



COMMONWEALTH GAMES

Male and Female 3x3 Selection Policy



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1. Introduction

The purpose of the following selection policy is to provide an equitable framework based on professionalism and transparency to direct the identification and selection of basketball to the England 3x3 Commonwealth Games (CWG) team.

Basketball was first included into the Commonwealth Games in 2006, where Team England experienced a great deal of success on the back of robust nomination and selection criteria. Both the male and female squads medalled at the 2006 Melbourne Games (Bronze and Gold respectively) and established a standard of performance for Team England. This was then followed by further success at the 2018 Gold Coast Games, where the female squad put forward a successful performance and achieved a silver medal.

Athlete selection to Team England and competing in a Commonwealth Games is a privilege experienced by a small number of performers and as such, is a high point of any athlete's career. The Games offer each individual athlete the opportunity to represent Team England and contribute their very best performance. Furthermore, competing at the Commonwealth Games is a great opportunity to develop as an athlete and share in the honour of being a member of Team England.

2. Selection Aims

During the preparation period and throughout the duration of the 2022 Birmingham Commonwealth Games, each selected basketball athlete will receive an extensive support package (physical and mental health promotion and training) to enable them to be the very best version of themselves. As such, athlete selection will be achieved by:

- All basketball athletes meeting the eligibility criteria.
- Having all team members meet the physical, basketball skill and team criteria as laid out in the proceeding selection criteria.
- All basketball athletes being invested in and displaying talent behaviours (see Appendix 2) during the 2022 CWG cycle.
- All basketball athletes meeting the Anti-Doping criteria (see Appendix 1).

3. Selection Objectives

The objectives set out below are to ensure the identification and selection of basketball athletes for the CWG 2022 Senior Male and Female 3x3 teams.

- To have an equitable and transparent selection process that encourages all athletes to challenge for positions on the senior male and female 3x3 teams.
- To select basketball athletes that can meet the demands of the international 3x3 mode of play.
- Work towards medalling in accordance with the selection aims and prescribed targets.
- Represent Team England in the very best way possible.

4. Selection Eligibility

To be eligible for membership to the 2022 Commonwealth Games Team England Squad, all athletes must:

- a. Hold a British passport which is valid for six months post the 2022 Birmingham Games.
- b. Be affiliated to Basketball England, and not have played for another senior international team in a FIBA competition in the previous three years.
- c. Have completed appropriate UKAD education and training.
- d. Be suitable ambassadors for the sport and be prepared to act in a manner befitting a representative of Basketball England.
- e. Comply with any eligibility criteria required by Commonwealth Games England (CGE), FIBA and/or the Commonwealth Games Federation (CGF) including (but not limited to) in respect of anti-doping and / or nationality issues (Appendix 1).
- f. Sign, and comply with, the Commonwealth Games England Team Member's Agreement; and
- g. Sign the CGF Entry and Eligibility form.

5. Selection Process

The selection process comprises of three distinct stages:

5.1 Stage 1 - **Squad Identification**: a 'long list' of up to 25 players per male and female squad to be identified using the 3x3 rankings, domestic 3x3 talent identification processes, and 5x5 GB player format transfer opportunities¹. This will be undertaken by Basketball England's Performance Manager and in consultation with national team coaches.

5.2 Stage 2 - **Camp Selection**: following consultation and consideration of 'fit', 12 players from the male and female 'long list' (selected at Stage 1) will be invited

¹ Basketball England will consider not only professionals, but NBL players and 'specialist 3x3' players

to the initial training camp (June 2021). Notification will be completed via email at least thirty days prior to commencement of the camp. During the camp, 6 athletes will be identified by the Selection Committee (see selection criteria below) for progression to Stage 3 ('Team Selection'). All players will be individually debriefed by coaches regardless of selection or transfer status.

The formal decision on whether athletes have progressed to Stage 3 to be finalised and communicated by email on **10th May 2022**.

5.3 Stage 3 - **Team Selection**: from the pool of selected athletes, 6 male and 6 female (as selected at Stage 2), and following participation in several tournaments and training events, the Basketball England Performance Manager, the 3x3 Head Coaches, and the remaining members of the selection committee will select a team of 4 players and 2 reserves to go forward to the CWG Team. Notification of selection (team of four male and four female players) and deselection (two male and two female players) will be conducted by the Head Coaches and supported by the Head of Performance. The formal decision on CWG selection (4 players and 2 reserves) to be finalised by email to athletes on **10th June 2022**.

