Buninyong Bowling Club Inc

Selection Policy

(2026 – 27)

SELECTION POLICY

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1.0 Background

1.1 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.

1.2 Responsibility for the selection process falls to elected Club members who devote a great deal of their time on a voluntary basis to the sport for the benefit of the Club.

1.3 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.

1.4 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 opinion of the Selection Committee may differ from that of an individual player.* Player unavailability due to illness, holidays, etc, is one such element that requires selectors to manage changes in teams and rinks. *Players may sometimes find themselves moved due to the need to balance teams around availability.*

2.0 Purpose

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

3.0 Objective

3.1 To ensure that competitive and compatible teams are selected to represent Buninyong Bowling Club in all pennant competitions and divisions (See Section 7.0)

4.0 Principles

4.1 The following guiding principles apply to this selection policy:

- All members / players are to be informed of the Selection Policy.
- Club membership does not entitle a member to automatic or regular pennant selection.
- 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 - dependent upon the availability of positions and team / Club requirements - 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.

5.0 Selection Committees

5.1 There will be a separate selection committee for Saturday and Tuesday Pennant.

5.2 Selectors are elected by Club members at the Club's Annual General Meeting, unless there are insufficient nominations, in which case, the Board will appoint members to fill the remaining positions.

5.3 The Board will approve a Chairperson / Liaison Contact of each Selection Committee as selected by that committee.

5.4 Both Selection Committees will consist of 5 members, with membership of each committee aiming to reflect a balance of gender and experience.

5.5 Selectors will treat their own selection in the same way that they would treat the selection of any other member. If a selector feels uncomfortable in a discussion about their own selection, they may absent themselves from any vote that may be required.

6.0 Role of Selectors

6.1 For a detailed description of the selector's role, please see the Roles and Responsibilities document on the Club's website (and Appendix A of this policy).

6.2 Selectors are responsible for all selection decisions. These decisions must be based on the Club's goals (see Section 7.0) and the selection criteria (see Section 8.0) in an impartial and non-discriminatory manner. All selection decisions are confidential and selectors are not to discuss any decisions or issues outside of the selection committee forum.

6.3 Selectors will make every effort where possible to communicate with players involved in substantial changes where they deem it appropriate, before the teams are published. However, players affected by positional changes within a division will generally not be notified of these changes.

6.4 Selectors will appoint a Side Manager for each division and ensure that they are aware of their responsibilities.

6.5 Selectors will ensure that an accredited Umpire or Measurer or Competent Person is appointed for each home game as required.

7.0 Club Bowling Goals / Pennant Selection Goals

7.1 The goals of the Club are to strive to:

- provide opportunities for Club members to participate in pennant competition at a level that is applicable to their ability and development
- achieve excellence in lawn bowls, and
- be the most successful Club in the Ballarat Highlands Bowls Region (BHBR)

7.2 The respective pennant selection committees are to assist the Club to achieve these goals when selecting their teams.

7.3 Specific Club goals:

- The major goal of the Club is to achieve success in all pennant competitions, ideally by winning premierships in the divisions we participate in.
- The minimum goal of the Club is to maintain the current standing of pennant teams in their respective divisions.
- Goals related to specific divisions in a year will be determined by the Board in consultation with selectors and members.

8.0 Selection Criteria

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:

8.1 Membership

To be eligible for selection, players must be full financial members of the Buninyong Bowling Club and registered on Bowlslink as Competition Bowlers.

8.2 Performance

Ability, competitiveness, teamwork, and current form in the pennant competition the player is currently participating in.

8.3 Feedback

Based on observation by selectors, information gathered from skippers and other experienced bowlers in the rink, and analysis of information gathered from available data.

8.4 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 to provide the best possible outcome (this could mean that some selection changes may appear at the individual level, to be unwarranted). Players' individual preference for who they may wish to play or not play with, or a particular position they may wish to play in, will not necessarily be a factor in selection.

8.5 Experience

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

8.6 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 in previously. Selectors will make their decision based on the needs of the team and the form of the player who came into the team. Players are requested to list any unavailability dates on the Club noticeboard as early as possible.

8.7 Commitment / Practice Attendance

Players are encouraged to show commitment towards the goals of the Buninyong Bowling Club's pennant success (see above), including a commitment to regular training and practice sessions. At least one practice session per week is recommended. If a player cannot attend

practice at all during the week, they are required to advise one of the selectors. It is expected that players playing in the highest divisions should practise at least three times per fortnight.

