

TUGGERANONG VIKINGS BOWLS CLUB

SELECTION POLICY

RATIONALE:

Define Policy surrounding selection of members, behaviours, and criterion for selection.

1. PHILOSOPHY:

- a. To be highly competitive in all grades and select the best players and teams with a view to winning pennant flags in all grades.
- b. The Selection Committee is endorsed by the Executive Management of Tuggeranong Vikings Bowls Club to identify members to field teams in the ACT pennant competitions and to be as competitive and successful as possible.

2. SELECTORS DUTIES:

- a. The selectors are volunteers who give their time in the best interests of the club, and it would be appreciated for them to be given every consideration during the team selection process. Selectors will work in unison and not make decisions without consultation with each other.
- b. To reinforce and advise players on commitment to Club Code of Conduct.

2.1 PRESIDENT

Post Club Annual General Meeting the President will be the Arbitrator for selection issues. If the occasion arises where the President is unavailable, a Vice President is the delegate. He/she is to initiate and maintain dialogue with the Selection Panel for the period leading up to the commencement of the ensuing season.

2.2 DUTIES AND RESPONSIBILITIES

- a. Meet and appoint a Chair of Selectors prior to draft selections.
- b. On commencement of the new pennant season, the Chair of Selectors is to facilitate the weekly communication and management of the selection panel, including the chairing of regular meetings.
- c. At least six weeks before the commencement of the season to organise pre-season pennant trials with continuation training during the pennant season with rinks practicing together.
- d. Arrange a list for players to record their availability during the season and place on the club noticeboard and verbally confirm player's intentions as soon as possible prior to the season.
- e. Selectors **may** organise motivational sessions for players as required to encourage participation.
- f. Ensure Team Managers are appointed for the season.
- g. Decisions by the Selectors on teams will be in consultation with Skips of each grade.
- h. Communication with Skips regarding player performances etc, and Skip Meetings to be undertaken (at least weekly) to review player's strengths/weaknesses and team selection during the season.
- i. Identify and plan promotion of player(s).

- j. When relegating a player, explain the reasons and offer directions on improvement needed for future advancement.

2.3 SELECTORS DECISIONS

- a. If a consensus cannot be reached during the Selection Process, a simple majority vote of all committee members present is sufficient to resolve a decision.
- b. The decision of the Selection Committee on any side/team selection shall be final at the conclusion of the Committee Meeting.
- c. Matters discussed at Selection Meetings are to be treated as strictly confidential and all Selectors must accept mutual responsibility for decisions of the committee.

3. SELECTION POLICIES:

3.1 SELECTION CRITERIA - SELECTORS

To select the best available players taking into consideration such matters as:

- a. Selection will be based on merit, **NOT** on **QUOTAS**,
- b. Position in the team,
- c. Immediate past performances (Club and State),
- d. Attending and evaluating player performance at trials and or club or state championships,
- e. Compatibility with other members of the team,
- f. Demonstrated positive attitude and commitment to Tuggeranong Vikings Bowls Club,
- g. Proper behaviour standards on and off the green (see Code of Conduct),
- h. Availability and commitment to play a full season unless exceptional circumstances prevent this,
- i. Current or potential injury that might inhibit a player's ability to play as required,
- j. A player being removed from selection if performance or attitude is not sustained at a satisfactory level,
- k. Any other criteria deemed appropriate for selection; and
- l. If necessary, liaising with Bowls Organisers to assist in identifying (social players) skills, ability, and potential grades / positions (lower grades in particular).

3.2 SELECTION CRITERIA - PLAYERS

- a. Remember, you have submitted your name to the Club for consideration as a player for the pennant season. The Club and the team are above your personal needs. Play for the Club, not yourself.
- b. Your position in the team will be determined by the Selectors, and as required input from team skips.

3.3 SPECIFIC

- a. Details of selected teams will be emailed to players and posted on the noticeboard by Wednesday morning.
- b. The selectors believe that, where possible, keeping a winning team together is a sound selection policy.
- c. A player relegated from a higher grade to a lower grade can expect to be advised personally, as soon as possible after selection, and preferably before teams are posted on the board.

- d. When a player has a grievance with selection, the player must lodge a formal complaint in writing with the Selection Committee who will table the matter for discussion at the next meeting. At the discretion of the Selection Committee, the member may be invited to present the case in person.
- e. Matters discussed at Selection Meetings are to be treated as strictly confidential and all Selectors must accept mutual responsibility for decisions of the Committee,
- f. The Selectors with the Club Executives' endorsement will sanction any player who is NOT displaying respect to Selectors, teammates, or opponents. Such action is NOT in the best interests of the game and brings the game into disrepute.
- g. Breaches of this policy will be taken into consideration in selecting teams.

4. UNAVAILABILITY:

- a. Selectors understand that players will be unavailable under special circumstances. However, players must understand that on all but special occasions, they too have a moral obligation to their team mates to be available when they put their name down at the beginning of the season to play for the Club.
- b. In the event a player is unavailable the player should notify Selectors and list their name on the "Unavailable List".

5. PRACTICE:

- a. The selectors have recommended that teams endeavour to practice and ideally this will be held each on a day / time convenient to all.
- b. Attendance at practice sessions, whilst not mandatory, is considered essential to the Club's successes.
- c. If the Club is to meet Pennant Objectives it is expected that all players will practice (timings will be published and placed on the notice board).
- d. Practice sessions to commence a minimum of 2 weeks prior to the first round of Pennant and ideally continue through the season including final series.

6. RINK MEETINGS:

- a. The Selectors believe that there is much to be gained by encouraging the leads, seconds, thirds and skips to discuss their team's efforts with each other. Skips can then bring this feedback to Selectors for consideration at the next scheduled Selectors Meeting.
- b. The Selectors will welcome feedback from these meetings to enable continual improvement in selection.

7. DISCIPLINE AND APPEALS:

- a. If you are disputing your position or grade, you may formally request to meet the Selectors to discuss your case (be aware your performances will be a determining factor).
- b. Past experience indicates that there will be differences of opinion on selections no matter who has made the decision. It is therefore important that members are aware of the Selectors' role and that the only grounds for appeal against selection is that a clear breach of the selection process has occurred.

- c. Notwithstanding, players have 48 hours to appeal the selection decision. The appeal should be made in writing and directed to the Management Committee. Your appeal will be thoroughly investigated and you will be informed of the outcome as soon as practicable.
- d. Players who breach the Club Code of Conduct will be subject to disciplinary action from the Selection Committee, which may include being dropped or relegated to a lower grade.
- e. Abusive or offensive communication by players that attempt to bully, threaten, blackmail, intimidate, or abuse Selectors, be it verbally, physically, or by electronic communications – will be immediately referred to the Executive Committee with a recommendation for a minimum one match suspension.

8. END OF SEASON REPORT:

At the conclusion of a playing season the successes and/or failures will be examined and changes to approach, training, etc. will be made if required.

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