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**BASKETBALL ENGLAND
TALENT SELECTION POLICY**

MARCH 2024

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1.	Introduction	2
2.	Definitions and Interpretation	2
3.	The Policy Objectives.....	5
4.	Application of this Policy.....	5
5.	Power to change, rescind or add to the provisions of the Policy	6
6.	Laws	6
7.	Participant Support	6
8.	Legislation and Guidance	6
9.	Participant Eligibility.....	6
10.	Selection Framework	7
11.	Selection Criteria	7
12.	Selection Panel	8
13.	Selection & De-Selection Processes	8
14.	Player Replacement Process.....	8
15.	Monitoring	9
16.	General conditions.....	9
17.	Appeals.....	10
18.	Data Protection and Confidentiality	10
	Appendix 1: Talent Behaviours	10
	Appendix 2: Principles of the Game (POGs)	10

1. Introduction

- 1.1 Basketball England (a company limited by guarantee, incorporated and registered in England and Wales with company number 01429756 whose registered office is at Etihad Campus Rowsley Street, Gate 13, Manchester, England, M11 3FF) is the national governing body (“**NGB**”) responsible for the governance and regulation within its jurisdiction of all disciplines of the sport of basketball in England (including 5v5, 3x3, disability basketball and walking basketball) (“**Basketball**”).
- 1.2 Basketball England has an ongoing duty of care to all who participate and work in Basketball to ensure they have a safe, enjoyable and positive experience. This Talent Selection (“**TS**”) Policy (this “**Policy**”) reflects and furthers this duty of care. The Policy provides an equitable framework based on professionalism and transparency to direct the identification and selection of basketball players to Basketball England’s National Team programme.
- 1.3 Basketball England has a dedicated “**Talent Team**” with primary responsibility for working with Participants and Staff in relation to Talent Selection. For the 5v5 game, the team can be contacted via email at talent@basketballengland.co.uk. For the 3x3 game, the team can be contacted via email at 3x3@basketballengland.co.uk
- 1.4 Basketball England undertakes to make available (on request) electronic copies of this Policy as amended from time to time. Electronic copies of this Policy are available on the Basketball England website (the “**Website**”). The Website will also contain contact details in the event that (i) any person is unable to download this, Policy; and/or (ii) any person requires this Policy in another form, for example, in braille or large print. All requests will be considered on their merits on a case-by-case basis. In circumstances where an individual has been classified as having an intellectual impairment, Basketball England shall use all reasonable endeavours to communicate the contents of this Policy to such individual in the most appropriate manner and form in liaison with the parent of, or other person with responsibility for such individual.

2. Definitions and Interpretation

- 2.1 The following terms have the following meanings:

Affiliated Member:	a Club or League affiliated with Basketball England who has satisfied the affiliation process;
Applicable Laws:	any and all: (i) laws, statutes, regulations, decisions, rulings, directives, codes of practice, government policies, enactments or instruments (including national, regional, local or principal laws, regulations or by-laws of any kind whatsoever) relevant to this Policy;
Basketball Rules:	the rules and regulations from time to time in force of Basketball England, national association or league under the auspices of the BBF and/or FIBA (including the FIBA Regulations) to the extent that they relate or apply to Basketball England;
BBF:	the British Basketball Federation being the national NGB responsible for regulating within its jurisdiction Players representing Great Britain in the sport of Basketball. The BBF is a Member Federation of FIBA;
Club:	a Basketball club sanctioned by and/or falling under the jurisdiction of Basketball England;

