



BOWLS

NEW SOUTH WALES

REPRESENTATIVE SELECTION

POLICY

Representative Selection Policy

Bowls NSW

1. PRINCIPLE:

- The objective of the Bowls NSW Representative Selection Policy (“Policy”) is to ensure the best possible sides, teams and players are selected to achieve maximum success when representing NSW. The Policy applies to players and NSW State Selection Committee.
- This Policy remains in force until amended or revoked by Bowls NSW.

2. PHILOSOPHY

- The objective of Bowls NSW Selection Policy is to ensure the best possible squads, sides, teams and/or individuals are selected to represent NSW and Bowls NSW
- The Policy applies to athletes, members of selection committee, coaches, side managers and other Bowls NSW officials.
- All participants with strong claims for selection will be considered by the NSW State Selection Committee for selection in accordance with this policy.
- Upon selection to a squad, side or team in order to be eligible for competition all participants must sign the NSW Representative Player Code of Conduct.

3. INTERPRETATION

- Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in the Bowls NSW Constitution and/or Regulations.
- No particular selection criteria shall be weighted more or less significantly by reason only of the order in which that criterion appears in this Policy.

4. SELECTION

4.1 Player Eligibility

- In order to be eligible for selection in any NSW side/team which is selected by the NSW State Selection Committee players must:
 - be an Australian citizen;
 - be a registered Bowling Member of Bowls NSW;
 - have a declared Club which is affiliated with Bowls NSW;
 - be eligible to play for both NSW & Australia;
 - If declaring eligibility for both NSW & Australia from another country, after becoming an Australian citizen, a 2-year waiting period applies, as per World Bowls policy.

4.2 Player Selection Criteria

- Selections made by the NSW State Selection Committee may be based on the following:
 - Performance in District/Zone/State Championship events;
 - Performance in District/Zone/State Representative fixtures;
 - Demonstrated and/or potential ability and attitude to work with Bowls NSW Selection Committee, side officials and other competitors;
 - Current and previous national and international performances in events and over such periods as determined by the Selection Committee;
 - Demonstrated positive attitude and commitment to Bowls NSW and, in particular but not only, regarding State representation;
 - Demonstrated and/or potential ability to adapt to the format of play and environmental conditions for selected event;
 - the player's current level of skill and physical fitness;
 - Any current or potential injury or condition which will impair, inhibit or prevent the the potential of the player to successfully achieve or further the objectives of this Policy and of Bowls NSW under its Constitution;
 - Behaviour standards on and off the bowling green and a total commitment to be maintain expected standards whilst representing Bowls NSW;
 - Eligibility to represent Australia under Bowls Australia Selection Policy
 - Availability and commitment to participate in Zone/Intrastate Representative Fixtures or other events such as trials or camps.

The following may also be taken into account by the Selection Committee:

- In considering the criteria under this Policy, the State Selection Committee may in its discretion give weight to extenuating factors.
- In determining the composition of any selected side/team, the make-up of that side/team may be influenced by the importance of the event in achieving Bowls NSW's long term objectives and the future development of youth;
- Age eligibility when selecting side/teams for Under 25; Over 40s and Over 60s competition;
- Competitive ability of players will be of importance for selections. Any player who fails consistently to perform in major competitions at a level appropriate to their ability may at the discretion of the State Selection Committee, not be selected, even if they have complied with all other criteria.

4.3 Player Selection Procedure

- The NSW State Selection Committee shall have total discretion in selecting and may have regard to any one or more of the selection criteria in any selection process.
- If consensus cannot be reached during the selection process, a simple majority vote of all Committee Members present is sufficient to resolve a decision.
- The decision of the State Selection Committee on any side/team selection shall be final at the conclusion of the Committee meeting, and shall be submitted to the Chief Executive Officer for ratification.

- No reason needs to be given for any selection or other decision of the Selection Committee. This shall not prevent, limit or restrict the Selection Committee changing the selection of any squad, side, team, individual or official at any time in their sole discretion, having regard to all the circumstances.
- At the discretion of the Selection Committee Chairman, the Selection Committee may during competition consult with or seek input about selections with individual players, the leadership group or the side/team as a whole.

5. PLAYER REMOVAL FROM SELECTED SIDE/TEAM

- Any Player who:
 - Breaches or fails to observe this Policy, the Bowls NSW Constitution or Regulations;
 - By means of illness or injury is unable to perform to the required standard in the opinion of the Selection Committee (after having received advice from a medical practitioner);
 - Brings Bowls NSW, a NSW Side/Team or the sport of bowls into disrepute or acts in a manner unbecoming of a Member or prejudicial to the interest of Bowls NSW and the sport of bowls.
 - Breaches or fails to fulfil a requirement of ASADA or the Bowls Australia Anti-Doping Policy;
 - Breaches or fails to comply, fulfil and observe the requirements of the Bowls NSW Code of Conduct;

is ineligible for selection to, or continued membership of, any NSW side/team selected by the NSW Selection Committee as the case may be.

