families are experiencing financial difficulty, they are encouraged to contact the Association as early as possible to discuss options. Any assistance, extension or payment arrangement is at the discretion of the Association and may be subject to conditions.

If fees are not paid, or if an approved payment plan is not followed, the Association may take action including withholding training or game participation, withholding team selection, removing a player from a team, declining future nominations or referring the matter for debt recovery where appropriate.

A player may not be selected in a Perry Lakes Hawks team if the family has a history of non-payment or non-compliance with payment arrangements, as determined by the Association.

This section is intended to be applied fairly and as a last resort, recognising the Association's obligation to all members to manage program costs responsibly.

15. 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 player group and the broader Association.

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

16. Review and Communication

This policy should be reviewed annually before the commencement of representative trials. 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 selection information to players and families in a timely manner. This may include trial dates, eligibility requirements, selection timelines, team announcements, feedback processes and any relevant codes of conduct or player agreements.

Document Control:

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