The Representative Program at Hills Basketball Association (HBA) is an essential part of development and growth of the sport in our community. As a community organisation, we have aims beyond that of a win/loss record, measuring success by the development of fundamental skills, players understanding of the game and inclusion. There is an expectation that whilst involved in the Hills Hornets Representative Program, every coach, player, parent, committee member and official understands and abides by the policies and guidelines in the Hornets Representative Handbook, along with HBA and BNSW Policies and By-Laws.

Where a specific situation is not covered by these guidelines, the Performance Operations Manager will consider the matter in consultation with the Chief Executive Officer (CEO) & if necessary, the HBA Board and make a ruling on a case-by-case basis as required. HBA reserves the right to uphold, alter or make any decision, in the running of the representative program if it is considered to be in the best interests of HBA. All sections below are part of the Hornets Representative Handbook and must be read and acknowledged by players, parents, coaches, team managers and any other party that has an interest in the program before accepting any role.

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PHILOSOPHY

HBA uses basketball to develop high performing competent athletes, responsible teammates, reliable individuals and resilient people.

We believe players can develop best when they are:

- Challenged appropriately
- Supported by team officials, teammates, parents/carers & the association
- Held to consistent standards
- Trusted to take responsibility and allowed to make mistakes

As an association we aim:

- To provide all players & coaches/team staff with the opportunity to represent Hills Basketball at the highest level
- To provide all players with the opportunity to develop their skills in a safe, friendly, productive and enjoyable learning environment
- To develop athletes through basketball by creating an environment that challenges individuals and supports improvement
- To develop a solid foundation of individual skills for the future development of Basketball in the region.
- To encourage our members to compete in the spirit of good sportsmanship & to treat ALL participants with respect.
- To develop our members as good citizens as well as good basketball players, coaches & officials.
- To provide all players with a high standard of coaching and instruction.
- To provide all players with high quality and well-structured training sessions.
- To provide all coaches with guidance and opportunities to improve their skills.
- To develop State, WNBL, NBL and Australian players.

Development vs. Winning

Our program focuses on developing basketball fundamentals, strategy, physical skills and psychological skills through a process-oriented approach. Competition is an important and healthy part of representative basketball, however winning is not the only measure of development or success.

Success may also look like:

- Improving a weakness
- Understanding and executing a role
- Becoming a stronger leader & communicator
- Developing positive habits that carry into life outside of basketball

While HBA teams competing in the highest divisions will strive for success, coaches are expected to prioritise player development. Court time will not necessarily be equal, but all players should receive opportunities to develop and progress. Coaches will be encouraged to play everyone pending training attendance and commitment to allow for development opportunities. Please note that the sport is not an exact science, and court time is ultimately at the discretion of the coach.

In general, Hills Basketball Association will enter three teams of each gender in each age group (U/12, U/14, U/16, & U/18). However, entries will depend on several factors including player

availability, talent pool, coaching resources & training venue availability. In the case where there is sufficient quality of players, coaches & training venues HBA will select 3 teams in an age group.

COMMITMENT

There is an expectation that by agreeing to be involved in the Hills Hornets Representative Program you agree to our Terms and that you have read the Basketball Network Terms & Conditions, Basketball Australian National Integrity Framework, BNSW Representative Competition By-Laws and Agreement and Hills Basketball Association policies & procedures. All documents available at https://hillshornets.com.au/about/policy-procedures/

It is expected that all HBA Representative players, team officials and parents/carers always act professionally and appropriately whilst representing Hills Basketball at all levels (inclusive of Local Competition)

HBA's Local competition falls under BNSW by-laws, therefore the consequences of any actions in one competition (Representative or Local Competition) will have the same effects on the other competition and suspensions will carry over.

Player Commitment

All players are expected to demonstrate a high standard of commitment within the Representative Program. This includes attending and actively participating in all team activities, including training sessions, games, tournaments and presentations. Players are expected to always compete to the best of their ability, demonstrate a positive attitude and contribute constructively to the team environment.

