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# Hurstbridge Bowling Club Inc

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## Selection Policy

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## 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 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 and rinks. *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 Hurstbridge Bowling Club in all pennant competitions and divisions.

## 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.
  - Club membership does not entitle a member to automatic pennant selection.
  - Each player will be treated equally and without bias or discrimination
  - Players will be selected on ability and compatibility to play in the highest division 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 There will be a selection match committee for both Saturday and Tuesday Pennant
- 5.2 Selectors are elected by club members at the club's Annual General Meeting, unless there are insufficient nominations, in which case, the Board will appoint members to fill the remaining positions.
- 5.3 The selection match committee will appoint one of their number as Chairperson of Selectors.
- 5.4 The Selection Match Committee will consist of a minimum of 3 and a maximum of 5 members, with membership of the committee aiming to reflect a balance of gender and experience.

## **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).
- 6.3 Selectors will appoint a Team Manager for each division and ensure that they are aware of their responsibilities.
- 6.4 Selectors will ensure that an accredited umpire is appointed for each home game as required.

## **7.0 Club Bowling Goals / Pennant Selection Goals**

- 7.1 The goals of the club are to strive to:
  - 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 Yarra Bowls Region
- 7.2 The respective pennant selection committees are 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 Hurstbridge 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 rink, and analysis of information gathered from the club's Pennant Performance Evaluation System (PPES), (when this is implemented).

### **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 rinks and divisions 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 the Hurstbridge Bowling Club's pennant success (see above), including a commitment to regular training and practice sessions. At least one practice session per week is compulsory. If a player cannot attend practice at all during the week, they are required to advise one of the selectors. It is expected that players playing in the Top division team should practise at least three times per fortnight.

### **8.9 Attitude**

This includes players' attitudes towards the club, fellow players and members across all divisions. 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 distributed 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 on Wednesdays.

9.4 Teams will be posted on the club noticeboard following selection and will also be available on Team App (Thursday Evening when they are finalized) and Bowls Link.

9.5 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. 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 set by the selection committees.

Any player who does not follow this directive will be reported to the Board and the Player Infringement process will be enacted. (see 12.1)

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.

9.10 Current season's Selection Committees' membership – see Appendix page.

## 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 division 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 events, club tournaments or Yarra Bowls Region events, it must be noted that selection for Hurstbridge BC pennant teams will be based upon performance in that particular pennant competition.

### 10.2 Analysis of weekly performance ratings

When implemented, players' pennant performance will be rated according to the club's Pennant Performance Evaluation System (PPES).

### 10.3 Consultation

As part of the selection process, selection panels are encouraged to consult with:

- the skippers of that division and / or
- random experienced players in each / any of those rinks

### 10.4 Post-Game Team Meetings

To enhance the quality of the feedback to selectors from rinks, skippers 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 they worked as a team?
- Did they have fun?
- Please note: Discussion of PPES trends and results can occur in these discussions, if all members of the rink agree that results can be shared amongst the group.

## 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 Ask about your PPES results. This can be done informally to the skipper after a game or formally to the selectors so that you can see your results for the last 3-4 weeks, etc.
- 11.3 Strive to improve your bowling performance:
  - Talk with your skipper and team-mates and team 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 make an appointment with the club coach to address any bowling concerns.

- Set yourself improvement goals and work towards them.
  - Attend structured coaching sessions (organised by the club coaching panel 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 are scheduled on Tuesday and Tuesday afternoons / evenings, however the greens are open for individual or group practice throughout the week. (Unless greens are closed by the Greens Director).
- 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: Player will be given a verbal warning from the club President or designated Board representative
  - Second Offence: Player will be given an official warning in writing from the Board
  - Third offence: The player will be suspended from pennant matches for 1 week
  - 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 will 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 4<sup>th</sup> 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.





## HURSTBRIDGE BOWLING CLUB

### Selection Policy Appendix

#### Selection Times:

- Tuesdays. (Times may vary depending upon practice requirements and selector availability).
- Teams will be posted on the Club Selection noticeboard ASAP and then posted in the Team App by 7:00pm on Thursday (this allows time to make adjustments should player make them unavailable in the interim).

#### Member appointments

- 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:

- Saturday Selection: By appointment with the Chairperson
- Tuesday selection: By appointment with the Chairperson