

Policy Name: State Representative Selection Policy

Approved: 18th January 2021

Authority: Women's Bowls NSW

Applies to: WBNSW Board, Committee & Staff Members

Review Date: 18th January 2022

STATE REPRESENTATIVE SELECTION POLICY

Principle

The regulation of all matters about the selection, management and control of all teams representing NSW shall be under the sole authority of WBNSW.

1. Philosophy

The objective of this WBNSW Policy is to ensure the best possible squads and team(s) are selected to represent NSW. All participants with strong claims for selection will be considered by the Selectors for selection in accordance with this policy.

Upon selection to a squad or team all participants must sign the WBNSW Code of Conduct and medical profile to be eligible for competition.

This Policy remains in force until amended or revoked by the WBNSW Board.

2. Interpretation

Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in the WBNSW Constitution and By-Laws.

No particular selection criteria shall be weighted significantly by reason only of the order in which that criterion appears in this Policy.

3. Selection

3.1. State Selectors

WBNSW shall appoint, at its sole discretion, State Selectors based on previous state or national experience or involvement in bowls competitions. Where any of the Selectors become unable to meet their responsibilities under this Policy, WBNSW will appoint a replacement Selector.

3.1.1. WBNSW Selection Committee

The committee will consist of no more than five [5] persons appointed by the WBNSW Board.

- a. Applicants must meet the eligibility criteria as may be prescribed from time to time by the WBNSW Board.
- b. Applicants should send a completed an Expression of Interest form to WBNSW. If appointed, the position is effective for one year or as determined by WBNSW

3.1.2. Criteria for State Selectors

Preferred qualities and skills desirable for the position of State Selector includes:

- a. The ability to make impartial, evidence- based judgements
- b. Prior playing, coaching and/or selection experience at District, State, or higher level
- c. Knowledge of the sport
- d. High level Communication skills
- e. An open - minded attitude
- f. Honesty and integrity
- g. Contemporary awareness of elite sport.

3.1.3. State Selection Committee Criteria

Each WBNSW Selection Committee member must comply with the following:

- a. Comply with all WBNSW policies and directives e.g. Confidentiality Agreement/Code of Ethics/Conduct
- b. Select all sides to represent WBNSW
- c. Select all such squads as required
- d. Assess each player during trials and such assessment to be recorded and handed to the Chairperson of Selection Committee for retention by WBNSW for future use.
- e. Have a selector/s present at Regional Matches, State Championships, Pennant Finals, Play-offs, and other special tournaments as required (within budget limits and annual plan).
- f. Set an example in relation to conduct, dress standards and shall wear official attire as prescribed by WBNSW.
- g. Be available to advise the Manager/Coach on any requirements for the benefit of the selected teams,
- h. Represent WBNSW in a professional manner.
- i. Be accountable to the WBNSW Board.

3.1.4. Criteria for the position of Chairperson of State Selection Committee

Preferred qualities and responsibilities desirable for the position include:

- a. Ability to consult closely and regularly with the State Coach (if applicable).
- b. Being well informed about the objectives of the sport and the purpose of selection meetings.
- c. Possession of higher level communication skills with emphasis on having the capacity to listen and represent the views of all the selectors and to be able to counsel and provide feedback to squad and team members.
- d. To encourage open discussion within selection meetings.
- e. The ability to summarise the variety of viewpoints expresses in the selection meetings to finalise decision making.
- f. Be well organised for and in meetings.
- g. Demonstrated awareness of the future of the sport when making selection decisions.
- h. Be supportive of all selection committee members.
- i. The ability to ensure that committee responsibilities are understood and fulfilled by the committee members.
- j. Will abide by majority vote at meetings. If a vote is even, then the vote is lost.
- k. The ability to be unbiased and impartial in discussions and decisions.

3.1.5. Duties of Chairperson

- a. Arrange and chair all selection meetings, face to face, by telephone or by email.
- b. Prepare reports on selections and other matters as required.
- c. Advise the Board and President of recommendations by selectors and substantiate recommendations to the Board if requested.
- d. Advise the Board of selected Teams or Squads so the names can be announced.

