



HOPE VALLEY BOWLING AND COMMUNITY CLUB INC.

BY-LAWS

ISSUED MARCH 2022

CONTENTS:

SECTION A: PERSONAL BEHAVIOUR	1
1. DRESS AND DECORUM	1
2. VISITORS	1
3. DISCIPLINARY ACTION	1
SECTION B: COMMITTEES	2
4. SOCIAL COMMITTEE	2
5. BAR COMMITTEE	2
6. GREENS & GROUNDS	3
7. HOUSE COMMITTEE	4
8. SPONSORSHIP & PROMOTIONS COMMITTEE	4
9. PROPERTY MANAGEMENT	4
SECTION C: SECTION SUB-COMMITTEES	5
10. FINANCE COMMITTEE	5
11. WOMEN'S and MEN'S SECTION	5
12. INDOOR BOWLS COMMITTEES	5
13. MELBA & CROMPTON NIGHT BOWLS (NO LONGER BEING PLAYED)	5
14. TOURNAMENT SUB-COMMITTEES	5
15. GUIDELINES FOR SELECTION PANELS	6
16. SELECTION PROCEDURES OF THE MEN'S AND WOMEN'S SECTIONS	6
SECTION D: REGULATIONS	11
17. TENANTS	11
18. CHILDREN ON PREMISES	11
19. ALMONER	11
20. CATERING COMMITTEE	11
21. GENERAL REGULATIONS	12
22. OCCUPATIONAL HEALTH AND SAFETY	13

HOPE VALLEY BOWLING & COMMUNITY CLUB INC.

BY-LAWS & REGULATIONS

Revised 22nd March 2022

SECTION A: PERSONAL BEHAVIOUR

1. DRESS & DECORUM

- 1.1 At all times members are expected to wear neat casual dress and to behave in a manner that upholds the dignity of the Hope Valley Bowling & Community Club Inc.
- 1.2 For all Pennant Matches and for all official Club Fixtures, unless otherwise expressly advised, official dress on the green shall be: -
 - (a) For Men, in accordance with “Attire” specifications in Bowls Australia By-Laws.
 - (b) For Women, in accordance with the Specifications in the Bowls Aust. By-Laws
- 1.3 Footwear for all Players, Umpires and Markers, including Visitors, shall be shoes or boots that comply with the I.B.B Law for Footwear adopted by Bowls S.A.
- 1.4 Official dress must be worn on the greens in use on any occasion when play in a Bowls S.A. official fixture is in progress at the club.
- 1.5 If an official fixture is in progress, no person may practice on that green without permission of the Tournament Manager for the day.
- 1.6 The male members of the club or male visitors shall NOT wear hats or caps within the Clubrooms.

2. VISITORS

A member may introduce visitors to play bowls or to use the clubrooms in accordance with the current Liquor Licensing Act and with the Club Constitution Rule 60.

3. DISCIPLINARY ACTION

- 3.1 Notwithstanding the provisions of Section 2 Clause 20 of the Constitution (Breaches by Members) in which all disciplinary powers are vested in the Board of Management, the Board of Management shall delegate certain prescribed powers of censure to the Women’s or Men’s Section Committees.
- 3.2 Any Member whose conduct is deemed to be potentially undesirable either in the Club house or on or in the vicinity of a bowling green on which there is match play or practice in progress, may be reported to the Section Committee who shall conduct an enquiry into the circumstances of the alleged incident[s].
- 3.3 The reported member shall be entitled to seven [7] days notice of the charge(s) levelled against him/her and may elect to be present at the hearing of the charge(s) that is conducted by the Section Committee and may request to address the Committee.
 - 3.3.1 Emergency procedure may prevail **as necessary**.
- 3.4 A Section Committee shall have the power (vested by the Board of Management) to censure a member whose conduct has been found to be undesirable, and to ask its Selection Sub-Committee to restrict selection of that member in Club sides. A Section Committee that has censured a member shall supply a statement of the circumstances of the misconduct and the censure that has been applied to the Administrative Secretary.
- 3.5 A Member who has been censured by a Section Committee may appeal in writing within seven days [7] to the Administration Secretary, who shall convene a Special Meeting of the Board of Management to hear the appeal against the censure.
- 3.6 A Selection Sub Committee shall have the power to investigate any charge that relates to selection or failure to be available for selection in representative Club sides, or to any behaviour or medical condition that may influence the member’s performance in a Club side.

- 3.7 In the above circumstances, the Chairman of Selectors shall inform the member of the reasons for the relegation or non-promotion and shall inform the Section Secretary of the action taken by the Selection Subcommittee. The Member may appeal in writing within seven [7] days to the Section Secretary who shall convene a Special Meeting of the Section Management Committee to hear the appeal.
- 3.8 The Bar Steward, on behalf of the Bar Management, will decline to serve any member or visitor who is deemed to be affected by alcohol and who may be a nuisance to any other members present at the bar or in the Clubrooms.
The Bar Manager shall report any such incident to the Board of Management.
- 3.9 Any charges or serious breaches of the Constitution & Rules and the By-Laws of the Club that warrants a penalty of suspension of privileges of Membership or expulsion from membership, must be heard and ruled upon by the Board of Management.

