



BEAUMONT BOWLING CLUB

PENNANT SELECTION POLICY

Dated 15th July 2023

Pennant Selection Panel

Nominations and expressions of interest for the position of Chair of Selectors and Selectors will be called for no later than 30th June each year.

The appointment of Chair of Selectors shall be approved by the Board of Management from the nominations received.

The Selection Panel for the respective pennant sides will be suggested by the Chair of Selectors for submission to & approval by the Board of Management from the nominations received.

It is preferable that selectors appointed to a particular side play in that side, however that may not always be possible.

Selection Panels shall consist of:

- Wednesday Men – a panel of selectors to balance the selection of the top Division 2 side and the 3 Division 4 sides.
- Thursday Women – a panel of selectors to balance the selection of the Division 1 side and 2 Division 3 sides.
- Saturday Open Gender – a panel of selectors to balance the selection of the Division 2 & 5 sides, the 2 Division 6 sides and the 2 Division 7 sides.

While recognising there is obvious merit in having continuity of experience in the selection committee, selectors will be appointed for one season at a time. There shall be no limit to the number of terms a Selector may serve.

The Board shall appoint a replacement Selector for a side if a Selector:

- Resigns; or
- Fails to attend two (2) consecutive Selection Meetings without reasonable cause.

The Selection Panel may resolve any matter relating to the Club's pennant teams not covered by these rules and, in an emergency, when it is impracticable for the Panel to meet, the Chair shall be empowered to act alone.

Eligibility for pennant selection

To be eligible for selection, players must be financial full members of Beaumont Bowling Club Inc. 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 full 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 will probably adversely affect their own selection outcome.

Selection procedure

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 may include the following in no particular order:

- 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
- Performance at pre-season trial games both at home & away

Note that past performance (or team position) is not a guarantee of continued selection at that level.

Refer attached "Team Roles" and "Team Member Profiles" documents.

Duties of Selection Panels

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

Any Selector may provide an opinion or advice relating to a side for which that Selector is not a selector, as may the Chair of Selectors. It is considered that open discussion among members of the Selection Panel is a good thing. However, the final selection of a side is the sole responsibility of the selectors for that side, without any intrusion from persons who are not 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 order.

Side selectors are responsible for ensuring the electronic selection spread sheet is updated after each selection and for making changes to the spread sheet should there be changes to selections after the selection meeting.

The names of players selected for each side will be posted on the TV screen in the lounge area as will the names of the reserves for each side. Teams will be simultaneously released on the Club's web site.

Selectors for their nominated sides must at the earliest opportunity make contact and advise players in their side 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.

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

Duties of Side Managers

Side Manager duties include:

- Preparing cards for pennants
- Working with opposition Division 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
- Entering teams and results into Bowls Link (home games only)

Filling vacancies

The filling of vacancies occurring in a side during the period between selection and prior to the commencement of play on the day of play will, after consultation with the selectors for that side be determined by the Chair of Selectors or his/her substitute, from the relevant reserves nominated at selection. 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 may not be automatically re-selected in their current position and side. The player who takes their position may retain that position if warranted by performance.

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

If more players are available for a particular competition than required, some may be asked to rotate in order to give all members the opportunity to play during the season. The Selectors will determine how the rotation will occur.

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.

Misdemeanors

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

Attachments

Team Roles

Team Member Profiles

ROLE OF THE LEAD, SECOND, THIRD AND SKIPPER

In a team, each player has a different role – it is important to understand these differences

LEAD:

- In team games places the mat at the discretion of the Skip
- Delivers the jack as close as possible to a distance determined by the Skip
- Plays draw shots close to the jack to lay a good foundation for the development of the head
- A lead should practise the art of delivering the jack and try and perfect the basic shot of the game (the draw shot)

SECOND:

- Introduces the team to opposing players
- When in a team of four the Second have the capabilities to draw to the jack or to a position as requested by the Skip
- Should be a competent “on shot” player
- Needs to be a versatile and competent player
- Keeps the score at each end on the card provided
- Checks the score after each end with the opposing Second
- Records the progressive score on the scoreboard at each alternate end (when playing at home)
- Checks the total score at the end of the game with the opposing Second

THIRD:

- Should be a versatile and experienced player
- Should be competent in playing all shots (draw, metre on, resting shot, on shot and drive)
- Is the director for the time spent at the head
- Acts as the measurer at completion of an end
- Should have a good knowledge of the rules