6. Selection Committee

6.1 The process of selection for athletes progressing from Stage 2 to Stage 3 involves identification by the BE Selection Committee who retain joint responsibility with the Performance Manager for the selection of the 2022 CWG 3x3 Women's and Men's Teams. The Committee will identify 6 athletes from the camp selection to progress to Stage 3 ('Team Selection').

6.2 A comprehensive identification method including reports from basketball scouts via observation of games (which may be live, on television or digital content), training, domestic 3x3 tournaments will be used to inform the talent identification process. The Selection Committee will follow the Selection Criteria detailed below.

The Selection Committee is comprised of:

- a. Basketball England Performance Manager
- b. Two former athletes (x1 male and x1 female)
- c. 3x3 Expert
- d. Basketball England 3x3 Coaching staff

6.3. A 'Conflict of interest' is deemed to be any situation where a member of the Selection Committee can derive personal benefit from a selection decision made in their official capacity.

6.3.1. The individual(s) will be asked to withdraw from the Selection Committee and the vote transferred to Basketball England's Coaching Manager.

7. Selection Criteria

The following selection criteria is drawn from the Player Development Framework (PDF) and will be used when selecting players:

7.1 Physically Robust Characteristics and capacities – fitness, speed, agility, and power.

- Versatility to play positions

7.2 Technically skilled – technical competence in the 23 Principles of the Game (POGs – see Appendix 3).

- Playing Ability
- Demonstrated success in trial events in 2021 and 2022
- Scoring ability

7.3 Game Aware – Tactical knowledge and execution

- Adaptability to International 3x3 game

7.4 Basketball Committed – commitment to the team, appropriate individual behaviours (Appendix 2) and respect for self and others, coach ability, attitude, and leadership. A commitment to continual improvement and their ability to respond constructively to coaching.

7.5 Persistent Performer - Social /emotional / mental fortitude, an ability to push themselves through challenging circumstances. A willingness to train (training & physical testing).

8. Selection Decision

The Performance Manager will present final team nominations to the Selection Committee based on the above Selection Criteria, Eligibility Criteria, and the Selection Objectives.

The selections will be made ensuring the best possible team is put forward to the 2022 Commonwealth Games. This is deemed to be four male and four female basketball athletes that have demonstrated a commitment to the Talent Behaviours (see Appendix 2), competency across the Principles of the Game (see Appendix 3), and individually contributed to the team ethos, style of play and strategic direction as determined by the Head Coach.

If a disagreement arises the nomination will go to a vote. Each of the following members of the selection committee (six members) hold one vote:

- a. Basketball England Performance Manager
- b. Two former athletes (x1 male and x1 female)
- c. 3x3 Expert
- d. Basketball England 3x3 Coaching staff – Head Coach (Male and Female squad)

In the event of a split decision, the Performance Manager will hold the deciding vote.

9. Removal of Athletes

9.1 Antidoping

Athletes suspended by their Governing Body due to ongoing or concluded anti-doping violation allegations, will not be considered for selection, and if previously selected will be deselected from the Birmingham2022 team.

9.2 Injury Management

In the case of injury identification during and/or following all stages of the selection process, a fitness test may be used to determine the ongoing capability of the athlete to perform at the level of play anticipated during the Games. The format will be determined by Basketball England and the Performance Manager. This will be specific to the requirements of the sport and the athlete's condition. Any selection or de-selection decision, following such a test, will be made by the Selection Committee, and in consultation with Basketball England, the Performance Manager, and the Head of Sport Science.

In the event of there being a query over the ability of an athlete 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 executed:

- 9.2.1. The Basketball England Head of Sports Science and Medicine (SSM) can require an athlete to undergo a medical examination to determine his / her fitness to participate. This examination will be carried out by the CMO or another Doctor delegated by him / her. If the athlete fails the medical examination, he/she will be withdrawn from the team and if appropriate, the Head Coach will select a replacement athlete.
- 9.2.2. If the athlete passes the medical examination carried out in accordance with the protocol detailed above (i) but the coaching and / or support staff still have concerns, the SSM can require the athlete to undergo a set of sports specific performance tests where the results will be compared to the athlete'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's physiotherapist and/or strength and conditioning coach plus Head or Assistant Coach. If, as a result of the injury, the athlete does not meet the required test levels, he / she will be withdrawn from the Team on medical grounds and, if appropriate, a replacement will be nominated by the Head Coach. If the athlete 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 Performance Manager.

