



Bowral Bows Club Selection Policy

1. Principles

- The objective of the Bowral Bows Club Pennant Selection Policy ("Policy") is to ensure the best possible squads, sides, teams and players are selected to achieve maximum success when representing Bowral Bowling Club.
- All players eligible for selection will be considered by the Selection Committee for selection.
- The Policy applies to players, members of the Selection Committee, coaches, side managers and other Club officials.
- This Policy remains in force until amended or revoked by Bowral Bows Club Committee.

2. Interpretation

- Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in the Bowral Bowling Club Constitution and By-Laws
- No particular selection criteria shall be weighted more or less significantly by reason only of the order in which that criterion appears in this Policy.
- Selection Committee means the Bowral Bows Club Selection Committee.

3. Selection

3.1 Player Eligibility

- In order to be eligible for selection in any squad/side/team, a player must:
 - be a registered (financial) bowling member of Bowral Bowling Club Ltd;
 - be a registered bowling member of Bows NSW;
 - not have any restrictions, bans or suspensions imposed that would prevent them representing The Club.

3.2 Player Selection Criteria

- Selections made by the Selection Committee may be based on the following criteria:
 - Performance in Club/Zone/Regional/State/National Championship events;
 - Current and previous performances in events and over such periods as determined by the Selection Committee;
 - the player's current level of skill;

- Demonstrated positive attitude and commitment to Bowral Bowls Club and, in particular but not only, regarding Pennant selection and representation;
- Demonstrated and/or potential ability to adapt to the format of play and/or environmental conditions for the selected event;
- A player's leadership qualities;
- Any current or potential injury or condition which will impair, inhibit or prevent the players performance at the requisite level;
- Demonstrated and/or potential ability and attitude to work with members of the Selection Committee, side officials and players;
- Behaviour standards on and off the bowling green and a total commitment to maintain expected standards whilst representing Bowral Bowling Club.
- Availability and commitment to participate in scheduled training events and/or other events such as trials or team building activities; and
- Any other factor considered relevant in the circumstances, but which is not discriminatory.
- *The following may also be taken into account by the Selection Committee:*
- In considering the criteria under this Policy, the Selection Committee may in its discretion give weight to extenuating factors.
- In determining the composition of any selected side/team, the make-up of that side/team may be influenced by the importance of the event in achieving Bowral Bowls Club long term objectives and the future development of The Club.
- Competitive ability of players will be of importance for selections. Any player who fails consistently to perform in major competitions at a level appropriate to their ability may at the discretion of the Selection Committee, not be selected, even if they have complied with all other criteria.

3.3 Player Selection Procedure

- The Selection Committee shall have total discretion in selecting and may have regard to any one or more of the selection criteria in any selection process.
- If a consensus cannot be reached during the selection process, a simple majority vote of all Committee Members present is sufficient to resolve a decision.
- The decision of the Selection Committee on any side/team selection shall be final at the conclusion of the Committee meeting.
- No reason needs be given for any selection or other decision of the Selection Committee. This shall not prevent, limit or restrict the Selection Committee changing the selection of any squad, side, team, player or official at any time in their sole discretion, having regard to all the circumstances.
- At the discretion of the Selection Committee Chair, the Selection Committee may during competition consult with or seek input about selections with individual players, the leadership group (Skippers) or the side/team as a whole.

4. Player Removal From Selected Side/Team

- Any Player who:
 - Breaches or fails to observe the Bowral Bowling Club Ltd Constitution or By-Laws or Policies;

- By means of illness or injury is unable to perform to the required standard in the opinion of the Selection Committee (after having received advice from a medical practitioner);
- Brings Bowral Bowling Club Ltd, a Bowral Bowls Club Side/Team or the sport of bowls into disrepute or acts in a manner unbecoming of a Member or prejudicial to the interest of Bowral Bowling Club Ltd and the sport of bowls.
- Breaches or fails to comply, fulfil and observe the requirements of the Bowral Bowls Club Representative Player Code of Conduct; (See last page)
- Any selected player may be removed from a side/team by the Selection Committee as the circumstances may require, including where the participant has failed to sustain their performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the participant and the participant has been given the opportunity to attain those performance levels.

5. Notification

5.1 Notification of this Policy

- This Selection Policy shall be available to all Members on the Bowral Bowling Club Ltd website and, hardcopy from the Bowls Secretary at The Club.
- Bowral Bowls Club shall have no general responsibility to give notice of this Policy to individual persons, other than in accordance with this Policy.

5.2 Notification of Player Selection

- Incumbent players who are not selected in a side will be contacted by phone by the Chair of the Selection Committee, or Member of the Selection Committee delegated by the Chair.
- Any squads/sides/teams selected by the Selection Committee will be advised of their selection (by SMS; phone or email) by the Selection Committee Chair.
- Selected and non-selected players are embargoed from distribution of a player/side selection until the selected side is officially announced on the Bowral Bowling Club website and bowls noticeboard.
- The Selection Committee will announce any side selected on the Bowls noticeboard (usually within 24 hours of all players concerned being notified).
- Following this announcement, selected and non-selected players can share the news publicly.
- Selection Committee Members are also bound by this process and cannot share any news of selection/nonselection, other than to players concerned, until after the official announcement by The Chair of Selectors.

