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# **Great Britain Wild Water Racing**

**Selection for Great Britain Teams**

**Selection Policy**

**VERSION:** 2.9

**STATUS:** For BC Review and/or Governance Cttee

## Revision History

Date	Version	Comments
08/11/2006	0.1	Initial Version
12/11/2006	1.0	Issued
25/10/2007	1.1	Clarified Points Model
04/12/2007	1.2	1.5.1, 3 – maximum points available are the maximum allowed in each event
19/08/2008	1.3	1.4.3 - Notification of selection decision
30/07/2009	1.4	1.5.2 paragraphs 10 & 11 – team management selection responsibilities at the target competition 1.5.3 – re-written to clarify athletes missing selection General - Make terms consistent e.g. using athlete, competition
16/12/2011	1.5	1.4.5 (new) – Selected Athletes paragraph 1 – selected athletes expected to compete in all events for which they are selected 1.5.1 paragraph 5 – criteria from detailed selection policy should be satisfied 1.5.1 paragraph 6 – under combined points model, athletes are expected to compete in all selection races 1.5.1 paragraph 8 – removed reference to World Championship rule
10/11/2013	1.6	Revised for the 2014 Season
01/08/2014	1.7	Revised for the 2014 Season
23/11/2014	1.8	Selection registration updated, Selection committee updated, Addition of policy definition, Discretionary selection updated
23/10/2016	1.9	Updated by JC
09/05/2018	2.0	Updated by JL
12/05/2018	2.1	Updated by JL
01/11/2018	2.2	Updated in line with BC recommendations
23/11/2018	2.3	Proofed by EA
27/11/2018	2.4	Updated following comments from GW
29/11/2018	2.5	Updated following comments from SW
15/01/2019	2.6	Updated following ACM and consultation

## Review/Approval Register

Name	Position/Role	Version Reviewed	Date Reviewed	Review Sheet Used?	Comments
J Lewis	Hon secretary	2.6	31/01/2019		Agreed at exec meeting after further consultation on website.
WWRC	Exec	2.7	03/10/2019		Agreed at exec
WWRC & G Wiggs	Exec and BC	2.8	16/10/2019		Circulated amends
WWRC	Exec and BC	2.8	21/10/2019		Put out for consultation
WWRC	Exec	2.9	07/11/2019		Updated after feedback in consultation period

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# Selection For Great Britain Teams

## 1 Introduction

Selection is concerned with appointing the GBR Team for international championship events to compete at that event at an appropriate level. In so doing it should inspire aspiration and improved performance of all.

## 2 Purpose of the GBR Team

The primary purpose of the GBR Team is not for the purpose of training or personal enhancement although it is sincerely hoped that it is also possible to gain these things whilst competing.

Key objectives are:

1. To win medals at European and World Championships.
2. To qualify for finals in sprint events at the European and World Championships
3. To propose credible, safe and competitive GB teams in as many categories as possible at World and European Championships
4. To ensure the long-term athlete development required for future international success

## 3 Definitions

### 3.1 Target Race

The race for which selections are being made.

### 3.2 Selection Races

Races which are used to rank the paddlers who have applied for Selection.

### 3.3 The GBR Team

The GBR Team is the collection of paddlers assembled to attend and compete in the Target Race representing Great Britain. The GBR Team as such is disbanded at the end of the race tour and is not to be confused with a group of people working through the year towards gaining selection or with the Team Management. All members of the GBR Team will have the same status and support. Preparation outside the GBR Team is covered by the Development and Training Policy.

### 3.4 The Team Management

Those people who manage the GBR Team, selection, tours and their/its preparation. The Team Management is made of individuals that may come and go through the year but as an entity the Team Management exists continually throughout the year. The Team Management is made up of administrators, helpers and technical coaching staff as designated by the WWRC.

### **3.5 National Coaches**

National Coaches are responsible for liaison with the prospective GBR Team paddlers and the Team Management for the purposes of selection and to provide the GBR Team with technical support. It is expected that National Coaches will also have a role within development and coaching throughout the year.

