

CBCOB BOWLING CLUB

SELECTION POLICY

Mission Statement

CBCOB has a proud tradition and an outstanding record of success and will continue to strive for improvement on an ongoing basis. League is not about individual aspirations but individuals and teams who will **represent the Club** in Bowls Gauteng North.

Vision

The primary goals of the CBCOB Bowls is to “Foster the game of Bowls and promote good fellowship among members” A part of achieving this primary goal is to achieve success in all divisions entered by the club.

Contents

- 1. Purpose of document**
- 2. Selection Committee**
 - 2.1. Responsibilities**
 - 2.2. Composition**
 - 2.3. Convenor**
 - 2.4. Committee Members**
 - 2.5. Team Captains**
- 3. Selection Philosophy (Goals)**
- 4. Selection Criteria/Standard**
 - 4.1. Eligibility
 - 4.2. Criteria
 - 4.3. Unavailability
 - 4.4. Post Selection policy
- 5. Player Infringements**
- 6. Communication**
 - 6.1. Player to Selectors
 - 6.2. Selectors to players
 - 6.3. Team notices & selected Teams/divisions
 - 6.4. Player's responsibilities
- 7. The Appeal Process**

1. Purpose of document

The purpose of the CBCOB Bowls Selection Policy document ("the Policy") is to define a structured and equitable process, presented in laymen's terms, to outline the guidelines on which CBCOB Bowl's selectors determine selection of the League teams, based on "the policy".

2. Selection Committee

The Selection Committee ("the Committee") is a Sub Committee of CBCOB Bowling Club.

2.1. "The Committee" is responsible for:

- 2.1.1. Selecting and arranging CBCOB Bowl's Saturday League teams in all entered divisions.
- 2.1.2. Resolving disputes and attending to other league related matters.
- 2.1.3. If any member is aggrieved with any action or decision of "the Committee" and that decision or action cannot be satisfactorily resolved, the member has the right of appeal. The appeal process is detailed in "the Policy" document in Paragraph 7.

2.2. The selection Committee

2.2.1. The selection committee will consist of:

2.2.1.1. Five men elected as representatives from members to select teams for league.

2.2.1.2. Five ladies elected as representatives from members to select teams for league.

2.2.2. Election of Selectors

2.2.2.1. Selectors are elected based on nominations presented at the CBCOB Bowls Annual General Meeting in accordance with the CBCOB Bowls constitution.

2.2.2.2. Men's and ladies' Selection Committee's will elect a Convenor of selectors at their 1st Selection Committee meeting.

2.3. The Convenors Responsibilities

2.3.1. Advise the CBCOB Committee on the probable number of team entries for the BGN League based on availability of players and potential.

2.3.2. Oversee the selection process to ensure that it is carried out in a fair, just and unbiased way based on the CBCOB Bowls Selection Policy. ("The Policy").

2.3.3. Arbitrate in circumstances where the other selectors cannot agree on selection issues.

2.3.4. Ensure there is "two-way, open communication" between players and selectors.

2.3.5. Mediate any known disputes between player and selectors prior to any appeal being lodged.

2.3.6. Reporting and feedback to the CBCOB Bowls Management Committee thus providing a link between the Selection and Bowls committees.

2.3.7. Liaising with Committee on League issues.

2.3.8. Developing and maintaining a current list of eligible and available League players. (Via CBCOB Bowls Committee secretary).

2.3.9. At least six weeks before the commencement of the season, in conjunction with the other co-opted selectors, organise pre-season League practice games and practice arrangements during the week or weekends.

2.3.10. To Inform players who have not been selected for league or have been selected for another Division of the decision prior to the announcement of the teams thereby avoiding embarrassment for players

2.3.11. Convene selection meetings on a weekly basis

2.4. The Selection Committee Members responsibilities.

2.4.1. To select league teams based on the selection philosophy and criteria in an impartial and non-discriminatory fashion.

2.4.2. To play club tabs-in sessions and club events regularly to assess the form and ability of players.

2.4.3. To assist the Convenor with any administrative duties relating to league sides.

- 2.4.4. The Selection Committees will meet on a weekly basis to allow enough time for posting of the teams.
- 2.4.5. To participate with the outgoing Competition Secretary in the determination of individual player's Handicaps.
- 2.4.6. Matters discussed at selection meetings are to be treated as strictly confidential and all selectors must accept full responsibility for decisions of the committee.
- 2.4.7. To, as and when the club needs a club representative team (outside league), be involved in the selection of such teams

2.5. Role of Team Captains in Selection

- 2.5.1. The Captain will be appointed by the selection committee
- 2.5.2. The Captain/s' input for the selection of the relevant team must be considered by the Selectors and if not implemented feedback with reasons must be given to the relevant Captain/s.

3. Selection Philosophy (Goals)

- 3.1.1. The CBCOB Management Committee and the Selector's Committees (men and ladies) must identify the priorities and goals for each division. Teams must be selected accordingly to achieve these goals considering players ability, compatibility, commitment and availability.
- 3.1.2. These goals will vary from season to season and selectors will need to review the CBCOB Bowling Club goals at the commencement of each League season and on an ongoing basis throughout the season.
- 3.1.3. The Selectors will endeavour to objectively and consistently select the individuals and teams according to the criteria guidelines that will give the club its greatest chance of achieving the best results.
- 3.1.4. The Selector's Committee will endeavour to keep teams and divisions that are successful and compatible as stable as possible, by minimising unnecessary changes. This can however be influenced if players become unavailable and is subject to performance.
- 3.1.5. Selectors must be excused from the meeting when their position or role in a team is discussed and for voting purposes.

