

MORNINGTON BOWLING CLUB

SELECTION POLICY 2026 / 27

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1 Background

- a) Team selection is a vital process in the development and smooth running of the club, with the aim being that selection decisions are vindicated in successful club performances on the greens.
- b) Responsibility for the selection process falls to club members who devote a great deal of their time on a voluntary basis to the sport for the benefit of club members.
- c) The selection process needs to be fair, informed and unbiased. Selection will be based on clear criteria that are communicated to all players prior to the season commencing.
- d) Whilst the aim of the Selection Committee is to be objective in their appraisal of players, an element of subjectivity will always be present in the selection process. At times the subjective opinion of the Selection Committee may differ from that of an individual player. Player unavailability due to illness, holidays, etc, is one such element that requires selectors to manage changes in teams and rinks. Players may sometimes find themselves moved due to the need to balance teams around availability.
- e) Pennant is a team competition and players are expected to accept selection in any division or position. Refusal to play in a selected team may affect future selection.

2 Purpose

- 2.1 To provide a transparent selection process, establish the basis of selection decisions and bowlers' rights in relation to such decisions.

3 Objective

To ensure that competitive and compatible teams are selected to represent Mornington Bowling Club in all Pennant competitions and divisions.

4 Principles

The following guiding principles apply to this selection policy:

- a) All members / players are to be informed of the Selection Policy
- b) The selection process will always be transparent, and all aspects of the selection policy will be impartial and consistent.
- c) Each player will be treated equally and without bias or discrimination
- d) Players who have nominated to play Pennant will be the first choice for selection.
- e) Players may nominate after the start of season if there were circumstances preventing nominating. E.g. illness, travel, family circumstance.
- f) If the selectors run out of available nominated players (illness, family commitments), a request can be made to the Bowls Committee to invite a not listed player with appropriate abilities to play.
- g) Players will be selected on ability and compatibility to play in the highest division that they are capable of playing, within the guidelines of this policy.
- h) It is recognised that there is a level of subjectivity required by the Selection Committee and as such, the expectations of both the club and individuals will not always be achievable.
- i) Management of expectation is a critical element of the selection process. It is the responsibility of the Selectors to communicate to players the reasons for decisions and to provide players with constructive feedback if and when requested.

5 Selection Committee

- a) There will be one Selection Committee of 5 members for Saturday and Tuesday Pennant
- b) Selectors are elected by club members at the club's Annual General Meeting, unless there are insufficient nominations, in which case, the Board will appoint members to fill the remaining positions.
- c) The Selection Committee will appoint one of their number as Chairman of Selectors.
- d) The Selection Committee will consist of 5 elected members, with a maximum of 2 members who can be invited to join the Selection Committee. The Selection Committee aim is to reflect a balance of gender and experience.

6 Role of Selectors

- 6.1 Selectors are responsible for all selection decisions. These decisions must be based on the club's goals and the selection criteria in an impartial and non-discriminatory manner.
- 6.2 Selectors must communicate with players who have been promoted or relegated and provide honest and open feedback. (If possible, this is to be done prior to teams being announced).
- 6.3 Selectors will appoint a Team Manager for each division and ensure that they are aware of their responsibilities.
- 6.4 Selectors will ensure that an accredited umpire is appointed for each home game as required.
- 6.5 When Divisions are known, the selection committee will set goals for Saturday and Tuesday divisions.
 - e.g. Highest ranked pennant – Achieve finals
 - 2nd division – win more than 8 games and provide solid support for the top team
 - 3rd division – promote players with potential to higher divisions and make finals.

Lowest division – develop newer player's skills and game knowledge. Provide opportunities to participate through a rotation.

7 Club Bowling Goals / Pennant Selection Goals

7.1 The goals of the club are to strive to:

- a) provide opportunities for club members to participate in pennant competition at a level that is applicable to their ability and development
- b) assist members to improve their bowling development
- c) achieve excellence in lawn bowls

7.2 The pennant selection committee is to assist the club to achieve these goals when selecting their teams.

8 Selection Criteria

As a general guideline, the best players will be selected on ability for each team, with the following factors taken into account when selecting teams:

8.1 Finance

To be eligible for selection, players must be full financial members of the Mornington Bowling Club.