Data Protection Legislation:	all applicable laws relating to data protection, the processing of personal data and privacy, including: the Retained EU law version of the General Data Protection Regulation ((EU) (2016/679)) (“ UK GDPR ”) and the Data Protection Act 2018, the Privacy and Electronic Communications (EC Directive) Regulations 2003 (as may be amended by the proposed Regulation on Privacy and Electronic Communications), and any other data protection and/or privacy legislation applicable in the UK from time to time, (each as amended, updated, replaced or re-enacted from time to time and including all subordinate legislation made from time to time under or giving effect to the same) and references to “controller”, “personal data”, “special category data”, “process”, “processing” and “supervisory authority” have the meanings set out in, and will be interpreted in accordance with, such applicable laws;
Eligibility Criteria:	player eligibility and participation criteria as determined by Basketball England from time to time
England Development Programme:	The stage of the talent pathway aimed at providing development primarily to U16 to U19 age groups
England Talent Programme:	The stage of the talent pathway aimed at providing development primarily to U14 and U15 age groups
FIBA:	the international federation (Fédération Internationale de Basketball Amateur) recognised by the International Olympic Committee for administering international competitions for Basketball;
FIBA Competition(s):	events, tournaments and other international competition events under the jurisdiction of FIBA;
FIBA Regulations:	the general statutes, internal regulations, other rules and regulations and decisions of FIBA in force from time to time;
Free Member:	a person who has free membership of Basketball England which typically includes fans, followers, parents, medics, league organisers, administrators and others who do not require a licence from Basketball England;
Home Nation:	a team selected to represent England at youth level
International Competitions:	any officially sanctioned basketball tournament, match, or event where players represent a national team, federation or organisation; including FIBA-sanctioned competitions, continental championships, world championships, and other international basketball events recognised by relevant governing bodies;
International Team:	a basketball team representing any country or nation

League:	a Basketball league sanctioned by and/or falling under the jurisdiction of Basketball England;
Licence:	a licence granted by Basketball England to Licenced Members in order for them to undertake and/or participate in Licenced Activity;
Licenced Activity:	Basketball related activity sanctioned by and/or falling under the jurisdiction of Basketball England which requires a Licence;
Licenced Member:	a person (including but not limited to a Player, coach, referee, table official, team follower, bench personnel and/or statistician) who requires a Licence in order to carry out Licenced Activity;
Member:	a member of Basketball England (including but not limited to a Free Member, Licenced Member and/or Affiliated Member who from time to time participate in any activity sanctioned by and/or falling under the jurisdiction of Basketball England);
Member Federation:	a national governing body for Basketball which is a member of FIBA;
Minor:	a young person under the age of 18;
National Teams:	Teams participating within England Talent Programme, England Development Programme and Home Nation teams
Official:	referees, table officials, commissioners, observers, referee coaches and/or statisticians sanctioned by and/or falling under the jurisdiction of Basketball England;
Participant:	any Member, Official, Player, Support Personnel, member of a Club, League or Regional Association sanctioned by and/or falling under the jurisdiction of Basketball England;
Player:	an individual who competes in Basketball under the jurisdiction of Basketball England;
Regional Association:	a local association with responsibility for regional Basketball activity sanctioned by and/or falling under the jurisdiction of Basketball England including North East, North West, Yorkshire, London, East, East Midlands, West Midlands, South, South East and South West regions;
Staff:	any person acting for or on behalf of Basketball England whether as an employee, volunteer, casual worker, consultant or otherwise;
Support Personnel:	any coach, trainer, manager, agent, team staff, nutritionist, medical, paramedical personnel, parent or any other person working with, treating or assisting a Club, League, Player, Regional Association or Team;

Talent Team Staff: Basketball England staff appointed to run National Teams activity

Team: A team of Players playing basketball and representing a Club or Basketball England

- 2.2 References to “include” and “including” in this Policy are to be construed without limitation.
- 2.3 A reference to a statute or statutory provision is a reference to it as amended, extended or re-enacted from time to time and shall include all subordinate legislation made from time to time under that statute or statutory provision.
- 2.4 Any obligation not to do something includes an obligation not to allow that thing to be done.

3. **The Policy Objectives**

- 3.1 The purpose of this Policy is to set out Basketball England’s approach to Talent Selection.
- 3.2 The aim of this Policy is to:
- 3.2.1 identify and select players for Basketball England’s National Teams (e.g. players who are part of England Talent Programme, England Development Programme and Home Nations);
 - 3.2.2 to employ an open and transparent approach to the identification and selection of players;
 - 3.2.3 to provide equal opportunities for all players deemed to be ‘elite’ the chance to challenge the selection decision affecting them; and
 - 3.2.4 to select the players who can meet the demands of international competitions.