4. Selection Criteria/Standards

Every bowler is an equally important member of CBCOB and the success of ALL divisions is of importance to every member.

4.1. Eligibility

- 4.1.1. Fully paid up members without disciplinary restrictions, who make themselves available may be selected to represent CBCOB in the League Competitions.

4.2. Criteria

4.2.1. The following criteria will be considered:

- 4.2.1.1. **Commitment** to the goals of CBCOB's League success as well as availability during league.
- 4.2.1.2. In the selection process, the Selectors shall consider current form, record, position specific, leadership, compatibility, physical and mental strength.
- 4.2.1.3. **Statistical information** – Feedback and performance from Skips on team and divisional results based on weekly feedback.
- 4.2.1.4. **Leadership skills.** The ability to lead and motivate a team as a Skip will be considered.
- 4.2.1.5. **Team Balance** will be considered influencing the selection of players within a rank or division.
- 4.2.1.6. **Compatibility** and player interaction will be considered; however, it needs to be recognised that teams and divisions must be balanced to allow the best possible chances of success for the club. It may thus not always be possible to accommodate player requests or desires to stay within specific teams or divisions.
- 4.2.1.7. **Attitude** of players towards the club, fellow players and members of the club.
- 4.2.1.8. **Practice** is an important aspect of improving skills. Players who practice regularly and show results must be recognized.

4.3. Unavailability

- 4.3.1. Players that are unavailable for selection in any given week, must inform the Convenor, indicating dates of unavailability and when they are next available.
- 4.3.2. Unavailability of a player in a week or period of weeks from their team does NOT automatically mean they will be re selected in the same team or division when returning.
- 4.3.3. If warranted, the replacement player may retain their spot.
- 4.3.4. In addition, players cannot prescribe who they will or won't play with or what division or position they will or won't play in.

4.4. **Post selection** policy dictates that should a player become unavailable after selection, the Selection Committee is responsible for finding a replacement player for that team. Changes to the teams requires a minimum of **three selectors** to agree to the change.

5. Player Infringements

5.1. Code of Conduct (when representing the Club in League):

- 5.1.1. always Adhere to the Bowls Etiquette.
- 5.1.2. Do not consume alcohol or banned substances during the game. The drinking of alcohol during the game is disrespectful towards the team and NOT conducive to the game.

- 5.1.3. Should a player act in a way that is NOT befitting of the expected behaviour of a Bowls member, a recommendation of disciplinary action can be made by the Selection Committee or the Captain to the Committee.
- 5.1.4. Once this recommendation has been made the player/Players involved may not be selected (at the Discretion of the Selection Committee) until the matter has been dealt with.
- 5.1.5. For sake of an expedient resolution the Committee will endeavour to deal with the matter within a 48-hour time frame where possible.

6. Communication

6.1. Player to Selectors

- 6.1.1. Open dialogue between Players and the selectors are encouraged. Players can also meet with the Selection Committee if they so wish. Any formal complaint must be raised in writing within 24 hours after the teams have been announced.
- 6.1.2. If the player is not satisfied with the outcome of the selector's decision, they may appeal the decision. (Refer Appeals process – Section 7 of “the Policy”).
- 6.1.3. The selectors are compelled to raise complaints made to them by players at the selectors meeting.

6.2. Selectors to players

- 6.2.1. The selectors will regularly seek feedback from players and skips to assist them in the selection process.
- 6.2.2. Communication to players will not be deemed necessary when a player is returning to their original role or returning from unavailability.

6.3. Team notices - selected ranks/divisions

- 6.3.1. The process of advising players of teams, will be carried out as follows:
 - 6.3.1.1. An e-mail communication will be sent to ALL League players that have registered an e-mail address with the club. This e-mail will contain the “team selection notice.”
 - 6.3.1.2. A list of the selected teams will be placed on the notice board by Wednesday.
 - 6.3.1.3. A SMS/WhatsApp will also be sent to the League group by Wednesday evenings

6.4. Player's responsibility

- 6.4.1. It is the player's responsibility to ensure they are aware of the Division and team they have been selected in and the venue prior to the League day.
- 6.4.2. If a player is going to travel directly to an away game, they must advise the relevant Captain of their decision.
- 6.4.3. Players must make sure that they arrive at the venue timeously. In the event of an unforeseen problem arising they must advise the team captain immediately

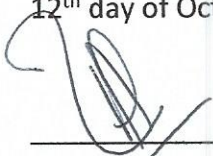
7. The Appeal Process

7.1. Players who are not satisfied with a decision of the selection committee may appeal that decision by:

- 7.1.1. Lodging a notice in writing to the Convenor within 48 hours from the time of the selection meeting.
- 7.1.2. The Convenor will endeavour to mediate a satisfactory solution on the issue between the selectors and the player.
- 7.1.3. Failing a satisfactory resolution, the player may ask the Convenor to refer the matter to the CBCOB Committee for a decision.
- 7.1.4. The CBCOB Committee decision will be deemed as FINAL.

This policy has been developed in consultation with the selection committee, the selection committee Convenor and ratified by the CBCOB Club President and Committee dated __

12th day of October 2018.



Club President