### **3.6 The Team Manager**

The Team Manager heads the Team Management. In order to remain in a neutral position with respect to all it is recommended that the Team Manager has no direct performance role. The extent of performance duties is to manage the rest of the team staff.

### **3.7 Registrants for Selection**

A collection of people who have registered for selection. This list is created and maintained by the Team Management and will be published. The list is expected to include more people than will gain selection to the GBR Team. No support for this group is implied by the selection policy beyond the guidance for the selection standard detailed in the selection policy. All athletes are encouraged to register as early as possible prior to the selection event in order to help the team managements planning requirements.

### **3.8 Competence Assessors and Assessment Coordinator**

People assigned the role of assessing those that register for selection. The assessors will be co-ordinated by the assessment co-ordinator who will ensure that assessments are consistent. These roles are appointed by WWRC and will have suitable and relevant experience of international white water racing. The WWRC will aim to appoint a suitable number of assessors to avoid any conflicts or personal interests. The Assessment co-ordinator will announce and publish the names of assessors and contact details to those registered for selection as early as possible.

### **3.9 Maximum Team**

The maximum number of places available per class for any target event will be either the maximum per class according to the rules (selection policy, event, national or international rules) or a stated logistical limit on the number of boats that can be supported at an event, agreed by the WWRC prior to the selection event taking place. Whilst it is hoped there are people of the standard to fill the maximum number of places the reality is both the expected team and the actual team might be smaller than the maximum.

### **3.10 Policy**

The policy provides guidance to the Selection Committee. Therefore, there is room within the policy for the Selection Committee to make discretionary decisions following the guidance and principles set out in the policy. This discretion is intended to allow the committee the flexibility to manage unexpected or unforeseen problems that occur from time to time.

## **4 The Selection Committee**

The selection process shall be conducted by a Selection Committee. The Committee will consist of people nominated by the WWRC. The duty of the Selection Committee is to implement this selection policy and not to express opinions or to make policy.

The Team Manager and National Coaches should not be on the Selection Committee, but the Team Manager or Head National Coach or their representative should be there to give evidence in support of athletes' selection. The Selection Committee should be completely independent. In the event of the Team Manager or national coaches having a vested interest in selection, either for themselves or for a paddler that they coach, they should declare this at the start of the meeting and should leave the room when that class is discussed.

The committee must consist of at least three people to make it quorate but five is the ideal with a mix of men and women. The Chairperson will have the casting vote. Ideally at least one person will be an independent member likely to be from another discipline.

Members of the selection committee will be published as soon as possible once appointed.

### **4.1 Conflict of Interest**

British Canoeing is committed to upholding high standards of integrity and as such any person who sits on the Selection Committee shall declare any conflicts or potential conflicts and shall refrain from participation in the discussion of and any vote in respect of any selection matter in which they have a material conflict of interest. If a person is unsure whether they have a conflict or potential conflict they should consult the Head of Governance and Compliance.

## **5 Selection Policy**

### **5.1 Selection Policy for Target Competitions**

Accompanying this selection policy will be a detailed policy for each target competition. It provides specific criteria and information about the target competition and selection for it, determining the standard of both the risk level of the target venue and the performance level required for that event. These will be classed as low, medium or high and outlined in the accompanying detailed selection policy for each target competition. The detailed selection policy for the target competition should be read in conjunction with this "Selection for Great Britain Teams – Selection Policy" document. World Cup and European events are normally development events where performance standard is slightly lower than for World Championships.

### **5.2 Registering for Selection**

Each athlete seeking selection must complete all documentation as advertised on the website as per the registration process at the time of registering, identifying availability and selection competency for each target race. This information will be used by the team management and the selection committee to assist in the selection process.



Athletes are responsible for ensuring that all documentation is complete, and in the possession of the WWRC Honorary Secretary, by the close of the Selection Registration date. Eligibility for GBR Selection.

