

BOWLS ACT

PLAYER SELECTION POLICY

August 2016

POLICY TITLE: PLAYER SELECTION POLICY

BOWLS ACT INC

1. PRINCIPLE

Bowls Act shall regulate and control all matters in connection with the selection, management and control of all teams representing the Association, Bowls ACT Inc.

2. PHILOSOPHY

The objective of this Player Selection Policy ("Policy") is to ensure the best possible squads, teams and players are selected to achieve maximum success when representing Bowls ACT.

It is based upon that issued by Bowls Australia and remains in force until amended or revoked by the Bowls ACT Board.

It applies to all selected players, Selectors, State Coaches and Bowls ACT Officials, all of whom are required to sign the Bowls ACT Code of Conduct Agreement (attached), in order to be eligible to represent Bowls ACT.

3. SELECTORS

Bowls ACT Board of Management shall appoint Selectors and Coaches on the basis of their previous experience or involvement in bowls. Where any of the Selectors/Coaches becomes unable to meet his/her responsibilities under this policy, the Bowls ACT Board of Management will appoint a replacement Selector/Coach. No member of the Board shall act as a Selector without the prior approval of the Bowls ACT Board.

4. SELECTION COMMITTEES

4.1 There will be two Selection Committees. One shall be Male and the other Female. Each of these committees will be comprised of one State Coach and two Selectors of the respective gender.

Once formed, the State Coach shall be the designated Chairperson.

4.2 Preferred Qualities and Skills to be Held by a Bowls ACT Selector and State Coach.

An effective Bowls ACT Selector and State Coach must have the ability to make impartial judgments; have extensive playing, coaching and selection experience; have strong communicative skills; have an open-minded attitude, and operate with honesty and integrity.

4.3 Duties of a Selection Committee.

Bowls ACT Selection Committees will,

- i. determine the criteria used in the selection of players to represent Bowls ACT,
- ii. select players, teams and sides to play in all representative matches,
- iii. be represented by a Manager and the State Coach at Intrastate and Interstate events,
- iv. perform other duties in relation to selection as directed, in writing, by the Bowls ACT Board,
- v. create and direct a talent identification scheme in conjunction with Member Clubs,
- vi. set an example at all times in respect of conduct, decorum, dress standards and attire prescribed by Bowls ACT,
- vii. be responsible for team strategies, discipline, moral and team unity.

4.4 Duties of State Coaches

The Chairperson will,

- i. arrange and chair selection meetings,
- ii. prepare reports on selection as required,
- iii. be able to substantiate and justify those recommendations to the Bowls ACT Board of Management if, and when requested, and provide counsel and feedback to squad members when required,
- iv. advise the Executive Officer of the selected teams, who will ensure that all members of the selected teams are notified of their selection, preferably by email, prior to advising Clubs and the Media,
- v. ensure players are advised of their selection 28 days prior to an event, but if that is not possible, then at least 14 days beforehand,
- vi. appoint a Team Manager for all State events.

5. BOWLS ACT SQUADS / TEAMS

Each Selection Committee shall select a squad of a sufficient number of players each year, to provide flexibility and options to meet Bowls ACT commitments. This squad will be updated regularly, based on competition results, player performance, and feedback from Member Clubs on players displaying potential at this level.

Each Committee shall select teams or individuals from this squad to meet interstate or national commitments. Players should be notified of their non-selection, if considered necessary.

5.1 Selection Criteria.

- 5.1.1** Selectors shall have total discretion in matters of selection and may have regard to any one or more of the established criteria in any selection process.
- 5.1.2 A majority decision is required of the Selection Committee and their decision is final. This decision shall not prevent them changing the selection of any squad, team or individual at any time in response to circumstances that may arise.
- 5.1.3 When making decisions in regard to selection of players, the Selection Committee should consider whether a player has,
 - a) satisfied, or is able to satisfy the applicable eligibility criteria in respect of the squad, team, event or other activity under consideration,
 - b) attained, or has the potential to attain the degree of skill, physical fitness, judgment and mental focus that will enable the required high level of performance,
 - c) performed at a level appropriate to his/her ability, and achieved meaningful results in past interstate, national and international performances,
 - d) demonstrated the ability to work with Managers, Coaching Staff, Team Officials and other players,
 - e) a current, or potential injury or condition that will impair, inhibit or prevent performance at the required level,
 - f) any relevant information that may relate to poor or impaired past performances,
AND
 - g) given prior and appropriate notice to a Bowls ACT Selector or State Coach when unable to meet a commitment for which the player has been selected.