SECTION B: COMMITTEES

The Board of Management of the Club may in accordance with the Constitution Section 4, Clause 38.1.1, create Committees or Sub Committees and/or create officers for specific purposes from time to time. Terms of Reference must be set but must at the beginning of each Club year confirm the creation of the Committee, or appointment of officers and the Rules under which they must work.

4. SOCIAL COMMITTEE

- 4.1 The Social Committee shall consist of a Manager (Chairperson), Secretary/Treasurer and such other persons that are approved by the Board of Management.
- 4.2 The Social Committee is responsible for arranging entertainment and fundraising functions approved by the Board of Management.
- 4.3 The Social Manager or deputy, shall:
 - (a) maintain financial records and be accountable for the proceeds of any fundraising activities of the Social Committee, and transfer monies to the Administration Treasurer monthly or when requested.
 - (b) make Progress Reports of the Social Committee activities to the monthly meetings of the Board of Management.
 - (c) prepare a written report of the year's activities for inclusion in the Annual Report for the Board of Management.
 - (d) attend to other matters as requested by the Board of Management.

5. BAR COMMITTEE

- 5.1 The Bar Committee shall consist of a Manager and such other persons that are approved by the Board of Management.
- 5.2 The Bar Committee shall be responsible for providing the services of a liquor bar at the Club, supervising and providing bar staffing and dispensing facilities, and thereby ensuring that the bar trades profitably and in the best interests of the Club Members.
- 5.3 The Bar Committee shall be responsible for ensuring that current financial and stock records are maintained and shall be accountable to the Board of Management for all bar trading.
- 5.4 A Bar Manager shall be elected at the Annual General Meeting of the Club and shall be responsible for compliance with the standards of cleanliness and the provisions of the current Liquor Licensing Act as they apply to the Hope Valley Bowling & Community Club Inc.
- 5.5 The Bar Manager or deputy shall be responsible for the purchase of all stock requirements for sale at the bar and for producing a stock-take when required.
- 5.6 The Bar Manager or deputy shall have the power to refuse to supply liquor to any person deemed to be affected by alcohol or indulging in unseemly behaviour. Such person may be asked to leave the club premises and such incident shall be reported to the Board of Management.

- 5.7 The Bar Manager or deputy shall:
- (a) make progress reports of Bar Committee activities and bar trading to the monthly meetings of the Board of Management.
 - (b) prepare a written report of the year's activities of the Bar Committee and a financial report of bar trading for the year for inclusion in the Annual report for the Board of Management.
 - (c) prepare a written budget forecast of any major items of maintenance or capital expenditure needed to sustain bar operations.
 - (d) prepare and maintain a roster of Bar personnel to manage and attend the bar for all Club activities and those activities for which the Club's premises are used.

6. GREENS & GROUNDS

The Greens & Grounds Committee shall consist of the Greens Manager and Garden Manager who are appointed by the Board of Management.

- 6.1 The Green & Grounds Managers are responsible for the preparation and maintenance of the bowling greens, garden walkways, outdoor furniture, seats & shelters and the car-parking surrounds of the Club's property.
- 6.2 The Greens Manager shall be responsible for overseeing the greenkeeper and ensure that the greenkeeper is supported by volunteer labour when maintenance tasks provide undue workloads and for ensuring that the Greenkeeper's plant and equipment is adequate and is properly maintained.
- 6.3 The Greens Manager shall notify the Day Manager/Tournament Director of rinks available during bowling seasons, [summer and winter].
 - (a) a notice of the direction of play and the rinks to be used, or of greens closed and rinks not to be used, shall be posted on the blackboard on each day.
 - (b) rinks allocated for play in night bowls shall be notified prior to 3.00 pm and these rinks are to be vacated and available for those night games only.
 - (c) where rinks are required for the purpose of Club Tournament play, and such games have been notified on the Notice Board, tournament games shall take precedence over practice games.
 - (d) the decision of who plays on which available rinks will be decided by the Day Manager Tournament Director.
- 6.4 The Greens Manager shall exercise the authority of the Club in the "procedure of inclement weather" laid down in the Rule and Conditions of Play for Pennants and State Events of the State authorities, or in Club Tournaments. In those matches where the Greens Manager is not in attendance, he shall appoint a proxy to act with his full authority.
- 6.5 The Greens Manager or his deputy shall:
 - (a) make progress reports on the activities of the Greens and Grounds Committee to the monthly meeting of the Board of Management.
 - (b) make a written report of the years activities of the Greens & Grounds Committee for inclusion in the Annual Report of the Board of Management.
 - (c) prepare a written budget forecast of any major item of greens renovation or plant and equipment replacement needed or foreseen to sustain the quality of bowling surfaces.
- 6.6 The Greens Manager has the responsibility to prevent damage to the Greens.
- 6.7 When two or more Club events are planned for the same day, greens are to be shared with the simple objective of maximising their use, but at the same time avoid unnecessary interference between the groups. No one group has exclusive rights if spare greens are available. The Greens Manager will allocate the rinks to be used with due respect for the importance of the events.

