

**BRIGHTON BOWLING CLUB**  
**PENNANT SELECTION POLICY 2023/24 (V5)**  
**November 14, 2023**

**1 PURPOSE**

a) The Brighton Bowling Club Selection purpose is to ensure that the most competitive teams are selected to compete for Pennant Flags, in all Divisions.

**2 AIMS**

a) The selection process will be based on the best available information on player performance, team balance, and player commitment to the club, including a commitment to reasonable training times and player availability.

**3 RESPONSIBILITIES FOR SELECTION POLICY**

The Board of Management (known as the Board) is responsible for establishing the Club's Pennant Selection Policy. The policy shall be reviewed before the start of each season and amended where necessary.

**4 SELECTION PANELS**

- There will be a separate panel to select teams for each day of competition. The panels to be known as the Wednesday, Thursday and Saturday panels. The Chair of Selectors shall
- oversee all panels,
- review-all selected teams to ensure they are fair, equitable and consistent with the Selection policy (known as the Policy).
- The chair of selectors reserves the right to make changes as they see fit with the consultation of the Club Coach or Coaches (where appropriate)
- and within the Selection Procedure Guidelines.

**5 APPOINTMENTS**

The Director of Bowls shall nominate a suitable person for the position of Chair of Selectors and the person is to be approved by the Board.

**6 SELECTORS**

The Chair of Selectors (The Chair) will in consultation with the Director of Bowls accept nominations from members wishing to be considered for the selector role(s).

The potential selection panels will be presented to the Board for approval and the board will discuss each individual, to affirm they meet the selection criteria.

The Selectors will select teams for all pre-season trials and the-pennant competition.

## **7 NUMBER OF SELECTORS**

The number of Selectors will be determined by the overall number of teams and will be submitted to the Metropolitan Bowls Association Match and Program, for the upcoming season.

The Chair of Selectors and Bowls Director will agree on the number of selectors required.

The selection panels will include the Club Coach and Ladies Coach.

Each division will have a Team Captain and Vice Captain who are not selectors. Their role is to be the liaison between selectors and players. The Chair and Selectors are to choose their Team Captains prior to commencement of the current Pennant Season.

## **8 REMOVAL OF SELECTORS**

The Board may replace selector(s) at any time if it is deemed a change in personnel is required.

## **9 SELECTION DEBATE**

All selectors may contribute to the selection debate. Selectors can confer before the selection meeting, but not select outside of the official meeting.

## **10 TEAM SELECTION**

- a) The selectors will be responsible for selecting the respective divisional teams and have a voice across all teams. The Chair of Selectors does not have a vote other than a casting vote in the event of a tied decision. The Chair of Selectors shall have the authority to intervene in the outcome of deliberations (if necessary) to ensure the best outcome for the club. The Chair of Selectors shall be accountable to the Board if such intervention is required and will notify the Director of Bowls in the first instance.
- b) The Chair of Selectors in consultation with the Club Coach, shall review the selections before publication to ensure they are fair, equitable and consistent with policy and have the right to make any changes they see fit.
- c) In accordance with section 1a of this Policy, teams will be selected with an additional interchangeable rink, where necessary. The interchangeable rink will consist of a Lead, Second, Third and Skip from the next highest ranked team where possible, or best available players. Consideration is to be given to minimizing disruption to lower ranked sides.

- d) Where player numbers exceed the number required for selection, rotation preference is given to available players in accordance with clause 1a). Where this cannot be achieved, consideration will be given to available players that play in one pennant competition per week. However, a level of discretion is to be used in the final decision.
- e) A player can be promoted more than one team.
- f) Except in exceptional circumstances, and only with the approval of the Chair of Selectors or Club Coach can players be demoted more than one team per week. The Chair of Selectors or Club Coach has the shared (either or) authority to determine what circumstances are “exceptional.”
- g) Unless extenuating circumstances exist, once team selection has been published, no further amendments are to be made without the approval of the Chair or their delegate.
- h) A player’s position within a rink shall not be altered after selection unless it is in the best interests of team balance and the player has been informed concerning the change.
- i) If a player becomes unavailable after the selection has been published, the Chair of Selectors shall consult with the relevant Selector(s) where practicable and time permits; and make selection amendments accordingly.
- j) A selector is eligible for promotion to a higher team regardless of their selection responsibilities. A Selector can be demoted under the Selection Policy.
- k) If a Selector plays in a significantly different ranked team for more than three games and the Chair determines that this selection decision may be permanent, the Chair of Selectors may recommend to the Board that a replacement Selector be appointed.
- m) When a player is moved out of their position, (e.g. a Skipper is moved to Third) it may be considered that they should not be left in the same rink as the player who replaces them. If moved due to loss of form, it should be considered, if going down a team in the same position is a better solution, than changing their position.

## 11. SELECTION CONCERNS

- a) Any selection concerns should be referred to the appropriate team selector(s) via the team Captain in the first instance. The Selector will then consult with the Chair of Selectors where appropriate.
- b) The Board shall form a Grievance Panel to deal with written grievances lodged by players, but mediation should be the first option.

## **12. COMMUNICATION**

- a) Selectors are to communicate with players in a supportive and timely manner concerning selection issues. Selection issues may include contemplated demotion and the promotion of players to cover unavailability.
- b) Players must notify the Selection Panel of impending unavailability as soon as possible, by placing their names on the “unavailability” list provided on the Notice Board, or by electronic means as available or by notifying their division selector in person.
- c) Relevant selectors must, as soon as reasonably practicable, inform a player if they have been promoted or demoted and the reasoning behind that decision.

## **13. CONFIDENTIALITY**

- a) The Selectors must uphold the confidentiality of all documentation, discussions and the rationale related to selections; and
- b) All documentation related to a player's performance must be kept secure and treated respectfully.

## **14. CONFLICT OF INTEREST**

- a) It is the responsibility of each Selector to identify any conflict of interest that arises during the selection process and to remove themselves from the Selection meeting for that discussion.
- b) Where a case of conflict of interest is identified, The Chair, when necessary, may ask a Selector to vacate the Selection meeting.
- c) The Chair will act for any Selector who is required to vacate the meeting due to a conflict of interest.

## **15. INFRINGEMENTS / INAPPROPRIATE BEHAVIOUR**

The Board will actively address infringements and/or inappropriate behaviours that undermine the Brighton Bowling Club constitution (Rule 20).