Selection Policy

Title:	Badminton Australia Athlete Selection Policy
Type of Policy	High Performance
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Responsible Person:	Chief Executive Officer
Authority	Approved by the Board

1. Policy Purpose

1.1 This Selection Policy outlines the selection process for selecting the most appropriate Athletes into the Falcons Program. The policy outlines the selection process, including the appeals, induction and deselection processes in place.

1.2 Sections 1-7 of this Selection Policy apply to the selection of athletes for the Falcons program. Sections 8-12 of this Selection Policy apply to the selection of athletes for Australian representative teams.

1.3 This Policy should be read in conjunction with:

1.3.1 The Falcons Selection Framework and Guidance document. This Guidance document outlines the specific benchmarks, standards and expectations used by selectors when assessing alignment with each Falcons Tier.

1.3.2 BA Privacy Policy

1.3.3 BA Events Bylaws and procedures

1.3.4 BA Athlete Categorisation Framework

1.3.5 BA Code of Conduct

1.3.6 BA Social Media Policy

1.3.7 BA National Integrity Framework and Policies

1.3.8 BA High-Performance Framework and Policies

1.3.9 Falcons Programs Terms and Conditions

2. Policy Performance Objectives

Selectors will nominate Athletes based on the below Performance Objectives, aligned to the Falcons Tiers and Falcons Selection Framework and Guidance.

The Badminton Australia High-Performance Selection Panel will select Athletes with consideration towards the below Performance objectives:

2.1 Athletes aligning with current cycle Olympic qualification objectives.

2.2 Athletes evidencing international competitiveness at their respective age & stage (not including Oceania Championships or Oceania Junior Championships)

2.3 Athletes evidencing, they are amongst the top in Australia for their respective age & stage and either:

2.3.1 Evidence progression potential, toward international competitiveness and beyond.

2.3.2 Provides significant value within HP training environments.

3. Athlete Eligibility

To be eligible for selection into the Falcons, an Athlete must:

3.1 Have the right to reside in Australia and be a registered Member in good standing with BA through the Athletes State/Territory Badminton Organisation (S/T). Good standing means being a current member of a club affiliated to a member S/T, being financial, and not being subject to any current disciplinary proceedings.

3.2 Be eligible to represent Australia at Badminton World Federation (BWF) international tournaments by holding a BWF number under Australia's jurisdiction.

3.3 Coached only by coaches that are registered with BA.

3.4 Be a member of, and train in, an affiliated club/association/academy or a state performance program.

3.5 Be aged 14 years or older at time of selection.

3.6 In the opinion of the selectors, be a good representative of BA and not bring BA or the sport of Badminton into disrepute.

3.7 Have no outstanding financial issues with BA, S/T's, or the Athletes club/association at the sole discretion of BA HP Staff.

3.8 Adhere to the Falcons Programs Terms and Conditions and BA Tier 1 Memorandum of Understanding where required.

3.9 Agree that selectors can, at any time, review the Athletes selected into the National Program, in line with the guidance provided in the Falcons Selection Framework and Guidance document.

3.10 Participate in the relevant National Championships and their home S/T Development Program as per this policy or be at risk of being removed from the Falcons at the discretion of the BA High-Performance Team.

3.11 Have competed in their home S/T Championships or received an exemption in writing from the S/T.

3.12 Have nominated and/or fulfilled all their S/T Selection Criteria so as to be considered for representation for their home S/T Team for the National U15, U17, U19 or Clendinnen Shield National Team Championships (and where selected, attend the event in its entirety) or have received an exemption in writing from BA or the S/T. Please note that:

3.12.1 Athletes should make themselves available/nominate for the S/T Team, even where injured and inform the S/T of their injury with a medical certificate from a Medical Doctor.

3.13 To remain in the program during the year of selection, the Athlete must also comply with the 'Additional Eligibility Expectations'. The Athlete selected may forfeit their position in the Falcons if they are not able to comply with this policy at the sole discretion of the BA Selection Panel.

4. Falcons Selection Context and Timelines

4.1. Athletes will be selected or reselected into the Falcons program on an annual basis, with the primary selection period occurring in June each year and a secondary selection round occurring in December.

