

Toorak Burnside Bowling Club

Selection Policy and Procedure

Eligibility for selection

To be eligible for selection, players must be financial pennant playing members of Toorak Burnside Bowling Club and be registered with Bowls SA. In the event that there are insufficient players to fill the required pennant sides, selectors will be able to select other non- pennant playing members, or Night Owls members to complete pennant sides. Such players will not be selected in priority to financial pennant playing members.

Selection on Merit policy

Selection will be made on a fair and equitable basis, regardless of gender where appropriate and based on current form, player performance and ability, and compatibility with other team members.

Selection criteria and the process of selection must be transparent and accountable to members.

Players who have personal preferences and thereby limit who they will or won't play with, or in what position (except for medical reasons), or will only play in a certain side could adversely affect their own selection outcome.

Selection Panel

Nominations and expressions of interest for the position of Chair of Selectors will be called for no later than 21 days prior to the AGM.

Appointments to the Selection Panel, for the respective pennant sides, will be suggested by the Chair of Selectors, for submission to and approval by the Board of Management from the nominations received. These appointments will be made as soon as practicable following submission by the Chair of Selectors to the Board of Management.

Requirements for selectors are that they are a financial member and have bowling experience, but a Selector appointed for a particular side does not necessarily have to play in that side.

Selection procedure

The Selection Panel for each competition comprises:

Wednesdays (men) – all Wednesday selectors

Thursdays (women) – all Thursday selectors

Saturdays (open gender)- all Saturday selectors plus a representative from the opposite gender if the situation arises where all Saturday selectors are either all men or all women. This representative can be nominated by the Chair of Selectors but is appointed by the Board to be a Selection Panel member but is not a selector of any side.

The Selectors will select players through coaching trials, observation at club games and outcomes of regular discussions with skippers and other players.

The Selectors may use a range of methods to obtain feedback on player performance. Criteria to be considered by the selectors include:

- Bowling skills for a specific position
- Regular attendance at training
- Commitment/availability to play each week
- Potential to be socially compatible and display a sense of 'team spirit' within the team
- Team balance
- Demonstrated positive attitude to becoming an excellent bowler
- Player development
- Receptiveness to coaching
- Strong desire and commitment to working hard at improving skills
- Fitness level relative to the level of bowls played
- Performance and results at club championships, intra-club events, State events and the like
- Players selected as skippers will be required to display
 - Leadership capability and
 - Good communication/interpersonal skills

Duties of Selection Panel

The Selectors will be responsible for the selection and management of the Club's representative sides in all pennant competition.

Any member of the Selection Panel, including the Chair of Selectors, may provide an opinion or advice relating to a side for which that person is not a selector. Open discussion among members of the Selection Panel is encouraged. However, the final selection of a side is the responsibility of the selectors for that side.

Selectors must consult with skippers on a regular basis regarding their team's performance and, if necessary, consult other team members and/or coaches.

The Chair of Selectors will have the right to exercise a deciding vote when agreement cannot be reached by the selectors for a side.

Sides will be selected in order, with the teams for the highest side first, choosing players on merit, followed by the second side, and continue in that sequence.

Side selectors are responsible for ensuring their selection boards are updated after each selection and for making changes to the Boards should there be changes to selections after the selection meeting.

The names of players selected for each side will be posted on the selection notice board as will the names of the reserves for each side. Teams will be simultaneously released by email and opened on the board.

Selectors for their nominated sides must at the earliest opportunity make contact and advise players in their sides if they have been promoted or demoted and explain the reason for the movement. This contact is to be made prior to the release of teams via email and on the Board.

The Selection Panel is responsible for appointing the Side Managers and the players to carry out duties on the day of play, namely umpires/measurers of the day and duty rink.

Duties of Side Manager

Side Manager duties include:

- Preparing cards for pennants
- Entering teams and results into Bowls Link
- Working with opposition side managers on various administrative duties such as selecting rinks, deciding on who wins the mat and completing cards
- Being familiar with the MBA Conditions of Play

Filling vacancies

The filling of vacancies occurring in a side during the period between selection and 2 hours prior to the commencement of play on the day of play will, after consultation with the selector/s for that side, be determined by the Chair of Selectors or his/her substitute, from the relevant reserves nominated at selection for that particular side. Players affected by this movement will be notified as soon as possible.

If possible, players will be given 3 weeks in a side prior to any movement to another side.

Players promoted to a side to fill a casual vacancy (where an existing member of the side is temporarily unavailable) will be informed that the promotion is likely for one game only.

If a player is unable to play, they will not be automatically be re-selected in their current position and side. The player who takes their position may retain that position if warranted by performance. Players absent from a side for 3 or more weeks will not be an automatic selection for the side they last played in.

Players should post any known unavailability dates on the relevant form, preferably before the season starts, or as soon as this unavailability is known.

In the lowest sides, players may be asked to rotate if there is an excess of players in order to give all members the opportunity to play during the season.

Communications

Selectors need to continually communicate with players. Players need to continually communicate with skippers and selectors.

Any player, who believes that they have not been considered for selection based on merit or considers that they have been treated unfairly within a side, may approach the selectors for that side. If the player still believes that they have not been considered on merit or treated fairly, they have the right to refer the matter to the Chair of Selectors. If there is no resolution satisfactory to the member, they may then approach the Board of Management.

Members, if dissatisfied with an appointed selector, may bring that matter firstly to the attention of the Chair of Selectors and then, if still dissatisfied with his/her response, to the Board of Management for consideration by the Board. This may occur at any time during a season.

Any decision by the Board of Management is final.

Misdemeanours

Should any player be considered guilty of a breach of the Club rules relating to conduct or lack of good sportsmanship, or any misdemeanour whatsoever, the matter must be reported to the Side Manager (and Chair of Selectors, if present) for immediate action. The matter must then be reported to the Board of Management for any further action.