



BOWLS
SA

**ELITE ATHLETE
POLICY**

Adopted
23 April 2018

PRINCIPLE:



The regulation and control of all matters in connection with the selection, management and control of all sides representing South Australia shall be under the sole jurisdiction of Bowls SA Inc ('Bowls SA').

1. PHILOSOPHY

The objective of the Bowls SA Selection Policy ('Policy') is to ensure the best possible squads and sides are selected to represent South Australia and Bowls SA.

The Policy applies to Athletes, Selectors, Coaches, Side managers and other Bowls SA officials.

All players with claims for selection will be considered by the Selectors for selection in accordance with this Policy.

Bowls SA shall make this Policy available to players that are potential candidates for selection and other interested parties.

Upon selection to a squad or appointment to a side, in order to be eligible for competition, all eligible participants must sign the Bowls SA Player Agreement and agree to abide by the Bowls SA Player Code of Conduct and other Bowls SA Policies.

2. INTERPRETATION

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

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.

3. SELECTION

3.1 Selectors

Bowls SA shall appoint, at its sole discretion, Selectors on the basis of previous Regional, State, National or International experience or involvement in bowls competitions.

Where any of the Selectors becomes or is unable to meet their responsibilities under this Policy, Bowls SA will appoint a replacement Selector. The Board will determine the number of Selectors.

3.1.1 Selection Panels

There will be a separate State Men's, State Women's, Senior (over 60's) Men's, Senior (Over 60's) Women's, and U/18 Selection Panel.



Each of the panels will respectively consist of a number of persons appointed by the Board of Bowls SA. All persons wishing to be considered on a State Selection Panel must:

- i. Meet the eligibility criteria as may be prescribed from time to time by the Board of Bowls SA
- ii. Be willing to comply with Bowls SA policies and directives.

The Under 18 Selection Panel will be made up of the Under 18 appointed coaches, and where deemed necessary an independent Under 18 selector.

Applicants should forward a nomination form to the Operations Manager of Bowls SA. If appointed, the position will be reviewed annually for extension by mutual agreement.

3.1.2 Selection Panels Compliance

Members of each Selection Panel must comply with the following:

- Abide with all Bowls SA policies and directives
- State Selectors are not to communicate regarding selection or processes directly with players, any communication with players is to be done through the Chairperson of Selectors or Bowls SA Operations Manager. Any breach of this may result in termination of contract.
- Select all such squads as required
- Select all sides to represent South Australia from within the relevant squads
- Duly recognise and accept the role of the relevant State Coach in the selection process.
- Assessment of each player shall take into account the player's compliance with the Elite Athlete requirements for practice and other testing protocols and reports from the relevant State Coach as well as individually assessing each player during practice sessions. Such assessment to be recorded and handed to the Chairperson of the Selection Panels for retention by Bowls SA for future use.
- attend such local, Regional, State and Interstate Events in Australia and such other tournaments as required (within budget)
- Attend (subject to budget provision) wherever possible Bowls SA State Events in order to identify potential Elite Athlete players.
- At all times, set examples on behaviour, dress standards and shall wear attire as prescribed by Bowls SA.
- Not use their appointed position by Bowls SA to influence players for the benefit of their member club.
- Be available to provide advice and assistance to and or receive advice and assistance from the relevant State Coach and/or Operations Manager on any requirements for the benefit of the selected sides.



- Represent Bowls SA in a professional manner at all times.
- Be accountable to the Board of Bowls SA.
- Not be influential in the selection of any other sides for events other than upon request from the relevant party.
- Application of the approved selection criteria at all times.
- Take and act on direction from the Chairperson of Selection Panels.
- Timelines for the selection of sides and squads to ensure sides for a common event are announced simultaneously and those both selected and non-selected players are advised of the selection outcome at the same time.

3.1.3 Criteria for Selectors

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

- The ability to make impartial judgements.
- The ability to identify personal attributes and skills in people.
- An attitude that is conducive to accepting thoughts and ideas of others.
- Prior playing, coaching and/or selection experience at Regional, State, National or International level
- Knowledge of the sport
- Communication skills
- An open minded attitude
- Honesty and integrity
- Contemporary awareness of elite sport
- The ability to remain objective at all times.

It is the preferred position of Bowls SA that selectors do not come from the same club unless special circumstances are evident.

