



Fitzroy Victoria Bowling & Sports Club Inc.

Pennant Selection Policy and Guidelines

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1. Objective

To select graded teams that embody competitiveness, camaraderie, and club representation across all levels of play. Fitzroy Victoria Bowls and Sports Club would like to be known as one of the most inclusive and team-first club in the Northern Gateway Bowls Region.

2. Selection Philosophy

2.1. Merit-based Approach

Teams are selected on individual player performance, attitude and contributions, fostering fair opportunities for all members.

2.2. Developmental Focus

Emphasize continuous player improvement through coaching and support, promoting skill enhancement across all divisions.

2.3. Inclusivity

Encourage participation from all eligible players within team structures.

2.4. Transparent Communication

Clear and timely communication of selection decisions, fostering diversity providing constructive feedback to facilitate player growth.

3. Selection Committee

3.1. Composition of the Selection Committee

The Selection Committee will represent intersectionality and diversity to the greatest extent possible within the Bowling Section. The composition and selection process may be ratified annually at the Annual General Meeting, but it is expected to include:

- Chair of Selectors (as selected by the Selection Committee) and
- Selectors.

Selectors will bring diverse perspectives and expertise in team dynamics and player performance.

It is an expectation that Selectors will complete the Selectors training module provided by Bowls Australia (cost is \$50, which will be re-imbursed by the club upon acknowledgement of completion).

3.2. Selection of Selectors

The selection of Selectors is governed by the relevant by-laws of the most current club Constitution

3.3. Role of the Selection Committee

3.3.1. Chair of Selectors Responsibilities

- To chair the Selection Committee and ensure adherence to the Selection Policy outline in this document. The Chair of Selectors should question any decision not in line with the selection philosophy.
- To arrange the posting of the pennant teams in club members via txt and when available the members portal on FVBSC website.
- To arrange meeting of the Selectors and to provide guidance and consultation with the selection process to ensure that it is fair and free from bias and discrimination.

3.3.2. Selectors Responsibilities

- Adherence to the selection policy.
- Knowledge of Bowls Victoria Conditions of Play regarding team selection and eligibility for finals.
- Attendance at club practice sessions and club events whenever possible to assess the form of players.
- To communicate with players who have been moved within teams and/or divisions and provide honest and open feedback.
- To seek weekly feedback from skips on player performance.
- To assist the Chair of Selectors with any administrative duties relating to Pennant sides. Obtain a list of player availability to assist the Selection Committee in determining 'active players'.

4. Eligibility for Selection

To be eligible for selection a player must be a financial gold, life member or junior member and, if transferring from another club, have received a clearance in BowlsLink.

5. Selection Criteria

It is recognised that selection in bowls can be somewhat subjective, nevertheless the Selectors shall apply the following criteria to the best of their judgment without bias or favour, while taking Bowls Victoria direction of sides being filled in descending order of ability. Consideration will be given to:

5.1. Attendance and availability

- Weekly Club Training Day leading into and during pennant seasons – Thursday 4 - 6
- Club Championships (singles, pairs, triples)
- State or Group events (including Pennant)

5.2. Team balance

- Team balance will take precedence above the individual. This may mean selection changes can occur to ensure a spread of particular skills across all Divisions. Team balance also includes selecting players to develop demonstrated potential or to provide experience at various levels.

5.3. Attitude

- This includes player's attitudes towards the club, fellow players, members of the club and members of opposition clubs.
- This will focus on the efforts at training and match days, the timeliness of attendance and their contribution to team/spirit performance.
- Player's willingness to place team balance and needs ahead of individual goals. Players placing restrictions on rink composition, position (except for medical reasons) or divisions as a condition of their availability will adversely risk affecting their selection outcome. Players should maintain an appropriate fitness level relative to the level of bowls they are playing. This includes controlling the intake of alcohol and other substances that affect one's ability to maintain performance and behaviour throughout a game.

5.4. Commitment

- A player's commitment for the full season and their availability for selection in any Division will be favourably regarded. Unavailability due to unforeseen circumstances must be communicated as soon as possible to the Chair of Selector.

