

HIGH PERFORMANCE AND TALENT DEVELOPMENT POLICY

DEFINITION

This policy applies to all matters relating to the selection of representative squads/sides, Talent Identification and Development of Players, Education and Development of High-Performance Coaches and Umpires.

AUTHORITY

The Bowls WA Board shall maintain a policy on all matters relating to State Coaches, International Technical Officials, State Selectors, State Sides, State Selection and Talent Development

RESPONSIBILITY

Chief Executive Officer, High Performance and Talent Development Coordinator, High Performance and Talent Development Logistics Coordinator, State Selectors, State Coaches, Academy Coach, delegated representative from the Board.

BOWLS AUSTRALIA NATIONAL TEAM SELECTION POLICY

Should a Coach appointed in the Bowls WA High Performance and Talent Development Structure have a conflict by also being appointed in the Bowls Australia Selection or Coach structure, the Bowls WA Board have the authority to appoint a supplementary selector if required to allow the appointed Coach to continue in both Bowls Australia and Bowls WA structures.

CONFIDENTIALITY

Not confidential.

APPLICABLE FORMS

- Bowls WA State Squad Contract
- Bowls WA State Player Contract
- Committee Code of Conduct
- State Coach Job Description
- State Academy Coach Job Description
- Under 18 Coach Job Description
- State Selector's Job Description
- State Senior (Over 60s) Selector Job Description
- High Performance and Talent Development Committee Charter

1. Philosophy

- 1.1 Bowls WA is committed to providing Coaches, Selectors and Players with a High Performance and Talent Development Structure that allows them to develop their skills and talent to not only benefit Western Australian State Teams but to also enrich and improve Competition Standards throughout Western Australia.
- 1.2 Bowls WA is keen to ensure that the Selectors and Coaches work together cooperatively to ensure the best selection, preparation and management methods of all State Squad and Sides.
- 1.3 The Primary aim of the High Performance and Talent Development policy is to ensure selection of the best possible side / players to represent WA at all levels, in a fair, consistent and organised manner.
- 1.4 Bowls WA also considers the development of coaches, selectors and players to be extremely important for the long-term future of all Western Australian State Teams. The High Performance and Talent Development Policy is to ensure the coaches, selectors and player pathways are well designed with each level of commitment clearly identified.
- 1.5 Bowls WA recognises the importance of qualified umpires at all levels of the sport of bowls. An International Technical Official (ITO) accreditation is a World Bowls accreditation conducted through application to Bowls Australia. Bowls WA encourages anybody interested in following the Umpire High Performance Pathway to undertake the appropriate education and qualification process.

2. High Performance and Talent Development Committee

The High Performance and Talent Development Committee shall consist of the following:

- I. High Performance and Talent Development Coordinator
- II. Men's State Coach
- III. Women's State Coach
- IV. Under 18's State Coach
- V. State Academy Coach
- VI. State Selectors Panel Chairperson
- VII. Umpire Representative
- VIII. Coach Education Coordinator

The High Performance and Talent Development Committee shall have a separate Charter outlining its responsibilities.

3. Interviewing Panel for the Appointment of State Coaches and Selectors

- 3.1 The nominated panel will conduct the interview process for Coaches and Selectors in the Bowls WA High Performance and Talent Development Structure.
- 3.2 The three (3) person interviewing panel will be made up of two (2) members appointed by the Bowls WA Board and the Bowls WA Chief Executive Officer.
- 3.3 The High Performance and Talent Development Coordinator will be a non-voting member of the interview panel and will sit in and be able to ask questions of the prospective coaches and selectors during the interview process.
- 3.4 Once the interviewing panel has come to a decision, they will present their recommendations to the Bowls WA Board for confirmation.
- 3.5 When considering the nominations for the position of the State Coach and Selectors, the interviewing panel will consider each nominee against the specific Coach and Selector Job Description Selection Criteria's.

4. Coaches

The Men's, Women's, Under 18's and Academy Coach shall be appointed for between one (1) and four (4) year terms. The number of years shall be at the discretion of the interviewing panel based on the coach's presentation at the time of the appointment.