### **5.3 Eligibility**

#### **5.3.1 Basic Eligibility**

To be eligible to race for Great Britain athletes/crews must meet the following conditions:

- 1 Meet the requirements set out in the [British Canoeing National Team Eligibility Policy](#)
- 2 Accept and adhere to the BC and WWR athlete code of conduct
- 3 Meet the appropriate performance and competence standards
- 4 Enter the race and register by the published deadlines and using the published procedure.

#### **5.3.2 International Eligibility**

Selection will be subject to eligibility in accordance with competition rules laid down by the International Canoe Federation (ICF) and the European Canoe Association (ECA).

1. The first year a competitor can compete in a competition is the year that their 15th birthday falls in.
2. The last year they can compete in a junior category is the year that their 18th birthday falls in.
3. The last year they can compete in an U23 category is the year that their 23th birthday falls in.
4. All athletes must have a desire, and availability, to compete at the international event being selected for.
5. All athletes must compete in the class corresponding to the category they are seeking international selection for.
6. If selected, Athletes' British Canoeing membership (including SCA, CW & CANI) must be current throughout the training and competition period.

British Canoeing reserves the right to deselect an athlete who has been found guilty of a disciplinary offence under British Canoeing/ICF rules. This includes doping offences.

#### **5.3.3 Competence**

To be selected all paddlers must prove their ability to compete on the type of course and in the environment of the Target Race.

In addition to capability there must exist a desire to compete and not merely attend.

Paddlers registered for selection will have a Competence Assessment made by an Assessor appointed by the WWRC. If assessment takes place prior to the selection race those who do not meet the criteria must be informed of the Assessment during the year and prior to selection. Such communication may take the form of advising that the paddler's competency is High, Moderate, or Developing. This makes paddlers either eligible or not eligible for a specific target race. Performance will be measured from the results and positions in the selection event(s).

It is possible for athletes that have not been assessed prior to selection to be assessed during the selection race. National Coaches and Team Management do not recommend this route as it does not give any opportunity for the improvements to be made should an athlete not meet the competency requirements.

Paddlers cannot infer they have met the criteria and should consult with the Assessors, National Coaches and Team Management for guidance. It is the athletes' responsibility to ensure they have been assessed and they must be prepared to accept the decisions of the Selection Committee.

Paddlers should make sure they have provided satisfactory evidence of their ability.

Athletes must also:

- respond quickly to all correspondence regarding team arrangements and logistics
- pay their own contributions by the declared deadline (or they will forfeit their place)
- comply with all BC anti-doping regulations
- be prepared to dress and conduct themselves in a manner befitting a British Team member, including the wearing of team tracksuits and in accordance with the BC code of conduct
- be prepared to travel and be accommodated in the best interests of the team - athletes may need to provide transport for themselves and their boats.
- be prepared to give support to British Canoeing and other sponsors in promotional aspects.

#### **5.4 Communication of Selection Committee Decisions**

It is the responsibility of the Chairman of the Selection Committee to ensure that all decisions and reasons for selection or non-selection are recorded concisely. Within one week of the selection meeting all athletes registered for selection will be informed by email whether they have been selected. The selection committee will meet as soon as possible after the last selection race. A list of selected athletes will be published on the WWR website, no sooner than 48 hours after the selection meeting and after the email notifications have been sent. Once an offer of selection has been made athletes must confirm acceptance or otherwise of their place within five working days.

## 6 Selection Procedures

### 6.1 General

1. Selection is available to anyone meeting the eligibility and competency requirements above.
2. Each class will be considered, and ranked, separately.
3. Paddlers will be ranked using one or more selection races. This will be done by awarding points.

Points for 1 <sup>st</sup>	25
Points for 2 <sup>nd</sup>	19
Points for 3 <sup>rd</sup>	14
Points for 4 <sup>th</sup>	10
Points for 5 <sup>th</sup>	7
Points for 6 <sup>th</sup>	5
Points for 7 <sup>th</sup>	4
Points for 8 <sup>th</sup>	3
Points for 9 <sup>th</sup>	2
Points for 10 <sup>th</sup>	1
Points for 11 <sup>th</sup>	0

4. All paddlers registered for selection will be included in the ranking points system. Unless it has been stated that the same selection rankings will be used to select for multiple target races i.e. World Championships and European Championships, selection for each target race will be considered separately and the ranking will be for that target race only.
5. Ranking points will be awarded based on the results from a single race or the total points from a series of races. The higher the points score the higher the ranking. If this results in a tie, then the cumulative % behind the winner will be used to differentiate the athletes, with the lowest sum of % from each selection race giving the better ranking.