Players are expected to demonstrate good sportsmanship and treat teammates, opposition players, team officials, referees and supervisors with respect and courtesy. Players should demonstrate perseverance, resilience and determination, particularly when faced with challenges or setbacks.

HBA Representative Players should:

- Compete with intent
- Respond constructively to coaching and feedback
- Communicate respectfully
- Contribute positively to the team environment
- Represent the program with pride

The following will not be tolerated:

- Arguing with referees during a game. If a problem occurs, communicate with Team Officials as necessary.
- Act negatively towards teammates, opposition players, team officials, referees and supervisors

It is expected that as part of the Hills Hornets program, basketball should be the athlete's priority sport during the season, this includes attending training sessions.

Concessions may be made for academic or work-related commitments, however involvement in another sport may not be a satisfactory reason for failing to train or play.

Development players should attend all training sessions and home games. Head coaches will communicate directly with the player & parent/carer when they are required to participate in any games.

If unavailable to attend team events at any given time, communication is expected via the Head Coach as soon as possible. In the case of injury, where a player is unable to participate, attendance is still encouraged.

Player Disciplinary Action

Technical Foul – On receiving a technical foul, the player will be subbed off the court. The coach will decide whether this player will take any further part in this game depending on the severity of the incident. All incidents will be reported to the HBA High Performance Manager

Poor Sportsmanship – When poor sportsmanship is displayed towards any individual in the game, the coach has the option to sub the player off the court. If there is a second offence, they will be left off for the rest of the game. Any further incidents will be reported to the HBA High Performance Manager

Training – Training attendance will be kept by the coaching staff via the training attendance log. Non-attendance or lateness to training without communication directly to the coach may result in a coach's decision to limit playing time in subsequent games. Ongoing nonattendance or lateness to training will be reported to the HBA High Performance Manager

Off the Court Incidents – If a player is found to be behaving in a manner that will negatively affect the reputation of the Hills Basketball Representative Program their coach will be informed. This may result in a coach's decision to limit playing time in subsequent games. Any further incidents will be reported to the HBA High Performance Manager

Team Officials Commitment

HBA recognises the time & effort contributed by our volunteers. Our volunteers are the foundation of our program. HBA calls for open & transparent processes & for loyalty to & support for our program & those who make it happen. It is generally not appropriate for members of our program to be involved with another Association's representative program however the Performance Operations Manager may consider such involvement on a case-by-case basis.

HBA recognises the difficulty in meeting the expectations of all participants in the program & that much of this responsibility falls to our volunteer coaches. In the event of an issue arising, players or parents should in the first instance discuss the matter with team management. The approach HBA will adopt to any issue which might arise will be to support & assist participants in our program by way of mentoring advice, additional training & other similar approaches with the intention of finding ways to improve our program.

HBA Representative Team Officials should:

- Always act professionally and appropriately
- Be organised and communicate effectively
- Provide constructive feedback where possible
- Be supportive
- Represent the program with pride

HBA Support

- HBA will make available training in child protection issue management
- HBA will endeavour to make assistance available in the development of coaches through support from the High Performance Manager & Lead Coaches
- HBA provides insurance for it's appointees

- HBA will waive representative fees to any senior player who acts as a Head Coach within the Junior Representative Program
- HBA will reduce representative fees to any senior player who acts as a Assistant Coach within the Junior Representative Program
- HBA will provide an honorarium to all Junior & Senior Head Coaches at the conclusion of the season
- HBA will provide an honorarium to all Junior Head Coaches who participate in June Long Weekend Tournaments
- HBA will provide a Hills Hornets Officials polo to all Hills Hornets Team Officials at the beginning of the season.
- HBA will provide a Hills Hornets Representative Jacket to any newly appointed team official at the beginning of the season

Professional Conduct

Communication – email & telephone

- All coaches & managers will be supplied with team contact details collated from trials. Details include, phone numbers, email addresses for both player & parent/guardian.

