



*'Enhancing the future of Bowls across the NW Coast'*

## BOWLS NORTH WEST SELECTION POLICY

### Bowls North West – BNW Selection Policy

**RESPONSIBLE OFFICERS: BNW CEO**  
**AUTHORITY: BNW Board**

**Date Reviewed: 17/4/23**

**NEXT REVIEW DATE: March 2025**

### Philosophy

- The aim of the Bowls North West Selection Policy is to ensure that the best possible players and sides are selected to represent Bowls North West and that the selection process is consistent, fair and impartial.

### Application

- The Policy applies to players and to Bowls North West officials including selectors, coaches and team managers.
- The Policy remains in force until amended or revoked by Bowls North West.
- Bowls North West may remove any player or Bowls North West official including selectors, coaches and team managers who:
  - Breaches or fails to observe the Policy, the Bowls North West Constitution or the Regulations
  - By reason of illness or injury is unable to perform to the required standard; or
  - Brings Bowls North West or the sport of bowls into disrepute or acts in a manner unbecoming or prejudicial to the interests of Bowls North West or the Sport of Bowls.

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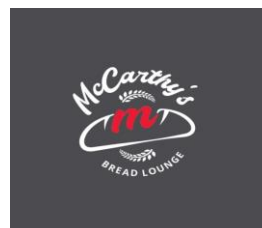
### **Bowls North West Selection Panels**

- Selection shall be undertaken as a function delegated to independent panels chaired by the State Selector representing Bowls North West
- The Panel will be bound by the procedures, rules and policies set out in the Policy and any other relevant policy or guideline adopted by Bowls North West from time to time
- Any or all members of a panel may have their appointment revoked by Bowls North West if they breach the Policy
- In the event of an appointment being withdrawn, Bowls North West will appoint a replacement panel member
- The following panels, chaired by the Chairperson of Selectors, will select players to represent Bowls North West
  - Ladies Open
  - Men's Open
  - Ladies Over 60
  - Men's Over 60
  - Open Gender Junior
- All panels shall consist of three Selectors - State Selector, BNW Selector and BNW Coach.
- Each panel shall:
  - Comply with Bowls North West policies and directives
  - Select as requested by Bowls North West
  - Advise and assist the Bowls North West Coach and any Team Manager as required
  - Be accountable to Bowls North West through the CEO

### **Selectors**

- A position of selector shall be open to any bowler registered with Bowls North West except for the following
  - If a current and/or potential squad/team member - can not be a Selector in the current discipline selected in.

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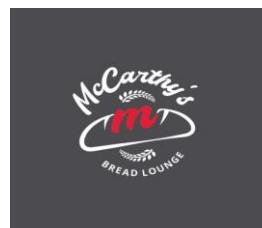
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- A Coach shall not be appointed as a Selector in the same division they Coach in
- Each selector will be appointed for a period of 1 year.
  - Subject to this – Bowls North West may appoint positions for a different time frame – if positions can not be filled to a full term
- Expression of Interest for vacated Selector positions will be called at the following time of each year. Open/Over 60/Junior – April
- The closing date for nominations will be decided from time to time by Bowls North West
- Selection Criteria for Bowls North West Selector:
  - High level communications skills, both written and oral
  - High level interpersonal skills and negotiation skills
  - Personal integrity and good character
  - Demonstrated capacity to perform selection at a high level
  - Demonstrated bowls experience at a high level
  - Relevant qualification including completion of the Bowls Tasmania Selection Module
- Bowls North West selectors shall:
  - Attend panel meetings as required to select teams
  - Selectors must select players/teams to win for Bowls North West – no exceptions
  - Attend Bowls North West trials, practice sessions and State Wide Challenge events to assess the suitability of players for selection
  - Not be bias to any Bowls North West Club
  - Be familiar with the individual performances of current and potential Bowls North West squad members; and
  - Maintain the confidentiality of the selection process

### Chairperson of Selectors

- The Chairperson of Selectors shall convene all necessary panel meetings and ensure in each that the panel complies with the Policy

