

WELSH LAWN BOWLS



Welsh Lawn Bowls

Selection Policy

(Reviewed 10/11/2025)

Introduction.

The objective of the Welsh Lawn Bowls Selection Policy is to ensure the best possible squads, teams and players are selected to achieve maximum success when representing Wales.

To ensure the selection of players aligns to Welsh Lawn Bowls strategic framework and goals to create a strong culture that is development focused to achieve winning performances and assisting players to reach a higher level.

Revised:- 31.10.2025



1. Selectors.

- The Welsh Lawn Bowls (WLB) Executive committee shall appoint, at its sole discretion, a panel of 3 selectors (for each gender team, i.e. 3 selectors for men team, 3 selectors for ladies team) on the basis of previous national or international experience or involvement with WLB.
- The Team Manager, by virtue of that position, is automatically an additional selector but has no vote on the selection of players.
- Where any of the selectors becomes ill or is unable to meet the responsibilities under this policy, The WLB Executive may appoint a replacement selector.

2. Selection Criteria for International Team and Events.

The following criteria will be considered:-

- All players will be selected through the selection process.
- Current, and previous performances in international events, County Championship matches, and National Competitions.
- Demonstrated and/ or potential ability to play in a set position, and ability to adapt to the format of play and environments conditions.
- The players current level of skill & form.
- Consistency in standards of behavior which support the goals of the team and the overall objectives of Welsh Lawn Bowls.
- Demonstrate compatibility to work with the Team Managers, team officials and other players in order to be comfortable in an international environment.

3. Selection Procedure.

The selectors shall have total discretion in selection.

- Players should be a full member of a club affiliated to Welsh Lawn Bowls.
- Players should demonstrate a commitment to play regularly for their club.
- Players must demonstrate regular participation in County and National Competitions, in the recent past.
- As from 2026 season onwards, the Player must have represented their County in at least two Welsh County Championship matches or Savegar Cup matches (for senior level), unless exceptional circumstances prevent them from doing so. Such circumstances should be reported to the Hon. Secretary in advance who shall report this to the Team Managers & executive committee.
- The player should be available to play in all international events for Wales.
- Current and past achievements at National and International level will be taken into consideration as demonstration of a proven "track record".
- The versatility of the player to play in numerous positions may be considered if applicable or is required.
- The player must be available to attend and participate in all WLB team events such as practice sessions, team briefs, sponsorship or marketing events etc.
- At senior level, the player should demonstrate professionalism, commitment and an overall enthusiasm for the team ethos which is so important to becoming a successful



international player. At Junior level they must demonstrate the potential to develop all of these important behavioral traits & skills.

- The selected player must be prepared to sign-up and commit themselves to the WLB Players Code of Conduct.

4. Process of Player Selection.

- Nominations for International trials will be made by the county associations and forwarded to the Hon. Secretary before the stipulated date prior to the beginning of each season.
- The Selection committee shall select a trial squad for announcement at least 4 weeks before the date of the international trial.
- The selectors will assess players at international trial using a scoring system, the scores will be reviewed and used as a key indicator when selecting the international team, along with other important criteria as outlined in points 2 and 3 above.
- During the selection meeting, all players performance in the trial will be given a fair and impartial review, with other aspects of their suitability being similarly critiqued.
- The squad team will be selected by the WLB selection committee and announced on social media platforms normally within seven days of the team being selected.
- An Executive officer of WLB, normally but not necessarily the Secretary, Assistant-Secretary or President shall attend the selection meetings to take any relevant notes on any specific concerns which the meeting raised and to act as a witness that the above-mentioned process was followed fairly and impartially with the case for each player being properly discussed.
- The Team Managers and or selectors may give feedback to non-selected players if such feedback is requested.
- All involved in the selection process must maintain strict confidentiality and not discuss any aspects of the selection process/meeting with anyone outside of the meeting.

5. Selected Players.

- a) The player will be required to comply with the Code of Conduct.
- b) The player must maintain a designated level of fitness and standard of competitiveness.
- c) The player must partake in preview and review individual and team performance & procedures as requested by Team Management (i.e. team functions, team debriefs etc.)
- d) Failure to comply with any of the above may result in the Player not being eligible or not being selected to the Performance trial day/ Team/ or being withdrawn from selection.