Example:

Athlete A results - 5th at 4.1%, 7th at 6.7% = 11pts and cumulative % = 10.8%

Athlete B results - 4th at 3.9%, 10th at 8.3% = 11pts and cumulative % = 12.2%

Athlete A will have a higher ranking.

If this still results in a tie, or selection is based on only a single race and there is a tie, then the selection committee will decide the outcome based on supporting information available at the meeting. Reference can be made but is not limited to: (in no particular order)

- a. Position in the second sprint run

- b. The current national ranking of the athletes
  - c. Athlete development
  - d. Recent progress and development of the athletes
  - e. Overall objectives of the target event
  - f. Fit within the 4-year plan
  - g. Coaches feedback and supporting information
  - h. Trip size and resources available
6. For target Championship / Series / International competitions, where there are both sprint and classic events, athletes are required to compete in both the Classic and Sprint events internationally. For selection, a combined points model will be used, where the points from the series of Classic and Sprint selection races will be combined. Paddlers do not have the option of competing in just one of either the classic or sprint events if selected internationally.
  7. For target Championship / Series / International competitions, where athletes are not necessarily expected to compete in both the Classic and Sprint events, a separate points model will be used, where the points from the series of Classic selection races only will determine the ranking for the Classic selection and the points from the series of Sprint selection races only will determine the ranking for the Sprint selection.
  8. The selection committee will where appropriate name reserves for the target events. These reserves will only go if the selected paddlers decline their place.
  9. Selections for team races will be made at the target competition(s) by Team Management. Selection for team races can be made irrespective of the individual event selection i.e. a sprint individual athlete may be selected for the classic team race or a classic individual athlete may be selected for a sprint team race.

## **6.2 Discretionary Selection**

Discretionary selections will be made where there is clear case that a boat should be selected but for exceptional circumstances is unable to meet the selection criteria.

1. Mitigating circumstances are defined as being unplanned, unexpected, unavoidable and unforeseen.
2. GB WWR applies the principle that an athlete who attends and participates in any form of selection shall be considered by GB WWR to be in a position to do so.
3. Failure to gain a selection place through the points system can be for any reason, however the Selection Committee must be assured of a paddler's ability to compete at the Target Championships, i.e. the causes of inability to compete at selection shall be temporary.
4. Discretionary selection will only be applied in clear cases.

5. Discretionary selection will not be used to include anyone who is marginal.
6. Discretionary selection is to be used only in unusual circumstances: of misfortune and/or outstanding expected performance.
7. Discretionary selections will take precedence over selection race result and thus reduces the number of places available.
8. All applications for discretionary selection must be sent to the WWRC Secretary by email ([wildwaterracing.secretary@britishcanoeing.org.uk](mailto:wildwaterracing.secretary@britishcanoeing.org.uk)) and must be received before midnight on the Sunday of the final selection race weekend. All applications will be made available to the Selection Committee in order to assist with selection decisions.

## **7 Opportunities for Paddlers Not Selected**

The support of athletes not selected is important for long term development of athletes. Although the primary purpose is to allow the GBR Team to compete, opportunities for additional paddlers to train and coexist with the GBR Team may be made. They will not be entered for the official race but will have the opportunity to train and may be given "forerunner" entries where available at the discretion of the team management.

The WWRC may make available spare places to take additional paddlers as a development opportunity. This will be subject to things such as event objectives, impact on selected athletes, Team Management resource, suitability of the course and logistical capacity. Should athletes be interested in such an opportunity they should contact the Team Manager within seven days of the selection announcement to state their interest.

Please note no direct costs involved in the paddlers travelling and racing will be given by the GBR Team competition fund.

