



**BOWLS NORTH WEST Inc**

**POLICY TITLE: Selection Policy**

## 1. PHILOSOPHY

1.1 The aim of the Bowls North West Selection Policy (hereafter 'the Policy') is to ensure that the best possible players and sides are selected to represent Bowls North West and that the selection process is consistent, fair and impartial.

## 2. APPLICATION

2.1 The Policy applies to players and to Bowls North West officials including selectors, coaches and team managers.

2.2 The Policy remains in force until amended or revoked by Bowls North West.

2.3 Bowls North West may remove any player or Bowls North West official including selectors, coaches and team managers who:

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

## 3. BOWLS NORTH WEST SELECTION PANELS

3.1 Selection shall be undertaken as a function delegated to independent panels chaired by the State Selector representing Bowls North West.

3.2 The panels will be bound by the procedures, rules and policies set out in the Policy and any other relevant policy or guideline adopted by Bowls North West from time to time.

3.3 Any or all members of a panel may have their appointment revoked by Bowls North West if they breach the Policy.

3.4 In the event of an appointment being withdrawn, Bowls North West will appoint a replacement panel member.

3.5 The following panels, chaired by a Chairman of Selectors, will select players to represent Bowls North West:

- Women's Open
- Men's Open
- Women's Over 60
- Men's Over 60
- Mixed Gender Junior

3.6 Women and Men's panel shall consist of three selectors including the State Selector who shall be the Chairperson. The Open and Over 60 selectors shall be one and the same other than the State Selector.

The Mixed Gender Junior panel shall consist of two selectors including the State Selector who shall be the Chairperson.

3.7 Each panel shall:

- Comply with Bowls North West policies and directives;
- Select as requested by Bowls North West;
- Advise and assist the Bowls North West Coach and any Team Manager as required; and
- Be accountable to Bowls North West through the Chief Executive Officer.

#### 4. SELECTORS

4.0 A position of selector shall be open to any bowler registered with Bowls North West except for the following;

- A current and/or potential squad/team member.
- A Coach shall not be appointed as a Selector in the same division they Coach in.

4.1 To ensure continuity of selection direction, each selector will be appointed for a period of 3 years, with one position being rotated each year.

4.2 Expressions of Interest for vacated Selector positions will be called at the following time of each year. Open/Senior/Junior - April

4.3 The closing date for nominations will be decided from time to time by Bowls North West.

4.4 Selection Criteria for Bowls North West Selector:

- High level communications skills, both written and oral
- High level interpersonal and negotiation skills
- Personal integrity and good character
- Demonstrated capacity to perform selection at a high level
- Demonstrated bowls experience at a high level
- Relevant qualifications including completion of the Bowls Tasmania Selection Module

4.5 Bowls North West selectors shall:

- Attend panel meetings as required to select teams;
- Attend Bowls North West trials, practice sessions and State Wide Challenge events to assess the suitability of players for selection;
- Be familiar with the individual performances of current and potential Bowls North West squad members in National, State, and Regional events; and

- Maintain the confidentiality of the selection process.

## 5. CHAIRPERSON OF SELECTORS

### 5.1

- The Chairperson of Selectors shall convene all necessary panel meetings and ensure in each case that the panel complies with the Policy.
- Invite the relevant coach/team manager to contribute to the discussion and to present any written observations.
- Bring to the attention of the panel any adverse report that would impact on the selection of any player, such as an adverse report resulting from previous selection.
- Submit the final selection of the panel to Bowls North West, in writing and in a timely manner.

## 6. TEAM MANAGER

6.1 Bowls North West shall appoint a suitable member of each panel to be the Manager

for each representative side selected.

6.2 Team Managers should meet the following criteria:

- Demonstrated interpersonal and leadership skills
- High level negotiation and communication skills
- Demonstrated capacity to manage demanding and stressful situations
- Previous experience in managing a representative sports team

6.3 Team Managers must:

- Prior to the team participating in an event assist Bowls North West as directed with the administration and logistics associated with the team travel and accommodation liaise with Bowls North West CEO to ensure full understanding of our tour itinerary and expectations.
- From the commencement of the tour be fully responsible for the administration and logistics associated
- with the team travel and accommodation liaise with Bowls North West CEO to ensure full understanding of our tour itinerary and expectations.
- From the commencement of the tour be fully responsible for the administration and logistics associated with the team travel and accommodation.
- Work to ensure the maintenance of team unity, discipline and morale
- Ensure members of the team comply with the Policy
- Provide whatever assistance is necessary to ensure the health, safety and well-being of team members
- Bring relevant issues to the attention of Bowls North West as required

- Following an event present a written report to Bowls North West on players' behaviour, event organisation, travel / accommodation arrangements and results

## 7. TEAM CAPTAIN

7.1 Bowls North West will appoint an official captain for each Bowls North West team to enhance liaison between officials and players.