4.2. Athlete Tournament Results will remain valid for 12 months from the time of achievement. During this period, Athletes are expected to continuously meet all aspects of Falcons standards and criteria detailed in the Falcons Selection Framework and Guidance document. This includes tournament results criteria at both national and international level.

4.3. In extenuating circumstances, Athletes may be selected or deselected outside of the above guidance and timelines, at the discretion of the BA selection panel.

5. Selection Principles

5.1 BA will select Athletes in accordance with section 3, meeting eligibility requirements and in respect to policy objectives 2.1, 2.2 & 2.3 as stated above.

5.2 BA will aim to have no more than 50 Athletes selected to the Falcons at any one time. BA is not obliged to fill any or all places in the Falcons.

5.3 Where capacity for places in the Falcons has been reached, the selection panel will prioritise Athletes aligning with the Policy Objectives in the following order:

i. 2.1

ii. 2.2

iii. 2.3

5.4 Where Athletes are selected based on Policy Objective 2.3, consideration may be given to the number of Athletes selected in each age group to ensure the program has strength and depth across all age groups.

5.5 When selecting an Athlete evidencing international competitiveness, selectors may also consider an athlete's performances and competitiveness at the national level to ensure alignment with the principles and objectives of the Falcons Selection Framework and Guidance Document. (e.g. an Athlete has won an international tournament but has not evidenced they are amongst the best in Australia for their age & stage).

5.6 Selectors may exercise discretion to select an Athlete who has not met tournament results criteria based on the Athletes potential and abilities (Observed by selectors at key events).

5.7 Selectors may exercise discretion to reselect an Athlete who has not (yet) met tournament results criteria when other required factors justify their inclusion. These factors include but are not limited to;

- Athlete Abilities
- Performance Behaviours
- Training and Tournament Commitment
- Training Attendance and Performance

as outlined in the Falcons Selection Framework and Guidance document.

6. Athlete Selection

Athletes will be selected in three stages following the order of Performance Policy Objectives stated in section 5.3:

6.1 Stage 1 - Alignment with Olympic Qualification Objectives

6.1.1 Selectors will select Athletes based on their alignment to current cycle Olympic qualification objectives detailed in the Falcons Selection Framework and Guidance document.

6.1.2 These Athletes will be prioritised based on their holistic alignment to Tier 1, evidenced through their Individual Performance Plan's (IPP's).

6.1.3 Where no Athlete or pair meets the Tier 1 tournament results and ranking profiles for their chosen event(s), selectors may select the Athlete or pair with the greatest chance of achieving the Tier 1 performance and Olympic qualification standards, with consideration to qualifying through continental representation.

6.1.4 Selectors may consider the strength & depth of field when looking at the results and ranking of an Athlete, as some tournaments of the same level may be significantly stronger or weaker than others, with the Athletes ranking potentially not being representative of their competitive level.

6.2 Stage 2 – Internationally Competitive

6.2.1 Selectors will select Athletes based on their alignment to the Tier 2 internationally competitive results criteria detailed in the Falcons Selection Framework and Guidance document.

6.2.2 These Athletes will be prioritised based on their holistic alignment to Tier 2, evidenced through their IPP's.

6.2.3 Two results meeting the relevant criteria for an Athlete's age & stage should be achieved to evidence international competitiveness. These results should be attained within the same event (MS, WS, MD, WD, or XD).

6.2.4 Junior Athletes may combine a junior international result and a senior international result to meet this requirement pending this satisfies the selection panels opinion of 6.2.6.

6.2.5 Selectors may determine that a single international result provides sufficient evidence of international competitiveness, alongside evidence of Tier 2 alignment with their IPP's.

6.2.6 Selectors may consider the strength & depth of field when looking at international results, as some tournaments of the same level may be significantly stronger or weaker than others.

6.3 Stage 3 – Top National Athlete

6.3.1 Selectors will nominate Athletes based on their alignment to the Tier 3 Top National Athlete results criteria detailed in the Falcons Selection Framework and Guidance document.

