

# RedCity Roar Basketball Association Inc

## Procedure: Fairness and Ethical Practices During Junior Representative Trials and Selection Processes

### 1. Purpose

The purpose of this procedure is to outline the process RedCity Roar Basketball Association Inc will follow during junior representative trials and team selection processes. The procedure is intended to ensure that selections are conducted in a fair, transparent, ethical, and objective manner, while minimising actual, perceived, or potential conflicts of interest.

This procedure also aims to ensure that all athletes participating in junior representative trials are assessed against consistent selection criteria and that selection decisions are made by an appropriate Selection Panel.

### 2. Scope

- Junior representative trials conducted by RedCity Roar Basketball Association Inc.
- The selection of junior representative teams.
- Selection panel members, coaches, employees, and any other individuals involved in trial delivery, assessment, or team placement decisions.
- Circumstances where a coach, selector, or other relevant person has a close personal relationship with a player involved in the trial process.

### 3. Guiding Principles

Principle	Guideline
<b>Fairness</b>	All athletes should be provided with a fair opportunity to trial and be assessed against consistent selection criteria.
<b>Transparency</b>	Selection criteria should be provided to selectors prior to trials, and the process should be clear to those involved in selection decisions.
<b>Objectivity</b>	Athletes should be assessed objectively, with selection decisions made by the Selection Panel.
<b>Ethical conduct</b>	Coaches and selectors must avoid influencing decisions where a conflict of interest exists.
<b>Conflict of interest management</b>	Any close personal relationship between a selector or coach and a player must be managed to protect the integrity of the selection process.
<b>Program integrity</b>	Trial coordination and selection decisions should be managed in a way that does not compromise the integrity of the representative program.

## 4. Definitions

### Conflict of Interest

A conflict of interest exists where a selector or coach has a close personal relationship with a player participating in the trial process. This includes, but is not limited to, a parent, guardian, sibling, or other immediate family member relationship.

### Selection Panel

The Selection Panel is the group responsible for selecting representative teams. The panel may include coaches from previous representative seasons, coaches from other age groups, senior representative coaches, RedCity Roar employees, the Head Coach of the highest-ranked representative team trialling, and representative coaches who do not have a conflict of interest.

## 5. Roles and Responsibilities

<b>Role</b>	<b>Responsibility</b>
<b>Selection Panel</b>	Confirms team placements following the final trial and makes selection decisions in accordance with the selection criteria.
<b>Player and Coach Development Officer</b>	Coordinates and manages the trials.
<b>Head Coach of the highest-ranked representative team</b>	May be involved where appropriate, provided their involvement does not compromise the integrity of the selection process.
<b>Coaches or selectors with a conflict of interest</b>	Must not participate in selection discussions or decisions involving their related player, as outlined in this procedure.
<b>Coaches assisting with trial delivery</b>	May assist with trial delivery but should avoid directly coaching, evaluating, or influencing the assessment of their related player wherever reasonably possible.

## 6. Procedure

### Step 1: Establish the Selection Panel

Representative teams will be selected by a Selection Panel. The panel may include appropriately experienced coaches, senior representative coaches, RedCity Roar employees, the Head Coach of the highest-ranked representative team trialling, and representative coaches who do not have a conflict of interest.

### Step 2: Identify and Manage Conflicts of Interest

Before and during the trial process, any conflict of interest must be identified and managed. A conflict exists where a selector or coach has a close personal relationship with a player participating in the trial process, including a parent, guardian, sibling, or other immediate family member relationship. Where the Head Coach of the highest-ranked representative team has a conflict of interest, they must not participate in selection discussions during the first trial. The placement of their related player will be determined by the Selection Panel and must not be altered by that coach during subsequent trials. Coaches with a conflict of interest who are not coaching the highest-ranked representative team must not participate in team selection discussions or decisions.

### Step 3: Confirm Selection Criteria

Selection criteria must be provided to all selectors prior to trials. The criteria should be reviewed and updated regularly to reflect the evolving demands of basketball and the objectives of RedCity Roar's representative program.

#### **Step 4: Coordinate and Conduct Trials**

Trials will be coordinated and managed by the Player and Coach Development Officer, or a person appointed to a similar role. Where appropriate, the Head Coach of the highest-ranked representative team may be involved, provided their involvement does not compromise the integrity of the selection process. Coaches who have applied for representative coaching positions and who have a conflict of interest may be invited to assist with trial delivery. When assisting, they should avoid directly coaching, evaluating, or influencing the assessment of their related player wherever reasonably possible.

#### **Step 5: Finalise Team Placements**

Following the final trial, the Selection Panel will confirm team placements. Coaches who have applied for representative coaching positions and who have a conflict of interest will be advised of their coaching appointment following the completion of trials. This provision does not apply to the coach of the highest-ranked representative team.

#### **Step 6: Notify Parents and Guardians**

In the week following the final trial, parents and guardians will be notified by email of the team in which their player has been selected. Where vacancies arise because players decline positions, additional offers may be made to players selected in lower-ranked teams. These offers must be communicated directly to the player's parent or guardian. Players who are not selected in a representative team will be notified once all team positions have been finalised and accepted.

### **7. Guideline for Managing Conflicts of Interest**

1. Any coach or selector with a close personal relationship to a player must declare or otherwise identify the conflict of interest.
2. A coach or selector with a conflict of interest must not participate in selection discussions or decisions involving their related player.
3. Where the conflict involves the Head Coach of the highest-ranked representative team, that coach must not participate in selection discussions during the first trial, and the Selection Panel will determine the related player's placement.
4. A coach with a conflict of interest may assist with trial delivery only where their involvement does not directly influence the assessment of their related player.
5. Selection decisions must remain the responsibility of the Selection Panel and must be based on the selection criteria provided before trials.

### **8. Communication Guideline**

All communication about team placements should be clear, timely, and directed to parents or guardians through RedCity officials.

- Parents and guardians of selected players are to be notified by email in the week following the final trial.
- Additional offers arising from declined positions are to be communicated directly to the relevant parent or guardian.
- Players who are not selected are to be notified once all team positions have been finalised and accepted.

### **9. Review of Selection Criteria**

Selection criteria should be reviewed and updated regularly to reflect the evolving demands of basketball and the objectives of RedCity Roar's representative program.

## 10. Procedure Summary

This procedure establishes a structured approach for junior representative trials and selections by requiring:

- Selection by an appropriate Selection Panel.
- Clear management of conflicts of interest.
- Consistent use of selection criteria.
- Objective assessment of athletes.
- Appropriate trial coordination.
- Timely communication with parents and guardians after final team placements are confirmed.