- Nominations for the positions of any State Coach is open to any affiliated bowler.
- All appointed coaches shall report to the High Performance and Talent Development Coordinator.
- The duties of the State Coaches are described in the relevant Coach job descriptions
- The State Coach shall be a member of their relevant Selection panel.
- Appointed Coaches must declare any pecuniary interests and shall not partake in any coercion to encourage bowlers under their charge to join their club.
- All coaches must sign the Committee Code of Conduct

4.1 Men's and Women's Open Team State Coaches

- 4.2.1 The Men's and Women's Open Team Coaches shall be appointed for between one (1) and four (4) year terms. The number of years shall be at the discretion of the interviewing panel based on the coach's presentation at the time of the appointment.
- 4.2.2 The appointed coaches shall also be a member of the Open Team Selection Panel

4.2 Under 18 State Coach

- 4.2.1 Only one (1) Under 18 State Coach shall be appointed and they will be responsible for both the Boys and Girls Under 18 Squads
- 4.2.2 The Under 18 State Coach shall be appointed for between one (1) and four (4) year terms. The number of years shall be at the discretion of the interviewing panel based on the coach's presentation at the time of the appointment.
- 4.2.3 The appointed coach shall also be a member of the Under 18 Selection Panel

4.3 Bowls WA Academy Coach

- 4.2.1 Only one (1) Bowls WA Academy Coach shall be appointed and they will be responsible for both the Men's and Women's Academy Squad.
- 4.2.2 The Academy Coach shall be appointed for between one (1) and four (4) year terms. The number of years shall be at the discretion of the interviewing panel based on the coach's presentation at the time of the appointment.
- 4.2.3 The appointed coach shall be a part of the Bowls WA Academy Selection team.

5. Selectors

- The State Selectors shall be appointed for between one (1) and four (4) year terms. The number of years shall be at the discretion of the interviewing appointment panel based on each selector's presentation at the time of appointment.
- Nominations for the positions of State Selector for any team is open to any affiliated bowler.
- They shall report to the High Performance and Talent Development Coordinator.
- The duties of the State Selectors are described in the relevant Selector job descriptions.
- State Selectors must declare any pecuniary interests and shall not partake in any coercion to encourage bowlers under their charge to join their club.
- All selectors must sign the Committee Code of Conduct.

5.1 State Selection Panel Chairperson

- 5.1.1 The State Selection Panel Chair may be either male or female and will be appointed as the chair of all selection panels including the Open Team, Under 18's and Over 60's.
- 5.1.2 The Chairperson will represent the panel on the BWA High Performance and Talent Development Committee.

5.2 Open Team State Selectors

- 5.2.1 The Open Team Selection Panel will be made up of five (5) members which will include the Men's and Women's Open Team Coaches and the State Selection Panel Chairperson.
- 5.2.2 One (1) man and one (1) woman will be appointed as Selectors for the Men's and Women's Open Team as well as the Bowls WA Academy.

5.3 State Senior (Over 60s) Selectors

- 5.3.1 The Over 60's Selection Panel will be made up of three (3) members which will include the State Selection Panel Chairperson.
- 5.3.2 One (1) man and one (1) woman will be appointed as Selectors for the Men's and Women's Over 60's State Squad and team.

5.4 Under 18 State Selectors

- 5.4.1 The Under 18's Selection Panel will be made up of three (3) members which will include the Under 18's State Coach and the State Selection Panel Chairperson.
- 5.4.2 One (1) person will be appointed to complete the Under 18 Selection Panel.

5.5 Bowls WA Academy Selectors

- 5.5.1 The Academy Selection Panel will be made up of the State Selection Panel Chairperson and the Bowls WA Academy Coach.

6. International Technical Officials

6.1 Accreditation

- 6.1.1 The International Technical Official (ITO) accreditation is a World Bowls accreditation which lasts five years.
- 6.1.2 The frequency of and locations for the assessments will be decided by World Bowls.
- 6.1.3 National Umpires can submit their application for an ITO accreditation to Bowls Australia (BA). BA will then submit this application to World Bowls to be assessed.