In the case of State events, then any other use of the greens will require the approval of the Manager of the day. Dress rules apply when any official event is in progress [By-Law 1].
- 6.8 Practice will be permitted on any vacant green when an official event is in progress provided club uniform is worn.
- 6.9 Requests for the use of the greens by outside parties must be referred to the Board of Management for approval.

- 6.10 When members wish to arrange private matches such as championship games, they must record in advance the time and date in the Club's diary to ensure that a rink will be prepared and available at the required time.
- 6.11 Members who have a complaint concerning the greens should discuss it with the Greens Manager but never directly with the Greenkeeper.

7. HOUSE COMMITTEE

- 7.1 The House Committee shall consist of the House Manager and such other persons that are approved by the Board of Management.
- 7.2 The House Committee shall be responsible for the maintenance, security and cleaning of the Clubrooms and its contents and for such other custodial and managerial tasks as the Board of Management assigns from time to time.
- 7.3 The House Manager shall:
 - (a) purchase or arrange for the purchase of all consumable materials needed to maintain cleanliness and hygiene in the clubrooms.
 - (b) arrange maintenance, cleaning and repair contracts approved by the Board of Management.
 - (c) prepare a written budget forecast of costs of maintenance and capital expenditure of Club property under his care.
- 7.4 The House Manager or deputy shall:
 - (a) make progress reports of the House Committee activities to the monthly meetings of the Board of Management.
 - (b) prepare a written report of the year's activities of the House Committee for inclusion in the Annual Report of the Board of Management.
 - (c) ensure that the clubhouse and associated facilities are maintained in a satisfactory manner.
 - (d) arrange and supervise repairs, modifications etc, as required.
 - (e) inform the Board of Management of any major works to be undertaken.
 - (f) arrange rosters, working bees etc, as required.
- 7.5 Finance:
 - (a) A cash float of \$500 is supplied to meet incidental expenses.
 - (b) Major expenditure to be supplied by the Board of Management as required.

8. SPONSORSHIP & PROMOTIONS COMMITTEE

- 8.1 The Sponsorship & Promotions Committee shall consist of a Manager and such other persons that are approved by the Board of Management.
- 8.2 The Sponsorship & Promotions Committee is responsible for negotiating Club sponsorship with persons or organizations that can provide financial or other forms of support for Club funds, Club promotions or for Club tournaments.
- 8.3 No person(s) or member(s), other than the Sponsorship & Promotions Manager or Committee shall approach a potential sponsor to negotiate Club Sponsorship without the express permission of the Manager.
- 8.4 The Sponsorship & Promotions Manager or Deputy shall:
 - (a) make progress reports of the Sponsorship & Promotions Committee's activities and any fund raising to the monthly meeting of the Board of Management.
 - (b) prepare a written report of the year's activities and fund raising of the sponsorship and Promotions Committee for inclusion in the Annual Report of the Board of Management.
 - (c) recommend to the Board of Management the names of sponsors or the representatives if sponsoring organizations who may be accepted as Honorary Social Members of the Club.

9. PROPERTY MANAGEMENT

- 9.1 The overall management of all property held in the name of the Hope Valley Bowling and Community Club Inc. shall be the responsibility of the Board of Management.
- 9.2 The allocation and/or reservation of space in the car park shall be the responsibility of the Board of Management.

9.3 CLUB AND PROPERTY SECURITY.

- (a) The Club premises, gates are secured by a security key system, controlled by the Board of Management, who has designated the responsibility to a Security Officer. Only authorised Club Members will be issued with keys and must sign an authorisation document prior to issue of the key. This includes the keys to the pedestrian gates to Deakin Reserve, which are conditioned to be issued only to members who walk [not, are driven] to the Club.
- 9.4 Accidents which occur at the Club are to be recorded in an accident record book located in the kitchen (by the first aid box).
- 9.5 All Members are jointly responsible for the upkeep of the property and its' equipment, furniture etc.

SECTION C: SECTION SUB-COMMITTEES

10. FINANCE COMMITTEE

- 10.1 The Club Treasurer being a member within the Board of Management as appointed, shall oversee the whole financial structure of Hope Valley Bowling and Community Club Inc and from the study of past financial statements and current budgets, advise the Club's Board of Management of optimal methods of consolidating and improving the cost effectiveness of its' financial operations.
- 10.2 The Club Treasurer shall examine budget forecasts submitted by the Bar Committee, Greens and Grounds Committee, House Committee and Men's and Women's Committee etc. with the view to consolidating them into a practical budget for the Board of Management to effect.
- 10.3 The Club Treasurer as Convenor of the Club's financial structure shall report to the next monthly Board of Management Committee meeting on the deliberations of any of the above mentioned Committees for due consideration by that Committee.

