

2024/2025

Victoria Bowling Club

SELECTION POLICY MANUAL
USER

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1.0 Background

- Team selection is a vital process in the development and smooth running of the club with the aim being that selection decisions are justified by the performance of players on the green and the success of the club teams.
- 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.
- The selection process will be fair, informed, and unbiased. Selection will be based on clear criteria as detailed in this document and communicated to all players prior to the season commencing.
- The aim of the Selection Committee is to be objective in their decisions and appraisal of players using the feedback of the skippers and other experienced players from time to time.
Where the opinion of the Selection Committee differs from that of an individual player Selectors will be available to discuss that players concerns where they feel they have a case to dispute their selection.
- Unavailability due to illness, holidays, etc, is one element that may require selectors to make changes in teams and rinks. Players may sometimes find themselves moved due to the need to balance teams around availability.

Purpose of the Policy Document

- To provide a transparent selection process and establish the club guidelines for the basis of selection decisions
- To provide bowlers and members a pathway of communication that allows everyone to express the views, opinions and concerns in relation to decisions made that effect their selection and rights as a player.

Objective of the Selection Process

- To ensure that competitive and compatible teams are selected to represent Victoria Bowling Club in all pennant competitions and divisions.

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2.0 Selection Committees

- There will be a separate selection committee for Saturday and Midweek Pennant.
- 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.
- Each Selection Committee will appoint one member of the group as Chair person.
- 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.

3.0 Policies & Principles

The following principles apply to this selection Policy Guide:

- All members / players are to be informed of the Selection Policy
- The selection process will be transparent, and all aspects of the selection policy will be impartial and consistent as much as is possible.
- Each player will be treated equally and without bias or discrimination
- Players will be selected primarily on ability and performance to enable them to play at the highest level they are capable of. Other factors considered will be a players compatibility to other players and rink positions.
- It is recognised that the expectations of the selectors/club and individuals will not always be achievable. Selectors will consider every aspect of player ability and compatibility, but the selection panels decisions will be final once all options are considered.
- 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 when requested.

Finance

- To be eligible for selection as a Pennant player, members must be fully financial paid up members of the Victoria Bowling Club and Bowls Vic. prior to the commencement of the season as a registered player.
- Players are advised that in addition to member fees a weekly playing fee will apply to be paid to the team manager prior to commencing play.

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4.0 Selection Policy Guidelines

Meetings:

- At the commencement of every season the selectors will conduct a series of pre pennant meetings prior to any practice matches to assess the upcoming playing list and may seek feedback from club leaders on team structures and potential inclusions of newcomers and the potential of all members. This policy is designed to engage the leaders in early team planning of each division.
- The meetings will comprise the following:
 - The selection committee, Leaders, past skippers and the board if required.

Meeting Goals:

- Key Leaders and skippers will be given the opportunity to express their opinions based on player skills and compatibility with the goal to build a successful squad.
- An interim player list of each division will be drafted by the selection panel for discussion purposes.
- Discussion points will be noted to assist the selection panel in decision making and team selection
- Participants attending the meeting will be informed that any specific requests will be considered but not guaranteed. Those chosen as Interim Skippers will be assessed the same as every other player with the aim to select teams as near as possible to how the division will look for the first few weeks of the season.
- All players in each division / group are susceptible to being moved around /up or down in the assessment of forming a strong and potentially successful squad.
- The player squad to each division will be a guide only and players skills, performance, and improvement will be considered at all times to see every player is selected according to their capability and commitment
- The final decision/s will be the responsibility of the selection panel

Meeting Outcomes:

- All information and responses will be respectfully received and all participants views will be carefully reviewed with the intention to form a strong team/squad from the feedback received
- The information will be used to trial the squads in the Pre-season practice matches
- The Leaders will be asked for their feedback after each practice match to make any adjustments to player positions and team structures.
- The results of the practice matches will be monitored by the Selection panel for assessment of team structures
- Players will be contacted where necessary to discuss playing potential and positions.
- All members will be informed via selection newsletters and emails regarding team structures.

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Pennant Feedback:

- Feedback will be a regular conducted within the selection panel and between skippers to assess performance and the divisions success.
- Each division will have 4 skippers responsible for team building and leadership
- Selectors will communicate on a weekly basis seeking each leaders comments for the purpose of monitoring player performance and team/division progress and success

The Skippers main role/s are:

- To build team and rink confidence
- To lead players on and off the game day player rinks to seek the best out of their team
- To provide feedback between other Skippers and the selection panel on player performance and the other Skippers performance where necessary.
- The Skippers are the Primary source of feedback post completion of each week's games.
- The skippers will have the option to appoint one skipper from the division (usually a regular skipper) for game day motivation talks and team building

5.0 Selectors Roles & Responsibilities

- 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.
- Selectors may be required to complete the Bowls Australia Selection Module online to increase their knowledge of the selection process.
- Selectors must communicate with players who have been promoted or relegated and provide feedback as to the reason/s prior to teams being announced.
- Selectors will not have the power to individually take charge of a specific division with the intent to control the structure of that division.
- Selectors must consider their own playing position and ability to be open and fair in their own selection.
- The selection panel will have the option to appoint an individual selector from the panel who will be responsible for seeking Skippers feedback of that division for the purpose of selection decision making.
- All feedback provided from the respective Skippers to the responsible Selector must be shared with the selection panel for selectors decision making.
- The selection panel has the responsibility to keep each other informed of any likely team changes that Skippers may suggest or have commented on.
- The selection panel will maintain confidentiality between the selectors group and no selection meeting discussion/s will be disclosed to any player/s.

