

ADELAIDE BOWLING CLUB



SELECTION POLICY¹

(Ratified at Board meeting on 15th October 2020)

A. OBJECTIVES

1. Ensure that the best possible teams, regardless of gender, are selected fairly to represent the Club in the pennant competition.
2. Give the Club the best opportunity to win flags in all divisions in all pennant competitions in which we compete.
3. Provide a framework for members to conduct themselves in a manner that continues the high esteem in which the Club is held by opposition players and Clubs.

B. GUIDELINES

1. All selections are to be based on objective and current evaluation of each player's performance, which will also take into account development of a player's potential.
2. Only financial members will be considered for Pennant selection, unless alternative payment arrangements have been made with the Club Manager.
3. Selection shall be made on a fair and equitable basis regardless of gender and be based on:
 - a) current form,
 - b) player performance² and ability,
 - c) motivation,
 - d) fitness level,
 - e) balance of team,
 - f) experience and compatibility with other members in the team,
 - g) commitment to practice and commitment to Club success,
 - h) success in Club tournaments, state tournaments,
 - i) participation in state squads.
4. Selection of players who are unavailable for one or more weeks, are to be selected on merit. In considering where a returning player should be selected, Selectors must take into consideration the form and ability of the player prior to their absence.
5. Selectors must, at the earliest opportunity and BEFORE teams are posted on Team App and the club web site, advise players in their team if they have been promoted or demoted and why. Players whose position in a team has been changed should also be notified at the earliest opportunity.
6. It is the responsibility of the Chair of Selectors to advise Club Manager and Team App Administrator the teams to be posted. This responsibility may be delegated to a selector.
7. Unless the circumstances are exceptional, and only with the approval of the Chair of Selectors, players cannot be demoted or promoted more than one team per week.
8. Appointment of a Selector shall not hinder that Selector's chances of promotion to a higher team should that be warranted. Similarly, a Selector cannot avoid demotion by being a Selector should the combined votes of other sub-panel members deem that action warranted.

¹ This Selection Policy has been developed in line with the Selection Guidelines of Bowls SA.

<http://www.bowlssa.com.au/wp-content/uploads/sites/6/2019/02/Club-Selection-Guidelines-November-2017.pdf>

² The term "player performance" recognises performance factors such as competitiveness, consistency, team spirit, co-operation, dependability and Club loyalty.

C. STRUCTURE AND GOVERNANCE

1. There shall be at least one Selector for each division in which the Club is fielding a team.
2. Each team shall have up to 2 Selectors and nominations will be called via the Club Newsletter by the Chair of Selectors in time for selection for pre-season trial games.
3. The Selectors comprise a Selection Panel which is chaired by the Chair of Selectors.
4. Meetings of Selection Panels shall remain confidential to the members of the appropriate Panel. In the event of a Selector being unavailable, the team is selected by the Chair following consultation with the other Selectors.
5. The Chair of Sectors will make recommendations to the Bowling Operations subcommittee of the Board with the outcome announced in the Club newsletter.
6. Selectors for the top team select the team in consultation with Selectors of the second team (forming the first panel), second team in consultation with the third (second panel) and so on descending through all of the Club's teams.
7. All Selectors are encouraged to contribute to any selection decision, should they consider they have some knowledge which would assist in the decision.
8. Selectors can only nominate for a team if they have played fifty percent of games in that or a higher division during the previous Pennant year.
9. If a Selector is promoted or demoted from "their" team for 3 or more weeks they shall no longer be eligible to select that team. A new Selector will be appointed.
10. The Board may remove or replace the Chair or Selectors or an individual Selector if they have proved to be unsatisfactory due to suitability, attendance record, player bias, or any other reason adjudged to be detrimental to the Club.

D. CHAIR OF SELECTORS

1. Under the Club Constitution, the process for the appointment of the Chair of Selectors shall be agreed at each Annual General Meeting.
2. The Chair of Selectors shall be responsible for:
 - a) Canvassing Selectors, collating nominations and presenting to the Bowls Operations subcommittee of the Board for their decision. The resulting choices are to be submitted to the Board for ratification in time for selection for pre-season trial games.
 - b) Overseeing each selection meeting and if unable to attend, arrange for a Proxy Chair.
 - c) Providing Selectors with an up-to-date list of non-financial members.
 - d) Providing Selectors with an up-to-date list of unavailable players.
 - e) Ensuring members selected to play are registered with Bowls S.A. and are full financial members of the Club.
 - f) Providing input at selection meetings ONLY if there is a disagreement between Selectors OR if one of the Selectors is away the Chair of Selectors may assist with selection as a proxy for the absent Selector.
 - g) Ensuring that the Selectors consult regularly with their Skippers regarding player performance and if necessary other team members and or coaches.
 - h) Making arrangements across affected teams when a player withdraws after selection has been published.
 - i) Ensuring that the Selection Notice Board is updated after each selection meeting and arrangements are in place for publication on Team App and the Club website.
 - j) Performing other duties as required by the Board.

E. TEAM MANAGERS

1. The Selector of each team shall appoint a Team Manager following selection of the first round pennant team in consultation with that player.
2. The Team Manager to be responsible for a list of duties as provided by the Bowls Operations subcommittee of the Board.

F. PLAYER RESPONSIBILITIES

1. Each player is responsible for their own decision to play, consistent with availability, health, weather and any other matters the player deems relevant.
2. Players must place their names on a list for Club championship events and selection in Pennant trial games.
3. Players need to notify Selectors of an inability to play Pennants in advance in the “unavailable” book.
4. When possible, players must give at least 24 hours notice of an inability to play.
5. All players are entitled to a Pennant Flag if they have played more than fifty percent of the games in that winning team.

G. GRIEVANCE PROCESS

1. A player’s first step in a grievance procedure is personal contact with the relevant Selector, and if the grievance is not resolved, then to the Chair of Selectors. If this occurs, then the Selector at their first available opportunity will give the Chair of Selectors a brief of the grievance and their decision making.
2. The Chair of Selectors will address with the player their grievance and review the Selector’s decision.
3. The Chair will propose a course of action to the Selector to resolve the grievance. If agreement is reached, then the finding will be communicated with the player.
 - a) If the player accepts the issue is resolved.
 - b) If the player refutes then the issue is referred to the Club President.
4. The final step is for the player to then write a full account of the matter for presentation to the Club President.
5. The Club President shall conduct an enquiry, either personally or by delegation. This may involve meetings with all parties. The President will resolve the issue in the best interests of the Club, the Selectors and the aggrieved member. All parties will then be notified of the result.
6. The grievance matter must be resolved as soon as possible, preferably prior to the next selection meeting.

H. ROTATION

1. In the event of more financial members being available than there are positions in the lowest division team, then a system of rotation will be implemented by the team Selector(s) according to the following:
 - a) A full list of players available for the lowest team will be maintained by the Selector(s).
 - b) Rotations will start at the beginning of the season in alphabetical order of surname.
 - c) All players get rotated, including skips.
 - d) If a person up for rotation gets promoted, that player goes to the bottom of the rotation list, regardless of alphabetical order.
 - e) If a person is demoted from the team above, that player goes to the bottom of the rotation list, regardless of alphabetical order.
 - f) It is the responsibility of the Selector for the lowest team to oversee and maintain the rotation register.
2. The Chair of Selectors and the Selector of the lowest division team may extend these rotation arrangements to the second lowest division team if they consider the number of rotations required for each player in the lowest team is excessive.