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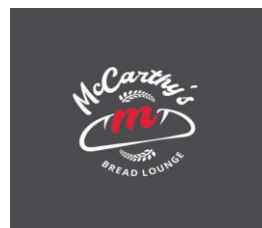
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- Invite the relevant team manager to contribute to the discussion and to present any written observations
- Bring to the attention of the panel any adverse report that would impact on the selection of any player, such as an adverse report resulting from previous selection
- Submit the final selection of the panel to Bowls North West, in writing and in a timely manner

### Team Manager

- Bowls North West shall appoint a suitable person to be the Manager for each representative side selected
- Team Managers should meet the following criteria:
  - Demonstrated interpersonal and leadership skills
  - High Level negotiation and communication skills
  - Demonstrated capacity to manage demanding and stressful situations
  - Previous experience in managing a representative sport team
- Team Managers must:
  - Prior to the team participating in an event assist Bowls North West as directed with the administration and logistics associated with the team travel and accommodation liaise with the Bowls North West CEO to ensure full understanding of tour itinerary and expectations
  - From the commencement of the tour to be fully responsible for the administration and logistics associated
  - From the commencement of the tour to be fully responsible for the administration and logistics associated with team travel and accommodation
  - Work to ensure the maintenance of team unity, discipline and morale
  - Ensure members of the team comply with the Policy
  - Provide whatever assistance is necessary to ensure the health, safety and well-being of team members
  - Bring relevant issues to the attention of Bowls North West as required

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- Following an event present a written report to Bowls North West on players behaviour, event organisation, travel/accommodation arrangements and results

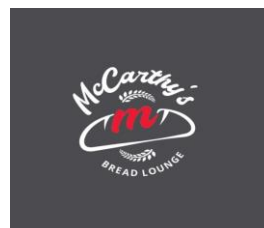
### Team Captain

- Each selection panel will appoint an official Captain for each Bowls North West team to enhance liaison between players and officials
- The selection will be based on leadership skills
- The captain will share responsibility for player standards both on and off the green

### Player Selection

- Eligibility for Selection
  - Players registered as members of a Bowls North West club and affiliated with Bowls Tasmania must be actively participating in a Bowls North West competitions. In determining this criteria Bowls North West may take into account extenuating circumstances as to why a player cannot be actively participating in that season and grant exemptions
- Panels will select representatives players subject to the following criteria:
  - Ability, including the potential for improvement
  - Appropriate physical fitness including the potential to attain and maintain an appropriate level of physical fitness
  - Demonstrated capacity to succeed including performance and results at pennant level, regional, state, national and international events
  - Capacity to perform the team role required
  - Performance during Bowls North West pennant
  - Performance during State-Wide Challenge
  - Character
  - Willingness and compatibility to work with coaches, managers and other players
  - Willingness to adhere to Bowls North West selection requirements

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- Any other matter that members of the panel may find relevant in the circumstances, as it is recognised that selection of bowlers is subjective

### **Bowls North West Squads**

- Bowls North West Squads – Panels will select squads as follows:

#### **Open**

- Selected players will be sent a player agreement document that will include all requirements for the period of squad tenure

#### **Junior**

- Junior squads (U18) will be active from November of each bowling season
- An initial Bowls North West squad will be announced in November each year

#### **Over 60**

- All players must be eligible for Bowls Australia Over 60s Senior Sides National Championship the following October. Therefore, need to be over 60 as of the 1<sup>st</sup> day of competition of the BA national carnival (bowler maybe 59 years old throughout the SWC, as long as they turn 60 before 1<sup>st</sup> day of competition of the BA national carnival)

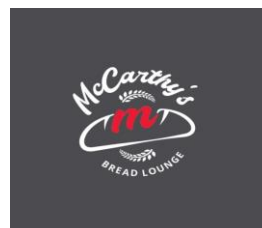
### **Announcement of Bowls North West Teams**

- Bowls North West will announce Bowls North West teams in the following manner:
  - Selected Teams are to be sent to Bowls North West CEO and ratified before announcement to players
  - Players will be notified via email or sms
  - Bowls North West will make a public announcement of the selected teams after players have been notified
  - Players and officials are prohibited from making these teams public until after Bowls North West has conducted the official release

### **Squad/Team Member Responsibilities**

- Selected players have the following obligations

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- Consent to and comply with Bowls North West Player Code of Conduct
- Sign the Player and Indemnity Agreement form after it has been explained to them
- Comply with relevant Bowls Australia requirements such as ASADA online compliance

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