SKIPPER

- Is the person in charge of the team
- Needs to have tactical and bowling skills
- Directs the players to develop the head
- Should be a capable exponent of the game
- Should have the capabilities to get the best from the team
- Should have a comprehensive knowledge of the rules
- Must display encouragement and never be critical

PROFILE OF A FOURS LEAD

Basic Requirements:

- Creates early advantage (two bowls close to jack)
- Puts immediate pressure on the opposition
- Promotes confidence within the team
- Jack length control
- Quickly settles on the best side of the rink

Attributes For:

- A calm relaxed temperament
- Able to maintain high levels of concentration
- Realises the importance of second shot
- Appreciates the critical nature of the position
- Possessed of great patience
- Mental toughness

Practice Requirements:

- Regular and appropriate practice essential
- Technique, error free
- Tactical line and length
- Variations of mat placement and jack spotting (length)
- Evaluation in numerical terms (percentage success)
- Develop necessary psychological skills – the thinking side
- Develop routines pre-practice, pre-event and during play

Concern for Compatibility:

- Encourage other members of the team
- Demonstrate awareness for the feelings of team members
- Don't criticise performance of others
- Applaud other team member's good bowls
- Present positive confident approach

Selection:

- Aware that top leads are in demand at club, State, national & international level
- Aware that specialisation can lead to early identification and opportunity

PROFILE OF A FOURS SECOND

Basic Requirements:

- Has the mastery of all shots
- Ever mindful of reaching the head
- Comfortable on either hand
- Prepared to play as directed

Attributes For:

- Exhibits self-confidence and in control at all times
- Can handle pressure
- Realises the importance of second shot
- Appreciates the pivotal nature of the position
- Mental toughness

Problems Associated With:

- Loss of concentration when lead playing well
- Often regarded as the soft spot in a team (**not so**)
- Untimely interference in team directions

Practice Requirements:

- Regular and appropriate practice essential (technical and tactical)
- Full shot range with jack variation
- Tactical line and length
- Evaluation in numerical terms (percentage success)
- Develop necessary psychological skills – the thinking side
- Develop routines pre-practice, pre-event and during play

Concern for Compatibility:

- Awareness of the dangers that criticism can produce on team
- Present positive confident approach
- Recognise good play of team
- Unique opportunity to foster confidence of lead and third

Selection:

- There are definite opportunities for those who specialise in this position
- Specialisation is the key

PROFILE OF A FOURS THIRD

Basic Requirements:

- The anchor and steadying influence of the team
- Knowledgeable in all areas of the game
- A master of all shots

Attributes For:

- A good communicator
- Knows when silence is golden
- Ability to spot special opportunities
- Always positive, always confident
- Ability to cope with pressure
- Mental toughness

Problems Associated With:

- Indecision on the head
- Paralysis by analysis (simplicity in all things)

Practice Requirements:

- Regular and appropriate practice essential (technical and tactical)
- Full shot range with draw variation
- Tactical line and length
- Evaluation in numerical terms (percentage success)
- Develop necessary psychological skills – the thinking side
- Develop routines pre-practice, pre-event and during play

Concern for Compatibility:

- Positive and enthusiastic communication with all team members
- Be aware of changing conditions and so communicate to others
- Readiness to lessen anxiety in others

Selection:

- Proven ability to control fours play successfully

PROFILE OF A SKIPPER

Basic Requirements:

- Possess obvious leadership qualities
- Awareness of changing conditions in all areas
- Give clear simple directions
- Astute thinker of the game
- Profound knowledge of the sport

Attributes For:

- The ability to generate enthusiasm and inspire
- Excellent communication skills
- Ability to cope with pressure in a positive manner
- Self-assured
- Confident, perceptive direction
- Awareness of team strengths and weaknesses (percentage play)
- Analyse opposition
- Excellent temperament
- Readiness to react to displays of anxiety shown by others
- Readily assist team members in time of need
- Ensure the game is enjoyable for others
- Mental toughness

Problems Associated With:

- Body language intimating negative thoughts
- Contending with player doubts to directions
- Coping with player's lapse of attentional focus on task

Practice Requirements:

- Regular and appropriate practice essential (technical and tactical)
- Full shot range with draw variation
- Evaluation in numerical terms (percentage success)
- Develop necessary psychological skills – the thinking side
- Develop routines pre-practice, pre-event and during play

Concern for Compatibility:

- Accept total responsibility for team harmony
- Refer to attributes required

Selection:

- Comes with consistent winning performance in significant competition
- Quality performance in third position indicating skipping potential also of significance