6.2 Qualifying Criteria

- 6.2.1 Have actively officiated for a minimum period of three years. That is, have officiated annually in at least five events at any level for a combined total of at least thirty hours.
- 6.2.2 Have officiated in at least two International/National/National Division (State/Region/District) events in the two years immediately prior to the date of application

- 6.2.3 Have officiated as a marker during the quarter-final, semi-final or final stages of at least two International/National/National Division (State/County/Province/Region) events in the two years immediately prior to the date of application

7. Players

7.1 Player Eligibility

All players must meet the following requirements to be eligible for selection or to continue in a Bowls WA Squad:

- Be a member of an affiliated Western Australian Bowling Club
- Meet the eligibility requirements for the Australian Side Series
- Complete and return all forms required by Bowls WA, Coach or Selector in a timely manner
- Attend all selection trials or team practices set out unless otherwise discussed and organised with the appropriate Coach.
- Agree to up-hold the values of Bowls WA High Performance and Talent Development Policy and the appropriate Code of Conduct

7.2 Selection Criteria

The following criteria will be used to select players:

- Commitment to the Bowls WA High Performance and Talent Development philosophy
- Consideration will be given to bowling ability, technique, concentration, consistency, temperament, behaviour, ambition and team spirit.
- Achievements at pennant level, State and Master's events, Metropolitan and Country events and Australian & International events.
- Players personal image and compatibility as well as what he/she portrays as a member of a pennant side or state side.
- A commitment to improvement and professionalism both on and off the green

The Selectors have the discretion to interpret these criteria and apply them in their best judgement. It is recognised that selection in bowls is very subjective and accordingly the Selectors have an overriding discretion in the selection of players.

7.3 Selection Procedure

- The Selectors will select a Squad or Team of players for upcoming National Side Series and other competitions as required
- The Selectors will use the selection criteria within this policy as the basis for selection
- The Selectors may add or drop players from the Squads as appropriate.
- Selected Squads will be notified to the Bowls WA Board prior to public release and notification

The deliberations of the Selectors must be completely confidential. Their decisions may be based on a majority vote however, once decided, the Panel's decision should be regarded as unanimous.

7.4 Announcement of State Sides

- Prior to the official media announcement, Bowls WA will send written electronic correspondence to players in the relevant squad confirming their selection or non-selection in the team for the specific event.
- Players who were members of the previous year's State Team and not selected in the current year's team will be notified by telephone by the State Selection Chairperson prior to the official media announcement.
- The State Side will be announced publicly on the web through a media release, once the side(s) have been finalised and players notified.

8. Selection Review Process

8.1 Appeal

- 8.1.1 A person who is aggrieved by the Selectors' decision with regard to the process undertaken by the Selectors may appeal.

8.2 Procedure for Appeal

- 8.2.1 Submit a letter to the Chief Executive Officer outlining his/her grievance and may request a meeting with the Selection Panel and with the High Performance and Talent Development Coordinator in attendance.
- 8.2.2 The Chief Executive Officer upon receipt of the grievance will decide if the grievance is such, that a meeting is warranted.

8.3 Panel Review

Note: The Panel authority is to review the selection process only. It does not have the authority to review the selection decision.

- 8.3.1 The review must be initiated by the complainant in writing to the Chief Executive Officer within three (3) working days of notification of the announcement of the selected side. The Chief Executive Officer will determine if a review of the procedures is warranted following receipt of the complaint.
- 8.3.2 The panel shall have 3 members and shall be independent. The Review Panel shall be made up of a Past Board member, a Current Board member and a Club President. The Review Panel will not include any state selectors, the High Performance and Talent Development Coordinator or a Club President who is from the same club as the complainant. The Chief Executive Officer shall select the panel members in consultation with the Board.
- 8.3.3 The Review Panel shall hear evidence from the Selectors and the complainant and make their recommendation to the Board within seven (7) working days. The complainant shall not be entitled to bring any other person to the hearings however he/she may seek permission to call witnesses. Such permission shall only be granted if their presence is clearly justified. The decision to allow witnesses shall be made by the Review Panel.
- 8.3.4 The Board shall meet within seven (7) working days of receiving the recommendation either in person or through electronic means, consider the recommendation and decide appropriate action.
- 8.3.5 The Board's decision shall be final, and no further appeal shall be allowed.
- 8.3.6 The complainant will be notified of the Board decision within three (3) working days.