

## **Selection Committee Pakenham Bowls Club**

The President shall organize the election of the Selection Committee. As soon as the Selection Committee convenes, they shall elect from their members a Chair.

### **Role of the Chair**

- Submit for President approval the proposed selection aims, objective and philosophies.
- Arrange meetings of the selectors and oversees the selection process to ensure that it is fair and free from bias and discrimination. The chair should question any selection decision not in-line with the selection philosophy.
- Ensure all are aware of their roles and responsibilities.
- In situations of late withdrawal of players after official teams have been announced the chair shall be responsible (through consultation with the appropriate selectors whenever possible) for re-arranging sides at their discretion in the best interests of the teams.
- Reports to the President providing a direct link between the Selection Committee and Board.
- Liaises with Bowls Vic on any pennant issues, complete forms and performs or delegates any administrative duties relating to pennant sides.
- Provides selectors with an up to date list of eligible pennant bowlers.
- Arranges the posting of pennant teams on the club pennant board and website.
- Ensure all team members are notified of their position.
- Is the first contact for players with selection concerns or issues.

### **Role of the Selectors**

- To organize practice games to develop team operation and comradery.
- To select pennant teams based on the selection philosophy and criteria in an impartial and nondiscriminatory fashion.
- Select strong compatible teams for the interclub competitions.
- Give promising players the opportunity for exposure in more challenging and competitive match environments.
- Post all teams on the club notice board prior to each game allowing enough time for players to confirm availability.
- Designate a home team in a competition as the Duty Team and ensure the required duties are carried out.
- Designate team managers for away games.
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- To attend club practice sessions and club events whenever possible to assess form of players.
- To communicate with players who have been promoted or downgraded and to provide honest and open feedback.
- To assist the Chair with any administrative duties relating to pennant sides.

## **Selection Criteria**

The President may appoint a senior player to manage and select the senior team, if so, the President will post the selection criteria used and how and when the selection committee will determine the rest of the members availability.

If the President uses a senior player to manage and select the senior team the present shall:

- Ensure that the senior team selection is completed at least one day before the selection committee meets.
- Ensure that this policy is communicated to all members so that the Selection Committee shall not be held responsible for the senior players decision.
- Ensure that this selection is based on the standard Selection Criteria.
- Player appeal. As the selection is based on the Presidents player any appeal shall be direct to the Club Board.
- Ensure that the player appeal process applies with the player appealing to the Club Board. The Club Board shall set up a group to resolve the matter. The group will not include the President or vice-President.

It is recognized that selection in bowls is subjective in nature nevertheless the selectors shall apply the criteria to the best of their judgement without bias or favor.

Eligibility: Full financial Members of the Pakenham Club who make themselves available for selection in the respective Pennant Competitions.

The following criteria will be considered in team selection:

- Player availability.
- Player performance, ability, competitiveness and current form as demonstrated in training, pennants and club and association events.
- Player commitment to the pennant successes of the Pakenham Bowling Club demonstrated by his/her willingness to practice and improve skills and through providing leadership and advice to other players.
- Team balance and compatibility recognizing that a spread of particular skills is needed across all divisions.
- The need to develop demonstrated potential or to provide experience.

### **Factors which may affect a player's selection:**

- Player availability/unavailability
- A player's commitment for the full season and his/her availability for selection in any division will be favorably regarded.
- Players who become unavailable for any reason will not automatically be selected in the same rink, position or division upon their return.
- Players must advise of any unavailability dates (by posting on the pennant board) as soon as they are known.
- Players who make themselves unavailable at short notice (except for a good reason) will not be viewed favorably.

### **Personal preferences**

- Players who limit who they will or won't play with, or what position (except for medical reasons) or division they must be selected in as a condition of their availability adversely risk affecting their own selection outcome.

### **Selection meetings and posting of teams**

- The Chair and selection committee members will determine when they meet and how they will ensure all members are notified of their selected position or non-selection.

### **Player Appeals**

- Any player will be welcome to discuss his/her selection with the relevant selection committee by seeking a mutually acceptable appointed time in advance.  
NOTE: Raising disputes with individual selectors immediately before a match or at the bar or pennant board is not appropriate behavior. Players who do this run the risk of incurring disciplinary action.
- The only grounds of appeal against a selection decision will be where an aggrieved player can provide evidence that
  - the decision of the selectors is not in accordance with the stated selection criteria, is based on information which is
  - factually incorrect or was influenced by bias and the decision is grossly unfair or unreasonable.
- Players should direct any appeal against selection to the President within 24 hours. The President will act
  - as mediator between the player and selectors and attempt to negotiate a speedy resolution.
- Should the matter remain unresolved the player may request to take the appeal to the Club Board. The Club Board shall set up a group to resolve the matter. The group will not include the President or vice-President.
- Any decision of the Club Board group will remain final.