



# HAPPY VALLEY BOWLING CLUB INC.



## BY-LAW

### Selection of Players for Pennants

#### Selection Policy

It is the policy of the Happy Valley Bowling Club that selection of players for Pennant Competition will be based on merit with the selection criteria and the process of selection transparent and accountable to all members.

This statement is in accordance with the Metropolitan Bowls Association Conditions of Play.

#### Selection Criteria

Selection will be based on merit with the selectors taking into consideration a player's current and recent form and playing ability.

The aim of the selection process is to select the best team of players for the highest grade from the available players, and to then select the best team of players for the next grade side from the remaining players and for each lower grade in turn.

Preference is to be given to a player who practices and trains regularly, over a player of equal ability and form who does not practice.

In the selection of sides, consideration is to be given to compatibility, team dynamics and player development.

In Open Gender competitions, selection will be based on merit, regardless of gender.

#### Role of the Chair of Selectors

The Chair of Selectors may have input into the selection process. The Chair will convene and chair each meeting of Selectors and:

1. Conduct the business of the meeting;
2. Ensure that the Selection Policy is followed;
3. In the event that Selectors cannot agree on a player's selection, the Chair shall have a casting vote;
4. Ensure all on-line administration is completed prior to match day and after matches are completed.

Should a Chair of Selectors not be appointed for any of the competitions, then one of the Selectors shall be required to assume that role. This may be permanent or done so on a rotation basis.



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### **Selection Panels**

The number of Selectors on the panels shall equate to, at least, the number of teams to be selected.

The Club's Bowls Development Manager (if one has been appointed) shall attend the Selection Meetings for the Saturday Open Gender competition and may provide input and comments for any and all grades being discussed, but may not act as a selector. Attendance at the Selection Meetings for the other competitions is optional.

One Selector is to be designated as the relevant Liaison Selector for each team, to deal with communications for that team, including:

- soliciting feedback from Skips and/or Managers for player performance during the most recent match;
- providing feedback to player(s) within the relevant team of selection decision(s);
- acting as the contact person for team player unavailability after selection and prior to the next match.

Selection Meetings should be treated as confidential. However, if the Chair of Selectors (or the acting Chair of Selectors) of any Panel considers certain information to be of a general nature, then this does not need to be treated as confidential.

The Board Representative for the Bowls Portfolio (Bowls Director) may attend Selection meetings, at his/her discretion or by invitation from the Chair of Selectors, as an observer only and may not contribute to the Panel's discussions unless invited to do so.

### **Selection Procedures**

The Selectors shall meet at a mutually agreed time and place to select players for each match.

The Selectors will select players for the top grade first. The Selectors will be responsible for the selection of other grades from the remaining pool of available players, and in turn sides will be selected for each of the lower grades in order.

The entire Panel shall have input and discussion for every grade to be selected. Selection decisions for each grade are to be determined by the Panel. The Liaison Selector shall undertake communication responsibilities for his/her designated team.

Where the Selectors cannot agree on a selection, the Chair of Selectors shall have a casting vote.

### **Rotation of Players**

If more members are available for a particular competition than are required, a rotation system will occur in the lowest grade and if practical and required the lowest two teams.



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This is to ensure that every player considered to be of an acceptable standard is offered a fair and proportional share of games.

Where possible, players who participate in only one weekly competition will be given priority of rotation over those who play in multiple competitions, to ensure that the largest majority of players have the opportunity to play at least once a week.

A player once rotated may not be rotated again until all players subject to rotation have been rotated.

Full records are to be maintained by the relevant Chair of Selectors showing details of rotations for the current season.

#### ***Prior to Match Day***

When a player becomes unavailable after selection day and prior to match day, a player from the team below will be used to replace that unavailable player. This process will continue through all teams below, and then a fill-in player is placed in the lowest team.

#### ***On Match Day***

When a player becomes unavailable on match day, a fill-in player can be used to fill any such short notice vacancy at any level, provided that the fill-in player is of similar standard.

#### **Selector's Roles and Responsibilities**

All Selectors are to be aware of and promote, when possible, players displaying consistent form and those players who are continually working on their core skills development and have been attending regular training sessions. This includes new players to the Club.

All Selectors' decision making will be based on fairness, honesty and integrity.

The Selectors (including the Chair of Selectors) must endeavour to have honest and meaningful discussions with the relevant sides' Skips and/or Managers regarding the performance of players in their sides.

The Selectors will notify players of their selection by means of the white boards in the pennant office, and via the Club website. In addition, Selectors are to ensure that they communicate in person with players who are being promoted, those "on watch" and those being demoted; selectors should be empathetic and sensitive with players "on watch" and being demoted. Weekly reviews of players in all three categories are to be undertaken by selectors.

Those players "filling in" a vacancy will be notified of their selection by the relevant Liaison Selector by phone or personal contact.

Liaison Selectors will also prepare the score cards for each side in their grade.



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**Players' Responsibilities**

Each player is responsible for:

1. Finding out if they have been selected to play in the coming matches;
2. Informing the Selectors when they are not available for selection. This will be done by entry on the "Unavailable to Play" sheet on the notice board in the Clubrooms prior to the Selection Meeting for that competition;
3. Late notice of non-availability is to be given to the relevant Liaison Selector by phone call.

**Player Rights re Selection**

Any player, who believes that he/she has not been considered for selection based on merit, may firstly write to the Selection Panel, through the appropriate Liaison Selector, regarding his/her grievance. If not satisfied with the Selection Panel's response, they shall have the right to refer the matter to the Club's Bowls Director who will review the issue, respond as required, and report to the Board of Management.

This By-Law was passed by the Board of Management in accordance with the Constitution of the Club at the meeting on 12<sup>th</sup> November 2019.

*Ray Steer*

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President

*Ian James*

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Secretary