

BOLAND BOWLS

POLICY FOR SELECTION OF BOLAND DISTRICT REPRESENTATIVE PLAYERS

1. OBJECTIVE

To select Boland district sides (male and female) in the various categories of development, youth, open and veterans, so as to achieve the best results possible at any sanctioned events and at South African Interdistrict tournaments and competitions.

The selection process should encourage the prioritization of generic black players and comply to any minimum number of representatives of generic blacks as determined by Bowls South Africa.

2. FUNDAMENTAL PRINCIPLES TO APPLY DURING THE SELECTION PROCESS

The selection process must be objective, fair, comprehensive, independent and, as far as possible, measurable and defensible as reasonable and fair

The selectors must avoid and strongly resist undue influence from whichever source to ensure independent selections subject to the ratification process provided for in clause 7.9.

3. SELECTION CRITERIA

The selection process must be based upon a number of criteria, which will fairly measure individual performance and the potential to achieve the stated objective for both individual and team play.

4. SELECTORS

Selectors shall be appointed by the Boland Executive at the executive meeting prior to the annual general meeting, after first having called for nominations.

The Boland Executive may replace any Selector who becomes or is unable to meet their responsibilities envisaged in this policy.

Boland Selectors shall maintain a close relationship with conveners of regional selectors and the Boland competition secretary shall maintain a record of performance of candidates for the use of selectors.

5. PLAYER ELIGIBILITY

In order to be selected to represent Boland at any sanctioned event, players can be of any age, but must:

5.1 Be a registered member of a club affiliated to Boland and Bowls South Africa and be in good standing.

5.2 Compete in regional competitions of Boland Bowls.

(Singles, Two Bowl Singles, Pairs and Pro10 Pairs and Inter Club League)

5.2 Be under 60 years of age if to be considered for the “B” side.

5.3 Be over 60 years of age if to be considered for the Veterans side.

5.4 Be within the various age limits if to be considered for Development and youth sides.

6. SELECTION PROCEDURE FOR KUIPERS TOURNAMENT

THIS PROCEDURE IS FOR THE NOMINATION BY CLUBS OF CANDIDATES FOR THE KUIPERS COMPETITION ONLY.

A separate procedure applies for candidates to play in the Kuipers tournament as the selectors may not be aware of potential Kuipers players.

6.1 Boland Secretary at the beginning of June annually to send out details of the Kuipers programme , so that potential Kuipers players know what to expect in terms of time, commitment and cost.

These details will include dates of squad or training practices, venues where the Kuipers tournament will be played that season and what is expected financially of those eventually selected.

6.2 Once players have indicated their willingness to make themselves available for selection, clubs must nominate those considered suitable, together with a short justification. The written justification must include ability, achievements, commitment etc. at club level.

Boland Bowls will set a deadline for the submission of names.

6.3 Clubs will be expected to cooperate with the District in timeously completing and forwarding documentation regarding their players and providing feedback when requested.

6.4 Thereafter, the process followed by the selectors as outlined below will be equally apply to the candidates for the Kuipers tournament as it does for any other candidate to represent Boland at an interdistrict competition or tournament.

7. PLAYER IDENTIFICATION AND ASSESSMENT– SELECTORS

The selectors will have sufficient information to be able to identify potential Boland representatives for the interdistrict and other tournaments. If however a club feels that a strong potential candidates has been overlooked by the selectors they may approach the convener of selectors to suggest that their club member be considered by the selectors.

The selectors will review the targeted candidates and use the following to meaningfully evaluate individuals:

7.1 Participation

- Where does the player play/practice
- How does the player play/practice (playing tabs is not good enough)
- Is he serious, purposeful and motivated to do well when he plays/practices
- Knowledge and interpretation of the rules of the game (Be in possession of TO Level A advanced certificate)
- Experience (seasons/years played seriously)

7.2 Current Form

- Club level (practice/matches/competitions)
- Other than club level (matches/competitions)
- On recent District level (if applicable)
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7.3 Record

- Current season – position ended and positions played (club/elsewhere/District)
- Previous 2 completed seasons – position ended and positions played (club/elsewhere/District)
- Ranking on Boland players' record list

7.4 Ability and Special Characteristics

- Physical – any handicap/problems which can impact negatively on play/team
- Psychological – any handicap/problems which can impact negatively on play/team
- Purposefulness
- Drive
- Mental attitude/resilience (ability to deal with pressure)
- Concentration
- Leadership
- Confidence
- Social participation/adaptability
- Determination
- Responsibility
- Potential to (1) improve/weaken game; (2) gain by participation (in team context); (3) to positively/detrimentally influence team spirit and compatibility

7.5 Fitness and Mobility

Any physical or other impediment which will impair the player to perform to the best ability of the player.