11. WOMEN'S and MEN'S SECTIONS

- 11.1 At Annual General Meetings, persons nominating for positions as Office Holders or positions on committees or sub- committees, may, if so desired, address the meeting prior to a ballot being taken. Ballot papers will be handed out when all who desire to speak have done so.
- 11.2 Men's and Women's Presidents, who are unable to attend a BoM meeting, may appoint a representative Committee member with full voting rights to attend BoM meetings. It is preferred the same member attend all necessary meetings to retain continuity of information received.

12. INDOOR BOWLS COMMITTEES

- 12.1 The Men's and Women's Sections shall each appoint a Committee to carry out the running of the Indoor Bowling Sections of the Club in that the Members of the Club participating in Pennant or social indoor bowls shall hold respective Annual General Meetings to elect their Indoor Bowls Committees that shall, subject to the consent of the Management Committee, control all indoor bowls activities.
- 12.2 Each Indoor Bowls Committee shall consist of a Chairperson, Secretary/Treasurer and committee members as deemed necessary to administer the competitions and shall prepare a written report of the year's activities and a financial statement for inclusion in the Annual Reports of the respective Section and Club's Board of Management.

13. MELBA & CROMPTON NIGHT BOWLS (NO LONGER BEING PLAYED)

14. TOURNAMENT SUB-COMMITTEES

- 14.1 The Men's and Women's Sections shall each appoint a Tournaments Sub-Committee to arrange and conduct the tournaments that are approved by their respective Section Committees.
- 14.2 The first round ties of each of the Women's Club Championship event be played on a specified day allocated at the discretion of the Women's Committee.

- 14.3 Each Tournament Committee shall appoint a Chairperson to convene and to chair the Sub-Committee meetings and to report activities to the Section Management Committee and shall consist of as many Committee Members as may be deemed necessary to carry out the program set by the Tournament Sub Committees.
- 14.4 The Tournament Committee of both Sections shall hold one joint meeting to agree on the overall calendar of tournaments and shall take into consideration the social tournaments held at the Club when the Pennants are not being played and those games organised for non-pennant playing members, eg Friday Triples.
- 14.5 Tournament fees recommended by the Tournament Sub Committee shall be subject to approval by the respective Section Management Committee.
- 14.6 The Club's Championships are conducted by each Section's Tournament Committee and the total cost to the club of the trophies that are provided shall not exceed the total amount of monies that are collected as entry fees.
- 14.7 In order to conduct a major tournament, the Chairperson may request a financial advance from his/her Treasurer and post tournament shall submit to the treasurer a financial statement of income and expenditure incurred.
- 14.8 Each Chairperson of a Tournament Sub Committee shall prepare a written report of the year's activities for inclusion in the Annual report of the respective Section.
- 14.9 Each Section's Tournament Committee, when setting their program and the fee for any event, must take into consideration a Greens fee.
- 14.10 Friday Social Triples is run under the auspices of the Women's Tournament Committee and therefore is responsible to that Committee.
- 14.11 Winter Saturday and Wednesday Triples and the games played during the summer when Pennant games are not played are under the auspices of the Men's Tournament Committee and therefore that Committee is responsible for their management.

15. GUIDELINES FOR SELECTION PANELS

Objects of Selection

- 15.1 To select a team and sides to win matches on the basis of current ability, potential and compatibility.
- 15.2 To create opportunities for development with future games and years in mind.
- 15.3 Selectors are to meet at a chosen time to select all sides and teams will be posted on the board at that time.
- 15.4 The Men's and Women's Committees shall be empowered to replace the Head Selector.

16. SELECTION PROCEDURES OF THE MEN'S AND WOMEN'S SECTIONS

WOMEN'S SECTION

- 16.1 The selection of Pennant teams for the Women's Section shall be by the Head Selector appointed by the Women's Committee.
- 16.2 The Head Selector shall appoint one assistant selector per team entered in the Pennant competition. That assistant selector may vary as required by the Head Selector.
- 16.3 The Head Selector shall select teams for Thursday Pennants only.

16.4 Women's Selection Procedures:

Players will be graded as follows, after giving consideration to ability, potential and compatibility.

- (a) Sides to be graded 1 to 4.
- (b) The 12 strongest bowlers in the opinion of the Selectors, to be selected in Side 1.
- (c) The next 12 strongest bowlers in the opinion of the Selectors to be selected in Side 2.
- (d) The next 12 strongest bowlers in the opinion of the Selectors to be selected in Side 3.
- (e) The next 12 strongest bowlers in the opinion of the Selectors to be selected in Side 4.
Any further sides to be graded as above.

- (f) The Head Selector will meet assistant selectors at a time and place convenient to all concerned and to allow time for players to be informed well in advance of their team and position including promotions and demotions.
- (g) Members joining from other clubs to be selected according to their current form but are not given preference over existing members of equal ability.
- (h) No player is considered to have been selected in any team or position, until the first Pennant match. Thus no player can take from the practice or trial matches that she will be playing in any team or position where she has played during trials.
- (i) Any player demoted to a lower side is to be advised of the reason by the Head Selector.
- (j) If necessary, players are to be rotated in the lowest side.
- (k) The Head Selector will assess the position of all sides from January onward with a view to enhance a possible Pennant win and avoid relegation.
- (l) Any player with a complaint, may take such complaint to the Head Selector, and if not resolved, to the Women's Committee.
- (m) Any player with a complaint against the Head Selector, may take such complaint to the Women's Committee.

