



Club Yandina – Yandina Bowls Club

Team Selection Policy

Purpose

The purpose of this Policy document is to establish guidelines for the selection of bowlers for teams representing the Yandina Bowls Club. It sets out the overall plan for how selection will take place, taking into account the club and selection philosophies, selection criteria and standards, and the process through which players will be selected. This will ensure that our club selects a well-balanced and skilled team of bowlers who have the ability and commitment to perform to the highest standard in Club, District, Zone and State events when representing the Yandina Bowls Club.

Selection Committee

The Yandina Bowls Club will establish a Selection Committee, to select bowling members that meet the criteria of a Selector and then form a Panel of Selectors. These criteria are set out in [Appendix 1 – The Selection Committee and Panel of Selectors](#); [Appendix 2 – Selector Qualities](#) and [Appendix 3 – Code of Behaviour](#).

Where possible, this Selection Committee will be made up from club members including the club coach/s, and or recently retired coaches, the club's technical officials (umpires, markers and measurers), Life Members, existing senior players and others with specialist knowledge of the club and its players.

The Selection Committee will appoint a Panel of Selectors, which shall consist of representatives of both our women and men players.

Initially, for the purposes of establishing the first Panel of Selectors, the Club's Board has appointed a temporary committee of bowling members; "The Inaugural Selection Committee." This Inaugural Selection Committee consists of the Club Bowls Manager (Joe Binnerts), the Club Coach (Brian Bruce), a representative for the women players (Pam Styles) and a representative for the men players (Gary Huxley).

On completion of the appointment of this first Panel of Selectors, the Inaugural Selection Committee will stand down and the positions declared vacant. Nominations for the vacated positions will then be called, and the ongoing/working Selection Committee formed from the nominations.

The ongoing/working Selection Committee will consist of the Club Bowls Manager, the Club Coach, a representative for the women players, and a representative for the men players. The women's and men's representatives may also be drawn from the appointed Panel of Selectors.

Panel of Selectors

The Selection Committee will appoint a Panel of Selectors, which shall consist of five (5) selectors, three (3) to represent the men players, and two (2) to represent the women players. There shall be no less than two (2) men's selectors and (2) two women's selectors who shall act together in selecting players for teams.

The Selection Committee will also appoint three (3) reserve selectors who shall fill in, in the event that a selector is unable to be available to participate in the selection of a team or teams. Two (2) of these reserve selectors shall represent the men players and one shall represent the women players.

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No one selector will select any team, as stated above; there shall be a group of selectors who shall collectively and harmoniously select the teams. No selector is to go to any member/player of the club who is not on the panel of selectors for input to the selection process unless that person is approved by the Selection Committee.

Selection Policy

Outlined in [Appendix 1 – The Selection Committee and Panel of Selectors](#), the Yandina Bowls Club's Team Selection Policy is based upon the criteria and wording set out in the Bowls Australia Selection Module Handbook (the Handbook) updated in 2018.

The Selection Committee will select bowling members that meet the criteria of a Selector. These criteria are set out in Policy Appendices.

This Policy sets out the overall plan for how selection is to take place, and includes:

- The Club and Selection Philosophies.
- The Selection Criteria and Standards.
- The process through which players will be selected, which may include trials or events.
- The Club's appeal process regarding decisions made by the selection panel.

The Philosophy sets out the aim of the selection process:

- The proposed Club Philosophy is

“To select those players who have skill sets that will allow the team they are placed in to win the competition or at least place in the top 50% of the competing teams. Selection shall also allow new players the opportunity to participate so as to develop their skills and game strategies and tactics.”

The aim of the selection process is to select the players that can best achieve this Philosophy.

Invitation to register interest in becoming a Selector

The Inaugural Selection Committee will form a Panel of Selectors in compliance with this Policy and in line with the requirements of the Bowls Australia Selection Module Handbook.

Those who are appointed as Selectors will be selecting bowlers that will form teams for Club, District, Pennant and possibly Zone and State events. To compete effectively, these teams will have to be balanced in their skills and commitment to performing to the highest standard, through the whole of the relevant event.

The Selection Philosophy will mirror our proposed Club Philosophy, as follows:

“To select those players who have skill sets that will allow the team they are placed in to win the competition or at least place in the top 50% of the competing teams. Selection shall also allow new players the opportunity to participate so as to develop their skills and game strategies and tactics.”

For those who wish to register their interest, [Appendix 2 – Selector Qualities](#) and [Appendix 3 – Code of Behaviour](#) outline the attributes expected of a Selector. These form part of the criteria used in the appointment process.

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Those interested in being appointed as a Selector, should email; The Secretary – Yandina Bowls Club at yandinabowlsclubinc@bigpond.com or otherwise deliver a written response addressed to the Club's Secretary setting out your experience as a player, telling them:

- How long you have been playing?
- What Club competitions you have played in and hopefully won?
- How many times you have been selected to play in a Club team and for which competitions?
- How many times you have competed at District level and whether the Club or the District selected you for that/those competitions?
- Set out why you believe that you can provide effective and inclusive input to the selection of club players for competition at the levels set out above.

Expressions of interest should reach the Club Secretary no later than close of business on 30 June 2023.

Policy Version and Date: Version 2.1, 26 May, 2023

Policy Review Date: June 2024

Responsibility: Club Board / Appointed sub-Committee

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Appendix 1 – The Selection Committee and Panel of Selectors

Selection Committee

The Selection Committee will be responsible for selecting and appointing the Panel of Selectors.

