

Torquay Bowls Club Pennant Selection Guidelines

PENNANT GOALS 2018/19:

- To field the most competitive sides available in each division of the Saturday and Midweek pennant competition
- For each division entered, win each week, finish in the top four, with a vision to go on and win Pennants
- To give every player who commits for the entire season as many games as possible
- Aim to develop players for the future, as well as look for success in the upcoming season
- Through coaching and practise, improve the performance of players, as individuals and sides, for a more consistent Pennant outcome for the Torquay Bowls Club
- To treat all players with fairness, and without discrimination; and in doing so, generate consistency, certainty and transparency to sides selections and team outcomes.

SELECTION PHILOSOPHY:

Selecting successful Bowling teams is a balance of objective and subjective criteria.

The selectors shall apply the guidelines to the best of their judgement without bias or favour.

The following guidelines will form the basis for the selection process:

- Player availability
- Player **current** ability, their performance in Pennant games, performance in Club social and championship games, a demonstrated ability at practice, competitiveness and commitment
- Voting system to be used as a guide for player selection
- Player commitment to the pennant successes of the Torquay Bowls Club demonstrated by his/her willingness to practise and improve skills and through leadership and advice to other players
- Team balance, consistency and compatibility, recognising that a spread of particular skills is needed across all divisions
- The need to foster and develop all players' potential, including specific skills for all rink positions.

Using the guidelines, the Selection Committee will select the sides that will give the Club the best chance of achieving the previously stated objectives in each division the Club enters.

The Selection Committee acknowledge that this will from time to time, require valuing compatibility above individual prowess, and that when applied, will make a side better than the sum of its parts.

The Selection Committee recognise that a side can gel into a competitive unit, given time, shared experience and opportunity. To that end, the Selection Committee will be looking to create cohesive sides, that together are stronger, more competitive and that also give the opportunity for individual improvement.

Eligibility:

Full financial affiliated members of the Torquay Bowls Club who make themselves available for selection in the respective Pennant Competitions.

Guidelines for Players:

Having nominated to play Pennant bowls and contribute to the Club's pennant objectives, the following guidelines are set out to give players an indication of what they can expect from the Selection Committee and in turn, what is expected of players.

- Players committed to the full season and who are willing to play as selected in any division will be favourably regarded.
- Players who limit who they will or won't play with, the position they will play (except for medical reasons), or division they must be selected in as a condition of their availability may find their selection outcome affected.
- Players who become unavailable for any reason (in fairness to others) may not be reinstated in the same rink, position or division in which they last played.
- Players must advise any dates they will be unavailable (by posting on the pennant board) as soon as they are known.
- A Player who becomes unavailable following selection, should notify one of the Selection Committee assigned to their Division as soon as practicable.
- Any late withdrawal of players prior to a game will be managed by the available selectors at their discretion and in the best interest of the affected teams.

- Players are responsible for advising the selectors, of any injury or other condition, that may affect their playing ability for any side they are being considered for.
- Every attempt will be made by the Selection Committee to accommodate the needs of players, where they are made known to the selectors ahead of time (eg: only want to play lead or need to sit down during ends; recovering from illness or injury, etc).
- It is also the player's responsibility to know the outcome of the selection process each week. The sides will be posted at the Club, on the magnetic boards after Selection Committee meets and as soon as practicable on the Club's website. Selection will take place on Monday evenings for Saturday games and following the Midweek games on a Tuesday.
- A Selection Committee member will contact a player whose position in the team is altered down by one division, either face to face or by phone at the earliest practical time, and give an explanation for the change.
- Every player who makes themselves available, will be treated equally and without bias or discrimination; and selected on merit, ability, and compatibility and selected in the highest division they are capable of playing.
- Players must accept that changes to teams may be unavoidable when fellow bowlers are ill or unavailable for any given week.
- Players in lower divisions may be asked to rotate availability in order to give all members the opportunity of playing games during the season.
- All players are encouraged to attend the Tuesday practice night and seek assistance of the Club Coaches to improve their performance.
- Players should communicate with their team if they are travelling direct to away matches.

Player Appeals:

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.

A Player has the **right of appeal**, if the selection process:

- Attempts to hide matters from a player
- Changes the rules for selection mid-season
- Applies inappropriate criteria
- Acts outside the printed selection criteria
- Or acts outside the reasonable expectation of the player

Any player is welcome to discuss his/her selection and/or advise a change of circumstances, etc. by either arranging a meeting with their Division's nominated selection committee liaison person, or by attending a selection committee meeting by seeking a mutually acceptable time in advance.

If appealing a selection decision, the player should be able to prove that their selection is affected by one or more of the "rights of appeal" and is based on information that is factual.

If the appeal is not resolved by a meeting (as set out above), the Selection Committee will refer the matter to the Pennant Coordinator/Bowls Committee as soon as practicable. The Pennant Coordinator will act as a mediator between the parties and act to deliver a timely resolution.

Only in special circumstances, will the matter be referred to the Board of Management and any referral will be at the discretion of the Pennant Coordinator/ Bowls Committee.

PLEASE NOTE: It is considered inappropriate to criticise a member/s of the Selection Committee outside a Selection Committee meeting or in any one on one encounter; as each player has the right of a formal grievance process and can meet with the Selection Committee as indicated. Raising disputes with individual selectors immediately before a match or at the bar or pennant board is not appropriate behaviour.