7.2 The selection will be based on leadership skills and willingness to enthuse and encourage.

7.3 The captain will share responsibility for player standards both on and off the green.

## 8. PLAYER SELECTION

8.1 Eligibility for selection.

Players registered as members of a Bowls North West club and affiliated with Bowls Tasmania must be actively participating in a Bowls North West pennant roster to be eligible to be selected to represent Bowls North West. In determining this criteria Bowls North West may take into account extenuating circumstances as to why a player cannot be actively participating in that season and grant exemptions.

8.2 Panels will select representative players subject to the following criteria:

- Ability, including the potential for improvement.
- Appropriate physical fitness including the potential to attain and maintain an appropriate level of physical fitness.
- Demonstrated capacity to succeed including performance and results at pennant level, regional, state, national and international events.
- Capacity to perform the team role required.
- Performance during Bowls North West pennant.
- Performance during the State-Wide Challenge.
- Character.
- Willingness and compatibility to work with coaches, managers, and other players.
- Willingness to adhere to Bowls North West selection requirements.
- Any other matter that members of the panel may find relevant in the circumstances, as it is recognised that selection of bowlers is subjective

## 9. BOWLS NORTH WEST SQUADS

9.1 Bowls North West Squads - Panels will select squads as follows:

Open

- An initial Bowls North West squad of 15 male and female squad members will be announced in November each year. This squad will remain in place till the end of the last test of that calendar year.
- Selected players will be sent a player agreement document that will include all requirements for the period of squad tenure.

- If there are withdrawals from invited players, selectors may add players to the squad (maximum 15) from any registered Bowls North West member.
- Selectors may seek permission from Bowls North West to remove player(s) from the squad throughout its tenure, should they be able to demonstrate non-adherence to policy and/or player agreement requirements.
- In extenuating circumstances selectors may apply to Bowls North West to add a player to a squad. This would need to be unforeseen and a distinct benefit for our representative sides.

#### Junior

- Junior squads (U18) will be active from November of each bowling season.
- An initial Bowls North West squad will be announced in November each year.

#### Senior

- A initial squad of up to 15 male and 15 female players (O60) will be announced in November each year.
- This squad may then be invited to assemble at a pre-determined date for a trial day.
- Players selected must be over the age of 60 on the first day of competition.

### 10. ANNOUNCEMENT OF BOWLS NORTH WEST TEAMS

#### 10.1 Bowls North West will announce Bowls North West teams in the following manner:

- Players will be notified via email on the morning of a predetermined selection date.
- 1-2hrs after players have been notified Bowls North West will make a public announcement of the selected teams.
- Players and officials are prohibited from making these teams public until after Bowls North West has conducted the official release

### 11. SQUAD/TEAM MEMBER RESPONSIBILITIES

#### 11.1 Selected players have the following obligations:

- Consent to and comply with Bowls North West Player Code of Conduct Policy.
- Sign the Player and Indemnity Agreement form after it has been explained to them.
- Comply with relevant Bowls Australia requirements such as ASADA on line compliance

### 12. SELECTION REVIEW PROCESS

12.1 Bowls North West may ask any Panel to review its decisions by stating the reasons for the request, in writing, to the Chairman of Selectors within seven days of receipt of the selected individual player, team or side.

12.2 The Panel is obliged to review its decisions and reply in writing through the Chief Executive Officer, substantiating the decision made within 7 days of the receipt of the request.

12.3 A person affected by the selection decision of a panel, and who is aggrieved by that decision may ask the panel to review the decision by stating the reasons for the complaint in writing to the Chief Executive Officer within seven days of being advised of the selection decision. The panel is obliged to review the decision and reply to the complainant in writing, through the Chief Executive Officer within 7 days of the receipt of the complaint