Hawthorn Bowling Club

Selection Guidelines

Purpose

This document outlines the Selection Guidelines for Hawthorn Bowling Club Pennant season 2026 - 2027.

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, http://www.hawthornbowlingclub.com.au/wp-content/uploads/sites/876/2020/10/By-laws-81020.pdf
- Bowls SA Club Selection Guidelines, https://www.bowlssa.com.au/wp-content/uploads/sites/6/2019/02/Club-Selection-Guidelines-November-2017.pdf
- Bowls SA Open Bowls Policy, https://www.bowlssa.com.au/wp-content/uploads/sites/6/2020/10/Bowls-SA-Open-Bowls-Policy-October-2020.pdf

Competition Goals

- To nominate sufficient pennant sides to give all pennant bowlers the opportunity to play competitively
- To select our best sides possible for every competition.
- To recruit, support and develop bowlers to play Pennant and in the club's Summer Triples competition.

Saturday Open Pennant

- Premier League – finish in the top four and consolidate their position *(same division)*
- Division 2 – consolidate position, provide support for other sides and finish in the top four *(demotion)*
- Division 4 – finish in the top four and provide support for other sides *(demotion)*
- Division 4 – finish in the top four and provide support for other sides (*same division*)
- Division 5 – finish in the top four and provide support for other sides *(demotion)*
- Division 6 – consolidate position, provide support for other sides and win 50% of matches *(promotion)*
- Division 7 - consolidate position, provide support for other sides and win 50% of matches *(same division)*

Thursday Ladies Pennant

- Premier League – finish in the top four *(same division)*
- Division 1– finish in the top four and provide support for other sides *(same division)*
- Division 2 – finish in the top four and provide support for other sides *(same division)*

Wednesday Men's Pennant

- Premier League – finish in the top four (*same division*)
- Division 1 – consolidate position, provide support for other sides and finish in the top four *(same division)*
- Division 2 – consolidate position, provide support for other sides and finish in the top four *(same division)*
- Division 4 – consolidate position, provide support for other sides and finish in the top four *(demotion)*
- Division 4 – finish in the top four, provide support for other sides, win more than 50% of matches *(same division)*
- Division 4 – finish in the top four, provide support for other sides, win more than 50% of matches*(same division)*

Selection Panels

The Selection Panels are responsible for selecting 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 plays regularly in that side.
- Respect the confidentiality of all members
- Any violation of our Code of Conduct will be taken seriously by the Selection Panels. Any infringement may be referred to the Board for disciplinary action.

Chair of Selector's Role

- Chair selection meetings
- Maintain confidentiality with all members of the panel and with all records relevant to the role
- Communicate regularly with Selectors and Coaches regarding player performance.
- Collaborate with other Chairs of Selectors, Selectors, providing insights and feedback
- Ensure that the selection process is merit based and complies with HBC Selection Guidelines
- Where necessary provide advice or intervene with selections to achieve fair outcomes
- Oversee the needs of sides leading up to finals
- Assist in resolving any player selection disputes.

Selector's Role

- Attend selection meetings
- Distribute, collect and ensure the confidentially of HBC Player Feedback slips for the season
- Collaborate with other Selectors and maintain awareness of bowlers' performances which may contribute to better selections for all sides
- Regularly communicate with Skippers about player performance and seek feedback from players as necessary
- Present all relevant information to the Selection Panel at each selection meeting
- Maintain records relevant to the role
- Attend trial games
- If available attend and assist with the organisation of Club practice sessions for their respective divisions.
- Collaborate with coaching personnel
- Select the team for their allocated division
- Make reasonable efforts, after the selections and before sides are posted, to individually and respectfully inform players of their change to a lower or higher division along with the reasons for such changes or when a significant change has been made to their team role.
- Preferable but not essential to perform the role of team manager on game days.

Coach's Role

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

Guiding Principle

Our sides are selected to maximize the Club's performance and to establish the Club as a choice destination in the metropolitan area. This document is intended to help our members understand the selection structure and provide a pathway for clarification.