6.3.2 These Athletes will be prioritised based on their holistic alignment to Tier 3, evidenced through their IPP's.

6.3.3 Athletes are expected to achieve at least one tournament result meeting the relevant Criteria to evidence National competitiveness. This result should either be attained at National Championships, Junior National Championships, Oceania or Oceania Junior Championships.

7. Selection Process

7.1 Athletes selected into the Falcons for the first time

7.1.1 The Selection Panel will select Athletes as prioritised above and based on the Policy Objectives. Athletes selected for the Falcons who are not currently in the program, will be invited to meet with BA High Performance (HP) Staff to gain insight into their holistic profile with the following factors being considered for an initial 6-months trial:

- Tournament Results
- Training and Tournament Commitment
- Performance Behaviours
- Athlete Abilities

7.1.2 The above standards are detailed in the Falcons Selection Framework and Guidance document and the Athlete will be expected to demonstrate a willingness and commitment to meeting the standards outlined in the Tier 3 guidance (at the discretion of the BA HP Staff) before being granted a 6-month trial in the Falcons.

7.1.3 Following agreement on the above, the Athlete will be offered a trial place in the Falcons, which will include a minimum of one (1) National Camp and one (1) IPP meeting.

7.1.4 At the end of the 6-month trial period, the Athlete will meet with BA HP Staff and be informed of a decision detailing reasons for selection/non-selection into the Falcons.

7.2 Reselected Athletes

7.2.1 The Selection Panel will reselect Athletes as prioritised above and based on the Policy Objectives. Athletes who are reselected for the Falcons, will not be subject to a trial period.

7.2.2 The Athletes holistic profile, including their IPP scores and feedback will be considered at the time of reselection including the below factors:

- Tournament Results
- Training and Tournament Commitment
- Performance Behaviours
- Athlete Abilities

7.2.3 The Athlete will continue with their programming as agreed with BA HP Staff, unless the Athlete is selected into a different Tier, which may result in the transition of additional or reduced support for the upcoming 6–12-month period. Decisions regarding an Athlete's allocation to, or movement between, Falcons Tiers are not subject to appeal under section 15 of this Policy.

7.3 Deselected Athletes

7.3.1 Athletes at risk of deselection, will generally be notified at least three months prior to the deselection process.

7.3.2 Selectors may deselect an Athlete where circumstances may require, including but not limited to the Athletes alignment to Performance Policy Objectives 2.1, 2.2 or 2.3, as evidenced within their IPP reviews.

7.3.3 This notification will typically be provided around their scheduled IPP check-ins (Approximately February/March or August/September each year).

7.3.4 BA HP Staff will aim to notify and discuss this with the Athlete during their IPP Check-in, providing the Athlete with reasonable opportunity to show improved alignment to the Falcons expectations through highlighting the areas the Athlete must improve and the standards they must achieve.

7.3.5 These standards are detailed in the Falcons Selection Framework and Guidance document and the Athlete will be expected to, at minimum align with the standards outlined in the Tier 3 guidance (at the discretion of the BA HP Staff).

7.3.6 Selectors may exercise discretion to deselect an Athlete who has met the tournament results criteria if they do not satisfy other required factors detailed in the Falcons Selection Framework and Guidance.

7.3.7 The above may not apply where an Athletes:

7.3.7.1 Has breached any of BA's or SIA's Policies, Procedures, Rules, Regulations;

7.3.7.2 Is no longer eligible per the requirements of Section 3; or

7.3.7.3 Is subject to Sanctions under the Falcons Program Terms and Conditions;

7.4 Other

7.4.1 At the discretion of BA HP staff, Athletes who are not part of the Falcons, may be invited to HP camps and/or activities which fall under the National HP program.

International Team Event Selection

8. Policy Purpose

8.1 This section outlines the selection process for Athletes to represent Australia at BWF sanctioned international team events.

8.2 Selectors will select Athletes based on the below performance objectives 9.1-9.3.

8.3 BA HP staff will determine the appropriate individual events and partnerships where an individual event follows the team event (e.g. BWF World Junior Championships). Selectors may select the maximum number of Athletes enabled by the specific event however, reserve the right to take fewer Athletes where deemed appropriate.

