

## **Selection Policy & Guidelines**

City of Echuca Bowls Club constitution states:

The duties of the Selection Committee shall be:

- (i) to select teams and sides to represent the Club in Pennant fixtures; and
- (ii) to select or recommend other playing representatives of the Bowls Sub-Committee;
- (iii) in the event of a casual vacancy occurring on the Selection Committee, the Bowls Sub-Committee may appoint a financial member to fill the vacancy.
- (iv) The Selection Committee shall have the power to co-opt any financial member to assist in its duties but a final decision on any matter within its duties shall rest entirely with the Selection Committee.

This **selection policy and guidelines** are prepared to establish consistent, organised, considerate protocols so that the best outcomes can be achieved for the Club. Pennant success will be possible if compatible members, who know and respect our Code of Conduct, practice and play as a team.

### **SELECTION MUST BE BASED ON A BOWLER'S ABILITY**

#### **Selection discussion**

Discussions should consider all aspects of selection. Ability - must be first and foremost – then other criteria that include positions played, experience, form and compatibility.

All discussions that take place during selection, must stay at the table. Confidentiality is paramount.

The selection committee should welcome members who come to the table and listen with respect.

#### **Communication**

There should be no publications of teams until all communication is completed. E.g. no board displayed until all relative important information has been communicated to the relevant members.

Chairperson to do major communication unless it is delegated to other selection committee members to share if there are multiple changes.

Communication of changes should be immediate, and empathetic. Some members may need support to understand the thinking and reasoning of the committee. Positive outcomes should be sought.

#### **Committee Unity**

The Committee needs to be cohesive and show a united front. Decisions belong to the whole committee.

Any communication with members should reflect the committee's discussion e.g. "Our committee decided". Take ownership collectively.

Communication amongst each committee is of utmost importance. If any changes are to be made information should be shared amongst all committee members immediately, and a whole committee decision is to be sought if time allows. If no time allows for complete committee decision, the final changes are made by the chairperson. A messenger group is efficient and effective.