Parkdale Bowling and Social Club

SELECTION POLICY and GUIDLEINES

Parkdale Bowling and Social Club

Contents

No.	Item	Page
1.0	Background	3
2.0	Purpose	3
3.0	Objective	3
4.0	Principles	3
5.0	Selection Committees	4
6.0	Roles of Selectors	4
7.0	Role of Selection Committee	4 - 5
8.0	Role of Team Manager	5
9.0	Team Captains	5
10.0	Club Bowling Goals/Pennant Selection Goals	5
11.0	Selection Criteria	5 - 7
12.0	Selection Process	7 - 8
13.0	Performance Data	8
14.0	Players Roles	8
15.0	The Appeal Process	9

1.0 Background

- Team selection is a vital process in the development and smooth running of the club with the aim being that selection decisions are vindicated in successful club performances on the greens.
- Responsibility for the selection process falls to club members who devote a great deal of their time on a voluntary basis to the sport for the benefit of club members.
- The selection process will be fair, informed, and unbiased. Selection will be based on clear criteria that are communicated to all players prior to the season commencing.
- The aim of the Selection Committee is to be objective in their appraisal of players using the feedback from the match scoring system, appraisals of the skippers and other players from time to time. At times the decision of the Selection Committee may differ from that of an individual player. Selectors will be open to discussion where a player feels they have a case to dispute their selection.
- Player unavailability due to illness, holidays, etc, is one such element that requires selectors to manage changes in teams and rinks. Players may sometimes find themselves moved due to the need to balance teams around availability.

2.0 Purpose

To provide a transparent selection process, establish the basis of selection decisions and bowlers' rights in relation to such decisions.

3.0 Objective

To ensure that competitive and compatible teams are selected to represent Parkdale Bowling and Social Club in all pennant competitions and divisions.

Specific objectives for each team will be decided by the Pennant Selection Committee before the start of each bowls season to assist the club in achieving the Club Bowling Goals / Pennant Selection Goals set out in Section 10 when selecting their teams.

4.0 Principles

The following guiding principles apply to this selection policy:

- All members / players are to be informed of the Selection Policy
- The selection process will be always transparent, and all aspects of the selection policy will be impartial and consistent
- Each player will be treated equally and without bias or discrimination
- Players will be selected on ability and compatibility to play in the highest division that they are capable of playing, within the guidelines of this policy
- It is recognised that the expectations of both the selectors/club and individuals will not always be compatible or achievable
- Management of expectations is a critical element of the selection process. It is the responsibility of the Selectors to communicate to players the reasons for decisions and to provide players with constructive feedback if and when requested.

5.0 Selection Committees

There will be a separate selection committee for Saturday, Tuesday and Tuesday Night Pennant Teams.

- The selection committees shall consist of a minimum of 3 and a maximum of 5 members for each.
- A member may nominate for election to each committees.
- The Chairman of each committee will be decided by those elected to each committee from within that particular group.
- The same person may occupy the position of chairman for each committee should those elected to each committee so decide.
- Each committee will aim to reflect a balance of gender and experience.

6.0 Role of Chairman of Selectors

- Shall provide a report at the monthly meeting of the Parkdale Bowling and Social Club Board.
- Refer any misconduct by players that cannot be resolved by the Selection Committee to the Parkdale Bowling and Social Club Board.
- Oversee the activities of the Selection Committee
- Share the duties of the Selection Committee.

7.0 Role of Selection Committee

- Shall select teams for Pennant competitions and other teams representing the club if directed to so by the Parkdale Bowling and Social Club Board.
- Selectors are responsible for all selection decisions. These decisions must be based on the club's goals and selection criteria in an impartial and non-discriminatory manner.
- Inform individual players if their playing position has been changed to a lower team and be prepared to give a reason and provide constructive feedback.
- Inform individual players of any changes to their playing positions if those changes have been made after the teams have been published.
- Appoint Managers for each Pennant side and if required educate them in their duties.
- Appoint Team Captains for each Pennant side and if required educate them in their duties.
- Appoint an umpire/s for Pennant games.
- Be responsible for determining and allocating Pennant day duties.
- Be conversant with the Condition of Play as decided by the Bowls Victoria for Metropolitan Pennant and ensure that they are adhered too.
- Allocate rinks for Pennant matches.