8.4 BA HP Staff reserve the right to determine the appropriateness of entering a team based on current Athlete performance trajectories aligned to Badminton Australia's performance strategy and objectives.

9. Policy Performance Objectives

The Selection Panel will select Athletes with consideration towards the below Performance objectives:

9.1 Select Athletes capable of leading the team to a top 8 performance.

9.2 Select Athletes who have evidenced international competitiveness (at the relevant age/stage of the selection event), aligned with Policy objectives 2.1 and 2.2 in the Falcons Selection Policy.

9.3 Support the long-term success of badminton in Australia by providing appropriate international competition opportunities to Athletes who demonstrate the potential to achieve future High-Performance outcomes, recognising the need to balance current competitiveness and experience with future development and progression.

10. Athlete Eligibility

10.1 To be eligible for International Team Event selection, an Athlete must:

10.1.1 Comply with all eligibility requirements stated in section 3 of the Falcons Selection Policy.

10.1.2 Be part of the Falcons or on a 6-month trial.

10.1.3 Meet the relevant BWF eligibility criteria at time of the event being held (e.g. Sudirman Cup, Thomas & Uber Cup, Oceania/Junior Team/Individual Championships, World Junior Championships).

10.1.4 Meet the relevant BWF eligibility criteria and hold an Australian passport at time of nomination/selection for Olympic and/or Commonwealth Games Team selections.

10.1.5 Where a Team Event and Individual Event coincide, athletes must be available to represent Australia in the Team Event to be eligible to compete in the Individual Events.

10.1.6 Be available and participate in all National Team preparation plans and activities for the event (unless agreed otherwise with the BA HP team).

11. Selection Criteria

11.1 At time of selection, Selectors will consider tournament results and IPP reviews from the previous 12 months.

11.2 BA will select Athletes in accordance with section 8, meeting eligibility requirements and in respect to policy objectives 9.1, 9.2 & 9.3 stated above.

11.3 The selection panel will decide on the number of athletes being selected for the event with consideration to current Athlete performance trajectories aligned to Badminton Australia's performance strategy and objectives, as well as ensuring team balance.

11.4 The selection panel will prioritise Athletes aligning with the Policy Objectives in the following order:

i. 9.1
ii. 9.2
iii. 9.3

12. Athlete Selection

12.1 Athletes will be selected in three stages following the order of Performance Policy Objectives stated in section 11.4:

12.2 Stage 1 – Athletes Capable of Leading the Team to a Top 8 Performance

12.2.1 Selectors will select Athletes based on evidence towards leading the team to a Top 8 performance at the event. This can be evidenced through international results competing against opponents from other countries who have a history of achieving top 8 performance or above.

12.2.2 The Athletes IPP scores will be considered to provide a holistic profile.

12.2.3 Selectors will consider the level/depth of field when looking at the results of an Athlete, as some tournaments of the same level may be significantly stronger or weaker than others.

12.3 Stage 2 – Evidenced International Competitiveness

12.3.1 Selectors will select Athletes based on evidence towards international competitiveness relevant for the age range of the event. Results in alignment with the Falcons Selection Framework and Guidance document appropriate to the age range of the event will be used as a guide to evidence international competitiveness.

12.3.2 Selectors may not consider international results outside of the appropriate age range as part of selection stage 2 (e.g. the athlete has achieved a podium level result at a U19 Junior international and the team selection is for Sudirman Cup).

12.3.3 The Athletes IPP scores will be considered to provide a holistic profile.

12.3.4 Selectors may consider the level/depth of field when looking at the results of an Athlete, as some tournaments of the same level may be significantly stronger or weaker than others.

12.4 Stage 3 – Balanced Team Selection

12.4.1 Selectors will select athletes who have either evidenced they are the best in Australia or have shown high potential to meet BA's Performance Objectives in the future.

12.4.2 The Athletes IPP scores will be considered to provide a holistic profile.

12.4.3 Selectors may consider the level/depth of field when looking at the results of an Athlete, as some tournaments of the same level may be significantly stronger or weaker than others.