The players selected in any Bowls ACT team or side, must provide the team or side as a whole with the flexibility to perform against skilled competition; players of differing styles, and in diverse tournament and venue conditions. The composition of any Bowls ACT squad or team, may be influenced by strategies designed to enhance our ability to meet the long-term goals of fielding and sustaining a nationally competitive and successful State Side.

6. TEAM MANAGERS

Any member wishing to be considered as a Team Manager of a Bowls ACT team, must meet the eligibility criteria prescribed from time to time by Bowls ACT; be willing to comply with ACT Policies and Directives, and sign the Bowls ACT Code of Conduct Agreement.

6.1 Preferred Qualities and Skills of a Team Manager.

A Team Manager must demonstrate people and team leadership skills; good communication and interpersonal skills; the demonstrated ability to manage demanding and stressful situations, and experience in managing a sports team.

6.2 Duties of a Team Manager.

The Team Manager will,

- i. liaise with the Executive Officer concerning the administrative preparations and arrangements necessary to clothe, transport and accommodate a Bowls ACT team at competitions both within the ACT and interstate,
- ii. ensure team members represent Bowls ACT in accordance with the attached Code of Conduct,
- iii. provide the assistance necessary to ensure the health, safety and well-being of team members,
- iv. keep the Executive Officer briefed and updated on any issue or problem that may arise or develop with the team, players, team management and/or supporters,
AND
- v. arrange for game reports to be prepared and photographs taken for the Bowls ACT use.

7. REMOVAL FROM SELECTED SQUAD OR TEAM

Any participant, including a Player, State Coach, Selector, Official or Team Manager who,

- i. breaches, or fails to observe this Policy, the Bowls ACT Constitution or its By-Laws,
- ii. by reason of illness or injury, is unable to perform to the required standard in the opinion of the Selectors or State Coach, upon receipt of advice from a medical practitioner,
- iii. brings Bowls ACT; a squad, a team, or the Sport of Bowls into disrepute; acts in a manner unbecoming of a member of a squad or team, or prejudicial to the interests of Bowls ACT or the Sport of Bowls,
- iv. breaches or fails to comply, fulfil, and observe the requirements in the Bowls ACT Participation Agreement and the Code of Conduct Agreement,
- v. breaches or fails to fulfil a requirement of the Bowls Australia Anti-Doping Policy,

will be deemed to be ineligible for selection to, or continue to be a member of the Bowls ACT squad or team.

7.1 Discussion with Players.

A player may be removed from a selected squad or team by the Bowls ACT Board of Management in consultation with the Selectors and State Coach.

The circumstances may be that the participant has failed to sustain his/her performance and attitude to a satisfactory level, and provided the player has been advised that his/her continued selection is under review, and that he/she has been given the opportunity to improve.

7.2 Grounds of Appeal.

An aggrieved player may appeal against a decision to remove him/her from the squad or team on the grounds that the Appeal was not made in accordance with this Selection Policy.

7.3 Procedure for Appeal.

- i. An Appeal against a decision of removal or non-selection must be made within seven (7) days of any public announcement of a selected team.
- ii. The Appeal must be lodged, in writing, with the Executive Officer, setting out the
 - a) decision in question,
 - b) grounds on which the Appeal is made,

AND

- c) reasons or circumstances supporting the alleged grounds of Appeal.
- iii. Nothing in this Policy prevents the withdrawal of an Appeal at any time in writing.
- iv. On receipt of an Appeal, the Executive Officer must forward the Appeal documents to the Selection Committee for action.

The Selection Committee may refer the Appeal to the Bowls ACT Board, for consideration in regard to the relevant squad, team or individual,
- v. The appellant will be advised, in writing, of the results of the Appeal.
- vi. Nothing in the above prevents the Appellant from taking action in accordance with Clause 23 "Grievance Procedures" of The Bowls ACT Constitution (approved 3 May 2016).

7.4 Bowls ACT Board of Management Resolution.

A State Coach, Selector, Official or Team Manager may be removed by Resolution of the Bowls ACT Board of Management.