8.0 Role of Team Managers

Will be responsible for:

- Collecting green fees
- Picking up the team folders prior to travelling to the venue
- Attending to the rink and player placement with the opposition manager
- Handing out the score cards to the seconds.
- At the conclusion of the game, they will sign off with the opposition manager
- Presenting the results to the appropriate source for official recording on BowlsLink

9.0 Team Captains

Team moral and motivational talks to the team they are playing in prior to the game and through the week at practice.

Please Note: Team Captains are not required to manage grievances or disputes or issues that may place them in a compromising position. Any of these matters are to be referred to the Selection Committee.

10.0 Club Bowling Goals / Pennant Selection Goals

The goals of the club are to strive to:

- To create a safe, harmonious environment where members feel welcome
- Provide opportunities for club members to participate in Pennant competition at a level that is applicable to their ability and development
- Assist members to improve their bowling development
- Be the most inclusive and well respected club in the Sandbelt Bowls Region

We have different aims and goals for each grade detailed below:

- **First Team** – To be as successful as possible, using the best combination of bowlers at the club to challenge for honors, making finals and winning flags.
- **Second Team** – To win more than 70% of games and provide solid support for the first team.
- **Third Team** – To promote players with potential to higher divisions and make finals.
- **Fourth Team** – To provide an environment for our experienced bowlers and where we can develop newer player's skills and game tactics

The respective Pennant Selection Committees are to assist the club to achieve these goals when selecting their teams.

11.0 Selection Criteria

As a general guideline, the best players will be selected on ability for each team, with the following factors taken into account when selecting teams.

- **Finance**
  To be eligible for selection, players must be full financial members of the Parkdale Bowling and Social Club
- **Feedback**
  Based on observation by selectors, information gathered from the match scoring system, skippers and other experienced bowlers in the rink.
- **Team balance and compatibility**
  Player interaction with other team members is an important factor in selection, however, it needs to be recognised that rinks and divisions need to be balanced to provide the best possible chance of success for the club. Selectors will, to the best of their ability select teams that are compatible and balanced to find the best combination in each team to ensure that all teams achieve the best possible outcome for the club and the players.

This could mean that some selection decisions may appear to be different than expected at times to the individual, but the best intent will always be the preference of selectors.
Players' individual preference as to who they may wish to play or not play with, or a particular position they may wish to play in, will not necessarily be a factor in selection.

- **Experience**
  Experience in playing a specific position or role may be a factor in selection decisions. However, it is the intension of the Selection Committee to grow each player's skills to bring out the best in every player. As a result, this may mean that a less experienced player who is performing well may occasionally be promoted to strengthen a team and support their growth.
- **Availability**
  The ideal situation would be for all players to be available for every pennant game. However, players will be unavailable due to illness, holidays, etc. If a player is unavailable to play, they may not automatically be selected back in the position that they were playing in previously. Selectors will make their decision based on the needs of the team and the form of the player who came into the team. Players are requested to list any unavailability dates on the club noticeboard as early as possible. Members who have committed to being available for the Pennant season will be given first opportunity for selection over any member listed as an emergency.
- **Commitment / Practice Attendance**
  Players are encouraged to show commitment towards the goals of the Parkdale Bowling and Social Club's pennant success (see above), including a commitment to regular training and practice sessions. At least one practice session per week is compulsory.
    - Players are required to commit to regular practice sessions as organised by the club coach.
    - Players committing to regular practice may be considered for positions more favorably than those who practice very little.
    - The club coach will set a regular practice time for all players to attend as a group. The purpose of this event will be to practice in a similar environment to game day pennant. This is a new initiative to bring players together to hone up your team playing skills and for selectors to view your progress
- **Attitude**
  Players' attitudes are a key factor in the club's success. All people are encouraged to respect each other and conduct themselves in a harmonious and respectful manner. This will focus on the effort at training and match days, attendance and their contribution to team spirit / performance. This also includes abiding by our club's Values on and off the field, including exhibiting good sportsmanship and positive body language.