- From time to time, the need to communicate with players' outside of training & games will arise & to ensure transparency with all involved in the program, coaches & managers MUST include parents in all correspondence. In 2027, all HBA Representative teams will be utilising the Heja app for communication.

Language

All team staff must refrain from swearing & the use of inappropriate or suggestive language. Any form of foul or derogatory language will not be tolerated. It has no place in training, games, social activities organised by individual teams & in environments where team officials may find themselves in the presence of junior players outside of team commitments.

Transport

Team Manager/Coaching staff to ensure all junior players are collected by their parent (or appointed carer) from each training session. At no point should a player be left at a training/playing venue without adult supervision. Written permission must be provided by a minor(s) parent/guardian for a coach or manager to provide transport to &/or from training or game.

Supervision

Manager to ensure they (or a suitable adult) are present at each training session. It is essential that at least two adults are present. Should a player require immediate medical attention, the Manager (or suitable adult) may be required to escort the player to an appropriate medical centre.

Under no circumstance is a minor to be left at a training venue, team function or playing venue without adult supervision. The Manager is required to supervise or arrange suitable supervision until minor can be collected.

Professional Attire

HBA desires to project an image of professionalism & excellence. All team officials are required to wear the following attire at all scheduled representative games:

- HBA Official Polo (supplied by HBA)

- Enclosed footwear i.e. no thongs
- Black pants, HBA tracksuit or shorts.
- Head Coaches are asked to wear the Hills Hornets Representative Jacket in colder weather
- No hats

While the association is mindful of personal tastes & identity in relation to personal grooming, team management are asked to consider their image portrayal with the club in mind on matters relating to personal presentation.

Parent/Carer Commitment

Parents/carers are expected to support and encourage the whole team, rather than focusing solely on their own child. Parents and carers are asked to allow coaches and team officials to fulfil their roles by refraining from coaching or directing players from the sideline. Conversations that involve negative commentary about team officials, referees or players are not appropriate and should not take place, particularly in the presence of children.

Parents and carers are encouraged to always model respectful and positive behaviour and to speak constructively about coaches, officials, teammates and opposition players. Please be reminded that Team Officials are volunteers and any questions or concerns should be raised directly and appropriately with the Head Coach, High Performance Manager or Performance Operations Manager depending on the nature of the issue.

HBA Representative Parents/Carers should:

- Support all players
- Keep up to date with all team communication via the Heja app
- Complete scoring responsibilities equally and impartially
- Communicate respectfully

HBA Representative Parents/Carers will not:

- Coach from the sideline
- Speak negatively about team officials, other players, parents/carers or officials. Especially in front of children
- Approach referees before, during or after a game to question a decision, ask a question or offer opinion.

HBA will not tolerate poor spectator behaviour at our venues or at opposition venues. If an individual is found to be acting inappropriately repeatedly, suspensions may be imposed.

Feedback Process

HBA encourages early and open communication where possible. If a parent/carer would like to seek feedback on their child, please communicate directly with the relevant head coach.

If you feel a complaint is required, please follow the below procedure:

1. Wait 24 hours after the incident before talking to the coach or manager
2. Please request a meeting at a suitable time to discuss issue with the Head Coach. Do not approach a Coach or Manager in front of other players, parents/carers or supporters. Please ensure you do not discuss complaints or issues in front of your child(ren)
3. If a solution cannot be reached at the meeting, then the matter should be referred to the HBA High Performance Manager or the Performance Operations Manager (depending on the circumstance/issue) via writing.

The above process only applies to the parent/carer. Private trainers and external basketball operators (third parties) are not permitted to complain or enquire on behalf of an athlete.

If parents/carers would like advice on how to approach a situation with a Head Coach, please reach out to the High Performance Manager or the Performance Operations Manager accordingly.

If a complaint is of a more serious nature, it should always be directed to the Performance Operations Manager.

