

UTBC – 2019 Pennant Selection Policy

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1. Purpose of this Document

The Upwey-Tecoma Bowls Club Inc. (the UTBC) Pennant Selection Policy is intended to inform both members of the Pennant Selection Committee (PSC) and members of the UTBC, of the process that must be followed, whenever practicable, of selecting players in a fair and equitable manner.

2. The Pennant Selection Committee

- The Pennant Selection Committee (PSC) is a sub –committee of the Committee of Management (the General Committee).
- The PSC is responsible for selecting players for all Saturday Pennant and Mid-Week Pennant games, Tuesday Night Pennant games and Bankers games, if applicable.
- All selections must be made within the rules of the game of bowls, in the spirit of amateur competition and Club values, gender and racial equality and in accordance with the criteria set out in this document.
- The PSC shall understand that individual members of the Club play bowls for various reasons and have differing aspirations, thus the PSC should respect those differences.
- One particular selector should be the contact person for each team, thus it is advantageous if that selector is a member of that team.

2.1 Election of Selectors

- The PSC shall consist of at least three and no more than five members (*see “Constitution & Club Regulations”, Section 2 Club Regulations, Duties of sub-committees 6.3 Match/Pennant Selection Committee, page 7*).
- Selectors will be appointed by the General Committee based on nominations in accordance with the Club rules and regulations.

- Whenever possible, those nominating for the PSC should be prepared to commit to at least two years service to ensure continuity.
- A Chairman shall be elected by the PSC and should then be endorsed by the General Committee. Preferably, the Chairman would be an experienced selector.
- Where possible, a member of the Coaching Committee should be a member of the P.S.C.

2.2 PSC Values

- Respect for players and fellow selectors alike.
- Consistency in application of principles.
- Accountability for decisions.
- Unity, in that decisions made are accepted by all members of the PSC.

2.3 PSC Meeting Guidelines

- The PSC shall have regular meetings, with team selections being completed, whenever possible, no later than Wednesday P.M. for Saturday Pennant and Saturday P.M. for Tuesday Pennant.
- Except in exceptional circumstances, ALL PSC members will be involved in selection of all teams.
- The PSC must demonstrate a high level of confidentiality in their decision making.
- Where a PSC member is selected in a team, he should seek feedback from the skips and bring constructive feedback to the following meeting for all PSC members to consider.
- A representative Skip from each team may be invited to attend selection meetings to provide feedback.
- Where a member of the Coaching Committee is not a member of the PSC, one may be invited to attend selection meetings to provide feedback and advise selectors.

2.4 Communication

The PSC will:

- Display the selected teams on the display board at the Club.
- Ensure that the selections are posted in the UTBC website as soon as possible.
- Email selected Teams via Team App.
- Contact players selected for different positions or teams before the teams are announced.
- Contact players available but rotated out, before the teams are announced.
- Send one representative to the UTBC General Committee monthly meeting to report on activities and to get feedback on any matter impacting on the PSC.
- Ensure that a minimum of two selectors agree to any additions or changes to teams should a player become unavailable post selection.
- Nominate a Team Manager for each Saturday and Tuesday sides.
- Inform Side Managers of any late changes so that score cards can be amended as necessary.
- Nominate the Umpire.
- Nominate the Inside and Outside Duty rinks.
- Should it be considered necessary, the PSC may appoint Team Captains to motivate teams and encourage teamwork and camaraderie.

3. Duties of P.S.C.

The PSC, in collaboration with the Coaching Committee, should:

- Pre-season; establish Pennant targets for all teams.
- Develop plans to deliver those targets.
- Regularly review the targets, particularly after rounds 6, 12 and 18.
- Arrange an intra-club and inter-club practice match programme prior to the season commencing and, preferably, 'lock-in' the inter-club matches prior to handing over to a new PSC.
- Arrange practice matches that will be utilised to 'try out' players for compatibility, current form, role within the rink, understanding of the Club game plan and to ensure that the accuracy and consistency in measuring Excellent Bowls.
- Ensure that all Pennant and prospective Pennant players complete a 'Pennant Aspiration Form'. This helps determine player availability and assists Selectors in making appropriate decisions. Players, who limit themselves to whom they will or will not play with or what Division or position they will or will not play in, risk adversely affecting their selection outcome.