- **Emergency Players**
  The Selection Committee are grateful to those members that have agreed to be available when possible as emergency players. These emergency players will help out the Selection Committee in the event of unavailable members throughout the Pennant season. It does have to be noted that members that have committed to being available for the Pennant season will be chosen before emergency players when the number of available players dictates.
- **Excess Players**
  In the event of the club having an excess of available players, the club will make all reasonable attempts to provide the excess players with meaningful matches.

12. Selection Process

- Selection committees will meet at an agreed time, at least weekly during the pennant season, and as often as is necessary prior to the season commencing.
- Players will be informed of the dates, location and criteria for team selection. (ie. this policy will be distributed to all members and will be addressed at a number of times during the season).
- As a general rule, team selections will be completed by Tuesday at 6.00pm.
- Teams will be posted on the club noticeboard and the Stack Teams app following selection.
- Members seeking to discuss their selection with the selectors, must contact the Chairman of Selectors to make an appointment to raise their concerns with the selection committee.
- Players are requested to raise their selection concerns directly with the selection committee as a whole, at a mutually appropriate time. The outcome of any discussion will form the basis for a resolution. Selectors will also refrain from instigating informal discussions with players regarding their selection unless there has been a Selection Committee direction to do so.
- If a player believes he/she has not been treated in accordance with the selection policy and their concerns have not been resolved after a discussion with the Selection Committee, they may appeal the decision following the grievance procedure of Parkdale Bowling and Social Club.
- Selection criteria will be reiterated during the season so that players are clear about how teams competing in the finals will be chosen.
- For current season's Selection Committees' membership – refer to the club website or notice board.

13.0 Performance data

Selectors will gather appropriate data to aid selection through the following sources:

- By referring to the match day scoring data, input from each player marking player performance and attitude in their rink
- By conferring with Skippers within each division
- By observing player performance on game day and other events
- By observing training and practice performance
- By seeking feedback from individuals with the experience to provide opinions that will enhance the best results of the divisions and the club overall

14.0 Players' Role

Players are encouraged to:

- Make yourself familiar with the selection criteria and clarify any concerns with the club prior to commencement of the pennant season.
- Strive to improve your bowling performance:
  - Talk with your skipper, team-mates and team manager about your game performance and seek feedback about how to improve
  - Seek coaching targeted at skill development, participate in team and individual practice and/or make an appointment with the club coach to address any bowling concerns
  - Set yourself improvement goals and work towards them
  - Attend structured coaching sessions organised by the club coaching panel as required
- Discuss your team's efforts with each other with the objective of continuous improvement and to enable feedback to selectors.
- Attend scheduled practice sessions.

15.0 The Appeals Process

- Players have 48 hours to appeal a selection decision.
- When a player has a grievance with selection, the player should lodge the complaint in writing to the Bowls Coordinator.
- The aggrieved player must provide evidence that the decision is:
    - not in accordance with Parkdale Bowling and Social Club Selection Policy and Guidelines
    - is based on information that is factually incorrect
    - or was influenced by bias
    - or the selection is grossly unfair or unreasonable
- The Bowls Coordinator will endeavour to mediate a satisfactory solution on the issue between the Selection Committee and the player.
- Any decision by the Bowls Coordinator shall be final.

Parkdale Bowling and Social Club

REVISION HISTORY

Version	Approved, Amended, Rescinded or Reviewed	Date	Key Changes/Notes
1	Adopted	20/10/2025	