- Any selected player may be removed from a side/team by the State Selection Committee in consultation with the Chief Executive Officer or State President – Bowls NSW as the circumstances may require including where the participant has failed to sustain their performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the participant and the participant has been given the opportunity to attain those performance levels.
- A Selection Committee Chairman, Member, Head Coach or Team Manager may be removed from office by resolution of the Bowls NSW Board.

6. NOTIFICATION

6.1 Notification of this Policy

- This Selection Policy shall be available to all Members on the Bowls NSW website.
- Bowls NSW shall have no general responsibility to give notice of this Policy to individual persons, other than in accordance with this Policy.

6.2 Notification of Player Selection

- Any Sides/Teams selected by the NSW State Selection Committee will have players selected contacted (by SMS; phone or email) by State Coach or the State Selection Committee Chairman.
- Selected players are embargoed until the official release of side is announced by Bowls NSW.

- Players selected in a squad or incumbent players who are not selected in a side will also be contacted by phone by State Coach or a member of State Selection Committee.
- Bowls NSW will announce any side selected via website and social media (usually within 24 hours of all players concerned being notified).
- Following this announcement, selected and non-selected players can share the news publicly.
- State Selection Committee Members are also bound by this process and cannot share any news of selection/non-selection, other than to players concerned, until after the announcement by Bowls NSW.

7. NSW STATE SELECTION COMMITTEE

7.1 Appointment of Selection Committee

- The Board shall elect annually, in its sole discretion, a State Selection Committee who shall meet any requirements as determined by the Board set out in the Regulations
- Where any member of the Selection Committee becomes or is unable to meet their responsibilities under this Policy, the Board will appoint a replacement Selector.
- The State Selection Committee shall consist of Bowls NSW members elected by the Board in accordance with the Bowls NSW Regulations.
- All persons wishing to be considered on a NSW Selection Committee must:
 - Meet the eligibility criteria as may be prescribed from time to time by the Board
 - Be willing to comply with Bowls NSW policies and directives.
 - Submit a **nomination form** to the Chief Executive Officer of Bowls NSW at the appropriate time.
- If elected, the position is effective for one year or as otherwise determined by the Board.

7.2 Eligibility Criteria

- To be eligible to nominate and be elected to the NSW State Selection Committee, a candidate shall:
 - have experience of at least 3 years as a selector at District or Zone level; or
 - have played for NSW at an Interstate Representative level.
- All NSW State Selection Committee Members are required to attend a Selection Module Education Course within 4 months of being elected.
- Preferred qualities and skills desirable for the position on the NSW State Selection Committee includes:
 - The ability to make impartial judgements.
 - Prior playing, coaching and/or selection experience at Zone, State or higher level.
 - Knowledge of the sport.
 - Communication skills.
 - Leadership skills.
 - An open minded attitude.
 - Honesty and integrity.
 - Contemporary awareness of elite sport.

7.3 Compliance

- Each NSW State Selection Committee Member must comply with the following:
 - Comply with all Bowls NSW policies and directives of the Board.
 - Select sides/teams to represent NSW at Under 25, Open, Over 40s and Over 60s Interstate level
 - Select sides/teams to represent NSW at Under 25, Open, Reserve, Over 40s and Over 60s Intrastate level (City v Country/Selection Trials/Development Squad etc.)
 - Attend and evaluate player performance at tournaments and events as specified by the Committee and retain records for future use.
 - Attend and evaluate player performance at Inter-Zone matches, State Championships, Pennant and other Association event fixtures.
 - Set examples at all times on decorum, dress standards and shall wear attire as prescribed by Bowls NSW.
 - Represent Bowls NSW in a professional manner at all times.
 - Be accountable to the Bowls NSW Board through the State President.
 - Maintain the integrity of the Committee and respect confidentiality.
 - The Chairman shall be the spokesperson for the Committee.

7.4 Selection Committee Chairman

- The duties of the NSW State Selection Committee Chairman are to:
 - Liaise with the Head Coach as required.
 - Arrange and facilitate as chair all selection meetings, face to face, by telephone or by email.
 - Prepare reports and maintain records on player performances and selections as required.
 - Act as spokesperson for the Committee in communicating with players, Board and Management as required.
 - Advise the Chief Executive Officer of recommendations by Selection Committee and be able to substantiate recommendations.
 - Advise the Chief Executive Officer of selected sides/teams.
 - Manage the NSW State Selection Committee Budget and approve any claims for reimbursement from Committee Members.

