



Bowls North

SELECTION POLICY

September 2015

Related Policies: Player Code of Conduct; Disciplinary Policy

DEFINITIONS

Bowler means a financial bowling member who has paid the Bowls North (Inc) capitation fee.

Member means a member for the time being as set out in Rule 10 of the constitution of Bowls North (Inc).

Director means the Bowls Director as defined in clause 43 of the Bowls North Constitution.

1. PHILOSOPHY

The aim of the BN Selection Policy is to ensure that the best possible players/sides are selected to represent Bowls North at events and such selections are carried out in a fair, impartial and organised manner. The Policy applies to players, selectors, coaches, team managers and other Bowls North officials.

This Policy remains in force until amended or revoked by the Bowls North Board. Bowls North Management may remove any player, selector, coach, team manager or other BN official who:

- Breaches or fails to observe this policy, the Bowls North Constitution or the Regulations;
- By reason of illness or injury is unable to perform to the required standard
- Brings Bowls North or the sport of Bowls into disrepute or acts in a manner unbecoming or prejudicial to the interests of Bowls North or the sport of Bowls.

2. BN SELECTION PANELS

- The Selection of all sides or teams to represent Bowls North shall be undertaken as a function delegated to independent panels as outlined below.
- Any or all members of the Panel including its Chair may have their appointment revoked if a breach of confidentiality, favouritism, unjustifiable discrimination or disregard of designated procedures can be objectively substantiated.
- The Bowls North Board shall be required to substantiate the reasons for questioning any breaches, selections or omissions.
- In the event of a proven breach resulting in a single appointment being withdrawn, the Bowls North Board will appoint a replacement panel member. In the event of a proven breach resulting in the dismissal of an entire Panel the Bowls North Board will appoint a new selection panel and the non-voting chairperson until the conclusion of the following Annual General Meeting.

(a) Panel Structure

- Refer Bowls North Constitution Clause 44.
- The Men's and Women's Bowls Directors shall each assume responsibility for the BN Selection policy and shall be the channel through which this policy is administered.

(b) Duties of BN Selection Panels.

Each BN Selection Panel shall:

- Comply with all Bowls North policies and directives.
- Select individuals, sides, teams or squads as requested by Bowls North
- Be available to advise and assist the Bowls North Coach and or Manager on any requirements for the benefit of the selected teams.

3. SELECTORS

(a) Eligibility

(a) Position of selector shall be open to any bowler registered with Bowls Tasmania except for the following;

- A current and/or potential squad/team member.
- A parent/guardian of a current and/or potential squad/team member.

(b) Expressions of Interest

- Expressions of Interest for Selectors will be called in after the conclusion of the Bowls North AGM of each year.
- The closing date for nominations will be decided from time to time by the Bowls North Men's or Women's Bowls Directors.
- Expressions of Interest must be forwarded to the Bowls North Secretary.
- Potential applicants must have completed the BA Selection Workshop Module and received the Certificate
- Current CV must be included

(c) Selection Criteria

When considering the applications for a position of Bowls North selector, the Bowls Directors will consider each nominee against the following criteria:

- Personal attributes of respectability, good reputation, leadership skills, discretion and acceptance of commitment.
- Relevant experience in selection at club or higher level.
- Experience in playing bowls at a high level.
- Coaching and umpiring experience and qualifications.

Where any of the Selectors becomes or is unable to meet their responsibilities under this Policy, the relevant Bowls Director will appoint a replacement Selector.

(d) Duties of BN Selectors:

Selectors shall:

- Attend all Panel Meetings when requested.
- Attend all Northern trials and practice sessions.
- Assess each player during practice sessions and such assessment to be recorded and handed to the Chairperson of each Selection Panel for retention by Bowls North for future use.
- Be familiar with the individual performances of current Bowls North players in Bowls North events.
- Be aware of individual performances of previous and potential players in Bowls North events.
- All selectors must participate in selecting the best side/squad from the players available.
- Shall not comment or supply information to individuals, clubs, organisations, press, radio, or television media regarding selection of players or performance of Bowls North Sides/Players.
- Any Selector who breaches these duties may be dismissed by special resolution (three quarters majority) of the Bowls North.

4. CHAIRPERSON OF SELECTORS

The Chairperson of Selectors shall be the Regional Bowls Tasmania Selector who shall be one of the three panel members

(a) Duties of the Chairperson of Selectors:

- Chair and convene all necessary Panel meetings, and keep minutes of these meetings.
- Invite the relevant coach to contribute to the discussion and to present any written observations.
- Submit the final individual/team/squad selected to represent Bowls North to the Bowls North Secretary in a written form.
- Submit an annual report to the Bowls North Board.

5. BN SIDE / TEAM MANAGER

The Bowls Directors maybe the side/team manager or call for Expression of Interest from suitably qualified persons to be considered for the position of Manager.

(a) Eligibility Criteria

To be appointed a Team Manager, the applicant must:

- Have demonstrated people and leadership skills.
- Have good communication and interpersonal skills.
- Be able to represent Bowls North in a professional manner.
- Be able to work co-operatively with the other Officials and the Bowls North Board.

