

2023/2024

SELECTION POLICY MANUAL
INFO

VICTORIA BOWLING CLUB Incorporated: SELECTION POLICY DOCUMENT



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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 will 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 The aim of the Selection Committee is to be objective in their appraisal of players using the feedback and appraisals of the skippers and other players from time to time. At times the opinion of the Selection Committee may differ from that of an individual player. Selectors will be open to discussion where a player feels they have a case to dispute their selection.
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 Victoria 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 always transparent, and all aspects of the selection policy will be impartial and consistent

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- 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 the expectations of both the selectors/club and individuals will not always be compatible or achievable
- Management of expectations is a critical element of the selection process. 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 separate selection committee for Saturday and Midweek Pennant.
- 5.2 Selectors are elected by club members the club's Annual General Meeting, unless there are insufficient nominations or a relevant reason the Board deems applicable, in which case, the Board will appoint members to fill the remaining positions.
- 5.3 Each Selection Committee will appoint one member of the group as Chair person.
- 5.4 Both Selection Committees will consist of a minimum of 3 and a maximum of 7 members. Each committee will aim 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 selection criteria in an impartial and non-discriminatory manner.
- 6.2 Selectors are required to complete the Bowls Australia Selection Module online to increase their knowledge of the selection process.
- 6.3 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).
- 6.4 Selectors will appoint a Team Manager and a Team Captain for each division and ensure that they are aware of their responsibilities.

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Team Managers:

Will be responsible for:

- Collecting greens fees
- Picking up the team folders prior to travelling to the venue
- Attending to the Rink and Player placement with the opposition manager
- Handing out the score cards to the seconds along with the vote cards
- At the conclusion of the game they will sign off with the opposition manager
- Presenting the results to the appropriate source for official recording on bowlslink

Team Captains:

Will be responsible for:

- Team moral and motivational talks to the team they are playing in prior to the game and through the week at practice

Please Note: Captains are not required to manage grievances or disputes or issues that may place them in a compromising position. Any of these matters are to be referred to the selectors and or the Board.

The Captains Primary Role is to be a motivator and an encouragement to their team.

- 6.5 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 bowls
- be the most successful club in the Ballarat Highlands Bowls Region (BHBR)

- 7.2 The respective pennant selection committees are to assist the club to achieve these goals when selecting their teams.

8.0 Selection Criteria

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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 Finance

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

8.2 Feedback

Based on observation by selectors, information gathered from skippers and other experienced bowlers in the rink.

8.3 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 will, to the best of their ability select teams that are compatible and balanced to find the best combination in each team to ensure that all teams achieve the best possible outcome for the club and the players.

This could mean that some selection decisions may appear to be different than expected at times to the individual, but the best intent will always be the preference of selectors. Players' individual preference as to 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.

8.4 Experience

Experience in playing in a particular position or role may be a factor for a particular selection decision. However, it is the intention of selection to grow each players skills to bring out the best in every player. This may mean that a less experienced player who is playing well may be brought up at times to strengthen a team and develop the player.

8.5 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, etc. If a player is unavailable to play, they may not automatically be selected back in the position that they

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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.

8.6 Commitment / Practice Attendance

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

8.7 Attitude

Players' attitudes is a key factor in the clubs success. All people are encouraged to respect each other and conduct themselves in a harmonious and respectful manner.

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.

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 by Wednesday at 5.00pm.
- 9.4 Teams will be posted on the club noticeboard and on the club app following selection. It will be also posted in the Friday or Saturday Ballarat Courier.
- 9.5 Members seeking to discuss their selection with the selectors, must contact the Chairman to make an appointment to raise their concerns with the selection panel.

Appointment times:

To be confirmed by the relevant selection committees. (See Appendix page.)

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- 9.6 Players are requested to raise their selection concerns directly with the selection committee as a whole, at a mutually appropriate time. The outcome of any discussion will form the basis for a resolution. 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 after a discussion with the Selection Committee, they may appeal the decision following the grievance procedure outlined under section 26 of the constitution.
- 9.8 Under such appeal rights, consideration will focus on whether an aggrieved player can provide evidence that the decision of the selectors is not in accordance with the selection criteria/policy, 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 For current season's Selection Committees' membership –refer to the club website or notice board. Also see Appendix page.

10.0 Performance data

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

- By conferring with Skippers within each division
- By observing player performance on game day and other events
- By observing training and practice night performance
- By seeking feedback from individuals with the experience to provide opinions that will enhance the best results of the divisions and the club overall

11.0 Players' Role

Players are encouraged to:

- 11.1 Make yourself familiar with the selection criteria and clarify any concerns with the club

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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
 - 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
- 11.3 Discuss your team's efforts with each other with the objective of continuous improvement and to enable feedback to selectors.
- 11.4 Encouraged to attend scheduled practice sessions.
- 11.5 Players who choose not to follow the guidelines outlined in the selection document, Will be subject to the club disciplinary process as outlined in section 10 of the constitution.

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Saturday Selection Committee Members:

- Marc Oswin (Chairperson)
- Sunni Haynes
- Barry Nunn
- Larry Walsh
- Steve Britt

Selection Times: Tuesday meetings: 4pm Every Tuesday. Selection time by 5.00pm Wednesday

Midweek Selection Committee Members:

- Max Philipson (Chairperson)
- Alby Chapman
- Helene Stenning (Please refer to the Notice Board for Details)
- Marlene Davis
- Graeme Buchanan

Selection Times: TBA (Please refer to the Board for Details)

Teams will be posted as notified herein:

- Friday's Courier (Saturday teams) and Saturday's Courier (Tuesday teams)
- Saturday Selection: Wednesdays, 5.00 – 6.00pm
- Midweek Selection: Wednesdays, 5.00 – 6.00pm

Appointment times with selectors:

- Players can contact the selectors to arrange a time to meet.
- Or: By phone appointment if not able to attend in person.
- Notes will be taken relating to the discussions.

Player Appointments:

- Players who wish to discuss their own selection must contact the Chairman and make an appointment as per the above options.