- Issues may then be referred to the CEO, or further the board if required
- Any complaints made to the HBA High Performance Manager or Performance Operations Manager should be done so in writing and include the name of the author
- The Performance Operations Manager will express complaints to our governing body should they be required. Parents, carers, players or officials are not to contact Basketball NSW or Basketball Australia directly
- Member Protection and/or Child Protection issues should be direct to HBA Chief Executive Officer immediately. All matters are confidential

POLICIES

- Coach Selection Policy
- Player Selection Policy
- Travel Policy | **Under Review**
- Fundraising Policy
- National Tournament Policy
- Social Media Policy

Social Media (Additional to HBA Social Media Policy)

- Team officials should **NOT** be friends & or followers with junior players on social media sites. Should a participant request an exemption to this policy it must be in writing from a parent/carer & be approved by the Performance Operations Manager. Where a team official is a parent/carer of a child in the program they will be deemed exempt for their child.
- All members must refrain from posting, sending forwarding or using in any way, any inappropriate material that may cause insult, offence, intimidation or humiliation to any other members within the basketball community.

LOCAL COMPETITION RULES

- All junior representative players are required to play in the HBA Winter Local Competition (each year of representing the association). Players will be deemed to have taken part in Local Competition by participating in 50% of games. If there is a legitimate reason a player cannot participate, they will need to apply in writing to the Representative Administrator for an exemption. Penalties for non-compliance may include a fine of $250 & or a Player suspension.
- Rep Rookies are not classified as a Representative Player
- Rep Development Players are not classified as a Representative Player
- A competitive representative program is only built from a healthy local competition; players are contributing to the development of the association with their involvement. With the above in mind, Local Competition By-laws state that Junior teams will be restricted to a maximum of 3 Rep players, to prevent the dominance of a single team and obstruction of individual improvement.

- Senior players are not required to participate in Local Competition, however when they do participate must compete in the highest grade.

PLAYER REGISTRATION/AFFILIATION

All players must be registered with Hills Basketball Association. Players with other Association primary registration will be expected to affiliate with Hills & then transfer their primary registration to HBA once their existing registration has expired. It is the responsibility of the player &/or their parents/carer to ensure their registration is current. Registration/affiliation is not covered under representative fees & is an additional cost to participants. All registration & affiliations costs can be found at www.hillshornets.com.au

REPRESENTATIVE TRIALS AND SELECTIONS

Junior Transfer Rules

Transfer guidelines and requirements

- Waratah State Championships, Division 1 and 2 – allowed 1 x transfer per team.
- Players who were not named in any team and did not play in the regular season in the previous season will not be classified as a transfer if playing in Division 1 or below. They will still require a clearance to be processed.
- Where a player has moved into the Hills Shire, special conditions may apply.

Junior Top/Bottom Age Rule

All junior age groups must have a minimum of 40% bottom age athletes across the age group. The High-Performance Manager & Performance Operations Manager will assess any exceptions on a case-by-case basis.

Team Numbers

Juniors

All HBA junior representative teams consist of ten (10) rostered players.

All junior teams may select up to four (4) development players, subject to the discretion of the High Performance Manager and the availability of suitable players.

Senior Waratah League & NBL1

All HBA NBL1 teams may select up to twenty (20) rostered players. Teams may field up to twelve (12) players per game.

NBL1 teams may name athletes from Waratah senior teams on the roster as per Basketball NSW By-laws.

All HBA Waratah Senior and Wheelchair teams may select up to twelve (12) rostered players.

All HBA Waratah Senior and Wheelchair teams may select up to four (4) development players.

Recruitment of Players

HBA Junior League coaches must not actively recruit players from other associations or entice selected representative players to change local competition teams.

All HBA Representative coaches reserve the right to promote the HBA representative program and representative trial information.

Should any junior HBA representative player be approached by another association, please report the matter directly to the HBA Performance Operations Manager.

Should you become aware of any HBA junior representative coach actively recruiting and approaching players from other associations about joining HBA, please report the matter directly to HBA Performance Operations Manager.