12.5 Selection Panel Additional Considerations

12.5.1 Where necessary, the Selection Panel will consider the following during their discussions:

12.5.1.1 Extenuating circumstances e.g., significant/long term injury or illness.

12.5.1.2 Recent changes in athlete doubles partnerships.

12.6 Athlete Removal and Replacements

An Athlete may be removed from the relevant International Team Event they have been selected to represent if they:

12.6.1 No longer meet eligibility requirements as outlined in sections 3 and 10 of this policy document.

12.6.2 Become ill or injured at any time following their selection for an event. The Athlete must notify BA HP staff immediately. Any Athlete who becomes ill or injured and is deemed unable to perform will be asked to seek medical advice. Removal on the grounds of injury/illness will be at the sole discretion of the BA HP team.

12.6.3 Are unable or unwilling to comply with the BA's team event preparations as outlined in 10.1.6 at the sole discretion of the BA HP team.

12.6.4 Are deselected from the Falcons as outlined in section 7 of the Falcons Selection Policy.

12.6.5 A decision to remove an Athlete under this section may be made by the BA HP Team, having regard to the circumstances giving rise to the proposed removal and the requirements and objectives of this Policy. Any such decision must be approved by the CEO before becoming final.

12.6.6 Where circumstances require an immediate decision and it is not reasonably practicable to obtain prior approval from the CEO, the BA HP Team may take such action as is reasonably necessary, provided the decision is referred to the CEO for ratification as soon as practicable.

12.6.7 The Athlete will be advised of the decision and provided with the reason(s) for their removal.

12.6.8 Any replacement Athlete(s) will be selected by the Selection Panel in accordance with this Selection Policy.

Selection Panel and Appeals

13. Selection Panel

13.1 The Selection Panel is appointed by the Board and, subject to the terms of this Policy, is responsible for both Falcons and National Team Selections. The panel must be chaired by an independent non-voting person and will be made up of:

- 3 x BA HP Staff
- 2 x Independent Selectors

13.2 Independent means not being a current athlete or immediate family member of any athlete in any of the BA National Programs or having been a BA Staff or Board Member in the past 12 months.

13.3 A majority decision of the Selection Panel is required. Subject to this Policy, the decision of the Selection Panel is and shall be final.

13.4 The CEO will be the conduit between the Selection Panel and the Board and will brief and consult with the Board on all selection issues. The Selection Panel may consult with the CEO on any matters regarding the selection process. Unless expressly requested by the Selection Panel, athletes have no right to make submissions or representations to, or appear before, the Selection Panel. Any right or claim to natural justice in this regard is expressly excluded, such right being preserved in the Appeal Process.

13.5 Selected/Nominated Athletes/Teams will be ratified by the CEO and endorsed by the Board.

14. Notification to Relevant Parties

14.1 Subject to constraints imposed upon BA by third parties, individuals selected by the Selectors (Selected Parties) shall be notified of their selection/nomination as soon as practicable after their individual selection or finalisation of the relevant International Team Selection. Athletes acknowledge that their Selection/Nomination may be subject to an appeal.

14.2 Notification will be made by the CEO of BA, or any other BA officer nominated by the CEO.

15. Appeals

15.1 Appeal

15.1.1 Subject to this Policy, a person may only appeal against a failure of the Selectors (or the CEO under the relevant clause) to comply with the procedures set down in this Policy. 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 Section 15.2.

15.1.2 For the avoidance of doubt, an Appeal under this section may only relate to a decision concerning an Athlete's selection or non-selection to the Falcons Program or an Australian representative team. An Athlete may not appeal the Tier to which they are allocated within the Falcons Program, including any decision to move an Athlete between Tiers.

15.2 Procedure for Appeal

15.2.1 The Appeal must be lodged in writing to the BA CEO within 72 hours of notification under section 14.1, and must:

15.2.1.1 Set out the alleged procedural failure;

15.2.1.2 Set out any grounds supporting the Appeal;

15.2.1.3 Set out any reasons or circumstances supporting the alleged ground of Appeal; and

15.2.1.4 Be accompanied by an Appeal fee of $500.

15.2.2 Nothing in this Policy prevents the withdrawal of an Appeal at any time in writing to the CEO. Withdrawal shall not trigger a refund of the Appeal fee.

