



Policy Title: Performance Selection Policy

Related Documents: Performance Administrative Policy

Performance Framework / Strategy / Team Structure

Performance Personnel Support Structure

Code of Conduct

General Regulations

Constitution

Responsible Staff: Chief Executive Officer

Performance Lead

Authority: Bowls Auckland Board

Approval Date: July 2024

Review Date: June 2025

1. Objectives of Policy

1.1 The objectives of this policy are:

- 1.1.1 To clearly document and make available to all players the process and criteria to be used by Bowls Auckland in selecting players for Representative squads and Representative teams for domestic tournaments; and
- 1.1.2 To ensure the selection of players aligns to Bowls Auckland's strategic framework and goals to create a strong culture that is development focused to achieve winning performances and assisting players reach a higher level (i.e., Blackjacks or the immediate Auckland team 'above').
- 1.1.3 The objective of the policy is not to select, but to ensure selection meets strategy.

2. Selection Panel

2.1 There will be a Selection Panel for each squad / team. Each Selection Panel will be appointed to determine players to be selected in:

- 2.1.1 The Performance Squads.
- 2.1.2 Teams to represent Auckland at the scheduled tournaments.

2.2 The Selection Panel for each squad / team will be appointed annually as per the General Regulations via an interview process which is led by the Performance Appointments Panel, and subsequently sent to the Board for approval.

2.3 Each squads / team's selection panel will consist of the below appointed positions.

- 2.3.1 Performance Lead
Head Coach / Selector
Assistant Coach / Co Selector

2.4 The Selection Panel/s shall comply with all their responsibilities as specified in this Policy, it's supporting documents as outlined (as amended from time to time by Bowls Auckland) and as otherwise specified by Bowls Auckland.

2.5 The Bowls Auckland Board may also direct any member of the Selection Panel/s to vacate the Panel for such period as the Board consider appropriate where the Board considers, in its sole discretion, that the selection has an association with a player which may give rise to a question of bias or conflict of interest in the selection process.

2.6 Where any selector advises the Chief Executive that s/he considers s/he is unable to meet his/her responsibilities under this Policy and supporting documents, or the Board makes a direction, the Board will appoint a replacement to assume that selector's role for the remainder of the term.

3. Player Eligibility

3.1 To be eligible for selection to the Performance Squad / Teams all players seeking selection must:

- 3.1.1 Be a current and financial full playing member of a Bowling Club in the Bowls Auckland region.
 - 3.1.2 Actively participate in club and centre events in the Bowls Auckland region during that season.
 - 3.1.3 Be available and partake in the published performance program.
 - 3.1.4 Have signed and completed the Code of Conduct form prior to partaking in the performance program.
- 3.2** If a player is selected to a Performance Squad / Team, the Player acknowledges and agrees that:
- 3.2.1 The Player will be required to comply with the Code of Conduct.
 - 3.2.2 The Player must maintain a designated level of fitness and standard of competitiveness.
 - 3.2.3 The Player must partake in preview and review individual and team procedures as requested by Team Management (i.e., team functions, team debriefs etc..).
- 3.3** Failure to comply with any of the above clauses may result in the Player not being eligible or not being selected to the Performance Squad / Team or being withdrawn from selection.
- 3.4** In addition to clauses 3.1 and 3.2 for 1 to 5 Year team/s Players eligible will be up to and including 5 years playing experience.
- 3.5** In addition to clauses 3.1 and 3.2 for U26 team/s Players eligible will be under 26 as of 1st of September for that coming season.

4. Process of Player Selection

- 4.1** The respective Selection Panel shall select squads, and teams. Squads will be selected at the start of the season and shall be seen as the 'wider squad' with players included in the overall Performance Program. Teams will be the actual players who are chosen to represent Auckland in tournament/s.
- 4.2** The respective Selection Panel shall select a Squad by 31st August for the coming season.
- 4.3** The respective Selection Panel shall submit their selected Squad to the Chief Executive by 1st September seeking approval from the Board.
- 4.4** It is the intent that the respective teams will predominately select from the squad/s, however, the selection panel/s may look outside of the group if player/s meet the criteria, and the selection will align to the outcomes and goals of the team and overall program strategy.
- 4.5** The respective Selection Panel shall select a team/s to represent Bowls Auckland at least three weeks prior to the tournament and submit them to the Chief Executive.
- 4.6** Decisions of the Selection Panel will align with the Selection Criteria.

4.7 The Selection Panel may remove or add a player from a team subject to informing the Chief Executive in unusual circumstances such as but not limited to illness.

4.8 The Selection Panel from time to time in their discretion may select a player who does not meet the Criteria or Eligibility in unusual circumstances such as but not limited to unavailability that may put in danger Bowls Auckland fulfilling that entry.

4.9 Once selections are made, they are final unless in the discretion of the Selection Panel a change is deemed necessary.

5. Player Selection Criteria

5.1 The overall objective to be considered by the respective Selection Panel is to have available a pool of talented players who have the potential to represent Bowls Auckland successfully and play at a higher level (i.e., Blackjacks).

5.2 The respective Selection Panel/s shall consider the following factors in determining the selection of players.

5.2.1 Performances and results obtained by the player especially at centre or national level.

5.2.2 Versatility of the player in their ability to play in numerous positions.

5.2.3 Compatibility of the player within the overall team environment.

5.2.4 The determined potential of the player to compete at a higher level now or in the future (this may be in the Performance Programme or at Blackjack level).

5.2.5 Player demonstrates the desired behaviours including.

- Leadership – the player is the bearer of the determined culture of Bowls Auckland.
- Resilience / Mental Toughness – the players ability to play under pressure and on different surfaces.
- Respect – the acceptance of the teams' behaviours, and sportsmanship-etiquette.

5.2.6 Acceptance and support of coaching as determined by Bowls Auckland.

5.2.7 Regular attendance at Performance Program commitments, and centre tournaments.

5.2.8 Willingness to promote and advocate participation in bowls and to promote Bowls Auckland.

5.3 The respective Selection Panel/s may attribute the weight of each criterion at their discretion, considering the defined purpose of that respective squad / team.

6. Communication of Player Selection

6.1 Following obtaining approval from the Bowls Auckland Board through the Chief Executive, the Selection Panel shall advise the selected squad (this will occur at the start of the season).

6.2 Following informing the Chief Executive the Selection Panel shall advise the selected team to compete in the upcoming tournament no less than three weeks prior to the start date.

6.3 The Selection Panel shall inform players who have not been selected on a case-by-case basis and at their discretion.

6.4 Any public announcement of any selections may only be made by the Chief Executive or his / her representative and only after all players have been notified.

7. Removal

7.1 A selected player may be removed from a Squad or Team by the Selection Panel or Chief Executive if they are found to be in breach of this policy, or related documents.