3.2. Selection Procedure

- a. The Selectors shall select such sides, teams, individuals as are required by WBNSW.
- b. The Selectors shall have total discretion in selecting and may have regard to any one or more of the Criteria in any selection process.
- c. A majority decision of the selectors is required.
- d. The decision of the Selectors shall be final.
- e. No reason need be given for any selection or other decision of the Selectors but selectors must be able to justify their selections to the Board if requested.

3.3. Selection Criteria

Selection Criteria should be based on ALL the following:

- a. Performance in WBNSW District, Regional and State Championship events and designated tournaments.
- b. Performance in previous State Representation.
- c. Demonstrated and/or potential ability to work with the team officials and other players.
- d. Demonstrated attitude and commitment to WBNSW and State representation.
- e. Ability to play in the expected tournament condition.
- f. Any current or potential injury or condition which will impair, inhibit, or prevent the player's performance to the required level.
- g. The potential of the player to successfully achieve the objectives of this Policy and of WBNSW under its Constitution.
- h. Behaviour on and off the bowling green and total commitment demonstrated throughout the State games.
- i. Leadership qualities of the player.
- j. Player must be an Australian citizen and permanent resident of Australia.
- k. Meet eligibility criteria to represent Australia under the BA Selection policy.
- l. Any player who participates in a trial or plays for another nation, will be ineligible for State selection for a period of two (2) years.
- m. The player must be an affiliated member of WBNSW.
- n. Must be available for selection process practice session and trials unless exempted.
- o. Any other factor considered relevant in the circumstances, but which is not discriminatory.

3.4. Additional Considerations:

- a. In determining the composition of any State Team or Squad, the make-up of that team or squad may be influenced by the importance of the event to achieving WBNSW's long-term success.

- b. Selection for the Australian Squad does not give automatic selection to the State Squad.
- c. The players comprising any State Team or Squad must provide the team with the flexibility to perform against diverse competition and players of differing styles and venue conditions.
- d. Competitive ability of players will be of importance for State Squad selections. Any player who fails consistently to perform in major competitions at a level appropriate to their ability may at the discretion of the Selection Committee, not be selected, even if they have complied with all other criteria.

4. Overriding Factors

- a. In considering the performance of players at events, trials or other attendances required under this Policy, the Selection Committee may at its discretion give weight to extenuating factors.
- b. Players unable to attend or compete at events, or other attendances required under this Policy should provide a valid explanation in writing to the Selection Committee who will consider and make a decision based on its merit.
- c. Failure to attend a trial may impact on the representative opportunities of a player.
- d. In case of illness or injury, players may be required to undergo a medical examination by a doctor or doctors or other specialist persons nominated by WBNSW at WBNSW expense.
- e. In the case of bereavement, equipment failure, travel delays or other extenuating circumstance, the Selection Committee will decide on an individual basis.

5. Team Managers/State Side Managers Policy

Please see the State Side Managers Policy.

6. Removal from a Selected Squad or Team

Any participant, including a Player, Selector, and Official who:

- a. Breaches or fails to observe this Policy, the WBNSW Constitution or the By-Laws.
- b. By means of illness or injury is unable to perform to the required standard in the opinion of the Selectors (after having received advice from a medical practitioner):
- c. Brings WBNSW, the State Squad, the State Team, or the sport of bowls into disrepute or acts in a manner unbecoming of a member of the State Squad or prejudicial to the interest of WBNSW and the sport of bowls.
- d. Breaches or fails to fulfil a requirement of the NSW Anti-Doping Policy;
- e. Breaches or fails to comply, fulfil, and observe the requirements in the Code of Ethics and Code of Conduct;
- f. Is ineligible for selection in, or continued membership of, the State Squad or State Team and may be removed from any selected Squad or Team by WBNSW in consultation with the selectors as the circumstances may require. This may include where the player has failed to sustain their performance and attitude to a satisfactory level, so long as the required performance levels had first been discussed with the player and the player had been given the opportunity to attain those performance levels.
- g. A Selector or Official may be removed by resolution of the WBNSW Board.