- Preferred qualities and responsibilities desirable for the Chairman include:
 - The ability to be unbiased and impartial in discussions and decisions.
 - To be well informed about the objectives of the sport and the purpose of Selection Committee meetings.
 - To have communication skills with emphases on having the capacity to listen and represent the views of all the Committee Members and to be able to counsel and provide feedback to squad, side, team members or individual players.
 - To be responsible for open discussion within Selection Committee meetings and to facilitate a consensus.
 - To have the ability to summarise the view points of the Selection Committee meetings to finalise decision making.
 - To be well organised for and in meeting formats.
 - To be conscious of the future of the sport and Bowls NSW when making selection decisions.
 - To be supportive of all Selection Committee members.

8. HEAD COACH

The appointed Head Coach shall be invited to attend and provide feedback and input to discussions at State Selection Committee meeting, however is not entitled to voting rights in the selection of teams or sides or for the election of the State Selection Committee Chairman.

9. APPEAL PROCEDURE

9.1 Ground of Appeal

- An aggrieved Member may appeal against a decision of the State Selection Committee on the grounds that a decision of the State Selection Committee was not made in accordance with this Policy.

9.2 Procedure for Appeals

- Any appeal against a decision of the State Selection Committee must be made within five (5) working days of any notification set out in clause 8(b).
- The appeal must be lodged in writing with the Chief Executive Officer setting out:
 - the decision of the State Selection Committee in question;
 - the ground on which the appeal is made; and
 - the reason or circumstances supporting the alleged ground of appeal.
- Nothing in this Policy prevents the withdrawal of an appeal by the aggrieved at any time in writing.
- On receipt of a written appeal in accordance with this Policy, the Executive Officer must forthwith forward the appeal documents to the Board, who shall establish a Selection Review Panel within five (5) working days.

9.3 Selection Review Panel

- The Selection Review Panel shall be constituted by at least three (3) persons available to hear the appeal which must include at least:
 - one (1) member of the Bowls NSW Board of Directors
 - one (1) representative from an industry partner such as Bowls Australia, ClubsNSW, NSW Sports Federation, NSW Department of Sport and Recreation or Australian Sports Commission; and
 - one (1) person, independent from Bowls NSW with appropriate legal, mediation or judicial experience or training.
- The Bowls NSW Board shall elect an appropriate Chairperson from the appointed Review Panel Members.
- No member of the Review Panel may be a party to or have a direct or perceived interest in the matter under consideration.

9.4 Function of the Selection Review Panel

- The Selection Review Panel has no power of selection or re-selection.
- The Selection Review Panel may review the matter set out in the appeal and may (as appropriate) refer the matter back and make recommendations to the State Selection Committee for consideration

9.5 Procedures of the Selection Review Panel

- On receipt of the appeal papers, the Chairperson of the Selection Review Panel shall immediately notify fellow Panel members of the appeal, and shall forward copies of the relevant appeal to fellow Panel members as a matter of urgency.
- The Selection Review Panel shall, as soon as practical after receiving all relevant information on the appeal, investigate and consider the matter and shall within five (5) working days, determine whether:
 - the matter should be dismissed, because in its determination, the matter is found to be frivolous, inaccurate, trifling in nature or has no merit; or
 - the appeal warrants further review and determination with this Policy.
- If the Selection Review Panel determines the matter warrants further review it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing on the aggrieved party 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 five (5) days from the date of the notice;
 - the date, place and time of that meeting; and
 - that the aggrieved person may do any one or more of the following:
 - attend that meeting personally or with a representative, not being legally trained or qualified; or
 - give the Selection Review Panel, no later than 24 hours before the time of that meeting, a further written statement setting out additional relevant information surrounding the appeal.
- The Selection Review Panel may conduct a meeting convened in accordance with this clause in such manner as it sees fit, but shall:
 - give the aggrieved party and the NSW State Selection Committee every opportunity to be heard;
 - give due consideration to any statement by the aggrieved person;
 - allow the aggrieved person to be present along with a representative (not being legally trained or qualified) and may;
 - 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 arrive at a finding. A decision of the Selection Review Panel shall be reached by a majority decision, and there shall be no casting vote.
- The Selection Review Panel shall notify the Chief Executive Officer of its findings as soon as practicable.
- If the Selection Review Panel considers the grounds alleged by the aggrieved person to be satisfied, it shall recommend that the State Selection Committee again consider the selection of the relevant, team or individual on these grounds.
- The State Selection Committee shall comply with any direction of the Selection Review Panel in this regard.

- Any further selection decision of the NSW State Selection Committee under the direction of the State Review Panel shall be final, and no further appeal shall be available to the aggrieved person under this Policy in respect of that selection.