15.2.3 On receipt of an Appeal in accordance with this Policy, the CEO will provide the information to the Selection Panel for them to review the alleged procedural failure.

15.2.4 A response from the Selection Panel will be conveyed to the Appellant.

15.2.5 Should the Appellant still not be satisfied by the response, the matter will be referred to a Review Panel.

15.2.6 The Appeal documents will be provided to the Review Panel as soon as the Panel is formed.

15.3 Rules of the Review Panel

15.3.1 The Review Panel shall be constituted by any three independent persons available to hear the appeal and who are appointed by the BA CEO to such role. The Review Panel may include a person who is legally qualified who will chair the panel.

15.3.2 No member of the Review Panel may be a party to or directly interested in the matter under consideration.

15.3.3 No current or past (for a minimum period of 3 years) BA Board and staff members, or immediate family members of any athlete who are part of BA National Programs will be eligible to be on the Review Panel.

15.4 Functions of the Review Panel

15.4.1 The Review Panel has no power of selection or re-selection. The Review Panel may review the matter set out in the Appeal and may (as appropriate) refer the matter back to the Selection Panel for consideration.

15.4.2 A matter may be referred to the Review Panel under the terms of the Athlete Agreement as a dispute ("Dispute").

15.5 Procedure for the Review Panel

15.5.1 On receipt of the Appeal papers or Dispute, the Chair of the Review Panel shall notify their fellow Panel members and shall ensure copies of the relevant papers are forwarded to Panel members as a matter of urgency.

15.5.2 The Review Panel shall, as soon as practical after receiving a notice under Section 15.5.1, investigate and consider the matter and shall within 7 days of receiving such notice, determine whether the matter:

15.5.2.1 Should be dismissed, because in its determination, the matter is trifling in nature or has no merit; or

15.5.2.2 Warrants further review and determination in accordance with this Policy.

15.5.3 If the 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 Appellant or party to a Dispute:

15.5.3.1 Stating that the Appellant/party may address the Review Panel at a meeting to be held as soon as practicable, being not earlier than four days from the date of the notice;

15.5.3.2 Stating the date, place (location or nominated video conferencing platform) and time of that meeting; and

15.5.3.3 Informing the Appellant/party that they may do any one or more of the following:

15.5.3.3..1 Attend that meeting (personally or by their representative, who may be legally trained or qualified):

15.5.3.3..2 Give the Review Panel, no later than 24 hours before the time of

that meeting, a further written statement setting out relevant information surrounding and/or supporting the Appeal/Dispute.

15.5.4 The Review Panel may conduct a meeting convened in accordance with Section 15.5.3 (or any adjournment thereof) in such manner as it sees fit, but shall:

15.5.4.1 give to the Appellant/party and the Selection Panel (or the CEO) every opportunity to be heard;

15.5.4.2 give due consideration to any written statement by the Appellant/party;

15.5.4.3 allow the Appellant/party to be present along with his or her adult representative (who may be legally trained or qualified); and may as above

15.5.4.4 request or require the Appellant/party or any other witness to attend the meeting or provide such evidence as is available.

15.5.5 Following consideration of all relevant and available information, the Review Panel shall arrive at a finding. A finding of the Review Panel may be by a majority decision.

15.5.6 The Review Panel shall notify the BA CEO of its finding as soon as practicable.

15.5.7 For an Appeal, if the Review Panel considers the ground alleged by the Appellant to be satisfied, it shall recommend that the Selection Panel again consider the selection/nomination of the relevant squad, team, individual or official. The Selection Panel shall comply with any direction of the Review Panel in this regard.

15.5.8 For a Dispute, the finding of the Review Panel shall be final, and no other further appeal shall be available in respect of that finding.

15.5.9 Any further selection decision of the Selection Panel under the direction of the Review Panel shall be final, and no other further appeal shall be available in respect of that selection.

If the appeal is successful, the $500 appeal fee shall be refunded to the Appellant's nominated bank account.