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- Selectors will ensure that an accredited umpire is appointed for each home game and source a responsible person/s to ensure the club umpiring equipment is maintained and placed out in a central place on gameday at the club.
- Selectors will appoint a Team Manager for each division and ensure that they are aware of their responsibilities.

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 and assisting with recording the results post game day.

6.0 Selection Process

- 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.
- Players will be informed of the dates, location and criteria for team selection. Details will be placed on the noticeboard and the club app as well as emailed to members prior to the season opening.
- This policy document will be available in the clubroom next to the noticeboard for everyone's information. The club may choose to distribute a copy to all members to ensure everyone is informed of the club selection policies.
- As a general rule, team selections for Weekend Pennant will be completed by Wednesday at 5.00pm. Mid week pennant teams will be finalised at the direction of the selection panel.
- Teams will be posted on the club Teams notice board and on the club app following selection. It will be also posted in the Friday or Saturday Ballarat Courier.
- Members seeking to discuss their selection with the selectors, must contact the Chairman or a panel member 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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- Players are requested to raise their selection concerns directly with the selection committee as a whole, at a mutually appropriate time.
- Players are asked to refrain from idle chatter regarding opinions on other players and selection decisions to avoid members feeling victimised from hearsay and backroom chatter. Its not positive for the club or player/s.
- 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.
- 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.
- 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.
- Selection criteria will be reiterated during the season so that players are clear about how teams competing in the finals will be chosen.
- For current season's Selection Committees members – refer to the club website or notice board. Also see Appendix page herein.

7.0 Team structures and expectations

Balance and compatibility

Player interaction with other team members is an important factor in selection. It is 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 achieve the best possible outcome for the club and the players.

This could mean that some selection decisions may appear 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 wish to play or not play with, or a particular position they wish to play in, will not necessarily be a factor in selection decisions.

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Player Availability

Players may be unavailable from time to time due to illness, holidays, etc. If a player is unavailable to play, they may 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 notify the Selectors of their unavailability or record it on the club noticeboard as early as possible.

Player Experience

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

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.

Players are required to commit to regular practice sessions as organised by the club.

Players committing to regular practice may be considered for positions more favourably than those who practice very little.

The club may set a regular practice time for all players to attend as a group. The purpose of this event will be to practice in a similar environment to game day pennant. This is a new initiative to bring players together to hone up your team playing skills and for selectors to view your progress.

Practice events will most likely commence as a fortnightly session as scheduled by the selectors. All players are encouraged to attend as many sessions as possible during the season.

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.

Players are encouraged to focus on the effort at training and match days, attendance and their contribution to team spirit and performance. This also includes abiding by our club's Code of Conduct on and off the field, including exhibiting good sportsmanship.

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Performance data

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

- By assessing pre-season practice matches & individual practice sessions
- 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

8.0 Player Roles and Responsibilities

Players are requested to:

- Make yourself familiar with the selection criteria and clarify any concerns with the club prior to commencement of the pennant season.
- Keep updated on weekly notices and events by checking your emails and texts sent out
- Review the notices in the club on a regular basis to ensure you are aware of all the club activities

Players are encouraged to improve their bowling performance by:

- Practicing Regularly both individually and especially against other players.
- Talk with your skipper, team-mates and club coaches about your game performance
- Seek coaching from the club coaches as a one on one or group session to help develop your skills and knowledge
- Watch videos and other playing information available free on YouTube
- Set yourself improvement goals and work towards them
- Attend structured coaching sessions organised by the club coaching panel as required
- Encouraged to attend scheduled practice sessions as directed by the club.

9.0 Club Bowling Goals / Pennant Selection Goals

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)
- to create a safe, harmonious environment where members feel welcome

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

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In Summary

The club and volunteers have invested a great deal of effort to ensure that your experience at VBC is positive, happy and enjoyable. The clubs ultimate success is to see everyone enjoy each others company and be successful in the respective group you play within.

The club expects members to be respectful and tolerant toward each other. We have a vast array of personalities within the club. No one is perfect but everyone has something to contribute that can and will make the club great. Working together and getting along with others is a very important and a rewarding experience when we act respectfully toward each other.

Players who choose not to follow the club guidelines outlined in this selection document will be subject to the club disciplinary process as outlined in section 10 of the constitution.

The board is pleased to present this document to set the foundation where everyone has the opportunity to feel included, happy and safe in and around the club.

Thank you for you participation and co-operation.

The Board
Victoria Bowling Club

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