6. Appeals of Player Selection.

Whilst statistical records, scoresheets and other data tools are now commonly used, Player Selection remains a fundamentally subjective process involving assessment of current form, past achievements and overall character which relies on the expert judgement of experienced



and qualified people (the selectors). The Selectors choose what they consider to be the best team to represent Wales, and they should do so with integrity, honesty and professionalism without bias.

It is essential that the Selectors have the confidence to know that their expert judgements will be fully respected and not challenged.

Any appeal that a “non-selected” player might raise to the Hon. Secretary will therefore be judged against whether procedure was followed rather than the decision the selectors made. The WLB officer present at the Selection meeting will complete a report confirming that such procedure was followed. If a concern that procedure was not being followed was raised by the officer at the selection meeting, they **must** inform the selectors immediately so that it is rectified in the meeting.

Upon receipt of an appeal request, the Secretary will review the officers report with the relevant officer.

Providing the officers report confirms procedure was followed, the appeal will not be upheld, however the Team Manager and / or the selectors will offer to meet with the non-selected player to present them with relevant feedback in support of their decision.

7. Appeals of a selected Player who is later withdrawn from the squad..

If a player is selected for the international squad but fails to meet the required standard of performance, commitment or behaviour they may be withdrawn from the team by the Selection committee.

In such cases the withdrawn player can appeal the decision within 7 days of the decision notification (sent by Hon. Secretary) and the WLB procedure for appeal against withdrawal / deselection from the squad, set out in section 8 will be followed.

8. Procedure for appeal against withdrawal from the squad.

Any appeal against a decision to withdraw or de-select a player must be made within 7 days of original notification by the Honorary Secretary. The application must include the following:

- The grounds for the appeal, and
- The reasons or circumstances supporting the alleged grounds of appeal.

The appeal may be withdrawn at any time.

The Appeal Panel.

On receipt of the appeal request, which is in accordance with this policy, the Secretary must immediately arrange for an appeal panel to be formed from members of the executive committee and forward all relevant documents to them.

The Appeal panel shall consist of three members who have no involvement with either the player making the appeal (referred to hereafter as the “appellant”), or with any of the selectors or Team Managers. The panel will elect one member to be the chairperson.

The Appeal panel has no power of selection or of re-selection, however the panel after review of the appeal may refer the matter back to the selection committee for their reconsideration.



Procedure for the Appeal panel.

- 1) The appeal panel should review the appeal papers thoroughly and decide within 7 days whether: -
 - i) The appeal should be dismissed because in its determination, the matter is trifling in nature or has no merit; or
 - ii) The appeal warrants further review and determination in accordance with this policy.
- 2) If the panel determines further review is necessary, it shall request that the Secretary arranges a meeting with the appellant. The Secretary shall offer two dates for the meeting to the appellant within a further seven-day period. The appellant shall have the right to either: -
 - Attend the meeting; or
 - Give the panel, no less than 24 hours prior to the meeting a further written statement setting out any additional relevant information supporting the appeal.
 - A. At the meeting, the panel may also invite the selectors to attend to answer any points raised by the appellant, but this must be done separately after the appellant has spoken to the panel.
 - B. The panel will review all evidence from selectors and appellant and then make their decision, and the chairperson will inform the Secretary of this decision in writing within three days after the meeting, giving a summary of the reason supporting their decision.
 - C. If the panel upholds the appeal the chairperson will notify the Secretary and ask that the selection committee reconsider its original decision. The Secretary will inform the selection committee who must comply with this decision within 7 days. Following reconsideration, any further selection decision by the selectors concerning the appellant's case shall be final and no further appeal can be made.
 - D. The Secretary will notify the appellant of the panel's decision within 14 days of the meeting. This decision is final, and no further appeal can be made.

[This policy shall be reviewed by the WLB Executive committee every three years or sooner if necessary. Next Review is due in November 2025.](#)



SELECTION MEETING REPORT.

Date of Meeting:-		Team Selected:-	
TM present:-		Selectors Present:-	
WLB Officer present:-		Venue:-	
Was Selection policy followed?			
Were all scores from international trials fully reviewed and discussed?			
Were all players given a fair and impartial review?			
Meeting notes: (add bullet points as necessary)-			
Agreed Actions: (add bullet points as necessary):-			
Signature of WLB Officer in attendance:-			
Date:-			