

North Balwyn Bowls Club

Pennant Objectives & Selection Policy

1. Pennant Objectives

- **Competitiveness:** Field the most competitive sides available in each Division of Saturday and Midweek pennant competitions
- **Aspirations:** To achieve promotion for our top sides and to ensure all other sides retain or improve their division
- **Player Participation:** Ensure players who commit for the season are given as many games as possible
- **Player Development:** Develop players for future success while striving for strong performance in the current season
- **Skill Improvement:** Provide coaching and practice opportunities to improve individual and team performance for more consistent outcomes
- **Training Commitment:** Encourage attendance at special coaching events, preseason, and weekly pennant training sessions
- **Fairness and Transparency:** Treat all players fairly and without discrimination, ensuring consistent and transparent side selections
- **Consistency:** Minimise change within sides and amongst teams as much as possible

2. Selection Philosophy

Selecting successful teams involves balancing **objective data** with **subjective insights**. All decisions will reflect the following **priority system**:

1. The Club
2. The Side
3. The Team
4. The Individual

3. Selection Approach

The following hierarchy will be used in the selection process:

- Fill Side 1 with the best available players, then Side 2, Side 3 and Side 4
- Select players to play in a position having regard to playing and non-playing capabilities, team cohesion and balance. This includes consideration of leadership, tactical knowledge, communication skills and position-specific abilities.
- Fill short term absences with suitable emergencies before impacting the stability of other teams
- Favour players with regular availability to achieve team stability as much as possible
- Where possible, select teams so that they have the same players playing together for midweek and weekend
- Consideration of the players' commitment to practice and development

A selector(s) will be assigned as point of contact for each Side to:

- Be advised by players when unable to play
- Discuss team changes with skips and players
- Monitor performance of players in the Side
- Obtain feedback from the teams on their performance
- Identify performance or behavioural issues to be addressed by coaches

4. Performance Assessment

- **Post-game reviews** of team and individual performance based on an agreed assessment system utilising objective and subjective measures
- **Coach input** based on training sessions and player engagement
- **Direct communication** from selectors when a player's Side is changed, explaining rationale and corrective actions
- If a player performs poorly or behaves inappropriately for 2 to 3 games, the Selector and Skip will approach the player to explain their concerns and what can be done to improve. The player is expected to seek coaching. If after coaching, there has been insufficient improvement after another 2 weeks, the person's position in the team will be reviewed.

5. Player Eligibility

Only **financial and Bowls Victoria-permitted players** who make themselves available for Pennant are eligible for selection.

6. Conflict of Interest / Preferential Treatment

- Selection Committee members involved in their own side's selection will be subject to a **majority vote** of the full committee
- No preferential treatment for Board members; spouses or partners; or selectors, coaches and their students

7. Player Expectations & Responsibilities

Players who nominate for Pennant agree to:

- Be treated equally and selected based on **merit, ability and team fit**
- Accept selection in **any division or position**, unless valid medical reasons exist
- **Avoid imposing conditions** on their selection, which may negatively affect outcomes
- **Use the availability list** to indicate if they will be unavailable for a future game(s). If selected for a team, notify selectors promptly of unavailability or injury
- Check selection boards or club communication channels for team announcements
- **Travel arrangements** should be communicated within the team if not traveling with the group
- Be prepared to **rotate** availability if in lower divisions to share game time fairly
- Attend designated **practice sessions** and seek coaching to enhance performance
- Understand **team changes** due to illness or other absences may be unavoidable

8. Selection Timing

- Selection for **Saturday and Midweek games** occurs on Tuesdays at 4.00pm.
- Weekly team lists will be posted at the Club and communicated via email and website by midday Thursday

9. Selection Concerns

If a member is dissatisfied with a decision with a selection they have a right to a review process, providing:

1. The review concerns their own situation, i.e. they cannot seek a review of someone else's selection
2. It is not a repetition of a previous review

The process shall be:

1. **Mediation** - the member shall discuss their concerns with a member of the Selection Panel who was involved with the initial selection. Players are not to confront a selector on match day about selection issues. If unable to obtain resolution, then
2. **Conciliation** - within one week of the above a meeting with a minimum of three (3) members of the Selection Panel is to be arranged. If the matter is still unresolved, then
3. **Arbitration** - within one week of the above, the Bowls Director shall act as Arbitrator, alone, calling on whatever assistance they require to decide on the matter. Their decision is final and binding.

10. Player Conduct & Infringements

All players are expected to behave in accordance with the Etiquette of Bowls as detailed in the Club members handbook.

If there is a breach of the Code of Conduct, the following process will be followed – verbal or written warnings, game suspensions, temporary or permanent removal from teams or disciplinary actions in line with Clauses 10.1(a) and 10.2(a) of the Club Constitution.

11. Selectors

The current members of the 2026/2027 Selection Panel are: Jaunita Monahan, Joan Ditchburn, Deb Petty, Chris Nolan, John Douglas and Mike Johnson (Chair)