4. Selection of Pennant Teams

Selection Criteria

- The current form of the player shall be a vital ingredient in the selection process. To help gauge this, the PSC should consider trend data provided by the weekly Match Report. The Match Report includes Rink and Team scorecards and Excellent Bowls cards.
- Where appropriate, player aspirations will be recognised.
- Skill and Technical ability.

- Commitment to practice and/or, where possible, skill and team training sessions.
- Excellent Bowls counts.
- Post-game Match Reports
- Attitude and behaviour towards the Team, fellow Team members and towards opposition players.
- Leadership and Communication skills.
- Team dynamics.
- Compatibility where this can be achieved without affecting Team and Rink balance
- Observation.
- Availability and reliability. If a player is unavailable for one or more weeks, he or she will not automatically be reinstated in the same team, rink or position.
- Should any of the Pennant sides reach the Finals, the most competitive combination of players who have qualified and are available to play at that level, in accordance with Bowls Victoria Regulations, will be selected?

5. Selection Philosophy

5.1 Saturday Pennant

- Only financial members of the club are eligible for selection.
- Wherever possible, the most competitive combination of players will be selected for the First Team, the next most competitive combination for the second team and so on, cascading down through the remaining team/s.
- Whilst responsible for selecting strong, competitive teams, the PSC should also ensure that, through rotation, in the lowest team, all available players are given an opportunity to play on a regular basis.

- Whilst consideration will be given to player preferences, all players are representing the Club and not the individual, therefore players must be prepared to play in the team, rink and position to which they are selected. Players, who refuse to do so, or by their attitude affect team morale or discipline, could jeopardise their future selection.
- A willingness to regularly practice and or play between Pennant matches is highly desirable.
- To be considered for pennant selection, a player must be available for the majority of games played in the season.

5.2 Midweek day Pennant.

As for Saturday Pennant, except that:

- Where possible, selection should include a mix of players from all Saturday Pennant sides.
- Where there are surplus players, efforts should be made to rotate team members to ensure that all available players are given the opportunity to play on a regular basis.
- Where applicable, preference may be given to available players who missed selection for the previous Saturday Pennant competition.

5.3 Tuesday Night Pennant.

As for Saturday Pennant, except that:

- Preference should be given to players who are unavailable for Saturday or Midweek Pennant (e.g. work commitments).
- Where possible, selection should include a mix of players from all Saturday Pennant sides.

- Where there are surplus players, efforts should be made to rotate team members to ensure that all available players are given the opportunity to play on a regular basis.
- Where applicable. Preference may be given to available players who missed selection for the previous Saturday Pennant competition.

6. Training and development

- Whilst the Training and Development is run by the Coaching Coordinator/s and the coaching team, this should occur in consultation with the PSC.
- When necessary, the PSC can refer any player to the Coaching Committee for specific skill training.
- The PSC and Coaching Committee should be pro-active in encouraging and nominating members to enter Bowls Victoria and open tournaments for the purpose of improving players' skills and experience.

7. Players' responsibilities

- To give ample notice to the PSC if unavailable for selection in any given week by filling in the 'unavailable' form provided, or by contacting the Chairman of Selectors.
- To put the interests of the Club, Team and rink above all else.
- Honest and accurate measurement of 'Excellent Bowls'.
- A commitment to self-improvement, self-accountability and availability.
- Honesty about their own game.

8. Grievance and Appeal process

- Players who have an issue with their own selection have the right to approach the PSC member who is the designated contact person for that team. That PSC member will take the player's concerns and table them at the next PSC meeting for discussion.
- Alternatively, the player can make an appointment to attend a PSC meeting. Details of the player's concerns should be provided to the PSC Chairman prior to the meeting. Discussion at the meeting should be open, honest and constructive, with all parties showing respect to each other.
- A PSC member should not be approached with a selection issue either immediately prior to or immediately after a game. Respect for the PSC member's own game and performance is as important as any other player's.
- No player should abuse, berate, insult or attempt to intimidate any member of the PSC. Should this occur, the player will be referred to the UTBC General Committee for disciplinary action.
- Players who display poor behaviour or bad attitude or bring the Club into disrepute in any way will be referred to the UTBC General Committee for disciplinary action.
- If any player believes the PSC has breached any part of the PSC Policy, the matter must be forwarded to the PSC Chairman. If the player is not satisfied with the outcome, the player has the right to ask that the matter be referred to the UTBC General Committee for resolution.
- Players wishing to discuss the selection of other players will not be entertained by the PSC.