

2025/2026

# Victoria Bowling Club

SELECTION POLICY MANUAL  
USER



## Table of Contents

Pennant Selection Policy and Guidelines .....	2
Selection Philosophy .....	2
Club Goals / Pennant Selection Guide .....	2
SELECTION COMMITTEE .....	3
Weekend/ Midweek Pennant Selection Committee.....	3
SELECTION CRITERIA and GUIDELINES .....	3
Eligibility .....	3
Selection Principles .....	3
Selection Criteria .....	3
Other factors that may affect selection .....	3
SELECTION PROCESS .....	4
Specific Role of the Chairperson .....	4
COMMUNICATION PROTOCOLS .....	5
Players to Selectors .....	5
Selectors to players.....	5
Selected Pennant Side notifications.....	5
PLAYER APPEALS.....	6



# Victoria Bowling Club Inc.

Reg No. A0000820A ABN 65 789 963 984

## Pennant Selection Policy and Guidelines

The Victoria Bowling Club Inc Board of Management has adopted the following document as its' Club Pennant Selection Policy and Guidelines.

### Selection Philosophy

Each Selection Committee's major aim is to select the best possible teams to represent Victoria Bowling Club in their respective pennant competitions.

### Club Goals / Pennant Selection Guide

The goals of the club are to strive to:

- ensure that competitive and compatible teams are selected to represent the Victoria Bowling Club in all pennant competitions and divisions
- 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
- create a safe, harmonious environment where members feel welcome.

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



## SELECTION COMMITTEE

The Weekend and Midweek Selection Committees are separate committees of VBC that are responsible for selecting teams and sides to represent the Club in their respective pennant competitions. Each Committee should have a minimum of five members. The Club Board will elect a Chairperson for both the Saturday and Tuesday pennant competitions.

### Weekend/ Midweek Pennant Selection Committee

- Selectors will be ratified by the Board of Management from player expressions of interest received
- Ideally, but not limited to, the following criteria will be sought in choosing selectors
  - An experienced current player from each pennant division side
  - Personal qualities of fairness
  - Have a sound knowledge of the bowling capabilities of the players
  - Able to attend regular selection meetings
  - Able to work as a cohesive team.

## SELECTION CRITERIA and GUIDELINES

### Eligibility

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

### Selection Principles

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. Selectors shall apply the contents of this policy to select teams using their best judgement without bias or discrimination.

### Selection Criteria

Selection should be based primarily on merit and take into consideration the following elements:

- Player performance ability and competitiveness as demonstrated in training, pennant, Club and Region events
- Team balance and compatibility and player development noting that a spread of particular skills is needed across all divisions
- Player availability.

### Other factors that may affect selection

- Players may sometimes find themselves moved due to the need to balance teams around availability
- In lower divisions players may be asked to rotate availability in order to give all members the opportunity to play during the season
- Players who become unavailable for any reason will not automatically be selected in the same rink or position upon their return, particularly if the replacement players' retention is warranted.



## SELECTION PROCESS

- Selection committees will meet at an agreed time at least weekly during the pennant season, and as often as necessary prior to the season
- Within their respective Selection Committee (Weekend and Midweek), all selectors are to be involved in the selection decision making process for all divisions fielded by the Club
- The number one side in each competition shall be selected in the first instance, and then selection shall progress to the other sides in order of the divisions
- Teams will be posted on the Club Pennant Board and Team App following selection and will also be posted on Bowlslink.

## Specific Role of the Chairperson

- To arrange regular meetings of all selectors and to oversee the selection process to ensure that decisions are fair, impartial, non-discriminatory and free from bias.
- To obtain from the Club Treasurer, a list of bowlers eligible to play pennant.
- To determine the number of members available for Pennant and to use this to recommend to the Board, the number of Pennant Teams to be entered into the upcoming season of Pennant Competition.
- Schedule a preseason pennant launch function with the approval of the board, to announce the:
  - selected sides
  - nominated selector for each division.
- In situations of late withdrawal of players after official teams have been announced, to be responsible, after consultation with the appropriate selectors (where practicable) for altering sides to best represent the Club.
- To liaise with the various division managers and the relevant BHBR match committee on issues specific to the pennant competition, and to complete forms and to perform or delegate any administration duties relating to pennant sides.
- To assign a responsible sub-committee member or club member to post pennant teams on the club pennant team's board and the website. Also arrange forwarding teams to the BHBR and the Ballarat Courier by the due times.
- Prepare a season report for presentation to the board and inclusion in the annual report.
- At season's end, in consultation with the Selection Committee, review and update the Selection Policy and Guidelines, as required.
- To refer to the Board of Management, any player whose behaviour is deemed to be unacceptable or in breach of the Club's Code of Conduct whilst representing the Club in their particular pennant competition.



## COMMUNICATION PROTOCOLS

Both players and selectors are requested to respect these protocols.

### Players to Selectors

- All players have the right to discuss their own selection with the selectors.
- For Weekend pennant each division will be assigned a specific selector as the contact point to raise issues within their division.
- Players may approach the nominated selector to discuss any selection issues in an appropriate manner at an agreed time so that the matter can be brought to the attention of the committee for their consideration.
- Players may also meet with the selection committee at their weekly meetings, or an agreed time, to discuss any issues or concerns by advising the Chairperson of their attendance and details of their concerns in advance.
- It will be deemed inappropriate to raise matters regarding selection that require discussions of a confidential nature immediately before or after matches, at the pennant board or at the bar.
- Unavailability – Players are requested to list any unavailable dates on the club noticeboard as early as possible.

### Selectors to players

- The selectors will attend club practice sessions and club events whenever possible to assess the current skill level of players.
- Selectors will develop and adopt their own feedback mechanism, to be used to regularly seek feedback from players and side skippers, to assist them in the selection process.
- Selectors will communicate regularly with all selectors on current form of players in their division.
- Selectors are responsible for communicating to players the reason for decisions and to provide players with constructive feedback if and when requested.
- Selectors will refrain from instigating informal discussions with players regarding their selection, unless there is a direction from the selection committee to do so.
- The selectors will make reasonable efforts to individually inform players on their change to a lower or higher division or when a significant change has been made to their team role within the division and the reason for the change.
- Communication to players will not be deemed necessary when a player is returning to their original role or returning from unavailability.

### Selected Pennant Side notifications

- A list of the selected teams will be displayed on the pennant board following selection and will also be on Club's Team App page.
- Teams will be entered onto Bowlslink prior to match day.
- It is the player's responsibility to ensure they are aware of the division and rink that they have been selected to play in.



## PLAYER APPEALS

1. Any player is welcomed to discuss their selection with the respective Selection Committee by seeking a mutually acceptable appointed time in advance. Players should direct any appeal against a selection matter to the respective Selection Committee Chairperson.

***NOTE:** Raising disputes with individual selectors immediately before a match or at the bar or at the pennant board is not acceptable.*

2. The only grounds of appeal against a selection decision will be where an aggrieved player can provide evidence that the decision of the selectors:
  - a. is not in accordance with the stated selection criteria, or
  - b. is based on information which is factually incorrect, or
  - c. was influenced by bias and the decision is grossly unfair or unreasonable.
3. If the player is not satisfied with the outcome of their appeal to the Selection Committee, they may request to take their appeal to the Bowls Committee for resolution.
4. The Bowls Committee may decide in the first instance that a member of the Committee act as a mediator between the player and the selectors to ascertain if the matter can be resolved expeditiously.
5. Should the matter remain unresolved the Committee member may refer the matter to the full Bowls Committee or the player may request to take the appeal to the full Bowls Committee.
6. Any decision of the Bowls Committee shall be final.