



Purpose

This document outlines the Selection Guidelines for Hawthorn Bowling Club Pennant season 2023-24.

Supporting Documents

These guidelines incorporate content and recommendations from other sources and as such should be read in conjunction with:

- [Hawthorn Bowling Club By-Laws](#)
- [Bowls SA Club Selection Guidelines](#)
- [Bowls SA Open Bowls Policy](#)

Competition Goals

To nominate sufficient pennant sides to give all bowlers the opportunity to play competitively. To recruit and support our Summer Triples competition and possibly include some Summer Triples Bowlers in our extra 10% player requirement for our Pennant sides. In addition, Summer Triples may be used to assist with our rotations on Saturday, Wednesday or Thursday Pennant.

- **Saturday Open Pennant**
 - Division 1 – finish in the top four (*demotion last season*)
 - Division 2 – consolidate their position and provide support for other sides (*promotion last season*)
 - Division 3 – consolidate their position and provide support for other sides (*promotion last season*)
 - Division 4 – finish in the top four and provide support for other sides (*top four finish last season*)
 - Division 6 Red – finish in the top four (*demotion last season*)
 - Division 6 White – win 50% of matches, recruit and develop new bowlers (*demotion last season*)
 - Division 7 - win 50% of matches, recruit and develop new bowlers (*additional team for 23-24 season*)
- **Thursday Ladies Pennant**
 - Premier League – finish in the top four (*finished second last year*)
 - Division 3 Red – finish in the top four and provide support for other sides (*finished second last year*)
 - Division 3 White - play finals, recruit and develop players (*finished third last year*)
- **Wednesday Men's Pennant**
 - Premier League – consolidate their position in Premier
 - Division 2 - finish in the top half of the division and provide support for other sides
 - Division 3 - win more than 50% of matches
 - Division 4 Red - win more than 50% of matches.
 - Division 4 White – win 50% of matches, recruit and develop players.

Selection Panels

The Selection Panels are responsible for selecting all the Club's pennant sides. Each Selection Panel will have:

- Chair of Selectors
- A maximum of two Selectors for all top sides. Generally, but not without exception, including one player who plays regularly in that side
- One Selector, if possible, for each other division, who regularly plays in that side.

Chair of Selectors Role

- Chair selection meetings
- Maintaining records relevant to the role
- Communicate regularly regarding the performance of players with Selectors and Coach
- Collaborate with other Chairs of Selectors, Selectors, providing insight and feedback
- Ensure that the selection process is based on merit and complies with HBC Selection Guidelines.
- At times providing advice or intervening with selections to help produce a fair selection result
- Assist with the resolution of any player selection disputes.

Selector's Role

- Attend selection meetings
- maintaining records relevant to the role
- Selectors to distribute and collect HBC Player Feedback slips
- Select the team for their allocated division
- Preferable but not essential to perform the role of team manager on game days
- Collaborate with other Selectors and maintain a knowledge of other bowlers' performances which may contribute to better selections for all sides
- Attend trial games
- Attend and assist with the organisation of Club practice sessions for their respective divisions.
- Collaborate with coaching personnel
- Communicate regularly regarding the performance of players with Skippers and as required seek feedback from players within the group and subsequently present all relevant information to the Selection Panel
- The Selectors will make reasonable efforts after the selections are made to individually inform players of their change to a lower or higher division or when a change has been made to their team role within the division and the reason(s) for the change

Coach's Role

- Work collaboratively with the Chair(s) of Selectors and Selection Panels on team composition
- Monitor/review side performances
- Regularly discuss performances with Selection Panels and where necessary implement solutions and continuously improve coaching programs and practice sessions.

Guiding Principle

Our sides should be selected to maximize the Club's performance and to be seen as a Club of Choice in the region. This document allows our members to understand the selection structure and provides an avenue for clarification.

Selection Goals

To provide our selection panel with clear procedures and communications to follow when selecting sides to represent the Club. Our aim is to select the best sides to represent our Club at the highest level.

Selection shall be fair, equitable and based on merit. This includes player's current performance and ability, including results in Club and other relevant events. Of significant importance is a player's compatibility with other members in the rink, their commitment to practice and our Club's success. No preference will be given to 'a promise' or a player's involvement in Club administrative activities. Our Saturday competition is open bowls and we do not discriminate on age, gender, race, religion, culture or disability.

- **Financial status**

Those players who have not paid their membership fees will not be selected.

- **Selection Order**

Selection will be conducted progressively in descending order, commencing with the highest ranked team to the lowest ranked team in a particular competition.

- **Fundamental Criteria**

Selection will be based on merit. This will include current and recent form and playing ability. Consideration will be given to compatibility, team dynamics, player development, attendance at practice, participation and cooperation within the side as well as meeting the Club's competition goals.

- **Individual Performance**

Focus will be on the all-round performance of a player. This will include their ability to meet the criteria listed in the fundamental criteria above and meet the guidelines for the role of lead, two, three or skip.

- **Player Evaluation**

Selectors/coach will constantly review individual players. This includes verbal assessments from their Coach/Skipper and if required one other player in the rink/side.

