



2022 -2023 Selection Policy

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1.0 BACKGROUND

1.1 Team selection is a vital process in the development and smooth running of the club, with the aim being that selection decisions are vindicated in successful club performances on the greens.

1.2 Responsibility for the selection process falls to club members who devote a great deal of their time on a voluntary basis to the sport for the benefit of club members.

1.3 The selection process needs to be fair, informed and unbiased. Selection will be based on clear criteria that are communicated to all players prior to the season commencing.

1.4 Whilst the aim of the Selection Committee is to be objective in their appraisal of players, an element of subjectivity will always be present in the selection process. At times the subjective opinion of the Selection Committee may differ from that of an individual player. Player unavailability due to illness, holidays, etc, is one such element that requires selectors to manage changes in teams. Players may sometimes find themselves moved due to the need to balance teams around availability.

2.0 PURPOSE

2.1 To provide a transparent selection process, establish the basis of selection decisions and bowlers' rights in relation to such decisions.

3.0 OBJECTIVE

3.1 To ensure that competitive and compatible teams are selected to represent Windang Bowling Club in all pennant competitions.

4.0 PRINCIPLES

4.1 The following guiding principles apply to this selection policy:

- All members / players are to be informed of the Selection Policy.
- The selection process will be transparent at all times, and all aspects of the selection policy will be impartial and consistent.
- Each player will be treated equally and without bias or discrimination.
- Players will be selected on ability and compatibility to play in the highest grade that they are capable of playing, within the guidelines of this policy.

- It is recognised that there is a level of subjectivity required by the Selection Committee and as such, the expectations of both the club and individuals will not always be achievable.
- Management of expectation is a critical element of the selection process and it is the responsibility of the Selectors to communicate to players the reasons for decisions and to provide players with constructive feedback if and when requested.

5.0 SELECTION COMMITTEES

5.1 The Selection Committee shall comprise a chairperson and the number of selectors as determined by the Board of Directors. Selectors may be elected or appointed as required.

6.0 ROLE OF SELECTORS

6.1 Selectors are responsible for all selection decisions. These decisions must be based on the club's goals and the selection criteria in an impartial and non-discriminatory manner.

6.2 Selectors must communicate with players who have been promoted or relegated and provide honest and open feedback. (If possible, this is to be done prior to teams being announced).

7.0 CLUB BOWLING GOALS / PENNANT SELECTION GOALS

7.1 The goals of the club are to strive to:

- field the best possible teams, selected from our diverse membership of competitive and social bowlers.
- provide opportunities for club members to participate in pennant competition at a level that is applicable to their ability and development,
- assist members to improve their bowling development,
- achieve excellence in lawn bowls and,
- be the most successful club in the Illawarra.

7.2 The selection committee is to assist the club to achieve these goals when selecting their teams.

8.0 SELECTION CRITERIA

As a general guideline, the best players will be selected on ability for each team, with the following factors taken into account when selecting teams:

8.1 Financial

To be eligible for selection, players must be full financial members of the Windang Bowling Club.

8.2 Performance

Ability, competitiveness and current form in all aspects of play will be taken into account.

8.3 Feedback

Based on observation by selectors, information gathered from skippers and other experienced bowlers in the team, and analysis of information gathered from Team and Side Performance Data (available on our bowls website).

8.4 Team balance and compatibility

Player interaction with other team members is an important factor in selection, however it needs to be recognised that teams and sides need to be balanced to provide the best possible chance of success for the club. Selectors are trying to choose compatible players for a team event, to find the best possible combination to provide the best possible outcome. (This could mean that some selection changes may appear at the individual level, to be unwarranted.)

Players' individual preference for who they may wish to play or not play with, or a particular position they may wish to play in, will not necessarily be a factor in selection.

8.6 Experience

Experience in playing in a particular position or role may be a factor for a particular selection decision.

8.7 Availability

The ideal situation would be for all players to be available for every pennant game, however in reality, players will be unavailable due to illness, holidays, and other commitments. If a player is unavailable to play, they will not automatically be selected back in the position that they were playing in previously. Selectors will make their decision based on the needs of the team and the form of the player who came into the team. Players are requested to list any unavailability dates on the club noticeboard as early as possible.

8.8 Commitment / Practice Attendance

Players are encouraged to show commitment towards the goals of Windang Bowling Club's pennant success (see above), including a commitment to regular training and practice sessions. At least one practice session per week is advised.

8.9 Attitude

This includes players' attitudes towards the club, fellow players and members of the club. This will focus on the effort at training and match days, attendance and their contribution to team spirit / performance. This also includes abiding by our club's Code of Conduct on and off the field, including exhibiting good sportsmanship.

8.10 Fitness

Players should maintain an appropriate level of fitness to the level of bowls that they are playing. Players may be precluded from selection if there is a

concern about their fitness or their ability to compete safely, or if their participation poses a risk to others.

