



**BADMINTON AUSTRALIA (“BA”)
PARA ATHLETE SELECTION POLICY**

Title:	Athlete Selection Policy – Para Falcons Program
Type of Policy	High Performance
Last Review Date:	
Next Review Date:	
Responsible Person:	Performance Pathways Manager
Authority	

1. This document is to be read in conjunction with the following:

- Badminton Australia Member Protection Policy
- Competition and Manipulation and Sport Wagering Policy
- Improper use of Drugs and Medicine Policy Template
- Member Protection Policy
- Child Safeguarding Policy
- Athlete, Coach, Spectator, Parent and Participant Codes of Conduct

2. Policy Objectives

- The primary objective of the Badminton Australia (BA) Para Athlete Selection Policy is to ensure that para athletes chosen to represent Australia be provided with support to develop and compete in international competitions are of the highest possible standard and enable Australia to achieve podium performances
- A secondary objective is to underpin the future success of Australia at Badminton competitions by providing para athletes with increased opportunities to develop as athletes and to compete at international competitions for the purpose of accelerating their progression.

Note: 2022 will be a pilot year for the program and will align with the existing Falcons Senior Program and Falcons Development Program. It is planned to combine all national athlete selection policies in preparation for 2023.



3. Selection Structure (Athletes and Coaches)



4. Appointment of Selectors

BA shall appoint a panel of up to five selectors to select athletes to the Falcons Para Badminton Program. The Selection Committee will be made up of the following:

1. Performance Pathway Manager (Chair)
2. National Head Para Coach
3. CEO/CEO nominee
4. Up to two other selectors (selected by BA through an expression of interest process)

5. Interpretation:

(a) Unless the context otherwise requires, terms used in this Policy shall have the same meaning as in BA's Rules and/or Regulations.

(b) No particular selection criteria shall be weighted more or less significantly by reason only of the order in which that criteria appears in this Policy.

6. Eligibility

To be eligible for selection into a National State Camp or National Para Program the athlete must nominate as per the process provided by Badminton Australia

- Be a registered member with Badminton Australia through their State or Territory badminton organisation
- For a National State Camp, be at least of secondary school age in the year of the camp



- Be eligible to represent Australia at BWF Para Internationals, Continental & World Para Championships or Paralympics
- The Athlete has a coach that is registered with Badminton Australia (or registers as a coach within 3 months of the athlete being selected)
- The Athlete trains in a club or program that is affiliated with their State/Territory badminton organisation
- For the National Para Program, an athlete minimum age should be such he/she be attending secondary school in the year of the date of selection
- Able to be a good representative of Badminton Australia and not bring Badminton Australia or the sport of Badminton into disrepute
- Have no outstanding financial issues with Badminton Australia, the State or the athlete's club/association/state organisation
- Be prepared to sign the BA National Para Athlete Program Agreement and the Athlete's coach be prepared to sign the BA National Program Coach Agreement. Athletes that do not sign the agreement may have their offer of selection revoked
- Agree they will be selected for a period of up to 12 months
- Agree to wear the approved BA uniform where required and utilise BA approved training equipment (exclusions to this clause include footwear and racquets).

7. Selection Areas

The athlete selection areas that apply to this Policy are:

- National State Camps
- National Para Program

8.1 National Para Program

The total number of athletes selected to the National Para Program shall be no more than 10 in any one year plus up to 3 additional talented athletes from diverse backgrounds with reference to section 6. This may include but not limited to athletes who identify as Aboriginal or Torres Strait Islander people, people based outside of major metropolitan centres, people from low socioeconomic backgrounds or elite athletes talent transferring from another sport.

Athletes can be selected into the National Para Program where they are:

- Compliant with the information as per section 6
- Should an athlete claim an exemption due to injury they must, where possible and safe to do so, attend the relevant national championships and support their team





Selection Criteria

When determining athletes who may be selected the following will be considered:

- (i) The prospect of future podium success at an international level (the Selection Committee can use the AIS annually endorsed "What it Takes to Win" document for guidance as it sees fit)
- (ii) Consistency in standards of behaviour conducive to supporting the goals of the program and overall objectives of BA
- (iii) Past national and international performances in events and over such periods as determined by the selectors
- (iv) Current national and international performances including performance over the preceding twelve-month period or for 2022 selection, previous 2 years due to covid
- (v) Current international ranking (if any)
- (vi) (Where relevant) Any current or potential injury or condition which may impair, inhibit, or prevent the athletes 's performance to the requisite level
- (vii) Any other factor considered relevant in the circumstances.
- (viii) Previous involvement in camps
- (ix) In considering the criteria the Selectors may in their discretion give weight to extenuating circumstances such as injury or personal circumstances
- (x) Be fully vaccinated for COVID-19 or have a medical exemption approved by Badminton Australia

8.2 Paralympic Squad or International Event Squads

Where athletes meet the criteria as set out in section 8.1, they may be identified and selected as part of the Paralympic Squad or International Event Squad. BA at its discretion can select athletes to these Squads, where the athlete is eligible to be selected. BA may bring specific groups of athletes together when preparing for events listed on the international calendar.