Panel of Selectors

The Panel of Selectors will discuss and select the Club's Pennant teams (in divisions to be set by Selection Committee) and other teams for Club, District competitions etc.

The Panel of Selectors will generally consist of:

- The Bowls Manager,
- A Skip from the highest ranked Pennant team,
- Other Pennant division Skips who have played at least 75% of matches,
- A member of the Board or Selection Committee, or
- An independent selector if available.

Selection Aim

Club Yandina – Yandina Bowls Club would like to be known as the most inclusive and well respected club in the Hinterland area.

Our Club has different aims for each Pennant division, as detailed below:

- Highest ranked Pennant division – to win the Premiership
- Lower ranked Pennant division – promote players with potential from lower divisions and to make the finals
- Lowest ranked Pennant division – develop newer player's skills and game tactics and finish higher than last place

Selection Criteria/Standards

The following factors will be taken into account by the Panel of Selectors when selecting players for bowls teams:

1. Individual Performances

Focus on all-round performance and all aspects of play; ie. forehand, backhand, conversion.

2. Benchmarking

Players will be selected based on their performance, or ability to perform at the following events;

- Club Championships (singles, pairs, triples and fours)
- Intra club events (pairs, triples and fours)
- State/Zone/Group/District events if applicable
- Attendance and performance at 'social bowls' events (e.g. Jackpot Pairs, President's days, Memorial days etc. whether played at home or away)

3. Attitude

This includes players' attitudes towards the club, fellow players and members of the Club. This will focus on the effort at training and match days, the timeliness of attendance and their contribution to team/spirit performance.

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4. Team Balance

Our club will focus on ensuring teams are balanced and this may mean selection changes that may appear at the individual level to be unwarranted.

5. Fitness

Players should maintain an appropriate level of fitness relative to the level of bowls they are playing.

6. Training Attendance

Pennant teams should train at least once per week. If selected players cannot attend a training session due to work or study commitments they need to advise their skip at least one day before the scheduled training.

7. Financial status

Players who have not paid their membership fees will not be selected.

8. Unavailability

If a player is unable to play, they will not be automatically reselected in that division. The player who has taken their spot, if warranted, will retain their spot. Players should post any known unavailability dates on the form located on the bowlers' bench inside the club before the start of the season.

9. Post Selection Policy

In the event a selected player become unavailable after selection, replacement players will be decided upon by the Selection Committee. Injured or unfit players will be replaced as necessary.

10. Player Infringement

As per the Club's constitution, players may be replaced in a team for disciplinary reasons provided the following procedure is adhered to:

- First offence – player to be given an official verbal warning from the Club Coach
- Second offence – player to be given official warning in writing from the Selection Committee/Board
- Third offence – player is notified in writing from the Selection Committee/Board that they are no longer required as a member of the relevant team.

The level of infringement shall be decided by the Selection Committee/Board which may result in an instant third offence, suspension from the Club or criminal charges. For example, throwing the mat in anger may result in a first offence. Assaulting a player may result in an instant third offence.

11. The Appeal Process

Players have 48 hours to appeal the selection decision. The appeal should be made in writing and directed to the Club Board.

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Appendix 2 – Selector Qualities

1. Respect

Selectors should demonstrate respect for the selection philosophy and the policy put in place to achieve its goals in the performance of their responsibilities

2. Fairness

Selectors should ensure that each player vying for selection is considered appropriately. They should act without bias and in a way that does not give rise to a perception of bias. They should be proactive and thorough in disclosing any interests that could conflict, or appear to conflict, with the selection decision. A selector should not accept gifts of any kind where this could be reasonably perceived to compromise their impartiality.

3. Independence

Selectors should perform their selection responsibilities independently and free from influence external to the selection process.

4. Knowledge

Selectors should have knowledge of the players vying for selection and of the demands and characteristics of the team/club.

5. Respect for Persons

Selectors should be patient, dignified and courteous to other committee members, players, coaches, officials and others with whom they deal. Selectors should endeavour to understand and be sensitive to the needs of individual players being considered for selection.

6. Diligence and Efficiency

Selectors should be diligent in undertaking their selection responsibilities and take reasonable steps to maintain and enhance their knowledge, skills and personal qualities necessary to the selection process.

7. Integrity

Selectors should act honestly and truthfully in the performance of their selection responsibilities. They should not use their position as selectors to improperly obtain, or seek to obtain, benefits, preferential treatment or advantage for themselves or anyone else. They should behave at all times in a way that maintains the integrity and good reputation of the selection panel.

8. Accountability and Transparency

Selectors are accountable for decisions and actions taken and, notwithstanding any confidentiality obligations, should be as open as possible about their decisions and actions taken in the performance of their selection responsibilities.

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Appendix 3 – Code of Behaviour

1. Give your best at all times
2. Participate for your own enjoyment and benefit
3. Operate within the rules and spirit of bowls, promoting fair play over winning at any cost
4. Encourage and support opportunities for people to learn appropriate behaviours and skills
5. Support opportunities for participation in all aspects of bowls
6. Treat each person as an individual
7. Display control and courtesy to all involved with bowls
8. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion
9. Respect the decisions of officials, coaches and administrators in the conduct of bowls.
10. Wherever practical, avoid unaccompanied and unobserved on-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
11. Adopt appropriate and responsible behaviour in all interactions
12. Adopt responsible behaviour in relation to alcohol and other drugs
13. Act with integrity and objectivity and accept responsibility for your decisions and actions
14. Ensure your decisions and actions contribute to a safe environment
15. Ensure your decisions and actions contribute to a harassment-free environment
16. Do not tolerate harmful or abusive behaviour.