7. Appeal Procedure

7.1. Grounds of Appeal

An aggrieved member player may appeal against a decision of the Selectors in accordance with the Policy because a decision of the Selectors was not made in accordance with this Policy.

7.2. Procedure for Appeals

Any appeal against a decision of the Selectors must be made within seven (7) days of any public announcement.

7.2.1. The appeal must be lodged in writing to the President setting out:

- a. The decision of the Selectors in question
- b. The grounds on which the appeal is made; and
- c. The reason or circumstances supporting the alleged ground of appeal.

On receipt of an appeal in accordance with this Policy, the President must forthwith forward the appeal documents to the Selection Review Panel.

NB. Nothing in this Policy prevents the withdrawal of an appeal at any time in writing.

7.3. The Selection Review Panel

The Selection Review Panel shall be composed of any three persons appointed by the Board from time to time and must include the following:

- a. A member of the WBNSW Board
- b. Two suitably qualified people such as NSW Communities, Sport & Recreation representatives or similar.

No member of the Selection Review Panel hear any matter in which he or she has an actual or perceived conflict of interest that might reasonably call into question the impartiality of the Selection Review Panel.

7.4. Function of the Selection Review Panel

- a. The Selection Review Panel has no power of selection or re-selection
- b. The Selection Review Panel will review the matter set out in the appeal and (as appropriate) refer the matter back to the Selectors for consideration.

7.5. Procedures of the Selection Review Panel

7.5.1. On receipt of the appeals papers, the chairperson of the Selection Review Panel shall immediately forward copies of the relevant appeal to fellow Panel members

7.5.2. The Selection Review Panel shall, as soon as practical investigate and consider the matter and shall within seven (7) days determine whether:

- a. The matter be dismissed, because the matter has no merit.
- b. The appeal warrants further review

7.5.3. If the Selection Review Panel determines the matter warrants further review it shall be as soon as practicable, and serve a notice in writing on the aggrieved party:

- a. stating that the aggrieved party may address the Selection Review Panel at a meeting to be held as soon as practicable, being not earlier than four days from the date of the notice;
- b. stating the date, place, and time of that meeting; and
- c. informing the aggrieved person that they may:
- d. attend that meeting (personally or have a representative, not being legally trained or qualified); and / or
- e. provide a written statement to the Selection Review Panel, no later than 24 hours before the time of that meeting, setting out any further relevant information

7.5.4. The Selection Review Panel may conduct a meeting convened in accordance with clause 7.5.2 (or any adjournment thereof) in such manner as it sees fit, but shall:

- a. give the aggrieved party and the Selectors every opportunity to be heard
- b. consider any statement by the aggrieved person
- c. allow the aggrieved person to be present along with an adult representative if the aggrieved is a junior (not being legally trained or qualified), and may;
- d. request or require the aggrieved person or any other witness to attend the meeting or provide such evidence as is available.

Following consideration of all relevant available information, the Selection Review Panel shall:

- e. arrive at a finding by a majority decision, and
- f. notify the President, CEO and all parties of its findings as soon as possible.

If the Selection Review Panel considers the ground alleged by the aggrieved person to be satisfied, it shall recommend that the Selectors again consider the selection of the relevant, team or individual.

The Selectors shall comply with any direction from the Selection Review Panel in this regard.

Any further selection decision made by the Selectors under the direction of the State Review Panel shall be final and no further appeal may be made in respect of that selection.

8. Notification to Relevant Parties

Subject to constraints imposed upon WBNSW by third parties, individuals selected by the Selectors ('Selected Parties') shall be notified of their selection by mail and/or email as soon as practicable after their individual selection or finalisation of the relevant squad or team or individual or official position(s).