16.5 Duties of the Head Selector:

- (a) The Head Selector shall convene and preside over all meetings. In the absence of the Head Selector, the Women's Committee will appoint a temporary Head Selector for that meeting.
- (b) The Head Selector shall report to the Women's Committee monthly.
- (c) The Head Selector shall ensure a complete record of all sides selected and match results are maintained. The records remain the property of the Club.
- (e) The Head Selector may decide the necessity of special practice for any side.
- (f) The Head Selector is the only person authorised to discuss selection disputes with the members concerned, unless the complaint involves the Head Selector, whereby the complaint would go to the Women's Committee for resolution.
- (g) When a player refuses to play in a selected position and the Head Selector cannot resolve the dispute satisfactorily, the matter is to be referred to the Women's Committee.
- (h) With reference to Pennants, the Head Selector is the only person authorised to speak to the Greens Manager or Greenkeeper.

MEN'S SECTION

16.10 Selection Policy, Principles & Procedure:

16.10.1 The Men's Section Committee (hereby referred to as The Committee) shall be responsible for developing, implementing, overseeing and reviewing a fair and transparent selection procedure for both the Men's and Open Gender pennant competitions.

The procedure will utilise a Sole Selector for each of the Men's and Open Gender pennant competitions.

References to "Selector" throughout this document refer (unless otherwise indicated) to a "Sole Selector" as described under the heading of "Appointments" below.

16.10.2 Goals

To ensure an equitable and transparent selection process is utilised in the appointment of HVBC selectors and in the subsequent selection of players into appropriate teams commensurate with each player's bowling ability and experience, availability, and commitment to improvement.

To select sides that are at least competitive in the division within which they will be playing and that comprise players who are compatible with, and supportive of, one another.

To have all available players playing every week of the Pennant competition.

16.10.3 Appointments

- a) The Committee shall appoint, at the first meeting following its AGM, a person from the Committee to be "Chair of Selection".
- b) The Committee shall appoint, at the first meeting following its AGM, a person from the Committee to be "Deputy Chair". In the absence of the Chair, the Deputy Chair will act in the role until the Chair is available to re-commence his/her duties.

- c) The Committee shall appoint (as per procedure below) a Selector for each of the Men's and Open Gender pennant competitions. Selectors shall be appointed upon conclusion of the Men's Section AGM and at least 3 months prior to the commencement of the following season.
- d) Selectors do not need to be current players.
- e) The Committee shall remove a Selector if the Committee finds the actions of he/she conflict with the well-being of the club.
- f) There shall be no requirement of "maximum or minimum length of service" to be a selector.
- g) Each Selector shall appoint a Selection Adviser from each pennant side which he/she is selecting.
- h) Appointment of Selection Advisers shall be appropriate to the needs of each side; the role may be rotated among side members, be short term/temporary, or for the duration of a season, at the behest of the Selector.

16.10.4 Appointment Process

- a) Immediately following the Men's Section AGM the Committee shall appoint a Panel of three persons to oversee the appointment of Selectors for the Men's and Open Gender pennant competitions. This panel shall comprise of the Selection Chair and 2 other HVBC members.
- b) The Panel shall seek expressions of interest in the position of Selector from full (or life) members of the HVBC.
- c) After reviewing all expressions of interest, the panel shall present a summary of the candidates to the Committee for consideration at the next scheduled Committee meeting at which time Sole Selectors shall be determined.
- d) The Chair will inform successful and unsuccessful applicants of the outcome.
- e) The Committee shall communicate their decision/s to the membership of HVBC.
- f) Selectors shall appoint Selection Advisers during the pennant trials in readiness for the commencement of the pennant season.

16.10.5 Selection Model

The HVBC Men's Section Selection model comprises 4 phases:

- a) Oversight; a Chair, who is a member of the Committee, shall monitor and evaluate the Selection process, perform administration duties associated with selection, be the recipient of any grievances arising from selection, and be a liaison between players, selectors and the Committee. The Chair will not make selection decisions.
- b) **Player Selection:** A Sole Selector shall undertake all selection decisions pertaining to all sides playing within the competition for which the Selector has responsibility. Each Selector shall nominate Selection Advisers from every side selected. Each Selector shall be appointed by the Committee.
- c) **Advice:** Selection Advisers shall routinely provide feedback to the Selector on the performance and compatibility of players within their rink. The club Coach shall, when asked, also provide advice on player performance and compatibility. Selection Advisers and Coaches shall not make any selection decisions.
- d) **Player feedback:** Any individual player can, if they choose, provide feedback to the Selector on player performance and compatibility. From time-to-time specific feedback from individual players may be sought by the Selector.
- e) The Committee shall develop and review annually a brief description of the Sole Selector role, inclusive of the characteristics desired in the position. This information shall be made publicly available and shall be actively communicated to all pennant members

16.10.6 Qualities and Characteristics desirable in a Sole Selector:

Displays excellent leadership and communication skills which should include all of the following attributes:

- a) Committed to the success of HVBC
- b) Empathic to all club members
- c) Respectful to all club members
- d) Highly motivated to achieve positive results as directed
- e) A good knowledge of the sport

- f) Be of resilient character
- g) Undertake all tasks objectively, impartially, and confidentially, and
- h) Possess an ability to assess current player base and where indicated identify talented/development players for coaching and further training.