Representative fees do not cover all costs associated with the Representative season. Hills Basketball Association heavily subsidies the program to ensure fees are kept to an affordable level. Please note Representative fees do not cover uniforms other than the playing singlet which is provided or Player Registration Fees. Fees should be paid through the players online dashboard.

FEES AND HONORARIUMS

Representative Fees

Junior Full Time Player Fees & Schedule

- Fee: $1200
- Acceptance: $200 | 13/11/2026
- First Instalment: $500 | 8/2/2027
- Final Instalment: $500 | 30/4/2027

Junior Development Player Fees & Schedule

- Fee: $900
- Acceptance: $200 | 13/11/2026
- First Instalment: $350 | 8/2/2027
- Final Instalment: $350 | 30/4/2027

Rep Rookie Fees & Schedule

- Fee: $750
- Acceptance: $200 | 13/11/2026
- First Instalment: $275 | 8/2/2027
- Final Instalment: $275 | 30/4/2027

Non-Payment of Fees

The assumption is that all fees will be paid by the allotted time. A ‘no pay – no play’ policy will apply. Should payment not be received by the specified date, HBA will remind the individual by emailing a statement to the nominated email address of the individual. If payment is not received within 14 days, the player shall be deemed ‘unfinancial’ & may be suspended from all local & representative fixtures.

Commitment by a player is for the ENTIRE season irrespective of later motivation. While fee reduction may be considered on a case-by-case basis in the event of serious injury, relocation, etc. full fees are assessed upon application.

Sibling Discount

A sibling discount is available to families with 2 or more representative players. A reduction of $50 per person will be applied to the 2nd, 3rd or subsequent sibling. Those eligible must submit a written request to the HBA Representative Administrator.

Uniforms

Player uniform | It is mandatory for all Players and Development Players to purchase Hornets shorts, Hornets Warm-up top (t-shirt &/or long-sleeve t-shirt), Hornets socks (black OR white) & Hornets reversible singlet (to be worn at all training sessions). All other uniform items are optional. Players entering any basketball stadium to represent the Club must be wearing the approved Hornets uniform.

Hardship

Requests for fee relief due to genuine financial hardship should be sent to the HBA Representative Manager by the participant (if under 18 years of age – the parent of the participant). Any requests for fee relief will be dealt with in confidence & on a case-by-case basis.

Grants and Honourariums

State or National Players | $300 Player Grant to offset travel/accommodation costs when selected in a BNSW State Team or BA National team. Grants will be paid directly to the individual. Those eligible must submit a written request to the HBA Performance Operations Manager.

National Club Championships | $2500 Grant ($2000 Team Grant, $500 Head Coach Grant) provided to any Hills Hornets team successful in their entry into the National Club Championships. Those eligible must submit a written request to the HBA Performance Operations Manager.

Melbourne Honorarium | $1000 honorarium provided to all Hills Hornets Representative Head Coaches attending VJBL Classic or Nunawading Tournament to assist in travel & accommodation costs.

Coach Honorarium | An honorarium is provided to all Hills Hornets Representative Head Coaches at the end of the season as both a thank you and to assist with costs in attending games, training sessions and meetings throughout the year.

Additional education opportunities and merchandise will be provided throughout the year to assist in the development & professionalism of Hornets Coaches.

Senior Player and Junior Head Coach | Any Senior Player who also Head Coaches a junior Hills Hornets Representative team will have player fees waived.

Senior Player and Junior Assistant Coach | Any Senior Player who also acts as an Assistant Coach of a junior Hills Hornets Representative team will receive a $200 discount on player fees.

CONTACTS

Performance Operations Manager – Zoe Burke | zoe@hillshornets.com.au

Hardship | Member Protection

High Performance Manager – Reece Potter | reece@hillshornets.com.au

Player Development | Coach Development

Representative Administrator – Taylah Harkins | reps@hillshornets.com.au

General Enquiries | Registrations

High Performance Strength & Conditioning Head Coach – Marvin Fidel | hpc@hillshornets.com.au

High Performance Centre | Athletic Development

CEO – Steve Burke | steve@hillshornets.com.au

Child Protection