## **8 General Information – GBR Teams**

### **8.1 Transport & Logistics**

Will be confirmed following selection.

### **8.2 Funding and Participation (All GBR Teams)**

Limited funding and team management support will be provided each year. There will be a minimum funding requirement per athlete for each event. This will be kept to a minimum but may well be in the region of around £700 per athlete per event.

### **8.3 Paddler agreement (All GBR Teams)**

Paddlers outside Programme funding will also be expected to sign up to the British Canoeing Great Britain Team participation agreement on accepting selection at least two weeks before travelling to the first event.

#### **8.4 Injury/Illness**

The WWRC reserve the right to withdraw athletes from identified race(s) on the basis of injury/illness or lack of commitment to training. Such decisions will only be taken following consultation with athlete concerned/appropriate coaches and/or medical reports.

#### **8.5 Appeals Procedure**

Please see Appendix 2 for the British Canoeing appeals process.

#### **8.6 Data Protection**

GB WWR has adopted all British Canoeing policies.

British Canoeing is a privacy conscious organisation and is strongly committed to an individual's right to privacy. All data gathered during the selection process will only be utilised for the purposes of an athlete's participation in a Great Britain Team. This may include administering their event/race entry and certain information may be published as part of the results and rankings of the event/race.

Any personal data will be processed and stored in compliance with the British Canoeing Data Protection Policy and in accordance with all applicable Data Protection laws in effect at the time of publication of this National Selection Policy, including but not limited to, the Data Protection Act 2018 and the GDPR which came into effect on 25th May 2018.

Further information on British Canoeing's approach to privacy and data protection, including British Canoeing's privacy notices, policies and contact details, can be located in their Privacy Centre (<https://www.britishcanoeing.org.uk/about/privacy-centre>). Should an athlete wish any data British Canoeing hold relating to them to be deleted at any point, they should contact British Canoeing at [GDPR@britishcanoeing.org.uk](mailto:GDPR@britishcanoeing.org.uk).