4. **Application of this Policy**

- 4.1 This Policy came into effect on Friday 1st March 2024.
- 4.2 This Policy does not form part of any contract of employment or other contract to provide services.
- 4.3 This Policy shall apply to all:
- 4.3.1 Players who are part of Basketball England National Team programmes (England Talent Programme, England Development Programme and Home Nations);
 - 4.3.2 Talent Team staff
- 4.4 All Participants and Staff under the jurisdiction of Basketball England are subject to and bound by all Applicable Laws, Basketball Rules and agree to abide by all Basketball policies (including this Policy), procedures, rules or regulations published by or in place under the auspices of Basketball England from time to time.
- 4.5 This Policy shall not apply to:
- 4.5.1 FIBA;
 - 4.5.2 the BBF;
 - 4.5.3 Basketball Northern Ireland, Basketball Scotland and/or Basketball Wales;

- 4.5.4 Participants and/or Staff involved in training camps, other activities, or competitions wholly within the jurisdiction of Basketball Scotland, Basketball Wales, Basketball Northern Ireland, the BBF and/or any other body outside of Basketball England's jurisdiction.

5. **Power to change, rescind or add to the provisions of the Policy**

- 5.1 In the event an issue arises that is not foreseen in this Policy, it will be addressed by Basketball England in a manner that protects and promotes the objectives identified in this Policy.
- 5.2 Basketball England is committed to reviewing this Policy periodically which may be amended from time to time.

6. **Laws**

The laws of England and Wales shall apply to this Policy.

7. **Participant Support**

- 7.1 Parents, or other persons with responsibility for Participants who are Minors understand and agree, in respect of the Minor for which they have legal responsibility, for the Minor as a Participant to be bound by all aspects of this Policy.
- 7.2 Any individual seeking information on the application of this Policy should contact the Integrity Team for assistance at integrity@basketballengland.co.uk

8. **Legislation and Guidance**

- 8.1 Basketball England's approach to Talent Selection is based on the principles recognised within UK and International legislation and UK Government guidance. For the purposes of this Policy, the following have been taken into consideration:

- 8.1.1 Human Rights Act 1998

- 8.1.2 UK Data Protection Act and UK General Data Protection Regulation 2018

8.2 **Regulatory Guidance**

- 8.2.1 UK Sport: The Code For Sport Governance

- 8.2.2 FIBA Internal Regulations (General Provisions)

9. **Participant Eligibility**

- 9.1 To be eligible for selection all players must:

- 9.1.1 hold a valid British passport (valid for six-months or more) or if U14s and U15s must be in the process of applying for a British passport or hold a British passport (valid for six-months or more)

- 9.1.2 be affiliated to Basketball England (BE) as a Member, and not have played for another International Team in any competition in the previous three years;

- 9.1.3 be considered as suitable ambassadors for the sport and be prepared to act in a manner befitting a representative of BE as outlined in the Talent Behaviours (Appendix 1);

- 9.1.4 sign, and comply with, the Talent Behaviours (Appendix 1);

- 9.1.5 comply with any eligibility criteria required to compete in the International Competition, or by FIBA, or the International Olympic Committee (IOC) including (but not limited to) in respect of anti-doping and / or nationality issues;
- 9.1.6 participate in cardiac screening annually, or provide written declaration (from parent/guardian and participant if under 18) of refusal to undertake screening on basis of cultural, religious or other grounds;
- 9.1.7 act in accordance with this Policy as in place from time to time;
- 9.1.8 abide by all Applicable Laws;
- 9.1.9 abide by all Basketball Rules;
- 9.1.10 act in accordance with any other requirements and instructions which Basketball England reasonably imposes in connection with the player role at any time.

10. Selection Framework

- 10.1 The selection criteria set out below are those identified by BE's Head of Talent and Performance, Talent Programme and Pathway Manager for the 5v5 game, 3x3 Development Manager for the 3x3 game, and the Head Coach of each national team.
- 10.2 In developing this framework, it is acknowledged that Basketball is a team sport and whilst players can do a great deal to develop / perform as an individual, ultimately the player must be able to realise their potential and perform within a team. Acknowledgement is made that in selecting for a team sport, factors such as the combination of players and the balance of a squad shall be always considered by the selectors in determining selection to the Team.
- 10.3 The ability of players to play in more than one position is also considered alongside individual skill level.
- 10.4 Valid and robust selection in a multi-faceted team sport is most effectively achieved through the combination of expert decision making, the triangulation of multiple opinions (coaches), objective and subjective information, and effectively drawing together longitudinal information. It is the combination of these factors that contributes to effective and impactful individual and team selection. All selection decisions will be taken on the basis of relevant information and will be taken fairly and equitably.
- 10.5 The selection criteria below are not definitive and may be revised from time to time as a result of further comment and feedback from the Head of Talent and Performance, Talent Programme and Pathway Manager for the 5v5 game, 3x3 Development Manager for the 3x3 game, Head Coaches, and other relevant parties (e.g., Regional Talent Managers).

