



## Pennant Selection and Management Policy

IGC provides opportunities for members to represent the club in teams which compete in Pennant competitions.

Selection of the Pennant teams that represent IGC is intended to maximise the club's performance in the respective competitions.

This Policy outlines the processes for selection and management of IGC teams in Pennant competitions as follows:

- Men – BDGA Pennant Competition
- Women – BDLGA Pennant Competitions

The Policy:

- seeks to ensure a clear and collaborative process that encourages men and women to be involved in Pennants, clarifies decision-making roles and, in the event of a dispute or complaint, provides a mechanism to resolve such concerns in a harmonious and transparent manner
- aims to deliver consistency between the Men's and Women's Pennant selection and management processes

The Match Committee is responsible for oversight of the operation of this Policy.

In this Policy:

- the term "Captain" refers to the Club Captain as it relates to Men's Pennants and to the Women's Captain as it relates to Women's Pennants
- the term "Vice Captain" refers to the Club Vice Captain as it relates to Men's Pennants and to the Women's Vice Captain as it relates to Women's Pennants
- the term "Pennant Captain" refers to the Men's Pennant Captain as it relates to Men's Pennants and to the Women's Pennant Captain as it relates to Women's Pennants
- the term "Match Committee" refers to the Match Committee as it relates to Men's Pennants and to the Women's Committee and the Match Committee as it relates to Women's Pennants
- the term "Pennant Leadership Group" refers to the Men's Pennant Leadership Group as it relates to Men's Pennants and to the Women's Pennant Leadership Group as it relates to Women's Pennants
- the term "Selection Panels" refers to the Men's Selection Panels as it relates to Men's Pennants and to the Women's Selection Panels as it relates to Women's Pennants

## **POLICY**

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### Pennant Teams:

The Men's Pennant team plays as a single team competing in the BDGA Pennant Competition with three sub-teams for the different age categories (Open, Masters, Junior).

There are multiple Women's Pennant teams each competing in separate BDLGA Pennant Competitions (e.g. Sunday Gold, Friday Gold, Friday Silver, Friday Bronze, Junior Girls).

### Pennant Captain:

The Captain will be the Pennant Captain unless the Captain nominates another candidate whose appointment is to be endorsed by the Match Committee.

The Pennant Captain is the nominated point of contact with for communications with club staff relating to all arrangements for Pennants.

### Team Managers:

The Captain will propose Managers for the respective teams (or sub-teams) for appointment subject to endorsement by the Match Committee.

Where an appointed team or sub-team Manager is expected to be a player in the relevant team or sub-team, that player will act as Team Captain/Manager and the Captain may also appoint an Assistant Manager for that team or sub-team.

### Pennant Leadership Group:

The Captain will establish a Pennant Leadership Group which may include the Captain, the Pennant Captain (if this is not the Captain), the Vice-Captain, the Team Managers, other Board members and other members. The make-up of the Pennant Leadership Group is to be endorsed by the Match Committee.

### Expressions of Interest for Pennant Selection:

At an appropriate point, well before the commencement of the pennant season, the Pennant Leadership Group will determine the process and criteria for identifying members who are interested in being considered for pennant selection for that season.

The expression of interest process will be initiated with an invitation from the Pennant Captain to members who meet the initial squad selection criteria asking for them to submit an expression of interest.

The Pennant Captain may also directly approach members who have previously played Pennants for IGC and who do not meet the selection criteria to invite them to submit an expression of interest.

Members may submit their expression of interest in any form (e.g. written or verbal).

All members who meet the initial squad selection criteria and submit an expression of interest will be eligible to participate in the squad selection process.

By submitting an expression of interest, members will be deemed to have agreed to participate in the squad and team selection processes and pennant matches including participating in any mandatory selection events and pennant matches for which they are selected to play unless they are excused from doing so.

#### Squad Selection Process:

The Pennant Leadership Group will determine the selection process, selection criteria and proposed squad size for each team (or sub-team).

These details are to be communicated to all potential squad members following completion of the Expression of Interest process.

Squad sizes should be set to provide cover for injury or unavailability of players during the season.

Squad selection is to be based primarily on current demonstrable form (i.e. recent playing results).

The selection process may include, but may not be limited to:

- regular participation in club competitions
- mandatory participation in specific club events or other squad selection trials
- participation in practice sessions

Potential squad members may be excused by the Pennant Captain from mandatory participation in the specified club competitions and selection trials provided they give prior notice and supply a valid reason.

#### Squad Selection:

At the completion of the squad selection process, the Pennant Captain and Team Managers will jointly select the squads for each team (or sub-team) together with a Team Captain for the teams (or-sub-teams) that do not have a Team Captain/Manager.

#### Squad Preparation:

Following squad selection, the Pennant Leadership Group will determine the team (or sub-team) selection process and will arrange a program of events to prepare the squad for the season and to enable selection.

The program of events may include, but may not be limited to:

- mandatory participation in specific club events or other team selection trials
- mandatory participation in away practice rounds
- squad practice sessions

### Squad Member Expectations:

All selected squad members are expected to:

- Prepare diligently and be ready to play when selected for a pennant match
- Participate in designated events, practice matches and practice sessions unless excused from doing so
- Attend pennant matches whether selected to play or not
- Comply with the Rules of Golf and exhibit sportsmanship while representing the club
- Be supportive of other squad members and other IGC teams
- Respect selection decisions

### Team Selection Arrangements:

The Pennant Leadership Group will determine the Selection Panel and selection arrangements for each of the teams (or sub-teams).