6. Bowral Bowls Selection Committee

– **Carl Spilker (Chair), Gail Fraser, Mick Spong, Robin Staples, Stephen Della**

6.1 Duties of Selection Committee Chair

- The duties of the Selection Committee Chair are to:
 - Arrange and facilitate all Selection Committee meetings, either by face to face or virtually by the use of any form of electronic communication that allows persons present at the meeting, to clearly and simultaneously communicate with each other;
 - Develop plans and procedures for the Selection Committee to meet it's responsibilities;
 - Liaise with Club Coaches as required;

- Prepare reports and maintain records on player performances and selections as required;
- Act as spokesperson for the Selection Committee in communicating with players, the Bowral Bowls club Board and Club Officials as required;
- Arrange and facilitate training for Selection Committee Members, including but not limited to, a Selection Module Education Course.

6.2 Duties of Selection Committee Members

- The duties of Selection Committee Members are to:
 - Select sides/teams to represent Bowral Bowling Club at Pennant and other representative events;
 - Attend and evaluate player performance at training and Pennant trial selection events and other key events, and retain records for future use;
 - Assist in the development of Selection Committee plans and procedures and undertake tasks delegated by the Selection Committee Chair;
 - Set an example at all times on decorum, dress standards and shall wear attire as prescribed by Bowral Bowls Club;
 - Represent Bowral Bowling Club in a professional manner at all times; and
 - Maintain the integrity of the Selection Committee and respect confidentiality

7. Compliance

- All players, Selection Committee Members, coaches and side managers must:
 - Comply with all Bowral Bowls Club policies, procedures and directives of the Board;
 - Upon selection to a squad, side or team, comply with the Bowral Bowls Club Representative Player Code of Conduct (See last page)

8. Appeal Procedure

8.1 Grounds of Appeal

- An aggrieved Member may appeal against a decision of the Selection Committee on the grounds that a decision of the Selection Committee was not made in accordance with this Policy.

8.2 Procedure for Appeals

- Any appeal against a decision of the Selection Committee must be made within five (5) working days of any notification set out in clause 5.2.
- The appeal must be lodged in writing or email to The Chair of Selection Committee setting out:
 - the decision of the Selection Committee in question;
 - the ground on which the appeal is made; and
 - the reason or circumstances supporting the alleged ground of appeal.
- On receipt of a written appeal in accordance with this Policy, the Chair of Selection Committee will refer to the Executive of the Bowral Bowls Club for hearing of the appeal and a resolution
- Nothing in this Policy prevents the withdrawal of an appeal by the aggrieved at any time in writing.

BOWRAL BOWLS CLUB – CODE OF CONDUCT

Bowral Bowls Club has adopted core values and General Codes of Conduct in its working environment that set the standard and tone for interactions internally and externally.

1. General Codes of Conduct

- Encourage and support opportunities for people to learn appropriate new behaviours and skills.
- Support and encourage people to participate in all aspects of sport.
- Treat each person as an individual.
- Display control and courtesy to all involved in our sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Wherever possible, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist).
- Wherever possible, avoid unaccompanied and unobserved one-on-one activity with people under the age of 18 years.
- Display appropriate and responsible behaviour in all interactions.
- Display responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment free from harassment.
- Do not tolerate harmful or abusive behaviours.

2. Committee and Volunteers

- We will, by virtue of the position of trust we hold, always exercise our rights and powers in good faith, honesty and for the benefit of Bowral Bowling Club.
- We will always comply with common law and statutory requirements, as well as the Constitutional requirements of Bowral Bowling Club Ltd.
- We will always consider the long and short-term interests of Bowral Bowls Club.
- We will always try to avoid actual or potential conflicts of interest.
- We will ensure that any information we gain regarding Bowral Bowls Club and its members will remain confidential and will not be used inappropriately for an individual or anyone else's advantage.
- We will condemn unsporting behaviour and promote respect for the individuality of Members.
- We will be a positive role model in behaviour and ensure that our comments are positive and supportive.
- We will keep up to date with the Laws of the Sport of Bowls, trends, and principles.
- We will refrain from any form of personal abuse towards Members and other officials.
- We will refrain from any form of harassment (as defined by NSW Anti -Discrimination Board) towards Members or other officials.
- We will not arrive at meetings/other official gatherings under the influence of alcohol

- We will respect the rights, dignity and worth of all people involved in the sport, regardless of their gender, ability, disability or cultural background.
- We will support the decisions/resolutions agreed by consensus of the committee regardless of our personal views.
- We understand that we are a representative of Bowral Bowling Club Ltd and as such agree to follow all relevant Bowral Bowling Club Ltd policies and procedures as set by the Board.

3. Administrators

- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.

4. Spectators

- Respect the performance and efforts of all people.