11. Selection Criteria

- 11.1 The Selection Panel will consider the following (non-exhaustive) factors when determining the selection of the Team in their reasonable discretion, drawn from the Player Development Framework (PDF);

11.1.1

Participants Physically Robust Characteristics and Capacities – fitness, speed, agility, and power

- Versatility to play various positions

Technically Skilled – technical competence in the 22 Principles of the Game (POGs – see Appendix 2)

- Playing ability
- Demonstrated success in trial events/camps
- Scoring ability

Game Aware – tactical knowledge and execution

- Adaptability to the international game

Basketball Committed – commitment to the team

- Appropriate individual behaviours (Appendix 1) and respect for self and others
- Coachability, attitude and leadership
- A commitment to continual improvement
- Ability to respond constructively to coaching

Persistent Performer – the ability to push themselves through challenging circumstances

- A willingness to train (training & physical testing)
- Social /emotional / mental fortitude

12. **Selection Panel**

12.1 The Selection Panel is comprised of:

- a) Basketball England Head of Talent and Performance
- b) Head Coach
- c) Regional Talent Manager (when applicable dependant on Age Group)

12.2 Where a conflict of interest exists, or where persons mentioned above are not available Basketball England reserves the right to nominate another suitably trained person to carry out their duties

13. **Selection & De-Selection Processes**

13.1 Selection decisions are the responsibility of the Head of Talent and Performance having consulted with the Head Coach and other support staff as required.

13.2 Final selections will be made at a selection meeting where, as a minimum, the Head Coach and Head of Talent and Performance will be present. In addition, the Talent Programme and Pathway Manager for the 5v5 game or the 3x3 Development Manager for the 3x3 game may be present to ensure that due process is followed.

13.3 Players will be notified of their selection or non-selection on a date that has been previously communicated and in a manner that has been pre-agreed between the Head Coach and the team. Players acknowledge and agree that they shall not be permitted to announce any selection decisions or information prior to authorisation to do so from the Head of Talent and Performance.

13.4 The Head Coach will be available to discuss the selection outcome with affected players if requested.

13.5 Prior to the date where at which the final team must be submitted, the Selection Panel retains the right to deselect or not to nominate a player on any grounds so long as it is in accordance with the selection criteria set out in this policy and / or injury / illness / fitness to compete or if the player is subject to any disciplinary procedure.

13.6 After the team selection has been completed, de-selection and selection of a replacement player will be administered by BE Head of Talent & Performance and will only be allowed in accordance with the Player Replacement Process which ordinarily provides for replacement in the case of injury and/or illness.

13.7 In the event of there being a query over the ability of a player to be able to compete to the best of his/her ability due to an injury or illness, pre- or post-selection, the following procedure will be followed:

13.7.1 The team physiotherapist and Chief Medical Officer (CMO) can require a player to undergo a medical examination to determine their fitness to participate. This

examination will be carried out by the CMO or another Doctor designated by the CMO. If the player fails the medical examination, they will be withdrawn from the team and if appropriate, the Head Coach will select a replacement player.

- 13.7.2 If the player passes the medical examination carried out in accordance with (13.7.1) above but the coaching and / or support staff still have concerns over whether or not the player is able to compete to the best of their ability due to the underlying injury or illness, the team physiotherapist or CMO can require the player to undergo a set of sports specific performance tests where the results will be compared to the player's previous relevant test results. The tests can be repeated more than once and within a short timeframe if required and will be carried out by either the team physiotherapist and/or strength and conditioning coach plus Head or Assistant Coach. If, as a result of the injury, the player does not meet the required test levels, they will be withdrawn from the team on medical grounds and, if appropriate, a replacement will be nominated by the Head Coach. If the player reaches the required test levels but concerns remain in relation to a player's ability to perform (e.g. in a tournament environment) a final selection decision will be made by the Head of Talent and Performance