3.1.4 Role and Duties of Chairperson - Selection Committees

The Chairperson of the Selection Committees is a non-voting member and is not required to be a selector. The Chairperson will have the primary responsibility of providing guidance and leadership to and ensuring that there is consistency and transparency in the application of selection criteria and policies by the Selection Panel. The Chairperson will also arrange and or provide administrative support to the Selection Panels. Attendance at activities and events that are important in the performance of the role is not compulsory, but where it occurs all expenses will be the individual Chairman's responsibility unless otherwise determined by the Board from time to time (within budget). In circumstances where there is no current chairperson the Operations Manager will act in the position in the interim.



Duties will include:

- Arrange and chair all selection meetings that can be conducted face to face, electronic means or by telephone (within budget)
- Prepare reports on selections as required.
- Advise the Operations Manager of recommendations by selectors and be able to substantiate recommendations.
- Work in conjunction with the Operations Manager to communicate to all selected and non-selected side members' the outcome of selection.
- Through the Operations Manager, arrange for notification of selected sides to the Board and for selected sides to appear on the Bowls SA website.

3.1.5 Criteria for the position of Chairperson of Selection Panels.

Qualities and responsibilities desirable for the position 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 meetings.
- To have communication skills with emphases 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 members at various times.
- To be responsible for open discussion within selection meetings.
- To have the ability to summarise the view points of the selection meetings to finalise decision making.
- To be well organised for and in meeting formats.
- To be aware of the future direction of the sport when making selection decisions (e.g, Bowls SA Strategic Plan).
- To be supportive of all selection panel members.
- To ensure that panel responsibilities are understood and fulfilled by the panel members.

3.2 Selection Procedure

- 3.2.1** The Selectors shall select such squads, sides and individuals as are required, in accordance with Bowls SA Policies and such State or National time frames or other constraints or requirements as are required or appropriate.
- 3.2.2** The Selectors shall have total discretion in selection and may have regard to any one or more of the Criteria in any selection process and shall consult with the relevant State Coach for input.
- 3.2.3** A majority decision of the Selectors is required. The decision of the Selectors shall be final. No reasons need be given for any selection or other decision of the Selectors. This shall not prevent, limit or restrict the Selectors changing



the selection of any squad, side, individual or official at any time in their sole discretion, having regard to all the circumstances.

3.2.4 Sides shall be selected from eligible Squad members.

3.2.5 Variation to the position a player is selected to play during the course of a tournament or competition shall be at the discretion of the relevant State Coach after consultation with the attending selector/s.

3.3 Side and Squad Selection Criteria

Selection criteria shall include the following:

- Satisfaction of, or the ability within the relevant time period to satisfy, the applicable eligibility criteria in respect of the squad, side, event or other activity under consideration.
- Have attained or have the potential to attain the degree of skill and physical fitness that will enable a high level of performance in state and national level competitions
- Compliance with the Elite Athlete requirements for practice and other testing protocols and directions from the relevant State Coach.
- Selection in the Senior (Over 60's) Men's and Women's teams will be subject to participation in at least two (2) days of Senior Supa Series events for the season prior to selection taking place. If the athlete will be 60 years of age at the date of playing in the relevant nationals, they are able to qualify at an earlier age for the Senior Supa Series events leading to selection of that team.
- Attendance at a minimum of 75% of trainings and trials, unless sufficient reasons provided to the Coach and/or Operations Manager as detailed in 3.4 below.
- It is expected to be eligible for selection in the State team for the Australian Sides Championships that State Squad Members participate in the Prestige Medley, unless there are extenuating circumstances approved by the Board.
- Players have through participation, in past State and other performances over such period as determined by the Selectors, achieved a standard of result commensurate with the level of competition being played.
- Current State and other performances.
- Current State (Australian) ranking.
- Demonstrated and/or potential ability to work with the coaching staff, side officials and other players.
- A demonstrated positive attitude and disposition that is conducive to developing skills and talents to their full potential, commitment to Bowls SA and, in particular but not only, regarding national representation.
- The player's ability to play in the expected tournament conditions.
- Any current or potential injury or condition which will impair, inhibit or prevent the participant's performance to the requisite level.
- The potential of the participant to successfully achieve at the elite level.
- Any other factor considered relevant in the circumstances.



- Shall abide by the Bowls SA Player Agreement, Player Code of Conduct and all Bowls SA policies.