16.10.7 Player Selection

- a) At the commencement of each pennant season the Committee will identify which teams are “flagship”, “reserve grade”, “development”, and “competitive sporting social” teams in both the Men’s and Open Gender pennant competitions.
- b) Players aspiring for selection in the Flagship or Reserve sides shall meet a higher standard of selection criteria (see “Selection Criteria” below).
- c) The Committee, through the Chair, shall be responsible to ensure that the selectors standards are maintained during the season.
- d) The Selector has the responsibility to ensure that selections are in accordance with the procedures and in the best interests of the Club.
- e) Each Pennant side and its teams for Men’s Pennants shall be selected from the men’s membership.
- f) Each Pennant side and its teams for Open Gender Pennants shall be selected from all full members.
- g) The pattern of selection is from highest division sides to lowest.
- h) The Club Coach shall be available to advise a Selector on aspects of an individual’s playing performance, particularly of a players strengths and areas of improvement.
- i) *Selection Advisers shall provide informed feedback to the Selector on individual and overall rink performance after each pennant match; Selection Advisers do not make decisions on player selection.*
- j) Selection may also be affected by the Club player rotation polic

16.10.8 Rotation Policy:

All players not selected for the Flagship or Reserves sides shall be rotated.

- a) A full “Rotation” list of players available for the sides other than Flagship/Reserve will be maintained by the Selector(s).
- b) Rotations will commence at the beginning of the season in alphabetical order of surname.
- c) All players get rotated, including skips.
- d) If a person due for rotation is promoted, that player rotation is deferred for 2 weeks, regardless of alphabetical order.
- e) If a person due for rotation is demoted, that player rotation is deferred to the following week, regardless of alphabetical order.
- f) It is the responsibility of the Selector to oversee and maintain the rotation schedule and report on this at each monthly report to the Committee.
- g) If there are sufficient numbers, all players scheduled for rotation on any particular week shall be selected into ad-hoc teams, be allocated rinks and refreshments and play a match against one another to maintain form and fitness. Selection Advisers shall be appointed for these matches to advise Selectors of player form and compatibility.

16.10.9 Individual and Team Criteria for Selection:

Players are to be selected based on: -

- a) Current form based on performance of individual players.
- b) Motivation.
- c) How restrictive the player is in who they are prepared to play with, and in which position(s) they are prepared to play
- d) Commitment to practice/improvement and Club success.
- e) Compatibility based on team balance and dynamics.
- f) Experience.
- g) Player being open minded in receiving advice
- h) Potential.
- i) Attendance at any organised practice sessions.
- j) Player behaviour and adherence to the Club’s Code of Conduct

16.10.10 Communication:

- a) Selected teams are to be published on the board as early as practicable on the morning of the day following Selection and be placed on the Club Website by 5pm of the day following selection.
- b) Whenever a player is demoted, the Selector shall record his/her reasons for the demotion and must make every effort to contact the player concerned and advise the player of the demotion and the reason before publishing the selections.
- c) Disruptive issues which may otherwise result in a player's demotion, either to a lower side or a lower position in the same side, must be discussed with the player by the Chair of Selection prior to the selection in an effort to resolve the matter.
- d) The Chair of Selectors is the liaison assigned to control communication between the Selectors and the Committee regarding any Selection business conducted.
- e) The Selectors and Selection Advisers may seek out more detailed feedback on player aspirations and opinions on player and team performance especially by speaking with players.
- f) Grievances of individual players concerning their selection status should be raised verbally with the Chair of Selection who will work directly with the player to resolve the issue. Grievances that cannot be resolved in this way must be referred to the Committee.
- g) The Selector will be required to report to the Committee on a monthly basis regarding team performance and selection issues.

16.10.11 Broad Based Selection Criteria:

The following principles and factors as well as individual and team performance shall be considered by selectors when making selections:

