



## SCBA Selection and Management Team Policy 2019

### Introduction and Principles

The Policy guides senior representative team selection and reinforces Council's commitment to

- the basic principles of bowling ethics and fair play
- success at the highest levels of inter-county bowling in England
- ensuring good communications, and transparency in all aspects of team selections

### Policy Objectives

- to manage the senior representative selection process as a TEAM effort, aspiring to total commitment by all involved to TEAM selection, TEAM building, TEAM working and playing as a TEAM at all times
- to select bowlers capable of competing with distinction in the Middleton Cup and Home Counties League
- to employ a fair and open-process with all bowlers challenging for Middleton Cup and Home Counties League selection

### Selection Eligibility Criteria

A bowler must

- be a full playing member of a bowling club affiliated to Surrey County Bowling Association
- comply at all times with Players' and Management Code for Middleton Cup/Home Counties League
- show respect for Surrey County Bowling Association, its Officers, Team Manager and Advisers
- comply with current Surrey County Bowling Association Rules and Regulations
- comply with current BE Doping Rules and Regulations and make himself available for any resultant testing.

### Selection Framework

- individual skill levels } Primary
- attitude and performance as a **team** player } Commitments to
- varying combinations of bowlers } Performing
- balance in a team and } Within a
- the ability of bowlers to play in more than one position } **TEAM**

Early Potential recognised through

- performance at a club elite level
- Walter Cross Memorial Trophy inter-Area matches -

### Players of Promise

- known to be currently in the Home Counties/Middleton Cup "frame"
- who have previously been in the 'frame' and whose current form is considered worthy of fresh consideration
- 'knocking on the door' of Home Counties/Middleton Cup consideration
- are considered to have potential, though perhaps in the medium rather than short term

**Area Committees** are responsible for identifying *players of promise*, and informing the Team Manager

### Selectors [or Advisers]

- should attend Middleton Cup, Home Counties League and inter-Area matches to assess players.
- will be supported by reports from ANY County source feeding them information about *players of promise*

### Team Management

The Team Manager is a non-playing role and *accountable* to the Surrey County Bowling Association Executive. He

- Is responsible for all aspects of the team and, with his Advisors, selection management
- will oversee the management of the Junior Team by the Junior Team Manager

**Trials** arrangements will be determined annually in advance by the Team Manager

- Home Counties League games are considered stepping stones to Middleton Cup selection  
**ALL potential team players must be available for trial matches.**
- Players will be assessed and marked during the trial process which will consider
  - **individual performance** – demonstrating potential for high performance/current form
  - **attitude** to SCBA, Team Management, Players' and Management Code, and contribution to team spirit/morale
  - **commitment** – total dedication to a winning performance and team
  - **team balance** – ensuring teams are balanced and compatible

**INDIVIDUAL and TEAM selection reflect a JUDGMENT by the Team Manager and Advisers**

### **Final Selections for Middleton Cup Squad**

The Team Manager has sole and total responsibility for final team selection. It will include players who, in his opinion, have demonstrated

- a sufficiently high standard of performance
- a positive attitude and performance **as a team player**
- commitment to winning for Surrey through **TEAM, TEAM BUILDING and TEAM SPIRIT**
- will comprise 30 players (24 playing & 6 reserves) will travel to each Match
- reserve players not willing to attend a match will be de-selected
- players can be rotated in and out of the team following unacceptable levels of performance level or negative attitudes
- players are expected to make themselves available for **ALL** Middleton Cup matches
- players must tell the Team Manager about possible non-availability **before** the Middleton Cup series begins

### **Home Counties League**

**Those aspiring to the Middleton Cup team must apply for at least ONE HCL game per season.**

Selections will be from those showing promise in MC Trials, in inter-Area matches and from players' HCL applications,

### **Players' Responsibilities**

- to strive to play to their potential on match days, accepting personal accountability for their own performance
- to demonstrate commitment to team building and team membership
- to identify with the Team and play as a COUNTY team, whatever the selections
- to conform to the County Dress Code as stated in the *Players and Management Code* below

### **De-Selection**

A player may be de-selected from the Middleton Cup and Home Counties League Team if he

- is found to have contravened the rules, regulations or Rules of the Surrey County Bowling Association.
- has breached the *Players' and Management Code*.
- no longer meets the necessary standards expected of team members.
- suffers illness or injury which, in the opinion of the Team Manager will adversely affect performance.
- fails a doping test in accordance with Bowls England's Regulations

### **Communications**

Good communications is a positive and constructive two-way process.

***Disquiet about selections - including adverse comments on social network sites***

- ***do not contribute to good TEAM spirit***
- ***are negative, and work against the TEAM***
- ***raise questions about individual attitudes and commitment to Surrey.***

***Players contravening this Policy may NOT be considered for further selection.***

Players concerned about any aspects of selection for Middleton Cup or Home Counties League ***must*** address their concerns ***directly*** with the Team Manager himself.

### **Players' and Management Code**

You are representing Surrey County Bowling Association at the highest levels and are expected to:

- attend Middleton Cup matches - and after-match formalities – **wearing** the prescribed MC uniform
- attend Home Counties League Matches wearing Blazer, White Shirt, County Tie and Grey Trousers
- be ready to play at least 20 minutes before the game starts
- act responsibly in relation to the consumption of alcohol **BEFORE** and **DURING** a game
- **not** smoke within ONE METRE on the green (BE rule includes electronic cigarettes)

**TAKE PRIDE IN REPRESENTING YOUR COUNTY**