8.2 Performance

- a) **Ability**, competitiveness and current form in all aspects of play will be considered.
- b) **Feedback** Based on observation by selectors, information gathered from skippers and other experienced bowlers in the rink, and analysis of information gathered from the club's Pennant Performance Evaluation System (PPES), (when this is implemented).

8.3 **Team Balance and Compatibility:** Player interaction with other team members is an important factor in selection, however it needs to be recognised that rinks and divisions need to be balanced to provide the best possible chance of success for the club. Selectors are trying to choose compatible players for a team event, to find the best possible combination to provide the best possible outcome. (This could mean that some selection changes may appear at the individual level, to be unwarranted.) Players' individual preference for who they may wish to play or not play with, or a particular position they may wish to play in, will not necessarily be a factor in selection. Selectors may make changes to teams at any time where they believe it is in the best interests of the club.

8.4 **Experience:** Experience in playing in a particular position or role may be a factor for a particular selection decision.

8.5 **Availability:** The ideal situation would be for all players to be available for every pennant game, however in reality, players will be unavailable due to illness, holidays, and other commitments. If a player is unavailable to play, they will **not** automatically be selected back in the position that they were playing in previously. Selectors will make their decision

based on the needs of the team and the form of the player who came into the team. Players are requested to list any unavailability dates on the club noticeboard as early as possible.

- 8.6 **Commitment / Practice Attendance:** Players are encouraged to show commitment towards the goals of the Mornington Bowling Club's pennant success (see above), including a commitment to regular games / training and/or practice sessions. At least one game/practice session per week is recommended. Players are encouraged to demonstrate commitment to team preparation, including attending practice where possible.
- 8.7 **Attitude:** This includes players' attitudes towards the club, fellow players and members of the club. This will focus on the effort at training and match days, attendance and their contribution to team spirit / performance. This also includes abiding by our club's Code of Conduct on and off the field, including exhibiting good sportsmanship.
- 8.8 **Fitness:** Players should maintain an appropriate level of fitness to the level of bowls that they are playing. Players may be precluded from selection where there are reasonable concerns regarding a player's fitness or ability to safely participate, or if their participation poses a risk to others.

9 Selection Process

The Selection Committee has full authority to select teams in accordance with this policy.

- 9.1 Selection Committee will meet at an agreed time, at least weekly during the pennant season, and as often as is necessary prior to the season commencing.
- 9.2 Players will be informed of the dates, location and criteria for team selection. (ie. this policy will be distributed to all members and will be addressed at a number of times during the season). A copy will be placed on the MBC website for member access.
- 9.3 As a general rule, team selections will be completed on Wednesdays by 7.00pm.
- 9.4 Teams will be posted on the club window following selection. Teams will also be listed on the MBC website
 - 9.4.1 **Post selection**
 - a) In the event a selected player becomes unavailable after selection, replacement players will be decided upon by the Selection Committee.
 - b) Injured or unfit players will be replaced as necessary.
- 9.5 Members who wish to discuss their own selection with the selectors, must contact the Chair and make an appointment to raise this personally with the full selection panel. Appointment times: To be confirmed by the Selection Committee. (See Appendix page.) Both players and selectors are required to respect this policy.
 - 9.5.1 Players are not to raise selection issues with individual selectors or at times other than the times allocated. Selectors will also refrain from instigating informal discussions with players regarding their selection, unless there has been a Selection Committee direction to do so.