8.8 Attitude

This includes players' attitudes towards the Club, fellow players and members of the Club. This will focus on the effort at training and match days, attendance, and their contribution to team spirit / performance. This also includes abiding by our Club's Code of Conduct on and off the field, including exhibiting good sportsmanship.

8.9 Fitness

Players should maintain an appropriate level of fitness to the level of bowls that they are playing. 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.

9.0 Selection Process

9.1 Selection committees will meet at an agreed time, at least weekly during the pennant season, and as often as is necessary prior to the season commencing.

9.2 Players will be informed of the dates, location, and criteria for team selection. (i.e., this policy will be distributed to all members and will be addressed a number of times during the season).

9.3 Unavailability: Players are requested to list any dates that they are unavailable on the Unavailability clipboards on the club noticeboard.

9.4 In 2025-26, team selections will be completed on Wednesdays for Saturday pennant, and Fridays for Tuesday pennant (see Appendix B).

9.5 Teams will be posted on the Club noticeboard following selection and will also be available on Bowlslink. Teams will also be emailed to members and will be posted in the Ballarat Courier when possible.

9.6 Members who wish to discuss their <u>own</u> selection have two options.

<u>9.5.1 Meet with a Player Advocate (if available):</u>

The player can discuss their issue with a Player Advocate who will recommend a process to achieve a successful outcome. Player Advocates (see Appendix C for position description) are responsible for facilitating communication between individuals and selection committees on matters pertaining to performance and selection. Possible outcomes include:

- resolution of the issue without involvement of the relevant selection committee
- the player and the Player Advocate meeting with the Chair of the relevant selection committee or the full committee to resolve the issue.

The issue may be resolved in the short term or may require a longer period of time. *A player who uses this option cannot appeal to the Board (see Section 9.7) without first meeting with the relevant selection committee to resolve the issue.*

9.5.2 Meet with the relevant selection committee:

The player can meet directly with the relevant selection committee. To do this, the player must contact the Chair of the relevant selection panel and make an appointment to raise this personally with the full selection panel. Appointment times are to be confirmed by the relevant selection committees (see Appendix B). Both players and selectors are required to respect this policy.

9.7 *Players are not to raise selection issues with individual selectors at any time other than those stipulated in Appendix B. Any player who does not follow this directive will be referred to the Board and the Player Infringement process may be enacted (see Section 12.0 below).* Selectors will also refrain from instigating informal discussions with players regarding their selection unless there has been a selection committee direction to do so.

9.8 If a player believes he/she has not been treated in accordance with the selection policy and their concerns have not been resolved by a discussion with the relevant selection committee, a formal appeal in writing may be made to the Board. Any decision of the Board will remain final.

9.9 The only grounds of appeal against a selection decision will be where the player can provide evidence that the decision of the selectors is not in accordance with the stated selection criteria, or the selection is based on information that is factually incorrect, or the selection was influenced by bias and the decision is grossly unfair or unreasonable.

9.10 Selection criteria will be reiterated during the season so that players are clear about how teams competing in the finals will be chosen.

9.11 The members of the current Saturday and Tuesday Selection Committees are listed in Appendix B.

10.0 Performance data

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

10.1 Observation

Selectors can 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.

Whilst players are always encouraged to improve their bowling by participating in Club events, Club tournaments or BHBR events, it must be noted that selection for Buninyong BC pennant teams will be based upon performance in that particular pennant competition.

10.2 Consultation

As part of the selection process, selection panels will consult each week with:

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

11.0 Players' Roles

Players are encouraged to:

11.1 Make yourself familiar with the selection criteria and clarify any concerns with the Club prior to commencement of the pennant season.

11.2 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. Approaching one of the Club coaches for ideas or the use of drills available on the internet is encouraged. Scoring cards for practice drills are available at the Club.
- Attend structured coaching sessions (organised by the Club coaching panel as required).

11.3 Discuss your team's efforts with each other with the objective of continuous improvement and to enable feedback to selectors.

11.4 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).

11.6 Participate in competition, Club championships and team events whenever possible. These will help improve players' bowling but are not a criterion for selection.

12.0 Infringement Process

12.1 As per the Club's Code of Conduct and Etiquette Policy, any player who chooses not to follow the guidelines as set out in this policy will have the following infringement process implemented.