7.6 Adaptability

- On the green – under normal circumstances
- On the green – under difficult circumstances
- To fellow players/teams - during matches
- To fellow players/teams – after matches

7.7 Preparedness to Learn

- Susceptibility to advice/counsel from team manager/coach
- Willingness to improve/adjust techniques

7.8 Potential

- Evidence of improvement over a period of time
- Bowlers who would be likely to improve with stronger competition

7.9 Consultation/Observation

- With club management
- Selectors' own knowledge/observations

It is important that Selectors go out of their way to obtain as much information as possible on the above aspects, so that each player may be discussed meaningfully.

When selectors have agreed upon the players to be invited to squad training, the convener of selectors will submit those names to the Boland Executive for ratification.

Clubs will be advised of those invited to squad training by the Boland Secretary.

8. SQUAD TRAINING

Squad Training will be held according to the dates specified on the Boland calendar. Players invited will be expected to attend all the events and should not make arrangements to play elsewhere on these dates.

The Squad training is just one part of the selection process. The objectives of the squads are for Selectors to evaluate individual performance in a competitive situation and to observe compatibility within a team. This will involve trying different combinations and playing strength against strength in the various positions.

Matches arranged against other Districts will demonstrate to Selectors how an individual performs under pressure against external quality opposition.

9. _SELECTION CRITERIA WEIGHTINGS

As mentioned in section 1, there are a number of criteria to be considered when making the team selections – in addition to a player's performance at the squad training.

The following assessment of key disciplines is a tool used to evaluate an individual – and make comparisons with others:

DISCIPLINE	IMPORTANCE %
Compatibility	25
Squad Training performance	25
Interdistrict (ID) Record – past 3 years	15
Record in Boland competitions – last 3 years	15
Commitment – assessments, 20/20, practice etc.	10
Fitness (physical and mental	5
Performance under pressure – BMT	5

For each player, points out of 10 are awarded per discipline and then multiplied by the %. For those who have not played in ID's before, the percentages in the other disciplines are increased, so the total is always 100.

Compatibility is rated high. It doesn't help to select 4 skips in a team – “specialist” lead, seconds etc. are important. The assessment also takes consideration of a player having an “off” day at the Squad training and gives credit to other strengths of that player.

While the assessment might not be perfect and the percentages are open to debate, it does enable Selectors to rate players scientifically and to justify their selections. The squad training itself, while extremely important, should not be the only factor influencing selection decisions.

After the last day of squad training has taken place, Selectors should be in a position to name the players to represent Boland in practices against other Districts and at the South African Interdistrict tournaments.

As 8 players will normally represent Boland, it is advisable to have a further 4 players (reserves) on standby in case of emergencies/withdrawals. These 4 players should preferably be “specialists” in the various positions.

10. NOTIFICATION OF SELECTION

Conveners shall forward the names of selected players to the Boland Executive for ratification.

Once approved, Boland secretary will confirm the availability of players chosen and will then announce the sides by way of memorandum to all clubs.

Players not being available must advise the secretary and furnish reasons for their non-availability.

11. REMOVAL OF PLAYERS FROM SELECTED SQUADS

Under the following circumstances, a player may be removed:

- Breach of BSA's or Boland's constitution and policies, including but not limited to the Code of Conduct and Communication Policy.
- Upon medical advice.
- Failure to maintain the required standard of performance. 11.4 Breach of the South African Institute for Drug Free Sport (SAIDS) and Anti-Doping programme.
- A breach in or refusal to adhere to the players' contract and any material action that undermines the authority of the team manager and the well-being of the team

12. SELECTION OF MANAGER

The appointment of managers needs to be finalised at the same time as the Boland sides are announced. Selectors should be involved in identifying this person.

The manager must be fully informed of responsibilities with regards to:

- Transport
- Accommodation
- Refreshments/meals
- Dress
- Emergency arrangements
- Finances

It is recommended that the manager takes control of the affairs of the side immediately after the teams' names are announced.

As well as being a good administrator and communicator, the manager will need to be a bowler capable of playing at the standard required at Interdistrict level, so that he can also serve as reserve and step into the side in case of emergencies.

13. EVALUATION/FEEDBACK

Through the Convener, Selectors must regularly keep in contact with one another throughout the selection process in order that play, behavior and general adaption of each player can be observed and evaluated.

The Manager will provide written feedback on player and teams' performance after each Boland appearance – this information will be considered for the following year's selection process, where applicable.

APPROVED BY THE EXECUTIVE COMMITTEE



Signature of the president of Boland Bowls

Date... 2022.09.05

Approved by Boland Bowls executive on 1 September 2022