



Mapleton Bowls Club

Selection Policy

Issued: 21/06/2022

Last reviewed: 21/06/2022

Responsibility: Management Committee

Relationship to Constitution:

Purpose

The club aims to be an inclusive and well-respected bowls club. Whilst the club aims to be one of 'the', if not 'the' highest ranked bowls club in the area, the club is also cognisant that it is also a social club, and an inclusive club. Therefore, selection for specific competitions will be in line with its strategic aims. This policy aims to establish a transparent basis for selection. The primary aim is to bring success to the club in all divisions of the Pennant competitions. The secondary objective is to retain and develop members.

Scope

This policy applies to all ordinary members, temporary members, life and honorary members.

Selection

The club selectors are responsible for selecting the club's competition teams.

Selection Principles

Pennant:

Selection will be made to win the premiership.

Hinterland Challenge Cup:

Selection will be made with a view to winning but may also include players:

- who show potential to be high performers for pennants
- and/or to develop new players skills and game tactics in competition play
- and/or to provide opportunities for long term members to experience competition play.

Internal Competition

Selection will be made with a view to developing winning teams and players and providing members with a good competition experience. This means that selectors should consider including members:

- who show potential to be high performers for pennants
- and/or to develop new players skills and game tactics in competition play
- and/or to provide opportunities for long term members to experience competition play.

Selection Criteria

The following should be considered by club selectors:

- individual all round performance
- performance in competition (internal and/or external)
- attendance at social bowls events and practice sessions.
- attitude towards the club, team spirit, other players, and club members.
- team balance.
- fitness

Players who have not paid their membership fees at the time of selection will not be selected. Membership fees must cover the competition period in full to play.

Unavailability

If a player is unable to play, they may not automatically be re selected. The player who has taken their spot, if warranted, may retain their spot. It is the members responsibility to notify selectors of any known unavailability before selection. In the event a selected player becomes unavailable after selection, replacement players will be decided upon by the selector. Injured or unfit players will be replaced as necessary.

Infringements

Players may be replaced in a team for disciplinary reasons.

First offence:

Player to be given a verbal warning by the selector.

Second offence

Player to be given a written warning by the club management committee.

Third offence

Player will be informed in writing by the club management committee that they are no longer required as a member of the relevant team.

Appeal

A member will have 48hrs to appeal a selection decision. The appeal should be made in writing and directed to the management committee.

Selectors Role

Selectors are required to:

- select teams in accordance with the principles of this policy and the strategic objectives of the club, seek feedback from skips and other experienced players in relation to player performance.
- Ensure a comprehensive record is kept and maintained of player selections.
- In situations of late player withdrawal, the selector together with the side skip will be responsible for rearranging sides and ensuring the communication of changes to all those affected.
- Selectors will provide open and honest feedback in communicating reasons for promotion or relegation to players.

Whilst selectors should be objective, the club recognises that is an element of subjectivity present in the selection process. At times this subjectivity may differ from that of an individual. If a player is genuinely aggrieved by a decision based on this policy, an appeal may be submitted to the management committee.

The selector is expected to encourage all club players and teams to endeavour to win, improve, gain promotion and above all to enjoy the game.

When selectors are in club uniform, players are not to approach selectors to discuss Pennant selection issues.

Where the lowest team may need to forfeit a game due to insufficient numbers, a player from another club may be selected as per the rules of the competition regulator.

Selection appeals and grievances should be considered confidential.

Natural justice in selection requires the following three elements:

- The player must be aware of the selection criteria.
- The selector must make their decision without bias.
- The player must be given the right to appeal.

The management committee shall be ultimately responsible for setting and approving the club's policy on pennant selection.

Notification of Amendments to this Policy

From time to time this policy will be reviewed and updated. It is your responsibility to ensure that you review the clubs' policies regularly. We will notify you of any significant changes to this policy either by email, the club website and/or our Facebook page.