



High Performance Selection Policy

Published – November 2023

Selection Policy

1. Introduction

- 1.1 This is the selection policy for the Bowls Scotland (BS) High Performance Programme effective from November 2023.
- 1.2 The objective of the BS Performance Programme is to deliver medal success at all major international competitions.
- 1.3 BS is committed to a fair and appropriate implementation of its selection policy.
- 1.4 The objective of this policy is to outline the criteria and process on how athletes are identified and selected to the National High-Performance Programme and to National Team Event selection.
- 1.5 BS is committed to selecting those athletes best qualified to support the goals and objectives of our High-Performance Programme as determined by the selection criteria described below.
- 1.6 The policy may be amended from time to time subject to changes in BS performance structure and to reflect the increasing demands of Bowls at the highest international level.

2. Selection Process:

- 2.1 Athletes wishing to be considered for selection to the HP Programme should identify themselves to BS through the Expression of Interest Form outlined in Appendix A.
- 2.2 Expressions of Interest must be received by 5pm on the 15th of December 2023 for the 2024 programme.
- 2.3 Podium Open Competition entry will be released in advance to those who expressed interest. Calendar of events can be found here -
<https://www.bowlsscotland.com/competitions/calendar-of-events>
- 2.4 Information gathered from Podium Open competitions and assessment days will then be collated and discussed by the Selection Panel (SP) for inclusion to the High-Performance Programme.
- 2.5 The Selection Panel will be made up of the National Coach(es), Head of High Performance and nominated BS support coaches.
- 2.6 BS reserves the right to appoint additional qualified Selectors to the selection panel as required.
- 2.7 The selection panel will meet whenever necessary to review all athletes against the programme criteria and discuss nominations of new players.
- 2.8 Anyone not selected after attending an assessment day will receive feedback.

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3. Eligibility:

- 3.1 All players wishing to be considered by Bowls Scotland (BS) will need to satisfy the eligibility and performance criteria set out below.
- 3.2 Be eligible to represent Team Scotland/Bowls Scotland under the International Representation rules of the CGF/CGS/World Bowls
- 3.3 Not currently disqualified or suspended under the rules of World Bowls/Bowls Scotland and be compliant with our code of conduct and other policies.
- 3.4 Be a member of an affiliated Bowls Scotland club.
- 3.5 Compliant with UKAD and WADA Anti-Doping Policy.
- 3.6 Sign and return a BS Player Agreement and BS Code of Conduct on selection to National squad Programmes, competitions, and teams.
- 3.7 Be available for the specified assessment days, squad camps and competition dates.

4. Criteria: - Selection is based on a combination of:

- 4.1 Objective and subjective performance measures gathered at assessment days and competitions.
- 4.2 Experience and International results on relevant playing surfaces (including indoor competitions).
- 4.3 Consistency in competition form and performance readiness.
- 4.4 Assessment of team dynamics and position specific criteria.
- 4.5 Players who demonstrate positive performance attitudes and behaviours in line with BS player agreement within and out with the competition environment.

5. National Team Events specific criteria.

- 5.1 In some cases, BS reserves the right to introduce overriding selection criteria, which are customised to the type of event for which selection takes place, or which may be governed by associations other than BS.
- 5.2 Examples of these cases may include major events (e.g., Commonwealth Games, World Championships), where the selection results may have a significant weighting on specific performance minimum potentials, such as a podium finish.

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- 5.3 Development events where selection may have a significant weighting on athlete development and/or the need to provide international exposure to a broader group of athletes.

6. Exceptions and Exemptions

- 6.1 Conditional Selection:** Conditional selection of an athlete may be made based on circumstances where the athlete is provided an extension to meet the required selection criteria. Any such circumstance shall be reviewed and granted by the selection panel (SP) at its sole discretion.
- 6.2 Injury or Illness:** An athlete who is eligible to be considered for selection, but who is injured or ill to the extent that he or she cannot fulfil the selection criteria may nonetheless be selected at the discretion of the SP. In exercising such discretion, the SP may require that the athlete supply a specialist diagnosis and prognosis for recovery.
- 6.3 Extenuating Circumstances:** These may include any number of circumstances and prohibitive causes by which a player is unable to meet the requirements in this selection policy within the defined timelines. Based on the circumstances and the discretion of the Selection Panel, the athlete may still be eligible for selection and/or selected to the High-Performance Program.
- 6.4** Should circumstances arise that would prevent the BS selection criteria, as described in this document, from being applied, the Head of High-Performance reserves the right to determine alternate criteria. Should this occur, all athletes shall be notified of changes in a timely manner.

7. Deselection:

- 7.1 Players can be deselected from the HP programme or from National Team events if the athlete breaches any BS byelaws and/or policies.
- 7.2 Breaches the requirements outlined in the BS code of conduct and their Athlete Agreement.
- 7.3 Has failed to sustain performance and/or attitude to a satisfactory level.
- 7.4 By reason of illness or injury, is unable to perform to the required standard in the opinion of the SP (after having received advice from a medical practitioner).

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8. Appeals:

8.1 The Bowls Scotland appeals procedure for selection can be found at

<https://www.bowlsscotland.com/media/3743/bowls-scotland-appeals-procedure.pdf>

9. Other relevant points to note:

- 9.1 Achieving entry criteria for the BS Performance Programme as set out in the selection policy only means that the player could be considered for the programme; it does not give the player absolute right to inclusion.
- 9.2 Irrespective of previous performances, players will only be considered for selection if they are progressing towards or continuing to achieve the appropriate levels of performance in line with the objectives of the programme.
- 9.3 If more players achieve the required selection criteria than the number of places available, the selection panel will select the players considered to achieve the best outcomes for Scotland, and this will include consideration of the rate of improvement and who is considered to have the highest medal potential in both the short and the long term.
- 9.4 The selection panel may decide, at its own discretion, not to utilise the full allocation of places on the Programme.

For any queries or further questions on Bowls Scotland selection Policy please contact.

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APPENDIX A

EXPRESSION OF INTEREST 2024

This completed Expression of Interest form must be returned by **Dec 15th 2023**

Any questions please direct them to: info@bowlsscotland.com

Or Via post: Bowls Scotland | National Centre for Bowling | Hunters Avenue | Ayr | KA8 9AL

Name:			
Address:			
Email:		Gender:	
Phone:		Date of Birth:	
Affiliated Club:			
Disability:	Yes	No	
Classification:	Yes	No	
Classification (if known)			

BS Expression of Interest: High Performance Programme:	Initial
I acknowledge the following to be true at the time of signing this form, by initialling in the box beside each statement:	
a) I am a Scottish Citizen or comply with the eligibility criteria.	
b) I declare that I am a member in good standing with Bowls Scotland and a member affiliated club.	
c) I acknowledge that I have read the Bowls Scotland Selection Policy and I agree to comply with it.	
d) I acknowledge that I have read and comply with WADA Anti-Doping Policy	
e) I have read and agree to comply with the BS Code of Conduct available at https://www.bowlsscotland.com/safeguarding/safeguarding-information-downloads	
f) I understand that I will be required to sign the BS Player Agreement and to consent to be bound by the terms of that agreement.	
g) I understand that there is a year-round training and performance commitment required of all members of the High- Performance Programme and if selected I will adhere to the commitments as outlined by the National Coaching Staff.	



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Signed: _____ Date: _____