



# **POLICY TILTLE**

## **SELECTION POLICY**

<b>RELATED POLICIES:</b>	<b>Code of Conduct Disciplinary Policy</b>
<b>RESPONSIBLE OFFICERS:</b>	<b>Bowls North Men's and Women's Director Bowls North Selectors</b>
<b>AUTHORITY:</b>	<b>Bowls North Board</b>
<b>APPLICABLE FORMS:</b>	
<b>APPROVED:</b>	<b>14 November 2022</b>
<b>REVIEW DATE:</b>	<b>02 August 2023</b>

## 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 Bowls North 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, mentors, side managers and other Bowls North officials.

This Policy remains in force until amended or revoked by the Bowls North Board.

Bowls North Board may remove any player, selector, coach, team manager or other Bowls North 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. BOWLS NORTH SELECTION COMMITTEE

- 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 Committee, 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- In the event of a proven breach resulting in a single appointment being withdrawn, the Bowls North Board will appoint a replacement Committee member. In the event of a proven breach resulting in the dismissal of an entire Committee the Bowls North Board will appoint a new Selection Committee until the conclusion of the following Annual General Meeting.

### (a) Committee Structure

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

### (b) Duties of Bowls North Selection Committee.

Each Bowls North Selection Committee 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/Mentor and or Manager on any requirements for the benefit of the selected teams.

## 3. SELECTORS

### (a) Eligibility

(a) The position of selector shall be open to any bowler registered with Bowls North except for the following:

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

Regarding the eligibility of Selectors under 3 (a) and if Bowls North Inc considers it has taken all reasonable steps to fill vacant positions and if following the closure of 'Expressions of Interest' for particular selection positions vacancies, insufficient suitable nominations have been received those vacancies, then Bowls North Inc. may:

- Appoint any registered member of Bowls North Inc to the vacant position even if that person may be a playing member of the relevant team.
- If the Selector is a member of any team, then Bowls North Inc, should ensure that person's position in the team is certain and would not be doubted by a reasonable person.
- That all clauses and aims of sections two (2) and three (3) of the Bowls North Inc Selection Policy are adhered to.

**(b) Expressions of Interest**

- Expressions of Interest for Selectors will be called 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 or be willing to complete the BA Selection Workshop Module and have 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 Bowls North Selectors:**

Selectors shall:

- Attend all Committee Meetings when requested.
- Attend all Northern trials and practice sessions.
- Assess each player during practice sessions; such assessment may need to be recorded and handed to the Chair of each Selection Committee.
- 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.
- 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.

All selectors must participate in selecting the best side/squad from the players available.

Any Selector who breaches these duties may be dismissed by special resolution (three quarters majority) of the Bowls North Board.

## **4. CHAIR OF SELECTORS**

The Chair of Selectors shall be the Regional Bowls Tasmania Selector who shall be one of the three committee members.

(a) **Duties of the Chair of Selectors:**

- Chair and convene all necessary Committee 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 through the Bowls Directors.

**5. BOWLS NORTH SIDE TEAM MANAGER**

The Bowls Directors or member of the selection panel may be nominated the side/team manager. If no suitable individual is available call for Expressions of Interest from suitably qualified persons to be considered for the position of Manager

(a) **Eligibility Criteria**

To be appointed a Side 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 teams/sides at events, following the directive of Bowls North.
- Foster team unity, discipline and morale and see 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, according to the Uniform Policy.
- 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. BOWLS NORTH SIDE COACHES/ MENTORS**

(a) **Appointment of Bowls North Coaches/Mentors:**

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

(b) **Duties of a Bowls North Coach/Mentor:**

Coaches/mentors should:

- Liaise with the relevant Bowls North selectors and provide assistance with coaching programs and selections.

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

## **7. BOWLS NORTH 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/mentors 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 Bowls North junior squads, development squads and Bowls North 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. Once decided, however, the Committee'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 BOWLS NORTH SIDES**

- Ten days prior to the event and the media announcement, the Bowls North Secretary shall:
  - ♦ Send, by 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 to the side manager, in writing by letter or email, their availability to play.
- Announcements will to be given to the Bowls North Social Media for publication through the Bowls North Secretary.

## **10. SQUAD/SIDE MEMBER RESPONSIBILITIES**

- All selected players will be expected 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 and the Medical Form.
- The Selection Policy will be available to all squad or side/team members.

## **11. SELECTION REVIEW PROCESS**

- (a) Within seven days of receipt of the selected individual player, team or side, the Bowls Director may ask the Committee to review its decisions by stating the reasons for the request, in writing, to the Chair of Selectors. The Selection Committee is obliged to review its decisions and reply in writing, through the Bowls North Secretary, within seven 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 Committee 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 seven days of the receipt of the complaint.