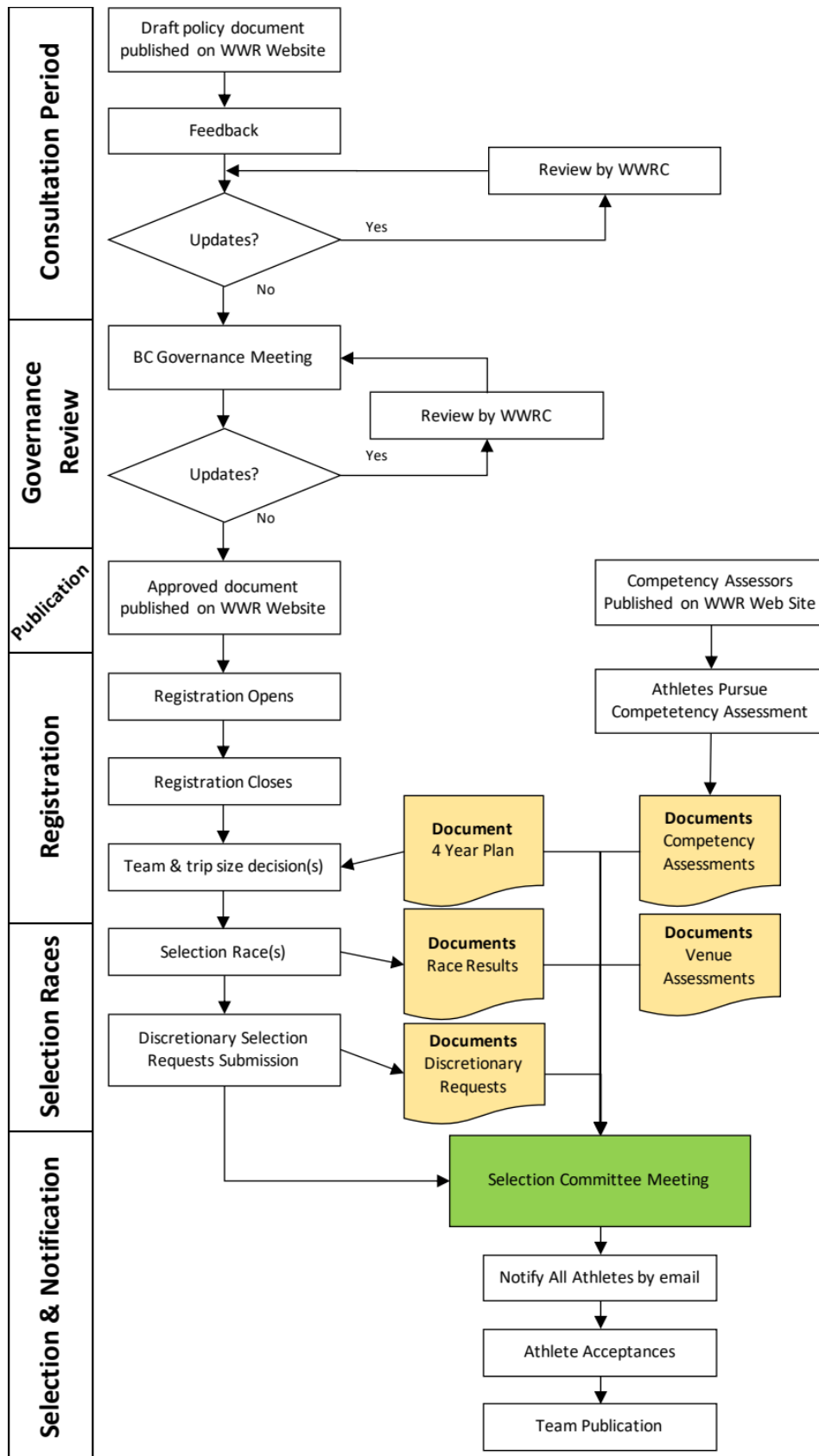
#### **8.7 Policies**

For the avoidance of doubt this selection policy operates in conjunction with all relevant British Canoeing policies, including but not limited to: Equality Policy, Anti-Doping Policy, Anti Bullying Policy and Anti Bribery Policy.

#### **8.8 Communications**

British Canoeing is committed to providing open and informative communication in relation to selection. All athletes will receive formal confirmation of the selection and for those athletes who wish to discuss the outcome of decision made by the Selection Committee the Chair of the Selection Committee will be available to speak informally to athletes and in the case of minors, parents.

### APPENDIX 1 – Overview of Selection Process



## APPENDIX 2 – Appeals Procedure

- Note 1. The Head of Governance shall have the power to adjust the timescales within this appeals procedure if required. If this is required it will be communicated to all interested parties at each relevant stage of the appeals process.
- Note 2. If the Head of Governance is not available, for whatever reason, the Chief Executive Officer or delegate of the Chief Executive Officer will carry out the role of the Head of Governance within this appeals procedure.
- Note 3. Athletes should ensure that they have provided their preferred method of communication and relevant up to date contact details in advance of any selection decisions. If the Athlete is under eighteen (18) years of age current and preferred contact details of their parent or legal guardian should also be provided.
- Note 4. Athletes are advised that there are independent sources of support and guidance available. Should athletes wish to gain advice they can speak to the Welfare Officer who will direct the athlete appropriately.

### 1. Appeals Process

If an Athlete wishes to appeal against a decision taken as part of this Selection Policy then the following two stage process will apply:

#### Stage 1 Review

1. A written request for a formal review is submitted, in the first instance, by the Athlete or Parent/Guardian to the Selection Committee Chair by replying to the selection notification letter/email. The Selection Committee Chair will carry out a review in consultation with the Selection Committee.
2. This request must be submitted within 48 hours (or an earlier date if that has been decided and communicated by the Head of Governance) of the selection being formally announced.
3. Within five working days (or an earlier date if that has been decided and communicated by the Head of Governance) the Selection Committee Chair will advise in writing the outcome of the review and the decision reached.