8.3 Requirements for Selection for National Para Program

- There will be no distinction between juniors and seniors for the National Para Program. Athletes irrespective of age will be on the same program.
- Athletes must be able commit to working as part of a team and provide support to each other as and when required.
- Take into account the information provided in the "What it takes to win (WITTW)" data agreed with the AIS
- The athlete needs to be part of the state development squad where their State/Territory provides one and be an active member of this squad. Exceptions can be considered, by the State/Territory badminton organisation for athletes residing in areas outside of major metropolitan centres.
- Athletes wanting to be considered for selection require endorsement from their State/Territory badminton organisation.





- Athletes need to show a high level of commitment to the program and be proactive in working towards developing their performance through the development of an individual performance plan (IPP). The IPP will be agreed between the athlete, coach, and BA.
- Where possible and in consultation with BA, athletes will need to participate in the annual National Championships along with the Oceania Championships which take place every two years.
- Where possible and in consultation with BA, athletes will be required to have participated in at least one international competition within two years of commencement on this program.
- Current performance in national and international competitions will be considered.
- Current world rankings where appropriate will be taken into consideration
- Athletes will be required to attend National Para Camps which have been arranged to support their development to continue in the program. Should a athlete claim an exemption due to injury they must, where position and safe to do so, attend the relevant para camp and support their team where required.
- Athletes will be required to sign code of conduct.
- Athletes are selected for 12 months
- Where Badminton Australia has received funding to support high performance in Para Badminton, BA will where possible, subsidise and equalise the costs for attending camps and other programs.

9. Instructions to Selectors

- (i) A majority decision of Selectors is required. Subject to this Policy, the decision of the Selectors shall be final. No reasons need be given for any selection or other decision of the Selectors.
- (ii) If the Selectors are unable to reach a decision within a reasonable time and have advised the BA Chief Executive Officer of that situation, the BA CEO may make the relevant selection decision as they see fit. The normal appeals process of the Selection Policy applies to a decision of the BA CEO made under this clause.
- (iii) Unless expressly requested by the Selectors, athletes have no right to make submissions or representations to, or appear before, the Selectors. Any right or claim to natural justice in this regard is expressly excluded, such right being preserved in the appeal process.
- (iv) Selected teams / squads will be ratified by the BA CEO and the BA Board informed of the selection.
- (v) Notification to Relevant Parties
 - (i) Subject to constraints imposed upon BA by third parties, individuals selected by the Selectors (“Selected Parties”) shall be notified of their selection as soon as practicable after their individual selection or finalisation of the relevant squad or team or individual or official position(s).
 - (ii) Athletes acknowledge that their selection is subject to any appeals.
 - (iii) Notification will be made by the Chief Executive Officer of BA, or any other BA officer nominated by the CEO.





(vi) Removal from a selected program or team

Any athlete who:

- (i) Breaches or fails to observe, in the opinion of the BA CEO, any of BA's Policies, Procedures, Rules, Regulations or Decisions
- (ii) By reason of illness or injury is unable to perform to the required standard in the opinion of the coaching staff (after having received advice from a medical practitioner);
- (iii) Breaches or fails to fulfill a requirement of the BA Anti-Doping Policy;
- (iv) Breaches or fails to comply, fulfill, and observe the requirements in the national team agreement or the national program athlete agreement.
- (v) Is ineligible for selection to or continued membership of the national program or national team as the case may be.

A Para athlete may be removed from a national team or program by the Selectors in consultation with the National Para Coach and High Performance Pathway Manager as the circumstances may require including where the athlete has failed to sustain his or her performance and/or attitude (in line with the BA athlete Code of Conduct) to a satisfactory level, provided that the required performance levels have first been discussed (and provided to the athlete in writing) and the athlete has been given the opportunity to attain those performance levels.

