

(iv) POLICY- PLAYING MEMBER SELECTION



**BELMONT
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BOWLS
CLUB**

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POLICY- PLAYING MEMBER SELECTION

This Policy is to be

- prominently displayed on the Club Notice Board; and,
- brought to the notice of members regularly.

Part 1 Introduction

1) Rationale

- a) To field the most competitive side available in any competition in which the club competes. To develop skilled players with strong self-belief who are committed to improving their bowling ability as an integral part of the Belmont Blaze Team.

2) Objectives

- a) To achieve success in lawn bowls. This will be proven by competitive and consistent performance of team(s) representing the Club as the Belmont Blaze
- b) To improve the performance of all players through individual and team practice.
- c) To treat all players with fairness, and without discrimination, and, in doing so, generate consistency, certainty and transparency in the selection of sides and team outcomes.

3) Selection Panel

- a) In accordance with Club Rules- Division 6, Rule 57 (h) (ii) and Division 6, Rule 57 (h) (iii) the Selection Panel may consist of the Selection Panel Leader and at least two (2) members elected as Selectors at the Annual General Meeting each year.
- b) The role of the Selection Panel is to:
 - i) ensure that all players have access to a copy of this Playing Member Selection Policy.
 - ii) attend practice sessions and other Club bowling events to assess the form of players and manage any selection concerns of players.
 - iii) select competition team(s) based on the selection criteria stated in this Playing Member Selection Policy.
 - iv) ensure that an accredited umpire is appointed for each home game in a competition as required.
- c) The role of the Selection Panel Leader is to:
 - i) communicate with players whose selection has been substantially changed from their expectation and to provide respectful and honest feedback.
 - ii) assist with the administration and successful running of the competition during its conduct.
 - iii) refer any unresolved selection appeals to the Management Committee.

4) Selection Goals

- a) The major goal of participating in any competition is to achieve success in lawn bowls by either:
 - i) Winning the competition.
 - ii) Playing off in final(s).

- iii) Improving the team position within that competition.
- iv) Assisting members to improve their bowling development.
- v) Enabling opportunities for members to participate at a level that is commensurate with their ability and development.

5) Selection process criteria

- a) The process of selecting team(s) at all times will be fair, informed and unbiased.
- b) The following criteria will form the basis for the selection process:
 - i) players must be full financial members of the club.
 - ii) extent of player availability throughout the season.
 - iii) players' current ability, their past performance in previous competition(s), performance in Club games and other competition games as well as their commitment to the club in competition(s).
 - iv) team balance and consistency, recognising that a spread of skills and experience is required in all sides.
 - v) the need to foster and develop all current and emerging players.
 - vi) the highest club division will be selected first, including reserve(s), if applicable. The Selection Panel will then continue the selection process until all teams for that competition are selected.
- c) Using the criteria listed, the Selection Panel will select the side that will give the Club the best chance of achieving positive outcomes in that competition.
- d) The Selection Panel acknowledges that this will, from time to time, require valuing compatibility above individual prowess.
- e) The Selection Panel will be looking to create cohesive competitive sides which together are stronger, more competitive and also provide the opportunity for individual improvement. The Selection Panel anticipates that each side, given time, will attempt to build on that base to create a cohesive competitive team through shared experience and opportunity.

6) Guidelines for selection panel and players

- a) Having nominated to play in any inter-club competition and contribute to the club objectives, the following guidelines are set out to give players an indication of what they can expect from the Selection Panel and, in turn, what is expected of all players in return.
- b) The Selection Panel will:
 - i) treat all members who make themselves available for selection, equally and without bias or discrimination.
 - ii) select teams on merit, ability, and compatibility with other players in that team.
 - iii) make every attempt to accommodate the needs of players, where they are made known to the Selection Panel ahead of time (e.g. recovering from illness or injury etc.).
 - iv) post the selected sides on the club noticeboard after each Selection Panel meeting. As soon as practicable, the selected players will be advised via email. Team selections may also be posted on the club website.
 - v) contact a player whose position in a team is altered for any reason after the initial selection process has been completed and posted.
 - vi) consult with individual players to seek their co-operation in rotating their availability so as to give all available players the opportunity of playing in some games during the season thus qualifying as many players as possible, to participate in the finals, if the club qualifies.
 - vii) arrange a replacement player at their discretion and in the best interests of the affected team(s), if there is a late withdrawal of player(s) prior to a game.
- c) Each player-
 - i) is expected to conduct themselves in a polite and sportsman like manner (e.g. no threatening, abusive, offensive behaviour or language)

- ii) who commits for the entire period of that competition, will be assured of participation in a minimum number of games to be eligible to play in the final, if the club qualifies.
- iii) who limits their commitment to the season (e.g. only playing a certain position within the team, only playing home games ... but NOT including medical reasons) can affect their selection outcome.
- iv) who becomes unavailable for any reason (in fairness to others), may not be automatically reinstated, to the team and/or position in which they last played.
- v) must advise the Selection Panel of any dates they will be unavailable on the club Player Availability list as soon as those dates are known.
- vi) who becomes unavailable following their selection, should notify the member of the Selection Panel allocated to their division soon as practicable.
- vii) is responsible for advising the Selection Panel, of any injury or other condition, that may affect their playing ability for any side for which they are being considered.
- viii) is responsible for finding out whether or not they have been selected each week. The selected teams will be posted on the club noticeboard after the Selection Panel meeting. As soon as practicable after that, players will be contacted via email, if applicable. Teams may also be posted on the club website.
- ix) is strongly encouraged to attend any additional practice sessions offered to improve their performance.

7) Rights of players to appeal

- a) All players have the right to natural justice – that is, they must be made aware of the selection process, have a sense of certainty on how it is applied and have an avenue of appeal if, on balance, the process is thought to have failed them.
- b) A player has the right of appeal if the selection process:
 - i) was not conducted in a full and transparent manner.
 - ii) was not conducted in a manner consistent with the criteria outlined in this policy and the Selection Panel has acted outside of that selection criteria.
 - iii) is otherwise inconsistent with the reasonable expectation of the player (e.g. criteria have been applied inconsistently).
- c) Any player is welcome to discuss their selection, advise a change in circumstances etc., by seeking (in advance) a mutually agreeable meeting place and time with member(s) of the Selection Panel.
- d) When appealing a selection decision, the player should be able to prove that their selection was affected by one or more of the “rights of appeal” and that proof is based on information that is factual.
- e) If the appeal is not resolved to the player’s satisfaction by a meeting (as set out above), the Selection Panel Leader will, as soon as practicable, refer the matter to the Management Committee. Any Selection Panel member who is on the Management Committee shall recuse themselves from this part of the appeal process.
- f) The Management Committee will hear the positions of both the player and the Selection Panel (represented by Selection Panel Leader) and will adjudicate an outcome. The decision of the Management Committee in that case will be deemed final.

Part 3 Administrative Details

- a) First issued:
- b) Current Version: 01
- c) Approved/Issued
- d) Review: as required but no later than 2029