In addition, the following matters may be taken into account:

- In determining the composition of any State Side or Squad, the make-up of that side or squad may be influenced by the importance of the event to achieving South Australia's long-term success.
- The players comprising any State Side or Squad must provide the side as a whole with the flexibility to perform against diverse competition and players of differing styles and demonstrate an adaptability to tournament and venue conditions.
- Competitive ability of players will be of importance for State Side 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 Panel, not be selected, even if they have complied with all other criteria.

3.4 OVERRIDING FACTORS

3.4.1 In considering the performances of players at events, trials, trainings or other compliances required under this Policy, the Selection Panel may in its discretion give weight to extenuating factors.

3.4.2 Players unable to attend or compete at events, trials, trainings or other attendances required under this Policy must advise their appointed Coach of this fact and the reasons therefore before the commencement of the events, trials, trainings or other attendances required under this Policy.

3.4.3 In the case of suspected and or evident illness or injury, players may be required to undergo a medical examination by a qualified medical practitioner or other specialist persons nominated by Bowls SA to determine their fitness and physical capability. Bowls SA will determine the responsibility for such costs associated with medical examination.

3.4.4 In the case of bereavement, equipment failure, travel delays or other extenuating circumstance, the Selection Panel will make a decision on an individual basis and the relevance of the circumstance.

4. COACHES

4.1 Any person wishing to be considered as a Coach must be familiar with the Role, Responsibilities and Duties of the respective position and:

- Meet the eligibility criteria as may be prescribed from time to time by Bowls SA.
- Be willing to comply with Bowls SA Policies and directives.
- Complete and sign the appropriate Bowls SA nomination form.

4.2 The Operations Manager and panel including the current Chairperson of Selectors will select and the Bowls SA Board at its discretion endorses the following appointments:



- State Men's Coach
- State Women's Coach
- Men's Development Coach
- Women's Development Coach
- Under 18 State Coach (can be split into two roles – Boys and Girls)
- Assistant Coach positions

The Operations Manager will inform the successful appointees and unsuccessful nominees as soon as possible after the Board endorsement of selection has been made. If appointed, the position will be reviewed annually for extension by mutual agreement.

4.2.1 Coach

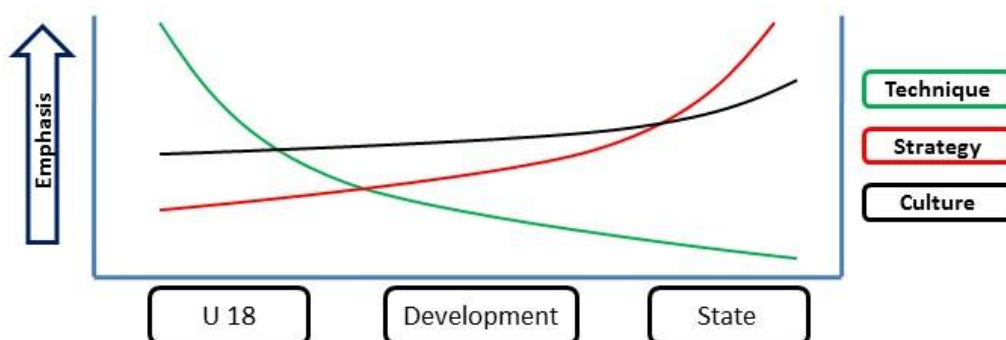
All coaches must be familiar with the Role, Responsibilities and Duties of the position:

- Be prepared to travel with State Side or Squad members under the same conditions as the side or squad.
- Be able to provide tactical and motivational advice to side members during competitions.
- Provide assistance and support to players as required.
- Not use their appointed position by Bowls SA to influence players for the benefit of their member club.
- Assist the Side Manager and the Operations Manager in matters of side organisation, control, morale or discipline.
- Be familiar with and abide by all Bowls SA policies.
- Provide the Operations Manager with a report as soon as practical after the event/competition in which the side participated.
- Abide by the Coaching Model as detailed below



Coaching Model

“To provide coaching that is Engaging, Challenging and Relevant”.



