

HBC PENNANT SELECTION COMMITTEE AND PLAYER GUIDELINES 2021-22

SELECTION COMMITTEE OBJECTIVES 2021-2022

- To field the most competitive sides available in each division of the Saturday and Midweek pennant competition.
- For each division entered, win each week, finish in the top four, with a vision to go on and win the Pennants.
- Through coaching and practice, improve the performance of all players, as individuals and sides, for a more consistent Pennant outcome for the Hastings Bowling Club. (HBC)
- To treat all players with fairness, and without discrimination, and in doing so, generate consistency, certainty and transparency to sides selection and team outcomes.

THE SELECTION PROCESS GUIDELINES:

Selecting successful Bowling teams is a balance of objective and subjective criteria.

The following guidelines will form the basis for the selection process:

- *Player availability.*
- *Players current ability, their performance in Pennant games, performance in Club social and championship games, a demonstrated ability at training, competitiveness and commitment to the success of the HBC.*
- *Team balance and consistency, recognising that a spread of skills and experience is required in all sides.*
- *The need to foster and develop all players potential.*

Using the guidelines, The Selection Committee (SC), will select the sides that will give the Club the best chance of achieving the previously stated objectives in each division the Club enters.

The SC acknowledge that this will from time to time require valuing compatibility above individual prowess, and that when applied, will make a side better than the sum of its parts.

The SC recognise that a side can gel into a competitive unit, given time, shared experience and opportunity. To that end, the SC will be looking to create cohesive competitive sides, that together are stronger, more competitive and that also give the opportunity for individual improvement.

GUIDELINES FOR PLAYERS:

Having nominated to play Pennant bowls and contribute to the Clubs pennant objectives, the following guidelines are set out to give players an indication of what they can expect from the SC and in turn, what is expected of players.

- Players who commit to the full season and are flexible to play as selected in any division, will be regarded most favourably.
- Players who limit their commitment to the season, the Club, who they will play with, the position they will play, (except for medical conditions) may affect their selection outcome.

- Players who become unavailable for any reason (in fairness to others), will not be automatically reinstated on their return, in the division, or position in which they last played.
- A player must advise, any dates they will be unavailable on the Clubs "Unavailable lists" in the Club as soon as they are known.
- A player who becomes unavailable following selection, should notify one of the Selection Committee as soon as practicable
- *Any late withdrawal of players prior to a game will be managed by the available selectors at their discretion and in the best interests of the affected teams.*
- Players are responsible for advising the selectors, of any injury or other condition, that may affect their playing ability for any side they are being considered for.
- Every attempt will be made by the SC to accommodate the needs of players, where they are made known to the selectors ahead of time. (E.G. only want to play lead or need to sit down during ends, recovering from illness or injury etc.)
- It is also the Players responsibility to know the outcome of the selection process each week. The sides will be posted at the Club, on the magnetic boards after SC meets and as soon as practicable on the Club's website. Selection will take place on Tuesday evenings for Saturday games and following the Midweek games.
- A Selection Committee member will contact a player whose position in a team is altered down by one Division or more, either face to face or by phone at the earliest practical time.
- Every player who makes themselves available, will be treated equally and without bias or discrimination and selected on merit, ability and compatibility and selected in the highest division they are considered of playing.
- Players in lower division may be asked to rotate their availability, to give all available players the opportunity of playing games during the season.
- All players are encouraged to attend the Wednesday practice night and seek the assistance of the Club coaches to improve their performance.
- The consumption of alcohol by a player, is always to be moderated, so as not to have any impact on the performance of the side in which they are playing.

RIGHTS OF PLAYERS TO APPEAL

All players have the rights to natural justice – that is, they must be made aware of the selection process, have a sense of certainty on how it is applied and have an avenue of appeal, if on balance the process is thought to have failed them.

A player has the **right of appeal**, if the selection process:

- Attempts to hide matters from a player.
- Changes the rules for selection during the season.
- If inappropriate criteria is applied.
- Acts outside the printed selection criteria
- Or acts outside the reasonable expectation of the player. (Inconsistency)

Any player is welcome to discuss their selection, advise a change in circumstances etc. by attending a selection committee meeting (held Tuesdays at 4pm) or by seeking (in advance) a mutually agreeable meeting place and time.

If appealing a selection decision, the player should be able to prove that their selection is affected by one or more of the “rights of appeal” and is based on information that is factual.

If the appeal is not resolved by a meeting (as set out above), the SC will refer the matter to the Bowls Director, as soon as practicable. The Bowls Director will act as mediator between the parties and act to deliver a timely resolution.

Only in special circumstances, will the matter be referred to the Board of Management and any referral, will be at the discretion of the Bowls Director.

Please note: it is considered inappropriate to criticise a member/s of the Selection Committee outside a Selection Committee meeting or in any one on one encounter, as each player has the right of a formal appeal and can meet with the SC as indicated in the appeal process.

THE SELECTION COMMITTEE OF THE HASTINGS BOWLING CLUB FOR SEASON 2021- 2022:

The Selection Committee is a panel of independent Hastings Bowling Club members selected by the members to make all the pennant side selection decisions.

Gabrielle Shepperd – Chairperson

Allen Robins

Helen Couchman

Ken Gregg

Taryb Raine

The role of the selectors is to:

- Select pennant teams based on the written selection criteria stated in these guidelines.
- Attend Club practice sessions and club events to assess the form and manage any concerns of players.
- To communicate with players whose selection has been substantially changed from their expectation and to provide respectful and honest feedback.
- Assist with the administration and successful running of the pennant season each week.

The SC would like to recognise the assistance during the season of the green staff, side managers and Club umpires and kitchen ladies, without whose assistance, the season would not function nearly as well.