

1 OVERVIEW.

- a) The Brighton Bowling Club Selection aims to ensure that, irrelevant of gender, the most competitive representative teams are selected to compete for Pennant Flags in all Divisions; and
- b) The selection process will be based on the best available information on player performance, team balance, and player commitment to the club, including a commitment to reasonable training times and player availability.

2 RESPONSIBILITIES FOR SELECTION POLICY

The Board of Management (known as the Board) is responsible for establishing the Clubs Pennant Selection Policy. The policy shall be reviewed before the start of each season and amended where necessary.

3 SELECTION PANELS

There will be one Panel to select teams for the Saturday competition. There will be separate Panels for the Wednesday and Thursday competitions, but the Chair of Selectors shall oversee all panels.

The Chair of Selectors and Ladies Lead Selector shall review the selections before publication to ensure they are fair, equitable and consistent with the policy and have the right to make any changes they see fit.

4 APPOINTMENTS OF CHAIRPERSON OF SELECTORS

The Board will appoint a Chairperson of Selectors (known as Chair of Selectors)

5 SELECTORS

The Board shall pursue suitable members to be Selectors.

The Selectors will select teams for all preseason Trials and the coming Pennant competition.

6 NUMBER OF SELECTORS

The Board shall select as many Selectors as it sees fit

Wednesday (Number decided plus Chair of Selectors)

Thursday (Number decided plus a nominated Lead selector shall Chair)

Saturday (Number decided plus Chair of Selectors)

Minimum of TWO Selectors each for the TOP THREE DIVISIONS & Minimum TWO Selectors for the rest of DIVISIONS thereafter & THREE Selectors per DIVISION if two teams are in the same Division

Head Coach by invitation

Each Division will have a Captain who is not a selector and will be a liaison between selectors and players.

7 **REMOVAL OF SELECTORS**

The Board may replace Selector(s) at any time if it is determined a change in personnel is required.

8 **SELECTION DEBATE**

All selectors may contribute to the selection debate. Selectors can confer before the selection meeting.

9 **TEAM SELECTION**

- a) The Selectors will be responsible for selecting the respective division teams and having a voice across all teams. The Chair of Selectors does not have a vote other than a casting vote in the event of a tied decision. The Chair of Selectors shall have the authority to intervene in the outcome of deliberations (if necessary) to ensure the best outcome for the club. The Chair of Selectors shall be accountable to the Board if such intervention is required.
- b) The Chair of Selectors shall review the selections before publication to ensure they are fair, equitable and consistent with policy and have the right to make any changes they see fit.
- c) Based on form, returning players who were unavailable for selection at any given time will return to the team they played in before their unavailability. In conjunction with this process, but if more than one week, they are not guaranteed a return to the same team.
- d) Where player numbers exceed the number required for selection, rotation preference is given to available players who play only one pennant competition per week.
- e) A player can be promoted more than one team
- f) Except in exceptional circumstances, and only with the approval of the Chair of Selectors of Selectors can players be demoted more than one team per week. The Chair of Selectors has the sole authority to determine what circumstances are "exceptional."
- f) Unless extenuating circumstances exist, once team selection has been published, no further amendments are to be made without the approval of the Chair of Selectors or their delegate.
- g) A player's position within a rink shall not be altered after selection unless it is in the best interests of team balance and the player has been consulted concerning the change.

- h) If a player becomes unavailable after the selection has been published, the Chair of Selectors shall consult with the relevant Selector(s) where practicable and time permits; and make selection amendments accordingly.
- i) A selector is eligible for promotion to a higher team regardless of their Selector responsibilities. A Selector can be demoted under the Selection Policy.
- j) If a Selector plays in a significantly different ranked team for more than three games and the Chair of Selectors determines that this selection decision may be permanent, the Chair of Selectors may recommend to the Board that a replacement Selector be appointed.
- k) When a player is moved out of their position, it may be considered that they should not be left in the same rink as the player who replaces them. If moved due to loss of form, it should be considered if going down a team in the same position is a better solution than changing their position.

10. SELECTION CONCERNS

- a) Any selection concerns should be referred to the appropriate team selector(s) via the team Captain in the first instance. The Selector will then consult with the Chair of Selectors where appropriate.
- b) The Board shall form a Grievance Panel to deal with written grievances lodged by players, but mediation should be the first option

11. COMMUNICATION

- a) Selectors are to communicate with players in a supportive and timely manner concerning selection issues. Selection issues may include contemplated demotion and the promotion of players to cover unavailability.
- b) Players must notify the Selection Panel of impending unavailability as soon as possible by placing their names on the “unavailability” list provided on the Notice Board.
- c) Relevant Selectors must, as soon as reasonably practical, inform a player if they have been promoted or demoted and the reasoning behind that decision.

12. CONFIDENTIALITY

- a) The Selectors must uphold the confidentiality of all documentation, discussions and rationale related to selections; and
- b) All documentation related to a player's performance must be kept securely and treated respectfully.

13. CONFLICT OF INTEREST

- a) It is the responsibility of each Selector to identify any conflict of interest that arises during the selection process and to remove themselves from the Selection meeting for that discussion.
- b) The Chair will identify any conflicts of interest and, when necessary, ask a Selector to vacate the Selection meeting.

- c) The Chair will act for any Selector who is required to vacate the meeting due to a conflict of interest.

14. **INFRINGEMENTS / INAPPROPRIATE BEHAVIOUR**

The Board will severely address infringements and/or inappropriate behaviours that undermine the Brighton Bowling Club constitution (Rule 20).