9.3 General Conditions

Athletes in breach of Basketball England policies pertaining to the 2022 Commonwealth Games, the team code of conduct and team agreement may be deselected.

Deselection of athletes from the team is the responsibility of the Performance Manager.

Athletes 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.

10. Appeals

Any appeals against non-selection or deselection to the final team are entirely a matter for the athlete and an independent Appeals Panel (commissioned by Basketball England). These will be held in accordance with the following appeal procedures and the selection policy.

- 10.1. Any athlete who is not selected and/or removed/ at Stage 2 or 3 of the selection process will receive feedback from the Head Coach within one working day of the decision (Initial Review) and the Performance Manager within two working days (2nd Review) if requested by the athlete. At this point the athlete may request an appeal of the selection decision. This must be completed by way of a written (email) submission of appeal (including the grounds for the appeal) to the Performance Manager (talent@basketballengland.co.uk) at any point up to 3 working days post the relevant selection decision (see Appendix 4).
- 10.2. All appeals will be considered by an independent Appeals Panel comprising of the British Basketball Federation (BBF) Performance Manager, supported by directors (one non-executive and one elected) of Basketball England and one independent observer.
- 10.3. The Appeals Panel shall have unfettered discretion either to uphold or amend the original selection decision and will communicate the decision in writing to the relevant parties up to 15 working days post the selection decision.
- 10.4. The decision of the Appeals Panel is final and binding.
- 10.5. In the event of selection as a result of an appeal, deselection and/or transfer to the reserves list will be conducted by the Appeals Panel and Performance Manager. Communication of the decision will be conducted by the Performance Manager. The deselected athlete may make Notice of Appeal to the Performance Manager up to 3 working days of being notified of deselection / transfer.

The Selection Policy will be reviewed at least every two years by the Board of Basketball England.

Appendix 1: Anti-Doping Requirements

All Athlete must adhere to all FIBA/CWG anti-doping protocols, policies, and procedures, as applicable. This includes participation in out-of-competition testing as required by Basketball England and the CWG.

Commonwealth Games, in compliance with the World Anti-Doping Code 2015 (the Code). The CGF-ADS is based on the Code, which is considered part of these rules, in particular Code definitions shall prevail in the case of conflict. These Anti-Doping Rules shall apply to all Doping Controls over which the CGF has jurisdiction.

Athletes and other Persons participating in the Games are presumed to have accepted this Standard as a condition of participation and agreed to comply with it. Specific and explicit consent is required of Athletes and Athlete Support Personnel for the processing of their data by the CGF as part of the Anti-Doping Rules.

Appendix 2: 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 Commonwealth Games 3x3 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 3: Principles of the Game (POGs)

| | POGs |
|-------------------------------------|-----------------------------|
| Offensive Moment of the Game | 1 - GETTING OPEN |
| | 2 – SPACING |
| | 3 – BALL CIRCULATION |
| | 4 – PENETRATING THE DEFENCE |
| | 5 – EXTENDING THE ADVANTAGE |
| | 6 – SHOT SELECTION |

| | POGs |
|--|--|
| Transition Defence Moment of the Game | 7 - OFFENSIVE REBOUNDING |
| | 8 – PROTECTING THE BASKET |
| | 9 – SLOWING DOWN/STOPPING BALL PROGRESSION |
| | 10 – DEFENDING NUMERICAL DISADVANTAGES |
| | 11 – DEFENDING SPATIAL ADVANTAGES |

| | POGs |
|-------------------------------------|-----------------------------------|
| Defensive Moment of the Game | 12 - DISRUPTING BALL MOVEMENT |
| | 13 – STOPPING PENETRATING MOVES |
| | 14 – HELPING AND ROTATING |
| | 15 – APPROPRIATE USE OF FOULS |
| | 16 – DEFENDING SPECIAL SITUATIONS |
| | 17 - REBOUNDING |

| | POGs |
|--|--|
| Transition Offence Moment of the Game | 18 - REBOUNDING AND OUTLETING |
| | 19 – PROGRESSING UP COURT |
| | 20 – EXPLOITING NUMERICAL ADVANTAGES |
| | 21 – EXPLOITING SPATIAL ADVANTAGES |
| | 22 – TRANSITIONING TO HALF COURT OFFENCE |

Appendix 4: Overview of Appeals Process (non-selection & Deselection)

The following Appeals Process will be followed for all non-selection and deselection decisions.