- First offence: Player will be given a verbal warning from the Club President or designated Board representative.
- Second Offence: Player will be given an official warning in writing from the Board.
- Third offence: The player will be suspended from pennant matches for 1 week.
- Fourth offence: The player will be notified in writing from the Board that they are no longer required as a member of the relevant team and will have their Club membership terminated.

12.2 The level of infringement will be decided by the Board, which may escalate the infringement to an instant 4th Offence, suspension from the Club or criminal charges.
For example: Throwing the mat in anger may result in a first offence. Physically assaulting another player may result in an instant fourth offence.

APPENDIX A

Position Description – Selector

Position Title:	Selector
Reports To:	Buninyong Bowling Club Board and Members

Role Purpose

The purpose of this role is to be responsible for the selection of the Club's Pennant competition teams.

Duties and responsibilities

- Attend all meetings of the Club's selection committee.
- Ensure that the selection committee meets regularly, within appropriate timelines and as advertised to the members.
- Ensure that all relevant Club pennant teams are selected and communicated to members within relevant and advertised timelines.
- Ensure that selected teams are displayed physically at the Club, communicated to members via email and published in the Ballarat Courier.
- Ensure that the Club Selection Policy is followed in all selection processes and communications.
- Ensure that any member inquiries are treated according to the processes and procedures outlined in the Club's Selection Policy.
- Ensure that a Team Manager is appointed for each side and that all Team Managers are aware of their duties and the requirements of the role
- Ensure that Team Managers' boxes contain all required information including selected team, printed team labels (if in use), pennant scorecards, green fee pouches and spare bowls stickers.
- Liaise with the Club coaching panel as required to gain information to assist selection decisions

Role Conditions

The Selector is expected to:

- Act in the best interests of the Club and its members at all times
- Have a good working knowledge of current selection guidelines and relevant government regulations as pertaining to selection processes
- Possess good communication, interpersonal and organisational skills, and the ability to work in a team environment

Approved by:	Buninyong Bowling Club Board
Endorsement and Date:	Board meeting, 14th September, 2026
Date for Review:	September, 2027

APPENDIX B

Selection Committee Membership 2026-27

Saturday Selection Committee:

- Wayne Morgan (Contact) – 0419 595 610
- Keith Chapman
- Brett Innes
- Ken Sergeant
- Narelle Smith

Tuesday Selection Committee:

- Barb Voigt (Chair) – 0407 048 159
- Yvonne Gamble
- Carol Kuchel
- Sue Simmonds
- Rhonda Woodrow

Selection Times:

- 4.00pm on Wednesdays for Saturday Selection Committee (times may vary depending upon practice requirements and selector availability).
- 4.30pm on Fridays for Tuesday Selection Committee (times may vary depending upon practice requirements and selector availability).
- Teams will be:
  - posted in the office window following selection
  - entered onto Bowlslink (usually the day after selection)
  - emailed to members on the night of selection or the day after.

Member appointments

- Members who wish to discuss their own selection with the selectors, must contact the Chair and make an appointment to raise this personally with the full selection panel.

Appointment times:

- Saturday Selection: Wednesdays, 4.00pm – 4.30pm
- Tuesday selection: Fridays 4.30 – 5.00 pm

APPENDIX C

Position Description – Player Advocate

Position Title:	Player Advocate
Reports To:	Buninyong Bowling Club Board

Role purpose

The player advocate is responsible for facilitating communication between individuals and Selection Committees on matters pertaining to performance and selection.

Duties and responsibilities

- Being available to members to assist with resolving selection issues.
- Where necessary, assist players understand the selection process.
- Enhance the fellowship, culture, and operation of the Club by providing the linkage between Club members and selection committees.

Criteria for position

- Very good communication/negotiation skills.
- Experienced bowler familiar with selection procedures and issues commonly arising from selection processes.
- Ability to evaluate and address member issues to achieve mutually acceptable outcomes.
- Able to develop a good working relationship with the Chair of the relevant selection committee and the Club's executive.
- Ideally there should be two Player Advocates – one male and one female.
- Player advocates are appointed by the Buninyong BC Board of Management.

Procedure for consulting Player Advocate

The circumstances and procedure for consulting a Player Advocate are outlined in Section 9.5 of the Selection Policy.

Approved by:	*Buninyong Bowling Club Board*
Endorsement and Date:	*Board meeting, 14th September, 2026*
Date for Review:	*September, 2027*