6. Unavailability Rules

In the event a selected player becomes unavailable after selection, replacement players will be decided upon by the Selection Committee. Injured or unfit players will be replaced as necessary.

Before the start of the season or as soon as known Players should post unavailability dates on the:

- Notice board and/or
- Selector's email – selectors@fvbowls.com.au

NB. Players who make themselves unavailable at short notice (except for a good reason) will not be viewed favourably.

Players who become unavailable for any reason will not automatically be selected in the same rink, position or Division upon their return.

7. Communication

All communication between Bowling Section members (Players and Selectors) must be polite and respectful and aligned with the member responsibilities of the code of conduct and club spirit.

The appropriate communication channel is the Selector's email selectors@fvbowls.com.au . The Selector's email account should only be used for matters pertaining to selection or communicating with Bowling inquiries. A member of the Selection Committee will respond either by return email or phone call.

8. Player Infringements

8.1. Disciplinary action taken by the Club Committee and/or Management

Will impact a player's eligibility for selection.

Based on recent instructions from Bowls Victoria via Bowls Australia, an offence may be directly referred to Bowls Australia under the Sports Integrity Australia (SIA) procedure.

9. Selection Process

9.1 Confirmation of availability

The Selection Committee will refer to the unavailability of the play list on the noticeboard each Monday to determine the current member availability for selection.

It is the responsibility of all Players to update their unavailability on the lists provided to midday Monday of each week.

9.2 Meeting time

The Selection Committee will agree on a scheduled weekly meeting time, nominally 4.30pm on a Monday.

9.3 Posting of Teams

Teams are finalised and communicated (i.e. for Saturday games this would be by midnight Wednesday; for Tuesday games, midnight Sunday, Thursday games midnight Tuesday). Communication is via txt or the members portal on FVBSC website when available.

10. Querying Team Selection

See Sections 7 above. The first point of contact should be by amicable discussion. Any player will be welcome to discuss their selection with the Selection Committee by arranging a mutually acceptable appointed time via email selectors@fvbowls.co.au . Where a meeting is required the Chair of Selectors will nominate selection to be present.

11. Appeal Procedure

11.1. Grounds of Appeal

The following are the only grounds for appeal, the decision:

- of the Selectors is not in accordance with the stated selection criteria
- is based on information which is factually incorrect
- is influenced by bias
- is grossly unfair or unreasonable
- has failed to take into account a factor or factors which is required by this Policy.

11.2. Procedure to Lodge an Appeal

Any appeal against a decision of the Selectors must be made within 48 hours of any public announcement of that decision.

The appeal must be lodged in accordance with clause 7, in writing to selection@fvb bowls.com.au and include the following:

- description of the Selection in dispute
- the ground or grounds on which the appeal is made
- the specific reasons or circumstances supporting the alleged ground of appeal

Nothing in this Policy prevents the withdrawal of an appeal at any time in writing.

A failure to comply with the Procedure for Appeal requirements set out above may render the appeal invalid.

11.3. Appeal review process

The Chair of Selection will convene a meeting of the Selection Committee to review the matter, and within 48 hours of receiving the complaint will determine whether the:

- matter should be dismissed, and because the matter is trifling in nature or has no merit, or
- appeal warrants further review in accordance with this Policy and the Club Constitution.

11.4. Disagreement with the appeal outcome

If the appellant does not agree with the outcome of the appeal, they have the right to lodge grievance to the Committee of Management through the grievance process of the Club Constitution. clause 64.

12. Annual Review and Adaptation of this Policy

At the end of each Pennant season the Selection Committee will meet and prepare a report of the season just completed for submission to the Committee of Management. This report should include:

- an evaluation of the completed season outcome against pennant performance goals set, including any limitations the Bowls Section strategy/policies may have inhibited the selection process,
- suggestions for moving forward, and
- any other relevant matter the Selection Committee wishes to include.

This report, along with other feedback, will form input to the annual review of the Selection Policy.

The Committee of Management will review this policy annually to ensure the policy:

- reflects evolving club needs
- member feedback and changes in competitive standards
- remains relevant and effective in promoting the club's values and
- achieving team excellence.