At each selection meeting, starting as soon as feasible, a Selector/coach will identify if appropriate:

- Player/s considered to be performing well and considered for promotion when opportunity or need arises.
- Player/s considered to be not performing and therefore needing to be moved or demoted when opportunity or need arises.
- All relevant information should be recorded by the Selector and Chair of Selectors.
- HBC Player Feedback slips will be completed each week and available at Selection as another source of information.

Players are encouraged to enter the following:

- Club championships (singles & pairs)
- Intra Club events
- National/Interstate/State/Zone/Group/District events

Selectors should be aware of all relevant player statistics from the BowlsLink website.

- **Fitness**

Players should maintain an appropriate level of fitness relative to the level of bowls they are playing. All players have to be capable of playing at an acceptable standard. This will be on advice or at the discretion of the selection panel.

- **Training Attendance**

The top side bowlers in each competition should make every effort to train on two occasions per week. At least one training per week is obligatory for other sides. If players cannot attend due to work, study or personal commitments they need to advise their Selector beforehand of their commitment.

- **Attitude**

A priority is a player's commitment to regular practice and a positive contribution to the team performance at practice and on match days. This includes players' respect for our Club, its members, our opposition and the spirit of the game. Players are encouraged to be Club first, Team second and Player third in attitude.

- **Team balance**

Ensure teams are balanced and this may mean selection changes that may not be obvious to others.

- **Open Competitions**

Members who nominate to play in the Open Pennant competition will be considered on merit.

- **Rotation**

If more members are available for a competition than required, the lower sides in that competition will have rotations to ensure that every player of standard is offered a fair and proportional share of pennant matches.

Rotation Principles

- Players should return to the same division after their rotation
- Wherever possible, excluding regular holiday absences, selectors may include a player's unavailability as a rotation
- Timeliness of notification of unavailability will also be essential to this being possible
- All necessary rotations will be recorded and fairly distributed within the relevant sides
- The Chair of Selectors will maintain a full and complete record of players rostered off during the season.

Rotation for Saturday Open Pennants

- The aim is to have minimal rotations for the Saturday Open Pennant competition
- All members are able to get a game of bowls, either in the Pennant Competition or with Summer Triples ie Players not selected in the pennant sides can play Summer Triples
- Noting that at times throughout the season players will be unavailable and this will create a turnover of players in the lower sides and consequently affect rink stability.

Rotation for Wednesday

- The top two sides are exempt from rotations
- Where possible each week there will be a maximum of 2 rotations per side
- No player can be rotated more than twice until all players in the lowest 3 sides have had 2 rotations
- Rotations are selected from the sides which played the previous week and in alphabetical order, if possible
- Rotations will also be flexible to suit rink balance e.g. All 3 Skips not being rotated from the same division.

Rotation for Thursday

- Rotations will be guided by the Rotation statement and the Rotation Principles above
- There will be a focus on presenting balanced sides for competition.

- **Promotion**

A player may be promoted through an unlimited number of teams to meet the needs of the side. It is a requirement that any promoted player be contacted by the Selector for the higher team.

- **Demotion**

A player should not be demoted more than one team per week unless there are exceptional circumstances and with the consent of that player. It is a requirement that any demoted player be contacted by the Selector for the higher team.

Availability

Members who wish to be considered for selection should notify Selectors in the method and by the appointed time each week as set by the Club.

Unavailability

Players who are unavailable for any reason must register their intent on the 'Unavailable' sheet as early as possible as well as notifying their relevant Selector. If a player is unavailable, they may not be re-selected in their previous position/division. The player who has taken their position if warranted, may retain it. Players must notify their Selector as soon as possible if unavailable after the teams have been selected.

If their unavailability is due to their selected side or position within a team, that person will not be eligible for selection until they have personally advised the relevant chairperson and the relevant Selector that they are prepared to play as selected. This process may include discussions with the players' advocate, but in all cases, the situation must be quite clear for the chairperson and Selector before the player is considered again for selection.

Post Selection

In the event a selected player becomes unavailable after selection, replacement players will be decided upon by the selection panel or duty Selector for the day. Injured or unfit players will be replaced as necessary.

Feedback and Communication

Selectors should communicate regularly regarding the performance of players with Skippers/Coach and others as required. Regular communication is expected between the Chair of Selectors, Selectors and players as it is an integral part of the selection process.

Player Selection Grievances

If a member has an issue with selection, they should attempt to resolve the issue in the following order:

- After selection is complete Selectors should have notified bowlers of any promotions or demotions and clarified and discussed their reasons for the changes within the side. However, be aware that players are not always available to receive calls in a timely manner.
- Should there be remaining concerns, the player may then have a discussion with the respective Chair of Selectors.
- If there is no resolution the player can lodge a complaint with a Players' Advocate.

Disciplinary Action and the Appeal Process for Player infringements

If allegations of misbehavior are made against a particular player these shall be referred to the Board for appropriate action as per the Club's Constitution Section 7. Continuing membership sub-clause 7.5 Discipline.