9.0 SELECTION PROCESS

9.1 Selection committees will meet at an agreed time, at least weekly during the pennant season, and as often as is necessary prior to the season commencing.

9.2 Players will be informed of the dates, location and criteria for team selection. (ie. this policy will be available to all members and will be addressed at a number of times during the season).

9.3 As a general rule, team selections will be completed no later than Wednesdays by 7.00pm.

9.4 Teams will be posted on the club noticeboard and on our bowls information website, following selection.

9.5 Members who wish to discuss their own selection with the selectors, must contact the Chairperson and make an appointment to raise this personally with the full selection panel. Appointment times: To be confirmed by the relevant selection committees. (See Appendix page.)

Both players and selectors are required to respect this policy.

9.6 Players are not to raise selection issues with individual selectors or at times other than the times above.

Any player who does not follow this directive will be reported to the Board and the Player Infringement process will be enacted. (See below.)

Selectors will also refrain from instigating informal discussions with players regarding their selection, unless there has been a Selection Committee direction to do so.

9.7 If a player believes he/she has not been treated in accordance with the selection policy and their concerns have not been resolved by a discussion with the Selection Committee, a formal appeal in writing may be made to the Board.

9.8 The only grounds of appeal against a selection decision will be where an aggrieved player can provide evidence that the decision of the selectors is not in accordance with the stated selection criteria, or the selection is based on information that is factually incorrect, or the selection was influenced by bias and the decision is grossly unfair or unreasonable.

9.9 Selection criteria will be reiterated during the season so that players are clear about how teams competing in the finals will be chosen.

10.0 PERFORMANCE DATA

Selectors will gather appropriate data to aid selection through the following sources:

10.1 Observation

Selectors are able to observe player performance:

- in Pennant games - selectors have the opportunity of playing with and observing the performance of bowlers in the grade they themselves are selected to play in.
- during practice and coaching sessions at the club. Whilst players are always encouraged to improve their bowling by participating in club or zone events, it must be noted that selection for Windang Bowling Club pennant teams will be based upon performance in that particular pennant competition.

10.2 Consultation

Members of the selection panels are encouraged to consult with:

- the skippers of that grade and / or
- random experienced players in each / any of those teams.

10.3 Post-Game Team Meetings

To enhance the quality of the feedback to selectors from teams, skips are encouraged to hold a brief after-game team meeting to:

- Share their thoughts about their own performance.
- What could be done to improve?
- How well did they work as a team?
- Did they have fun?

11.0 PLAYERS' ROLE

Players are encouraged to:

11.1 Make yourself familiar with the selection criteria and clarify any concerns with the club prior to commencement of the pennant season.

11.2 Strive to improve your bowling performance:

- Talk with your skipper, team-mates and team manager about your game performance and seek feedback about how to improve.

- Participate in team and individual practice and/or make an appointment with the club coach(s) to address any bowling concerns.
- Set yourself improvement goals and work towards them.
- Attend structured coaching sessions (organised by the club coach as required).

11.4 Discuss your team's efforts with each other with the objective of continuous improvement and to enable feedback to selectors.

11.5 Regularly attend practice sessions. Club practice sessions will be scheduled on Friday afternoon / evening, however the greens are open for individual or group practice throughout the week. (Unless greens are closed by the GreenKeepers).

11.6 Participate in competition, club and team events whenever possible.

12.0 INFRINGEMENT PROCESS

12.1 As per the club's Code of Conduct, any player who chooses not to follow the guidelines as set out in this policy will have the following infringement process enacted upon them.

First offence: The player will be given a verbal warning from the club President or designated Board representative.

Second Offence: The player will be given an official warning in writing from the Board.

Third Offence: The player will be suspended from the next pennant match.

Fourth Offence: The player will be notified in writing from the Board that they are no longer required as a member of the relevant team and may have their club membership terminated.

12.2 The level of infringement will be decided by the Board, which may escalate the infringement to an instant fourth offence, suspension from the club or criminal charges.

For example: Throwing the mat in anger may result in a first offence.

Physically assaulting another player may result in an instant fourth offence.

WINDANG BOWLING CLUB

2022-23 Selection Policy Appendix

Selection Committee:

- Kevin Parkes
- Paul Cable
- Gregg Stevens
- Stuart Tyrrell

Selection Times:

- As determined by the current Selection Committee.
- Teams shall be posted on the pennant notice board and bowls website.

Member appointments:

Members who wish to discuss their own selection with the selectors, must contact the Chairman and make an appointment to raise this personally with the full selection panel.

Members who cannot make the normal appointment time may request an appointment date/time that is agreeable to the player and selection committee.

Appointment times:

As determined by the selection committee.

Appointment Venue:

To encourage openness and transparency, the scheduled appointments shall be held at the club. The venue for appointments arranged outside of these times shall be at a place that is agreeable to the player and selection committee.

Structured Pennant Training:

As determined by the Bowls Coordinator, Club Coach & Selection Committee.