



SELECTION POLICY

Selectors Weekend Pennant:

Ian Wormald (Chair), Ray Capuano, Alick White, Lyn Goodwin, Brian Lynch

Selectors Midweek Pennant:

Ian Wormald (Chair), Ray Capuano, Alick White, Lyn Goodwin, Brian Lynch

Players Representative:

Judy Hennessy

Background

- Team selection is a vital process in the development of the club and its members, with the aim being that selection decisions are vindicated by successful performances on the green.
- The selection process will be fair, informed, and unbiased and based on clear criteria that are communicated to all players prior to or during the season.
- Whilst the Selection Committee will be objective in their assessment of players, there will always be an element of subjectivity in the selection process. At times the opinion of the Selection Committee may differ to that of an individual player. Unavailability of players due to illness, holidays, absences etc. is one such element that requires selectors to manage changes in teams and rinks. Players may sometimes find themselves moved due to the need to balance teams around availability.



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Purpose

To provide a transparent selection process, establish the basis for selection decisions and players rights in relation to such decisions.

Objective

To ensure competitive and compatible teams are selected to represent Buckley Park Bowls Club in all pennant competitions and divisions.

Goals

- Provide opportunities for club members to participate in pennant competition at a level that rewards their ability, development, and commitment.
- To win premierships, promote players with potential to higher teams and to develop newer players skills and game tactic

Principles

- All members and players are to be informed of the Selection Policy
- The selection process will be always transparent, and all aspects of the selection policy will be impartial and consistent.
- Each player will be treated equally without bias or discrimination
- Players will be selected on ability and compatibility to play in highest team that they can play
- It is recognised that there is an element of subjectivity required by the Selection Committee and accordingly expectations of both club and individual may not always align.
- Managing player's expectations 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 and positive feedback.



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- Selection shall be made on a fair and equitable basis regardless of gender, 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.
- Unacceptable behaviour by players involving actions, words or physical gestures that could be reasonably perceived to cause another person's distress or discomfort will not be tolerated by the Club and the Selectors. Consequences, which may be applied depending on severity, include verbal or written warnings, game bans or suspension from the Club.

Role of Selectors

Will be responsible for all selection decisions based on Club's goals in an impartial and non-discriminatory manner.

Selection Criteria

As a general guideline, the best players will be selected on ability for each team with the following factors considered:

- Players must be full financial members
- Ability, competitiveness, and current form in all aspects of play
- Observation by selectors
- Feedback gathered from skippers and other bowlers in the team or rink
- Analysis of weekly voting cards gathered from other players in the rink
- Team balance and compatibility – player interaction with other team members is an important factor in trying to find the optimal possible combination that provides the best possible outcome.
- Whilst player's individual preferences on who they may or may not wish to play with are considered, this may not necessarily be a factor if the



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rinks and teams need to be balanced to provide the best possible chance of success for the club.

- Players experience in a particular position or role
- Player's availability and commitment to every pennant game. If a player is unavailable to play, they may not be automatically selected to the same position previously when they return. Selectors will make their decision based on the needs of the team and the form of the player who came into the team.
- Attendance and commitment to at least one practice session per week. If a player cannot attend practice at all during the week, they are required to advise one of the selectors.
- Attitude to the club, fellow players and club members, effort at training, contribution to team spirit and involvement in Club games.

Players Role

Players are encouraged to;

- Provide written feedback on the back of their marking/voting cards about their own performance or that of the rink or team
- Ask about their performance results. This can be done by approaching the Players Representative and asking to see their results for the last 3-4 weeks.
- Strive to improve your bowling performance by talking to your skipper, teammates, club coaches about your game performance and seek feedback about how to improve
- Seek coaching targeted at skill development, participate in team and individual practice and or schedule an appointment with the club coach
- Discuss your team's performance with each other with objective of continuous improvement and to enable feedback to selectors



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- Regularly attend practice sessions which are scheduled at 4pm on Thursday afternoons however the greens are open throughout the week for individual or group practice
- Participate in all club championship games, competitions and team events wherever possible

Selection Information:

- Pennant Sides, both Midweek and Weekend to be selected and posted on notice board and website on the Wednesday evening prior to games.
- All selected players will be provided with marking cards. The recorded scores are used as an aid to selection. Also these votes are used to decide the winners of annual club trophies (eg Gasparini Award, Cromie Award, Most Improved, Most Consistent etc)
- Players are expected to provide notice of unavailability by placing their name on the unavailable list which is located next to the Pennant Teams board prior to the selection meetings (Wednesday each week)
- Selected players, who are late withdrawals, should provide notice of unavailability to Selection Chairperson as early as possible to allow time to contact reserve players.
- Green Fee's = \$10 per player
- Players travelling direct to away games, place name on going direct list and place money in an envelope in money box next to Pennant Teams Board
- When travelling to away games, selected rinks to organise driving arrangements
- On pennant days before the game, players are requested NOT to discuss selection issues with selectors. They are entitled to play their game without the distraction of dealing with such issues.



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- Players should use the Grievance Policy (see below) if dissatisfied with selection and not seek out individual selectors to complain

Player/Selection Grievance Policy:

- Should any player have a grievance with selection or the selection process, he or she should first discuss any relevant issues with the Player Representative to endeavour to resolve the problem.
- Player Representative to then liaise with Chairperson of Selectors to endeavour to provide an answer and resolve the issue at hand
- The next step if the player remains dissatisfied or seeks further clarification, the Player Representative and Selection Committee to organise a meeting with the aggrieved player prior to the next Selection Meeting.
- If an agreement can't be reached, aggrieved player to make written submission to meet with the Board of Management

Board of Management
Buckley Park Bowls Club