Selection Goals

To provide our Selection Panel with clear procedures and communication practices to follow when selecting sides to represent the Club. Our aim is to select the best sides to represent our Club at the highest levels of competition.

Selection will be fair, equitable and based on merit which considers a player's current performance and ability, across Club and other relevant events. Player compatibility with team members, commitment to practice, and overall contribution to the Club's success are of significant importance.

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► Financial status

Those players who have not paid their membership fees will not be eligible for selection.

► Selection Order

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

► On Merit is the Fundamental Criteria

Selection decisions will be made primarily on current and recent performance, playing ability, and the needs of the team. In applying these criteria, selectors will also consider role suitability, team balance, compatibility, training attendance, fitness, attitude, availability, and contribution to team cooperation. Decisions will be documented and communicated respectfully, with reasons provided for significant changes to a player's division or role.

► Individual Performance

Focus will be on the all-round performance of a player including their ability to meet the fundamental criteria, listed above, and fulfill the guidelines for the specific roles (lead, two, three or skip).

► Player Evaluation

Selectors/coach will consistently 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 performing well who may be considered for promotion when opportunities arise.
- Player/s not performing who may need to be moved or demoted.
- All relevant information should be documented by the Selector and Chair of Selectors.
- Members should receive honest and constructive feedback from the Selection Panel
- HBC Player Feedback slips will be available each week. These slips provide another source of information and all players are encouraged to take this opportunity to share insights positively and constructively to assist in improving rink and side performance.

Players are encouraged to enter the following:

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

Selectors should be aware of all relevant player statistics from the Bowls Link 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 based on the selection panel's discretion or advice.

► Training Attendance

The top side bowlers in each competition should make every effort to train twice per week. It is

recommended that other sides aim for at least one training session per week. 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 both in practice and on match days. This also includes players' respect for our Club, its members, our opposition and the spirit of the game. Players are encouraged to adopt a "Club first, Team second and Player third" mentality. Every member is expected to comply with the club's "Code of Conduct for Members and Visitors".

► Team balance

Selectors should nsure teams are balanced which may necessitate changes that may not be immediately apparent 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, sides in that competition will have rotations. The selection panel will make the decision about how many sides will be affected by rotation each season. Every player of standard will be offered a fair and proportional share of pennant matches.

Rotation Principals

- Players wherever possible 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 in notifying unavailability is critical for implementing the points above.
- 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
- Consideration will be given to the needs of the sides leading into finals

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. Players not selected in the pennant sides are encouraged to play Summer Triples
- It is understood that player absence throughout the season will lead to turnover in the side/s below, consequently affecting 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 nominated sides have had 2 rotations
- Rotations are selected from the sides which played the previous week and will focus on minimising changes
- Rotations will also be flexible to suit rink balance e.g. avoiding rotating all three skips 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 consent is given by the player. The Selector must contact any demoted player regarding their previous position in the team. Refer to “Selector’s Role” in this document for more detail.

Availability

Members who wish to be considered for trials/pennant selection should notify Selectors in the method and by the appointed time 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 or may not be re-selected to their previous position/division. The player who has filled the position, if warranted, may retain it. Players must notify their Selector as soon as possible if unavailable after the teams have been selected.

If the bowler’s unavailability is related to their selected side or position within a team, that player 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 communication may involve discussions with the players’ advocate, but in all cases, clarity is essential for the Chairperson and Selector before the player is considered again for selection.

Post Selection

If a selected player becomes unavailable after being chosen, replacement players will be determined by the Selection Panel or duty Selector for that day. Injured or unfit players will be replaced as necessary.

Feedback and Communication

Selectors should maintain regular communication 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. The Player Feedback Slip allows all members to provide their feedback to the Selection Panel.

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, players are not always available to receive calls in a timely manner in which case, a sms should be sent.
- 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, in writing, for appropriate action as per the Club’s Constitution Section 7. Continuing membership sub-clause 7.5 Discipline.

Dated: 5 October 2026