Standard marked games	Introduction	As required	One game per training
Standard training drills (aligned to BA)			Mandatory achievement
Club coach / mentor included in program	Each player	If required	
Culture / Standards/ Behaviour sessions	Min 1 / year	Min 1 / year	Min 1 / Year
Training attendance	Min 75%	Min 75%	Min 75%
Squad goals and action plan	Introduction	Individual, training goals	Individual, training, state game goal setting
Selection pathway			
Performance measurement & feedback (Standard format each squad)	Coach one on one as required	Each session Coach	Each session, Coach & Selector
Team Leadership (captain, group)	Captain, Vice Captain	Leadership group (3)	Leadership group (3)
Participation in key state events	Optional (U18 Mandatory)	Desirable	Mandatory
Induction process for each squad	All start of season	New members	New members

4.2.2 Assistant Coach

All assistant coaches must be familiar with the Role, Responsibilities and Duties of the position of Coach:

- Be prepared to travel with State Side or Squad members under the same conditions as the side or squad if the Coach is unavailable.
- Be able to provide tactical and motivational advice to side members during competitions under the direction of the Coach if required.
- With direction from the Coach provide assistance and support to players as required.
- Assist the Side Manager, Coach and the Operations Manager in matters of side organisation, control, morale or discipline where necessary.
- Be familiar with and abide by all Bowls SA policies.
- Not use their appointed position by Bowls SA to influence players for the benefit of their member club.



5. SIDE MANAGERS

5.1 Any person wishing to be considered as a Side Manager of a State Side must be familiar with the Role, Responsibilities and Duties of the respective position and:

- Meet the eligibility criteria as may be prescribed from time to time by Bowls SA.
- Be willing to comply with Bowls SA Policies and directives.
- Complete and sign the appropriate Bowls SA nomination form.

5.2 The Operations Manager and panel including the current Chairperson of Selectors will select and the Bowls SA Board at its discretion endorses the following appointments:

- For all State/National competitions, one Side Manager and where the relevant State Coach is not available the representative appointed Coach.
- For any competition, chaperones, or other officials if required.

5.2.1 Side Manager

To be appointed a Side Manager, the applicant must generally satisfy the following:

- Have good communication, interpersonal and leadership skills.
- Be aware of, apply and comply with all Bowls SA Policies.
- Possess sound administrative skills.
- Have the demonstrated ability to manage demanding and stressful situations.
- Have experience in managing a sports team or other similar group at senior representative or other appropriate levels.
- Be able to represent Bowls SA in a professional manner.
- Be able to work co-operatively with the relevant State Coach and the Operations Manager.
- Preferably have established recognisable links and working relationships with any or all of the related committees, player groups and coaching staff.
- In the case of the Senior (Over 60's) sides, the Manager should also have met the eligibility requirements for selection as stated in 3.3 above.

Side Managers must be familiar with the Role, Responsibilities and Duties of the Side Manager which in essence include the following:



- Assume responsibility for the administrative preparations, liaisons and arrangements necessary for side uniforms, transport and accommodation at competitions.
- Ensure side compliance with Bowls SA policies and behaviour and that the side represents Bowls SA in a professional manner.
- Consult with the relevant State Coach on any matter that relates to the overall responsibility of the side.
- Provide whatever assistance is necessary to ensure the health, safety and well-being of side members.
- Keep the Bowls SA Operations Manager briefed and updated on any issue or problem that may arise or has developed with the side, players and personnel.
- Provide the Operations Manager with a report on the Side Manager report form as soon as practical after the event/competition in which the side participated.

6. REMOVAL FROM A SELECTED SQUAD OR SIDE

- 6.1** Any participant which includes a Player, Coach, Selector, Official or Side Manager may be deemed ineligible for selection to, or continued membership of the State Squad or State Side as the case may be if that participant:
- Breaches or fails to observe this Policy, the Bowls SA Constitution or the By-Laws or any Bowls SA policy.
 - By reason of illness or injury is unable to perform to the required standard in the opinion of the Selectors or the relevant State Coach (after having received advice from a qualified medical practitioner).
 - Brings Bowls SA, the State Squad, the State Side or the sport of Bowls into disrepute or acts in a manner unbecoming of a member of the State Squad or prejudicial to the interests of Bowls SA or the sport of Bowls.
 - Breaches or fails to fulfil a requirement of the Bowls SA Anti-Doping Policy.
 - Breaches or fails to comply, fulfil and observe the requirements of the Bowls SA Player Agreement.
- 6.2** Any player may be removed from any selected Squad or Side by Bowls SA in consultation with the Operations Manager and Selectors as the circumstances may require including where the player has failed to sustain their performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the player and the player had been given the opportunity to attain those performance levels.
- 6.3** A Coach, Selector, Official or Side Manager may be removed by resolution of the Bowls SA Board.



7. Grievances or Complaints

Any grievances, complaints or appeals will be dealt with under the provisions of the Bowls SA Constitution. Protests, Hearings & Appeals Policy.