14. Player Replacement Process

- 14.1 The replacement process ensures that if a player is injured or unable to participate due to unforeseen circumstances, a transparent framework is in place to replace them with another player who can contribute to the team's success.
- 14.2 The priority is to replace the player with someone from within the squad who is of a similar skill level and has experience playing the same position. If a suitable replacement cannot be found within the squad, options will be explored outside the team, such as inviting players to try out for the position or seeking out players within the Talent Pathway.
- 14.3 Decisions related to replacement players will be made by the Replacement Selection Panel, with consideration of the Selection Criteria outlined in this policy. The affected player(s) and their family will be consulted and updated as appropriate. The aim is to maintain the integrity of the team, ensuring the team can continue to compete at a high level, while also supporting the affected player in their recovery or other circumstances.
- 14.4 The Replacement Selection Panel is comprised of:
- 14.4.1 Basketball England Head of Talent and Performance
 - 14.4.2 Head Coach
 - 14.4.3 Regional Talent Manager (when applicable dependant on Age Group)
- 14.5 Where a conflict of interest exists, or where persons mentioned above are not available Basketball England reserves the right to nominate another suitably trained person to carry out their duties

15. Monitoring

- 15.1 Basketball England will continue to monitor the effectiveness of this Policy in accordance with meeting the policy objectives.

16. General conditions

- 16.1 Players in breach of Basketball England policies pertaining to the team code of conduct and Talent Behaviours may be de-selected.
- 16.2 The communication of the deselection of players from the team is the responsibility of the Head Coach

16.3 Players will be notified of their removal on a date that has been previously communicated and in a manner that has been pre-agreed with the Head Coach.

17. Appeals

17.1 Any appeals against non-selection or deselection to the final team will be dealt with in accordance with the Basketball England Appeals Policy. Appeals must be submitted within 72 hours of the decision being communicated to the player.

18. Data Protection and Confidentiality

18.1 All cases arising under this Policy and in particular all Participant and Staff information provided to Basketball England under this Policy will be dealt with in strict confidence at all times in accordance with the provisions of Data Protection Legislation and Basketball England policies as in place from time to time.

Appendix 1: Talent Behaviours

The below eight 'Talent Behaviours' must be observed by all players, coaches and staff.

These behaviours define who we are as representatives of Basketball England, how we conduct ourselves on and off the court and ultimately define the success of our teams.

Everyone involved in the Talent Pathway is responsible and accountable to these 'Talent Behaviours' with no exceptions.

RESILIENCE	We handle adversity, stay focussed and never quit
INTENSITY	We devote total intensity to every aspect of training and playing
TEAMWORK	We compete for the team above the individual
DEDICATION	We work hard all the time and display a positive work ethic
RESPONSIBILITY	We take ownership of our actions and never make excuses
COMMUNICATION	We talk on court and can take and give feedback
PROFESSIONALISM	We do what's needed, when its needed and all the time
ATTITUDE	We think, we behave, we perform for the good of the team

Appendix 2: Principles of the Game (POGs)

Offensive Moment of the Game

Generating and managing advantages to create a high percentage shot

1 - GETTING OPEN

2 – SPACING

- 3 – BALL CIRCULATION
- 4 – PENETRATING THE DEFENCE
- 5 – EXTENDING THE ADVANTAGE
- 6 – SHOT SELECTION

Transition Defence Moment of the Game

Avoiding quick score or regaining possession

- 7 - OFFENSIVE REBOUNDING
- 8 – PROTECTING THE BASKET
- 9 – SLOWING DOWN/STOPPING BALL PROGRESSION
- 10 – DEFENDING NUMERICAL DISADVANTAGES
- 11 – DEFENDING SPATIAL ADVANTAGES

Defensive Moment of the Game

Regaining possession or forcing a low percentage shot

- 12 - DISRUPTING BALL MOVEMENT
- 13 – STOPPING PENETRATING MOVES
- 14 – HELPING AND ROTATING
- 15 – APPROPRIATE USE OF FOULS
- 16 – DEFENDING SPECIAL SITUATIONS
- 17 - REBOUNDING

Transition Offence Moment of the Game

Generating and managing advantages and high percentage shots in the full court

- 18 - REBOUNDING AND OUTLETING
- 19 – PROGRESSING UP COURT
- 20 – EXPLOITING NUMERICAL ADVANTAGES
- 21 – EXPLOITING SPATIAL ADVANTAGES
- 22 – TRANSITIONING TO HALF COURT OFFENCE