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SUNSHINE COAST DISTRICT BOWLS ASSOCIATION INC.

POLICY 04/23 DISTRICT SELECTION POLICY

Objective

The objective of this Selection Policy is to ensure 'best practice' when it comes to selecting teams that represent the Sunshine Coast District.

As outlined in the Selection Module Handbook developed by Bowls Australia minimum standards are expected of clubs, districts and selectors. As such, this policy reflects the most appropriate process and standards of selecting players and teams that will represent our District.

Selection committee

- Responsible for selecting all representative teams.
- Must select teams based on the SCDBA Philosophy.
- Understand and apply the Selection Criteria Policy
- Specific knowledge of the players involved in the selection process.
- Be independent and fair at all times
- Be accountable for decisions taken in the performance of the selection responsibilities.

The Selection committee are appointed to the selection committee in accordance with the constitution of the Sunshine Coast Bowls Association and consists of:

- A Chairperson.
- Ladies Selectors.
- Men Selectors.

The number of selectors is specified in the By-Laws as 3 male and 3 Female but these numbers may be adjusted as recommended by the Chairperson and endorsed by the Management Committee from time to time.

It is a preference that all District Selectors are non-playing sub-committee members to ensure that they are available to observe and record the performance of all players without bias.

The Selection Chairperson is ultimately responsible to the SCDBA Management Committee for the outcomes of the selection panels decisions.

Selection Philosophy

Our philosophy is to attract the best possible players available within the District to represent our District for all matches that individuals participate in, whilst demonstrating sportsmanship, inclusiveness, and fairness with a competitive spirit.

- Decisions on the selection of players are based upon a set of objective standards documented through a variety of sources eg: an individual's resume, a player finishing first or second at club, district or State level, and commitment to the recommended training regime detailed below.
- Subjective criteria are based on the collective opinion of the selection committee as to the ability of individual players to achieve results at a championship level. This discretion is absolute and made through a collaborative process by the selection team.

Our District's aim is to achieve success in winning the State District Sides competition on a regular basis, whilst be respected as a District for our sportsmanship both on and off the green. This policy will be reviewed at the end of each year and adjustments made in accordance with the identified updates. Specific dates to be decided upon by selection team.

Selectors may identify and select players who have displayed potential to provide them with development opportunities so that they may improve and excel. Potential players who have been successful in major club or district events in the previous year shall be considered as priority choices if they are available to play.

In situations where one or more individuals are nominated as "Reserves" in a squad or side, the selectors shall take every opportunity to rotate these individuals into the teams, at an appropriate time during the event, to ensure that these individuals can demonstrate their potential.

Individual Performances and Benchmarking

Drawing inspiration from varied internal and external sources and designing new approaches whilst not settling for 'the way it has always been done' are key components in our team selection criteria. Individual performance data may be gathered through:

- Personal observation by Selectors.
- Individual bowls resume.
- Identifying with Club officials on an individual's recent successes.
- Identifying individuals results for all Club, State and National Competitions.

All data then supports decisions made by selectors and may be referred to when responding to queries made by disappointed individuals not selected at a certain time. Whilst data is essential to selection it is also vital for team members to be compatible with the focus on success for the whole team.

Team Balance

The focus is on ensuring teams are balanced regarding:

- skill mix,
- compatibility,
- performance orientation within a competitive environment.
- Emphasis is on the team not the individual.

When selecting our Teams/Sides players are selected on the positions best suited to the individual and their ability to adjust to other positions within the team. It is to our District's advantage to have players whose abilities, skills and experience may be utilised in other positions to accommodate changes within teams at any given time.

All members of the Selection Committee will actively support the engagement in developing team-building strategies. These strategies develop strong collaborative teams where all participants support each other and negates the feeling of stress.

Attitude

Attitude is important in any team or side and includes the player's attitude towards their Club, District, fellow bowlers and people in general.

Attitude involves:

- Personal contribution to team spirit and performance
- As a reserve, a player should present a positive attitude through their supportive actions to demonstrate positive team cohesiveness. This requirement should be communicated to all selected players before the commencement of competitions.
- A willingness to attend training when required to demonstrate their personal contribution to team spirit and keenness to represent the SCDBA effectively.
- Players support the shared purpose and direction and have a clear understanding of the SCDBA'S aims and objectives.

Fitness

Players should maintain the appropriate level of fitness to effectively play at a consistently high level for the required timeframe and identify any health or physical conditions that may need to be considered to avoid any discriminatory actions from our District Selectors and players.

Training

Personal training – All players are expected to train twice a week in the month leading up to events and to complete a 40-bowl test, witnessed by a Selector or Club Coach. The results of this test shall be provided to the selectors.

Team training – Attendance at Team Training is highly regarded at the time and venues to be advised. Non-attendance without a valid reason may result in non-selection.

Affiliation

Players selected to play for the district must hold a current Bowls Queensland Membership Card and ensure they are financial and affiliated members of a Sunshine Coast District Club in the current financial year.

Unavailability

If a player is unable to play, they may not be selected for the next match if the replacement player performs to expectations. Players should advise the Chairman of Selectors of any dates they are not available, as early as possible.

Post Selection Policy

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.

Code of Conduct

The District has a Code Of Conduct which all players selected by the District are to abide by and acknowledge their responsibilities. This also includes the Districts' Social Media Policy. These are not negotiable.

Player Infringements

Should this occur, the Chairman of Selectors has the discretion to take action as appropriate such as excluding a player from selection for a game/s. In the event of a serious infringement, a written report is to be provided to the SCDBA Management Committee by the Chairman of Selectors. The SCDBA will act as appropriate within its boundaries and provide a summary to the players' club for them to take action as they see fit.

The Appeal Process

The appeal process relates to a serious infringement and will be handled in accordance with the District Constitution and By-Laws and where necessary the players club Constitution and By-Laws.