#### Stage 2 Appeal

If following the formal review the Athlete wishes to formally appeal the decision, then a written Notice of Appeal must be submitted by them to the British Canoeing Head of Governance within five working days (or an earlier date if that has been decided and communicated by the Head of Governance) of receiving the outcome of the formal review.

### 2. Notice of Appeal

- 2.1. The Notice of Appeal will set out the grounds of the appeal and will include full details of which ground(s) in 3.1 the appeal is based upon and the precise manner in which the



ground(s) have been met. The Notice of Appeal should be as comprehensive as possible as it will form the basis of the remainder of this procedure.

### **3. Grounds of Appeal**

- 3.1. An Athlete shall be entitled to appeal on any (either individually or cumulative) of the following grounds:
  - a. The decision was not in accordance with the Selection Policy as published;
  - b. The policy has been misapplied or applied on no good evidence and/or in circumstances where the application of the policy was unfair;
  - c. The decision maker has not declared a conflict and/or has shown bias or the selection has otherwise been demonstrably unfair; and/or
  - d. Where the conclusion is one that no reasonable decision maker could have reached.
- 3.2. In order to ensure a timely and efficient appeals process only the grounds of appeal detailed in 3.1 will be permitted. The composition of the Selection Committee is not open to appeal unless 3.1 (c) is being cited in The Notice of Appeal.

### **4. Appeal Panel**

- 4.1. The Head of Governance and Compliance will convene a three person Appeal Panel as soon as is practicable to determine the appeal made up of suitably independent and experienced members who have not been involved in the Selection process so far. The Athlete will be given the opportunity to challenge the composition of the Appeal Panel.
- 4.2. The Head of Governance shall contact the Selection Committee to inform them of the Appeal, provide them with a copy of the Notice of Appeal and request that they provide any additional information they wish the Appeal Panel to consider within 48 hours of receiving the Notice of Appeal.
- 4.3. The Appeal Panel will ordinarily determine the appeal based on the written submissions of the Athlete and the Selection Committee without a hearing or the calling of witnesses or the giving of oral evidence. However the Appeal Panel will have the power to set its own processes and give directions including but not limited to, requesting further information, setting up a teleconference, determining if a hearing is required and if it is, establishing the date, time and place, and format to be followed in such a hearing.
- 4.4. The Appeal Panel will seek to reach its conclusion within five working days (or an earlier date if that has been decided and communicated by the Head of Governance) of its appointment in accordance with 5.1, and will inform all interested parties in writing.
- 4.5. The Appeal Panel shall be entitled to:
  - a. Rescind the Selection decision and confirm the selection of the Athlete in circumstances where it is clear that the grounds of the Appeal have been upheld.

- b. Confirm the selection decision and reject the Appeal.
- c. Quash the Selection decision and remit the matter back to the Selection Committee identifying the errors they have found in the conduct of the Selection process and requesting that a new decision is made within one week (or an earlier date if that has been decided and communicated by the Head of Governance).

## **5. Final and Binding**

- 5.1. This is an accelerated process to enable any challenge to be resolved as quickly as is reasonably possible.
- 5.2. The aim of this process is to return a decision on appeal in a timely manner. If the athlete fails to adhere to the time limits set out in this process, he or she will have lost their right of Appeal under this procedure, save in wholly exceptional circumstances which will be judged by the Chief Executive Officer of British Canoeing in their absolute discretion.
- 5.3. Further this it is intended to be conclusive and therefore any athlete who enters into this appeal process accepts that the decision will be final and binding.
- 5.4. Each appeal will be considered on its own merits.

## **6. Confidentiality of Proceedings and Publication of Decision**

- 6.1. British Canoeing and the Athlete are under an obligation of confidentiality in respect of any appeal proceeding under this Procedure. Save as permitted under this Appeals Procedure none of these Parties will make any public statement or disclosure of the contents of the Notice, or any other matter referred to by any of the parties during the course of these appeal Proceedings.
- 6.2. British Canoeing shall be entitled to publish the decision of the Appeal Panel where it upholds the Appeal (or any element of it) in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published and the resulting position as to selection.

