

North Balwyn Bowls Club

Pennant Objectives & Selection Policy

1. Pennant Objectives

- **Competitiveness:** Field the most competitive sides available in each division of the Saturday and Midweek pennant competition.
- **Finals Aspirations:** Aim for each side to qualify for section finals, progressing to compete for the Section Pennant and possible promotion.
- **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 Guidelines

Selections will be based on the following:

- **Availability** of players.
- **Performance** in Pennant games, Club Championships, social games, and practice.
- **Demonstrated skills** in competition and practice sessions.
- **Leadership, tactical knowledge, communication skills, and position-specific abilities.**
- **Commitment** to Club success, including regular participation in pennant competition, attendance at practice and willingness to assist others.
- **Team balance**, ensuring compatibility and an appropriate spread of skills across divisions.
- **Player development**, encouraging growth across all rink positions.

4. Performance Assessment

- **Post-game reviews** of rink and individual performances including Skips' feedback on team performance based on an agreed scoring system.
- **Coach input** based on training sessions and player engagement.
- **Direct communication** from selectors when a player's side or division is changed, offering context and empathy.

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
 - Selectors, coaches, or 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.
- 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 games** occurs on Tuesdays at 5pm.
- Selection for **Midweek games** occurs on Tuesdays at 5pm.
- Weekly team lists will be posted at the Club and communicated via email and the website.

9. Selection Concerns

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

1. It is made within three (3) days of the selection being published on the Club's notice boards.
2. The review concerns the member themselves, i.e. you cannot seek a review of someone else's selection.
3. It is not a repetition of a previous review.
4. The request for review is not frivolous.

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. 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

Code of Conduct

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

- Be supportive of teammates, even if they are not bowling well. There is to be no public criticism of teammates
- Remain still and quiet while a player bowls, whether at the bowling end or opposite end
- Remain behind a bowler during delivery
- No running on the green during an opponent's delivery
- Players must not go to the head out of turn
- Do not adjust the scoreboard while someone is bowling
- Do not call the shot while it is still running
- Remain positive after a bad shot - no swearing or negative self-talk
- Do not criticise the decisions of selectors to others – approach them directly if you have any issues
- Treat all umpires and those filling the role of a Controlling Body with respect, and comply with those persons' directions in all games, both pennant, social and all Club-controlled competitions
- If there is a breach in 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. The current members of the 2025/26 Selection Panel are: Cheryl Amos, Ray Ciseau, Jane Lock, John O'Brien, Arthur Paraskevas and Peter Sexton.

12. Approved by the Board of Management – July 2025