- a) The best 16 or 12 players shall be selected for each side, positioning them to achieve as far as practicable an even spread of talent and compatibility across the teams.
- b) Attendance and form at official pre-season trials, assessments and matches shall be used as a tool for selection.
- c) 2 reserve players shall be selected from the next-ranked side to replace any late withdrawals from the selected side.
- d) A named reserve player who elevated to the next-ranked side will play either as a lead or second.
- e) The first three pennant games of each season shall be considered as a stabilising period.
- f) As far as player availability allows, team members should be kept in those teams to allow the team to settle and find their own best team dynamic (i.e. develop teamwork).
- g) In exceptional circumstances, the Selector will have the right to make team changes within the first three pennant games should it be deemed that a selection error of judgement on player form or team dynamics has been made.
- h) The Chair of Selection may also request the Selector to review a selection should he/she believes an error of judgement has been made.
- i) Selection from round four of the season onward shall be used to further fine tune all sides and teams as performance and team dynamics indicate (Item (k) may impact on the application of this requirement).
- j) In general, winning rinks shall be kept together other than if a player is promoted to a higher side or a higher position in the same side, or a particular player has a run of poor form for 3 consecutive matches.
- k) The Selector, particularly in the latter half of the season, shall take increased note of the various side possibilities; enhancing the chances of pennant victory and/or side promotion and reducing the chances of side relegation. Such considerations may override the application of other rules herein.
- l) The most recent three consecutive games by a player shall be used as the most reliable indication of a player's current form. The season to date may be used in identifying any overall trend in a player's form, especially to identify "potential".
- m) New members from another Club will be selected according to current form but are not given preference over an existing member of equal ability.

- n) When a skipper is temporarily unavailable, the Selector should, where possible, show confidence in the regular No 3 by appointing him/her as skipper in preference to slot in another skipper from elsewhere.
- o) Any named reserve player who is called upon to play in a higher team will be assessed and treated for selection the following week as though they were a named member of that team.
- p) Players who are excessively unavailable may not be selected in their usual team when they return.
- q) No player will be relegated or demoted by more than one side in any one week, however late withdrawals may require a multiple side promotion to minimise disruption.
- r) Any player refusing to play in a team or position as selected will be regarded as unavailable until that player agrees to play wherever selected.

SECTION D: REGULATIONS.

17. TENANTS

The Board of Management may rent, lease or daily hire the Clubrooms and/or the Bowling Greens to members, to affiliated Clubs or other organizations that promote the welfare of Club Members or the game of Lawn Bowls, Indoor Bowls or appropriate Community activities. The Board of Management shall determine what fees are applicable and what conditions of use apply, and if for charitable or benefit purposes, whether all or part of the charges may be waived or varied.

The Board of Management shall appoint a hiring officer to negotiate and supervise all rent, lease and hire arrangements.

18. CHILDREN ON PREMISES.

18.1 In conforming with the current Liquor Licencing Act, children accompanied by parents or by adult relations are permitted in the Clubrooms on the understanding that they are not to make a purchase from the bar, and they must remain well clear of the Bowling Green playing areas.

18.2 Children are not allowed on the Greens unless under adult supervision.

18.3 Children under fourteen (14) years are not permitted to be unattended in the Clubhouse or near the greens

18.4 Children are not permitted in the kitchen or behind the bar.

19. ALMONER

The Club Almoner shall, when advised, do the following duties;

19.1 On an illness of a member, send a get well card, or if possible organize a member to visit the home or hospital.

19.2 On the death of a member, send a card to the relatives and organize members to attend the funeral.

19.3 Notify Bowls SA of the death and organize the notice of same in the Bowler.

19.4 Organize a Death Notice in the Advertiser on behalf of the Club.

19.5 On the death of a Member's family, organize a card to the member and members to attend the funeral if possible. Arrange a tribute as deemed necessary.

20. CATERING COMMITTEE.

20.1 At the Annual General Meeting of the Women's Section, a Catering Officer shall be elected and a Catering Committee of the number of members deemed necessary formed.

20.2 The Catering Officer and Catering Committee shall be responsible for the organization of catering for such Club functions as Tournaments, Special Events and any Community events undertaken, and for the provision of tea, coffee and other basic food and kitchen requirements.

20.3 The Catering Committee shall request any financial outlay needed from the Women's Treasurer through the Women's Section Committee and keep records of costing and profits to be presented to the Women's Section Committee Monthly meetings.

