

## **PENNANT SELECTION POLICY**

### **Purpose**

1. The primary goal of the Selection Committees is to ensure that the best possible Pennant teams represent the club.
2. A secondary goal of the selection process is to retain and develop players and teams.
3. The Selectors function is independent of club officials but must adhere to this Club policy.
4. All selections are to be based on objective and current evaluation of players.
5. This policy allows for a grievance process.
6. This policy can be amended only by the Club Board of Directors on recommendation of the Bowls Committee

### **Policy**

#### **Composition Of Selection Committee**

1. At the Annual General Meeting two Selection Committees will be elected, in accordance with the requirements of the Bowls Committee Charter, each comprising of not less than 3 and not more than 5 members, which will be responsible for organising and selecting sides for the forthcoming season.
2. The Pennant Selection Policy shall be reviewed by the Bowls Committee prior to the start of each season to ensure it meets current requirements. The Board of Directors shall be responsible for approving the Club's Pennant Selection Policy.
3. There shall be a Selection Committee for each Pennant competition in which the Club competes, currently Tuesday and Saturday.
4. Each Selection Committee shall appoint a Chairperson. The same Chairperson may Chair more than one Selection Committee.
5. The Bowls Committee may remove or replace selectors if it is considered that those selectors have proved to be unsatisfactory due to suitability, attendance record, player bias, or any other reason adjudged to be detrimental to the Club.
6. Each Selection Committee shall assign at least one selector for each side in the Pennant competition. Each Selection Committee may nominate a selector as the Duty Selector for each round.
7. All selectors are encouraged to contribute to the debate on any side selection should they consider that they have some knowledge which would assist in the final selection.

#### **Selection Procedure**

1. The top side should be selected in the first instance and then progress to the other sides in order – ending with the bottom side.
2. Meetings of Selection Committees shall remain confidential to the members of the appropriate Committee.

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3. Selection shall be on a fair and equitable basis regardless of gender, age, ethnicity, or disability, based on current form, player performance and ability, motivation, compatibility with other members in the side, commitment to practice, and commitment to club success – in other words on merit.
4. The term 'player performance' recognises performance factors such as competitiveness, consistency, team spirit, co-operation, club loyalty and dependability.
5. Where selection of players of equal ability is being considered, preference is to be given to players who demonstrate a desire to improve their performance by regular attendance at practice sessions.
6. Selection of players who are unavailable for one or two weeks, are to be selected on merit. In considering where the returning player should be selected, Selectors must take into consideration the form and ability of the player prior to absence.
7. In the event that rotation of players is necessary due to an excess of available players, preference must be given to members who make themselves available on a regular basis.
8. Except in exceptional circumstances, and only with the approval of the Chairperson of Selectors, players cannot be demoted more than one grade per week.
9. Appointment as a Selector shall not hinder the Selector's chances of promotion to a higher side should that be warranted. Similarly, a Selector cannot be saved from demotion by the fact of being a Selector should the combined votes of other Selection Committee members deem that action is warranted.
10. Selection decisions can only be made by the appropriate Selectors at a Selection meeting, and once that meeting has been closed, and the selections have been published including placed on the Selection Board, no further changes will be made except for exceptional circumstances, and only then with the approval of the Chairperson of Selectors.
11. If a player becomes unavailable after selection has been published the Duty Selector shall discuss the replacement with at least the appropriate side selector, confirm the amended selection, arrange amendments to other side effected, cause the Selection Board to be changed, and ensure that the players involved in the change are notified. If time is short, such as on the morning of the pennant game, and Selectors cannot be contacted, the Chairperson or in their absence, the Duty Selector shall use their best endeavours to contact at least one other Selector to discuss and appoint a replacement.
12. Any unauthorised changes to the Selection Board will be ignored and once identified the selections will be returned to their previously agreed positions.
13. Selectors for their nominated side must advise players in that side if they have been promoted or demoted, and why. Players whose position in a side has been changed should also be notified to pre-empt conjecture on why that change has been made. All such notifications should occur prior to selections being published.

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14. On pennant days before the game, Club members are NOT to discuss selection issues with Selectors, who are entitled to play their game without the distraction of dealing with disgruntled players.
15. Should any section of this Pennant Selection Policy conflict with Bowls Victoria Rules and Conditions of Play, the Bowls Victoria Conditions shall take precedence.
16. Selections must be in accord with State and Federal Laws, particularly as they forbid discrimination based on age, ethnicity, disability, or gender.
17. The Selection Committees are required to comply with the "Board and Committee Members Code of Conduct" which includes effective management of conflicts of interest.

### **Player Guidelines**

1. Each player is responsible for his/her own decision to play, consistent with availability, health, weather, and other factually objective matters.
2. Having initially agreed to play in a Pennant team, a player should consider the effect on the team and Club if deciding to be unavailable on short notice, particularly if the reason is dissatisfaction with a Selection decision.

### **Grievance Procedure**

1. The privacy of members involved must be taken into account.
2. A player's first step in a grievance procedure is personal contact with the relevant Selector, and if that person is the issue, then to the Chairperson of Selectors to seek an explanation of the procedure as detailed in this policy.
3. The second step if the player remains dissatisfied or seeks further clarification, is to meet the Selection Committee before the next Selection Meeting.
4. The final step, if still dissatisfied is to then write a full account of the matter to the Chairman of the Board.
5. The Chairman of the Board shall ensure an enquiry is conducted in accordance with the Club's Member Protection Policy.

### **Duties of the Chairperson of Selectors**

1. At the start of the season, and in conjunction with the appointed Selectors, determine the time and day for regular Selection Meetings.
2. Ensure all preparatory matters for each meeting have been attended to.
3. Chair each meeting or arrange an Acting Chairperson if personally unable to attend.
4. The Chairperson shall not have a deliberative vote in selection but in the unlikely event of a tied vote, the Chairperson shall have a casting vote.
5. Ensure that the Selection Process is followed, and all decisions and Selection Procedures are in accordance with the Club Constitution and Pennant Selection Policy. To that end,

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the Chairperson shall have a power of veto if decisions are made which are contrary to the Constitution or Pennant Selection Policy. Should a decision be vetoed, the Chairperson must advise the Chairman of the Board as soon as possible and explain the reason for the Veto. Chairman of the Board must advise the Board of Directors accordingly.

6. Ensure that the Selectors consult regularly with Skippers and Coaches regarding their teams and performances.
7. After each meeting, ensure that the Selection Board and Notice Board are updated.
8. As soon as possible after each Selection Meeting, advise all club members of selected positions.
9. The Chairperson must ensure that appropriate records of pennant results and individual player performances are kept and made available to Selectors.
10. On pennant days the Chairperson must ensure that names of players are recorded on the Bowls Victoria website, result sheets and score cards are prepared, duty rinks, side managers and umpires are appointed, and after the match, results are entered on the Bowls Victoria website.
11. The Chairperson must ensure the pennant results are displayed appropriately for the information of all Club members.
12. Any other duties as prescribed by the Bowls Committee

### **Reviewing this Policy**

This policy will be reviewed every year and the Bowls Committee undertakes to seek points of view, comments, and suggestions from club members when this review takes place.