- 9.5.2 If a player believes he/she has not been treated in accordance with the selection policy and their concerns have not been resolved by a discussion with the Selection Committee, a formal appeal in writing may be made to the Bowls Committee.
- 9.5.3 The only grounds of appeal against a selection decision will be where an aggrieved player can provide evidence that the decision of the selectors is not in accordance with the stated selection criteria, or the selection is based on information that is factually incorrect, or the selection was influenced by bias and the decision is grossly unfair or unreasonable.
- 9.5.4 The Bowls Committee will review the process followed by the selectors and determine whether the Selection Policy has been correctly applied. The Bowls Committee's decision will be final.
- 9.6 Selection criteria will be reiterated during the season so that players are clear about how teams competing will be chosen.

10 Performance data

Selectors will gather appropriate data to aid selection through the following sources:

10.1 Observation

Selectors can observe player performance:

- a) in Pennant games – selectors have the opportunity of playing with and observing the performance of bowlers in the division they themselves are selected to play in.
- b) during practice and coaching sessions at the club
- c) Players are always encouraged to improve their bowling by participating in club events, club tournaments or MPBR events.

- 10.2 **Analysis** of weekly performance ratings. When implemented, players' pennant performance will be rated.

- 10.3 **Consultation:** Members of the selection panel are encouraged to consult with:

- a) the skippers of that division and / or
- b) random experienced players in each / any of those rinks

10.4 Post-Game Team Meetings

To enhance the quality of the feedback to selectors from rinks, skippers are encouraged to hold a brief after-game team meeting to:

- a) Share their thoughts about their own performance.
- b) What could be done to improve?
- c) How well they worked as a team?
- d) Did they have fun?

11 Players' Role

Players are encouraged to:

- 11.1 Make yourself familiar with the selection criteria and clarify any concerns with the club prior to commencement of the pennant season.
- 11.2 Strive to improve your bowling performance:
- a) Talk with your skipper, team-mates and team manager about your game performance and seek feedback about how to improve.
 - b) Seek coaching targeted at skill development, participate in team and individual practice and games and/or make an appointment with the club coach to address any bowling concerns.
 - c) Set yourself improvement goals and work towards them.
 - d) Attend structured coaching sessions (organised by the club coaching panel as required).
- 11.3 Discuss your team's efforts with each other with the objective of continuous improvement and to enable feedback to selectors.
- 11.4 Regularly attend practice sessions. Club practice sessions are Social Bowls Wednesdays and Friday afternoons / evenings, however the greens are open for individual or group practice throughout the week. (Unless greens are closed by the Greens Director).
- 11.5 Participate in competition, club and team events whenever possible

12 Infringement Process

- 12.1 As per the club's Code of Conduct, any player who chooses not to follow the guidelines as set out in this policy will have the following infringement process enacted upon them.

§ First offence: Player will be given a verbal warning from the club President or designated Board representative

§ Second Offence: Player will be given an official warning in writing from the Board

§ Third offence: The player will be suspended from pennant matches for a period (e.g. 1 week) decided by the Board.

§ Fourth offence: The player will be notified in writing from the Board that they are no longer required as a member of the relevant team and will have their club membership terminated.

- 12.2 The level of infringement will be decided by the Board, which may escalate the infringement to an instant 4th Offence, suspension from the club or criminal charges. For example: Throwing the mat in anger may result in a first offence. Physically assaulting another player may result in an instant fourth offence.

MORNINGTON BOWLING CLUB 2026-27 Selection Policy Appendix

This Selection Policy is to be reviewed annually by the Bowls Committee in consultation with the selectors at that time.

Selection Committee Membership: 2025/6 - Saturday Neil Hayes, Trevor Roberts, Margaret Grossbard: Tuesday Brian Edwards, Trevor Roberts, Steve Swanwick, David Pumpa*

Selection Times: The Selectors will meet weekly (TBA)

•Teams for Saturday and Tuesday will be posted Wednesdays by 7.00pm • Teams will be posted in the office window and forwarded to members through the MBC website.

Member appointments: Members who wish to discuss their own selection with the selectors, must contact the Chair and make an appointment to raise this personally with the full selection panel.

Appointment times: • Saturday & Tuesday Selection: Wednesdays, 5.30 – 6.00pm