21. GENERAL REGULATIONS.

- 21.1 **Mats and Jacks:** It is the responsibility of members playing on a green to make certain that all mats and jacks and other equipment is returned to its customary place of storage at the conclusion of play and that all shades have been rolled away. In match play, the Lead shall be responsible for ensuring that this has been done.
- 21.2 **Indoor Bowls Mats and Equipment:** It is the responsibility of members to cover the mats, stack them as directed, or place them in the Wall Boxes provided, and that all equipment is placed in storage at the completion of play, subject to the usage of the hall by other parties.
- 21.3 **Club Premises:** It is the duty of ALL members to take proper care of the Club premises and to use the equipment provided in a proper manner.
- (a) Persons responsible for locking up the Clubrooms are to ensure that all doors and windows are secure, heaters and air-conditioning turned off, that only the security lighting is left on and the alarm is properly armed before leaving.
- (b) Persons entrusted with keys to the Club House shall account to the Board of Management through the Club's Security Officer and shall not lend them to any other person without the consent of the Security Officer.
- 21.4 **Member's Property:** Personal property, including bowls and clothing left in the clubhouse are not covered by the Club's Insurance Policy.
- (a) Personal Property must be stored in lockers in the Storeroom and not left on or under seats or on clothes stands over night.
- (b) The Locker Manager / House Manager will allocate personal lockers in the storeroom. The members are responsible to keep their locker clean at all times. A deposit may be charged for the supply of the key to each locker and an annual rental may be applied.
- 21.5 **Afternoon Teas for Men's Pennants:**
The fee to be charged for the supply of the afternoon teas on Pennant days and the composition of the provisions shall be determined by annual agreement between the Men's and Women's Section Committees.
- 21.6 **Umpires:**
The Men's/Women's Section Committee shall appoint a representative who shall liaise with each other periodically during the year and arrange refresher courses, practical measurer's practices, encourage members to become umpires, entrust the allocation of umpires to Pennant Games or Club Tournaments to the Manager for the day, and appoint umpires and markers to the State events as required.
- 21.7 **Communications:**
Any inter communications of an official nature between the Board of Management, the Section Committees or Sub Committees shall be conducted in writing from Secretary to Secretary and each communiqué must be acted upon within the period stated on such document.
- 21.8 **Deputy Chairman or Vice Presidents:**
The Deputy Chairman or Vice President shall assist and where necessary deputise for the Chairman or President. Where the Vice Presidents are unavailable to be present, the Committee will appoint a member to perform the role.
- 21.9 **Publicity:**
No person(s) or member(s) other than the Public Officer shall speak for or deem to be representing the Hope Valley Bowling and Community Club Inc. through any media or advertising company, without the express permission of the Chairperson of The Board of Management.

21.10 Clearances:

Any member desiring to obtain a clearance to enable him/her to transfer to another Bowling Club shall apply in writing to the Administrative Secretary for the documentation. When the Secretary has ascertained that the member has discharged all financial obligations to the Club, the clearance document will be forwarded to the person requesting it. The Administrative Secretary shall then remove the applicant's name from the Membership/Playing Register.

21.11 Club's Equipment:

Members who wish to use the Club's equipment must apply to use same to an appointed Club's Officer, who shall record the use, and that the person was qualified to use the equipment in a Club Record book and record the return of such property or equipment and the satisfaction of its condition.

21.12 The Club Computer and use of same:

The Board of Management shall appoint a Liaison Officer to monitor the Club's Internet Pages, and to have all Club Records entered on disks for record purposes and that all Committees, Admin, Men's and Women's Sections shall ensure they utilise the facility.

21.13 Flying the Flag:

To acknowledge the death of a Club member, the Club Flag shall be flown at half-mast.

The Australian National Flag shall, for official events, be flown at half-mast as a sign that the country is in mourning.

22. OCCUPATIONAL HEALTH AND SAFETY.

The Club is required to comply with the provisions of the Occupational Health, Safety and Welfare Act & Regulations.

It is the intention of The Hope Valley Bowling and Community Club Inc. to provide a safe recreational and working environment and safe systems of work for all its employees, volunteers and Club members when either working or participating in Club activities.

The Club will endeavour to make the employees and Club members aware of the current Regulations under the Occupational Health Safety and Welfare Act, and will ensure to the best of its ability, that they comply with same in the course of carrying out their duties of employment or in recreation.

The aim of the Policy is to prevent any injury or accidents and to implement safe systems of work.

The Club will achieve this aim by undertaking the following strategy:

Ensure that all risks are identified, and exposures determined by consultation with employees or Club members, carry out assessment of the risks, grade the risk, develop action plans and implement on a priority basis to control the risks.

22.1 The Board of Management will appoint a Responsible Officer, who will be responsible to the Board for all safety of the Club.

22.2 The Board of Management is responsible for all the activities carried out at the Club and its surrounds and as such, the development and implementation of the Policy which includes the assessment of risk and exposure, identifying hazards, the controlling of risks, producing procedures and providing instruction and training, the induction of members and to take action on reports as necessary.

22.3 The President of the Men's and Women's Sections and all Chairpersons/Managers of Sub Committees are responsible to ensure that the policy and procedures as established, are implemented and any risks identified, controlled and reported to the Club's Responsible Officer.

22.4 Positive action will be taken by the Board of Management, employees and Club members to ensure that safe working conditions and environment are maintained, and priority is always given to ensure that the recreational activities are carried out in this safe environment.

22.5 All employees and Club members have the responsibility to comply with the Club's Policy and Procedures and where required, to assist others to enjoy the safe environment of the Club.

22.6 Policy and Procedures will not be static and will be reviewed as necessary together with an annual review.

22.7 Each Club member will be inducted as part of the acceptance and introduction as a member of the Club and to all upgrading of the policy by notice on the notice board.

22.8 As part of the requirements, the Club is required to record and maintain a register of employees, members and volunteers, together with the information that would assist a Medical team should an accident occur, eg. next of kin, any medical conditions or special information which is required to be passed on to others in the case of an emergency. We would like to also for medical reasons record the birth dates of all members. The Club will not provide this information to anyone other than for medical reasons and the information will be held in the Club computer under a Restricted Programme.

Reviewed 22nd March 2022

Changes made:

Rewrite SECTION 16. SELECTION PROCEDURES OF THE MEN'S AND WOMEN'S SECTIONS