10. Appeals

(a) Appeal

An aggrieved athlete may appeal against a failure of the Selectors (or the BA CEO) under the relevant clause to comply with the procedures set down in this Policy. That is, an appeal may only be made on procedural grounds not on the merits of a particular selection decision. Any appeal under this clause will proceed in accordance with this clause.

(b) Procedure for Appeal

- (i) Any appeal against a decision of the Selectors must be made within 48 hours of any public announcement.
- (ii) The appeal must be lodged in writing with the BA Chief Executive Officer setting out:
 - (a) the decision of the Selectors (or the BA CEO or the BA Board) in question;
 - (b) the ground on which the appeal is made; and





- (c) the reasons or circumstances supporting the alleged ground of appeal; and must be accompanied by an appeal fee of \$500. If the appeal is successful, the fee of \$500 will be refunded. If the appeal is not successful the fee will be retained by BA.
 - (iii) Nothing in this Policy prevents the withdrawal of an appeal at any time in writing.
 - (iv) On receipt of an appeal in accordance with this Policy, the BA CEO will provide the information to the Selectors for them to review their decision
 - (v) The information from the selectors will be conveyed to the aggrieved party
 - (vi) Should the aggrieved party still not be satisfied by the decision the matter will then be referred to a Selection Review Panel
- (c) Rules of Selection Review Panel
- (i) The Selection Review Panel shall be constituted by any three persons available to hear the appeal and who are appointed by the BA CEO to such role. The Selection Review Panel must include a person who is legally qualified who will chair the panel.
 - (ii) No member of the Selection Review Panel may be a party to or directly interested in the matter under consideration.
 - (iii) No current BA Board members, current BA staff members or immediate family members of any athlete who are part of BA programs will be eligible to be on the Selection Review Panel
- (d) Functions of the Selection Review Panel
- (i) The Selection Review Panel has no power of selection or re-selection. The Selection Review Panel may review the matter set out in the appeal and may (as appropriate) refer the matter back to the Selectors (or the BA CEO) for their reconsideration.
- (e) Procedures for the Selection Review Panel
- (i) On receipt of the appeal papers, the Chair of the Selection Review Panel shall notify their fellow panel members of the appeal and shall ensure copies of the relevant appeal papers are forwarded to panel members as a matter of urgency.
 - (ii) The Selection Review Panel shall, as soon as practical after receiving a notice, investigate and consider the matter and shall within 7 days of receiving such notice, determine whether:





- (a) The matter should be dismissed, because in its determination, the matter is trifling in nature or has no merit; or
 - (b) The appeal warrants further review and determination in accordance with this Policy.
- (iii) If the Selection Review Panel determines the matter warrants further review, it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing on the aggrieved party:
- (a) Stating that the aggrieved party may address the Selection Review Panel at a meeting to be held as soon as practicable, being no earlier than four days from the date of the notice;
 - (b) Stating the date, place, and time of that meeting; and
 - (c) Informing the aggrieved person that he or she may do any one or more of the following:
 - (1) Attend that meeting (personally or by his or her representative, not being legally trained or qualified);
 - (2) Give the Selection Review Panel, no later than 24 hours before the time of that meeting, a further written statement setting out relevant information surrounding the appeal.
 - (d) The Selection Review Panel may conduct a meeting convened in accordance with the relevant clause (or any adjournment thereof) in such manner as it sees fit, but shall:
 - (1) Give to the aggrieved party and the Selectors (or the BA CEO) every opportunity to be heard;
 - (2) Give due consideration to any written statement by the aggrieved person;
 - (3) Allow the aggrieved person to be present along with his or her adult representative (not being legally trained or qualified); and may as above
 - (4) Request or require the aggrieved person or any other witness to attend the meeting or provide such evidence as is available.
- (iv) Following consideration of all relevant and available information, the Selection Review Panel shall arrive at a finding. A decision of the Selection Review Panel may be by a majority decision.
- (v) The Selection Review Panel shall notify the BA CEO of its finding as soon as practicable.
- (vi) If the Selection Review Panel considers the ground alleged by the aggrieved person to be satisfied, it shall recommend that the Selectors (or the CEO) again consider the selection of the relevant squad, team, individual or official.
- (vii) The Selectors (or the CEO) shall comply with any direction of the Selection Review Panel in this regard.





- (viii) Any further selection decision of the Selectors (or the CEO) under the direction of the Selection Review Panel shall be final, and no other further appeal shall be available to the aggrieved person in respect of that selection.