(b) Duties of the Manager:

Team Managers should;

- Assist with responsibility for the administrative preparations and arrangements necessary to clothe, transport and accommodate Bowls North Representative Team/side at events following the directive of Bowls North.
- Ensure team unity, discipline and morale and that the team represents Bowls North in a professional manner.
- Provide whatever assistance is necessary to ensure the health, safety and well being of team/side members.
- Ensure that all Bowls North squad members sign the player's agreement.
- Ensure players are aware of and abide by the Code of Conduct.
- Ensure players wear the correct attire.
- Ensure all items of Bowls North clothing are returned.
- Following an event present a written report to the Bowls North Board on players' behaviour, event organisation, travel / accommodation arrangements and results.
- Organise team/side meetings and debriefing sessions.

6. BN TEAM COACHES

(a) Appointment of BN Coaches:

- Bowls Directors shall call for Expression of Interest from suitably qualified persons to be considered for the coaching positions.
- Coaches will be appointed by the Directors, to have responsibility to a specific squad
- A coach may have responsibility for more than one squad.
- A Bowls North coach may **not** concurrently hold the position of selector nor shall he/she be a voting member of a Selection Panel.

(b) Duties of a BN Coach:

- Liaise with the relevant BN selectors and provide assistance with coaching programs and selections.
- Develop coaching programs for BN squad / side / teams including planning considerations and team tactics.
- Develop coaching programs for potential BN players.
- Submit an annual report to Bowls North Board.
- Submit reports to the BN Selection Committee as required
- Attend all BN trial games.
- Travel with the BN Side, assist BN Manager & be team tactician.
- Develop coaching programs for Development Squad & potential BN players
- Liaise with BN Junior Bowls Coordinator/Coach /Chairman.
- At the completion of each event, shall ensure a report is prepared on each player's performance/participation/image portrayed to the relevant Bowls North Director.

7. BN SIDE / TEAM CAPTAIN

- An official captain will be named for each team or side. This appointment will enhance liaison between officials and players.
- The appointment will be made by the Bowls Director in consultation with the squad.
- The chosen captain should display leadership skills and show a willingness to enthuse and encourage the team or side.
- The captain will share responsibility for player standards both on and off the green.
- The captain **may** be the spokesperson for the side / team at any official function or presentation.

8. PLAYER SELECTION

(a) Selection Criteria:

- Bowling ability and potential to succeed at the highest level of bowls.
- The potential to attain the degree of physical fitness and skill to enable a high degree of performance in all competitions or events.
- Ability to play in changing conditions and venues.
- Willingness, character and compatibility to work with coaches and other players.

The selectors have the discretion to interpret these criteria and apply them in their best judgement. It is recognised that selection in bowls is very subjective and accordingly the selectors have an overriding discretion in the selection of players.

(b) Selection Procedure

The following procedures apply to the selection of all squads including the BN junior squads, development squads and BN squads.

The Bowls Directors, through the Bowls North Secretary must call for Expressions of Interest for players for selection in the Bowls North Sides.

The deliberations of the Selectors must be absolutely confidential.

Selectors will select players having regard to the selection criteria.

- A **majority** decision is required however, once decided, the Panel's decision should be regarded as unanimous.
- The selectors may add or remove a player from a squad because of unavailability of a chosen player or extenuating circumstances prior to an event.

9. ANNOUNCEMENT OF BN TEAMS

- Announcements will to be given to the press for publication through the Bowls North Secretary.
- Fourteen days prior to the media announcement, the Bowls North Secretary shall:
 - ♦ Send, by certified mail or receipted email, a letter to all squad members advising them of their selection or otherwise in the selected side/team for a specific event.
 - ♦ This letter will also ask selected players to confirm, in writing, fax or e-mail, their availability to play.
 - ♦

10. SQUAD/TEAM MEMBER RESPONSIBILITIES

- All selected players will be asked to consent to the duties, conditions and responsibilities outlined in the Bowls North Player Code of Conduct Policy.
- All selected players shall sign the Player and Indemnity Agreement form after it has been explained to them.
- The Selection Policy will be available to all squad or side/team members.

11. SELECTION REVIEW PROCESS

- (a) The Bowls Director may ask the Panel to review its decisions by stating the reasons for the request, in writing, to the Chair of Selectors within seven days of receipt of the selected individual player, team or side.
- The Selection Panel is obliged to review its decisions and reply in writing, through the Bowls North Secretary, within 7 days of the receipt of the request.
 - A reply must contain substantiated reasons for the decision.
- (b) Any person who is aggrieved by the Selectors' decision with regard to the selection of a representative Bowls North Side may use the following review process:
- The complainant may ask the Panel to review their decision by stating the reasons for the complaint, in writing, to the Bowls North Secretary within seven days of team announcements.
 - The Selection Panel is obliged to review their decision and reply to the complainant in writing, through the Bowls North Secretary, within 7 days of the receipt of the complaint.