



BEAUMONT BOWLING CLUB

PENNANT SELECTION POLICY

Dated 24th June 2024

Pennant Selection Panel

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

The appointment of Chairs of Selectors and the selectors shall be approved by the Board of Management from the nominations received.

Appointment of the Selection Panel for the respective pennant sides will be conducted by the Board of Management in collaboration with their relevant Chairs of Selectors. In the event of not all required selectors being appointed the Board is empowered to approach players they consider worthy of appointment and for further consideration.

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

A separate panel of selectors, the final numbers of which are to be determined by the Board (refer above) are to select each competition (Wednesday, Thursday and Saturday).

A Chair of Selectors shall be appointed for each competition.

While recognising there is obvious merit in having continuity of experience in the selection panels, 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 relevant Selection Panel may resolve any matter relating to their pennant side not covered by these rules and, in an emergency, when it is impracticable for the Panel to action, their 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, Night Owls members or permit players to complete pennant sides. Such players will not be selected in priority to financial full members.

The Merit Policy

The merit policy and procedures will be the basis for selection operations.

Selection will be made on a fair and equitable basis, regardless of gender where appropriate and based on a range of criteria.

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 possibly adversely affect their own selection.

Selection guidelines and procedure

Evidenced based decision making is central to the selection process with an emphasis on current playing performance. The evidence can be obtained from a number of sources including regular discussions with skippers, team members, coaches, observations at club games and championships and preseason trials. In addition to current form selectors may include the following criteria (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 etc.
- 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.

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.

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 selector(s) for that side, without any intrusion from persons who are not selectors for that side.

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.

Players, if demoted, will not normally drop by more than one side (unless in exceptional circumstances).

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.

It is the responsibility of players to ensure that their availability for selection is accurately recorded on the forms placed for this purpose on the club's noticeboard.

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 Selection Panel will determine how the rotation will occur.

Chair of Selector's Role

The Chair of Selectors is answerable to the Board. They will convene each selection meeting of selectors and:

- Maintain records relevant to the role
- Ensure that the selection process is based on merit and complies with the club's Selection Policy
- Communicate regularly with selectors and coach(es) regarding performance of players
- Provide advice or intervene with selectors to exercise a deciding vote when agreement cannot be reached by the selector(s) for a side.
- Act as the point of contact for all late withdrawals from teams. If a player becomes unavailable after selection has been published, the Chair should consult with the relevant selector(s) where practicable and time permits and make selection amendments accordingly.
- Act as the first point of contact and assist with the resolution of any player selection disputes.
- Make reasonable efforts after the selections are made to individually inform players of their change to lower or higher divisions or when a change has been made to their team role within the division and the reason for the change. This contact is to be made as soon as practicable prior to the release of sides.
- Uphold the confidentiality of all documentation, discussions and rationale related to selection
- Coordinate with other Chairs of Selectors and selectors in order to provide relevant insight and feedback
- Ensure the electronic selection spread sheet is updated after each selection and posted on the TV screen in the lounge area and that any updates are made to both.
- Ensure selections as displayed on the TV screen are, as soon as possible, accurately reflected on the Club's website.

Should the Chair not be available due to sickness or any other reason, the Board is to appoint another person to oversee the duties until the Chair is available to resume their duties. This person will not be a current selector.

Selector's Role

The selector's role is to:

- Attend selection meetings
- Select the side for their allocated Division
- Maintain records relevant to their role
- Collaborate with other selectors and maintain a knowledge of other bowler's performances which may contribute to better selections for all sides
- Communicate regularly regarding the performance of players with skippers and as required seek feedback from players within the group and subsequently present all relevant information to the Selection panel
- Appoint players to carry out duties on game day, particularly the umpire, measurer and rink duty roles
- Uphold the confidentiality of all documentation, discussions and rationale to selection
- Collaborate with the coach(es) to identify team/player coaching opportunities

Selectors should be mindful that they are part of a process and evidence of their own performance is also critical to the selection decisions. It is self-evident that a positive relationship between selectors and the side for which they have responsibility is the basis for a high performing club.

Coach's role

The coach's role is to:

- Work with the various Chair of Selectors, providing suggestions on side/team composition
- Monitor and review side/team performance
- Regularly discuss performance with selection panels to identify team/player coaching opportunities

Communications and Grievance procedures

In order to properly apply criteria, it is recognised that selectors need to continually communicate with players, but there is also a responsibility for players to communicate with any performance related feedback in a timely fashion.

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 selector(s) 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 for that competition. 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 pertaining to the above is final.

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
- For home games enter results and checking team composition into Bowls Link. For away games arrange for team composition and results to be confirmed in Bowls Link.
- Should any player be considered guilty of a breach of the Club rules relating to conduct or lack of good sportsmanship, 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.