



# BUNINYONG BOWLING CLUB

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## SELECTION POLICY

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October, 2019

### Preamble

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 and to the benefit of members.

The selection process needs to be fair, informed and unbiased. Selection will be based on clear criteria that are communicated to all players prior to the season commencing.

Whilst the aim of the Selection Committee is to be objective in their appraisal of players, an element of subjectivity will always be present in the selection process. At times the subjective opinion of the Selection Committee may differ from that of an individual player.

Often, player unavailability due to illness, holiday etc. is one subjective criterion selectors must manage. At Buninyong, we have 5 Saturday Pennant teams (68 players) and 4 Monday Pennant teams (40 players) for a total of 108 players required each week. Players may sometimes find themselves moved due to the need to balance teams around availability.

### Purpose

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

### Objective

To ensure that competitive and compatible teams are selected to represent Buninyong Bowling Club in all Pennant competitions and divisions.

### 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 transparent at all times, 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 there is a level of subjectivity required by the Selection Committee and as such, the expectations of both the club and individuals will not always be achievable.
- Management of expectation is a critical element of the selection process and 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.



## The Selection Committees

- There will be a separate selection committee for Saturday and Monday Pennant
- Selectors are elected by club members at the club's Annual General Meeting.
- They are responsible for all selection decisions.
- A Chairman of Selectors for each selection committee will be appointed by the Board.
- Both Selection Committees will consist of a minimum of 3 and a maximum of 5 members.
- Selectors will communicate with players who have been promoted or relegated and provide honest and open feedback
- Selectors will appoint a Team Manager for each division and ensure that they are aware of their responsibilities
- Selectors will ensure that an accredited umpire is appointed for each home game as required

## 2019 Selection Committees

### Weekend Pennant

Mick Storey  
Terry McDonald  
Ross Pilkington  
Paul Braybrook  
Robert Ockwell

### Midweek Selection

Barb Voigt  
Yvonne Clark  
Wayne Morgan

## Selection Criteria

To be eligible for selection, players must be full financial members of the Buninyong Bowling Club.

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:

### Performance

Ability, competitiveness and current form in all aspects of play will be taken into account.

### Feedback

Based on observation by selectors, information gathered from skippers and analysis of information such as independent player ratings assigned during pennant competition (see below).

### 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 are trying to choose compatible players for a team event to find the best possible combination.

### Experience

Experience in playing in a particular position or role may be a factor for a particular selection decision.

### Availability

The ideal situation would be for all players to be available for every pennant game, however in reality, players will be unavailable due to illness, holidays, and other commitments. If a player is unavailable to play, they will not automatically be selected back in the position that they were playing. Selectors will make their decision based on the needs of the team and the form of the player who came into the team.



### **Commitment**

Players are encouraged to show commitment towards the goals of the Buninyong Bowling Club's pennant success, including a commitment to regular training and practice sessions.

### **Attitude**

This includes players' attitudes towards the club, fellow players and members of the club. This also includes abiding by our club's Code of Conduct on and off the field, including exhibiting good sportsmanship.

### **Fitness**

Players may be precluded from selection if there is a concern about their fitness or their ability to compete safely, or if their participation poses a risk to others.

### **Selection Process**

- Players will be informed of the dates, location and criteria for team selection.
- As a general rule, team selections will take place on Wednesdays at 5.30pm.
- Teams will be posted on the club noticeboard following selection. Teams will also be emailed to members and will be posted in the Friday or Saturday Ballarat Courier.
- Members who wish to discuss their own selection with the selectors should contact the Chairman and make an appointment to raise this personally with the full selection panel. Saturday selection - Wednesdays after 5:30pm. Monday selection – to be confirmed.
- Players are asked to refrain from raising selection issues with individual selectors or at times other than the time above.
- If a player believes he/she has not been treated in accordance with the selection policy and their concerns cannot be resolved, a formal complaint in writing may be made to the Board.
- Selection criteria will be reiterated during the season so that players are clear about how teams competing in the finals will be chosen.

### **Performance data**

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

#### **Observation**

Selectors are able to observe player performance:

- in Pennant games - selectors have the opportunity of playing with and observing the performance of bowlers in the division they themselves are selected to play in.
- during practice and coaching sessions at the club
- in Club Games. Aspiring players can demonstrate their bowling skills and improvement by entering and performing well in club championships and other club events
- at Tournaments, which are a great way for bowlers to develop their skills, to raise their profile and have their performance recognised

#### **Analysis of weekly performance ratings**

- Players' pennant performance will be rated by team members on a scale devised by selectors.
- This task will be rotated through all playing positions on a regular basis throughout the season.

#### **Consultation**

The selection panels are encouraged to assign each of the panel members the responsibility for a specific pennant division (other than the one they play in), to gather performance data prior to each weekly selection meeting. That person could consult with:

- the skippers of that division and / or
- random players in each of those rinks



### **Post-Game Team Meetings**

To enhance the quality of the feedback to selectors from rinks, skippers are encouraged to hold a brief after-game team meeting to:

- Share their thoughts about their own performance
- What could be done to improve?
- How well they worked as a team?
- Did they have fun?

### **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
- Regularly attend practice sessions. Club practice sessions are scheduled on Wednesday and Friday afternoons / evenings, however the greens are open for individual or group practice throughout the week. (Unless greens are closed by the Greens Director).
- Participate in competition, club and team events whenever possible