Options for the team Selection Panel include, but are not limited to:

- the Pennant Captain and the Team (or sub-team) Manager in consultation with the Team Captain
- the Pennant Captain and all Team (or sub-team) Managers working jointly in consultation with the Team Captains
- the Team (or sub-team) Manager in consultation with the Team Captain

Suggested guidelines for the determination of the Selection Panel include:

- there should be more than one person involved in team selection
- the only squad members involved in team selection should be a Team Manager/ Captain or a Team Captain
- where there is an option to move players between teams (or sub-teams), selection of all teams (sub-teams) the Pennant Captain and all Team (or sub-team) Managers working jointly in consultation with the Team Captains is recommended

The team selection arrangements should include:

- an expectation that the Selection Panel will work collaboratively to achieve the best possible outcome for the club and team members
- an intention for transparency regarding selection decisions
- a provision for the decision processes within the Selection Panel, e.g. where required, the Pennant Captain will have a casting vote

### Team Selection Criteria:

Following determination of the team Selection Panels, the Selection Panels, working together, will agree and publish the selection process and selection criteria for the team/s.

The proposed selection process, selection event timetable and selection criteria for each team (or sub-team) is to be endorsement by the Pennant Leadership Group.

Suggested guidelines for the selection process, and criteria include:

- selection of teams (and sub-teams) is to be based primarily on current demonstrable form (i.e. recent playing results, results in other matchplay events, results in selection trials) but can include also other factors as determined by the selection panel (e.g. course suitability)
- it is recommended that teams are to play in order of ranking with the strongest player at number 1 but the selection has the option to exercise discretion, where justified, based on competitive considerations.

#### Team Selection:

Prior to each match the team Selection Panel will select the team (or sub-team) for that match.

It is recommended that teams and sub-teams are to be selected and announced to the squad (potentially in playing order at the discretion of the Selection Panel) at least three days before each match.

#### Disputes and Complaints

It is expressly intended that the Pennant Leadership Group will work collaboratively to achieve the best possible outcome for the club and the best experience for members involved in pennants and that disputes and complaints should reasonably be able to be resolved without escalation.

If there is any dispute which cannot be resolved regarding either the selection process or specific selections, the dispute must be referred to the Match Committee. The Match Committee will then work with the parties to the dispute to break the deadlock. Any member of the Match Committee who is a party to the dispute should not participate in the Match Committee process to address the dispute.

If any member has a complaint relating to the pennant selection and management process, that complaint should be addressed to the Captain. If the Captain is unable to resolve the complaint, the member who has raised the complaint can ask for the complaint to be referred to the Match Committee who will then address the complaint. Any member of the Match Committee who is also a member of the Pennant Leadership Group or who is the subject of a complaint should not participate in the Match Committee process to address the complaint received.

#### Pennant Budget

The Captain is to engage with the Finance and Commercial Manager to prepare a draft budget for the pennant squad as part of the club's budgeting process.

The budget is to include suitable allowances for all expected costs relating to the relevant pennant programmes for a financial year including:

- Uniforms

- Match day catering and meal allowances
- Coaching
- Range balls for organised squad practice sessions
- Range balls credits for individual squad member use
- Match balls
- Pennant events

The draft pennant budgets are to be endorsed for incorporation into the club budget by the Match Committee. The budgets are to be approved by the Finance and Risk Committee and Board.

### Pennant Events

The Captain may arrange for specific events to be conducted at the club for the relevant squads as follows:

- Pennant Launch Event
- Pennant Squad Announcement
- Pennant End of Season

### Squad Member Entitlements:

Following selection of the squad for each team (or sub-team), all squad members will be entitled to receive :

- Pennant uniform items (if required) including:
  - IGC Pennant Shirt
  - IGC Pennant Cap or Hat
  - Pants (for men) or Pants or Skorts (for women)
  - Jacket or Pullover

#### Notes:

- The design of the Pennant uniform is to be determined by the IGC Retail Manager in consultation with the Club Captain and Women's Captain.
- It is intended that the design of the Men's and Women's uniforms should be similar and will be used across multiple seasons.
- New squad members are to receive the full suite of uniform items.
- Squad members who have played in previous years will receive new items where the design of an item has changed or where their existing item is no longer suitable for use.
- An allocation of range ball credits for individual use during the pennant season. The allocation should be equivalent to 2 large buckets per week for a period from 6 weeks before the first match until the last match.
- Access to range balls for use during for organised squad practice sessions

### Additional Team Member Entitlements for Pennant Matches

In addition to the squad member entitlements detailed above, the team members playing in each match will be entitled to receive :

- a golf ball for use in the match
- catered lunch provided by the host club for Men's matches and a lunch allowance for Women's matches
- where required, use of a golf cart for players entitled to use a cart (for home matches)

#### **Version Record:**

<b>Version</b>	<b>Board Approval Date</b>	<b>Version Change Description</b>
1	January 2023	Initial approval
2	24 February 2026	Updated Policy