



## **HIGH PERFORMANCE REVIEW SUMMARY– October 2022**

Following a request by the DBE Charity Trust Board a working group was set up to review all matters related to the DBE HP Squads and make recommendations to ensure transparency, good practice and produce squads fit for purpose. The group reviewed all procedures, and the findings are detailed below.

### **The working group consisted: -**

Bob Love: DBE Charity Trust Trustee (Chair)

Mo Monkton: Performance Manager

Helen Wall: Previous Team manager

Sue Davies: Co-opted Selector

Helen Wood: Indoor International Player

Mike Robertson: Indoor & Outdoor International Player

### **HIGH PERFORMANCE EVENTS**

As at October 2022 events include the annual Home Nations Championships (Indoor + Outdoor), the IBD World Championships that take place every 4 years and identifying players/directors for the England Commonwealth Games Bowls Team, again on a 4 year cycle.

### **HIGH PERFORMANCE SQUADS**

Players with a formal Physically Disabled or Visually Impaired Bowls Classification & Directors for players with a visual impairment can apply to join either or both of the Indoor & Outdoor High-Performance Squads. (LD High Performance Squad is under review).

A limited number will be invited into the squads and renewed on a 2-year cycle. Selectors will consider the upcoming international events program and player requirement for those events, the ranking list, classification & gender requirements, experience, coaching and player development in order to select the squad.

### **SELECTION INTO THE HP SQUADS**

- The Selection Team to include the Performance Manager, Team Manager and one Selector, with the Performance Manager allowed to co-opt additional selectors if required.
- DBE to invite members to self-nominate for a place in the squad.
- Selectors to have ability to nominate.
- The selection team to review all nominations and invite a certain number into each squad ensuring there is a good mix of classification, gender and directors.
- The selection team to have the flexibility to add to the squad at any time.
- When forming squads, the selection team to consider classification, gender, experience within and outside of DBE, potential and ranking. All in conjunction with entry requirements for upcoming events.

### **TRIALS FOR SELECTION OF REPRESENTATIVE TEAMS FROM THE HP SQUADS**

- The selection team to invite all or part of the HP Squad to a trial depending on the event entry requirements.

- The selection team have an option to select players unable to attend a trial due to extenuating circumstances, or when felt appropriate.
- The PM/TM to agree the format and invite suitably experienced people to assist with trials.
- Markers to move after a certain number of ends to equal out possible discrepancies.
- VI directors to be assessed at the trial for their communication & head reading ability.
- The team to be selected using a combination of trial results, gender, classification, experience, playing combinations & compatibility.
- Those attending trial are informed of possible costs and the expenses claims policy set out by the DBE Board.

#### **RANKING POINTS:**

- There will be one list for players with a physical disability and separate list for players with a visual impairment.
- The list to be produced using a 3 year rolling calculation with full points allocated in the current year, the previous years points will then be reduced by 1/3<sup>rd</sup> and the third year points reduced by 2/3<sup>rd</sup>.
- Details of the events to which points will be allocated will be updated on the web site.
- Players to complete and submit details of their season achievements as directed.
- The points to be calculated by DBE and a list published annually at the conclusion of the playing season.

#### **CODE OF CONDUCT & MEDICAL FORM**

A Code of Conduct & Medical form is required to be signed by all members of the High Performance Squad

#### **PERFORMANCE TEAM JOB ROLES**

- Performance Manager: 4-year term of office.
- Team Manager: 4-year term of office.
- Selector: 2-year term of office, with PM having option to co-opt if/when required.

#### **PLAYER PATHWAY**

As set out on the web site.

**The Trustees of Disability Bowls England would like to thank the High Performance working group for a full review of our HP system and fully support all the recommendations made and will update our procedures before 31 Dec 2022.**

Fully Accepted on behalf of DBE Charity Trust – 11 Nov 2022



Steve Watson  
Chairperson