

1. Purpose

This selection policy outlines the process to select individuals onto the British Curling Olympic Programme for Men's, Women's and Mixed Double's. Individuals will, thereafter, be formed into teams across each of the disciplines in discussion with the National Coach.

2. Performance Objectives

The purpose of this selection policy is to ensure British Curling invests in players with the potential to maximise medal potential in the 2022 and 2026 Olympic Games cycles.

3. Selection Criteria

All individuals applying are required to meet the following essential criteria:

1. Eligibility - All individuals are required to meet the eligibility (See Appendix 1)
2. Commitment - All selected individuals and teams will be required to demonstrate commitment at a level that relates to the overriding objective of medaling at the Winter Olympic Games. This commitment will vary dependent upon the stage of development of the individual/team, but for clarity, athletes receiving APA's will be expected to demonstrate essentially a full-time commitment to training (in its widest definition) and competition.

Commitment expectations will be discussed with individuals and teams prior to final selection being confirmed.

The following principles will be used by the Selection Panel to select individuals who meet the above essential criteria:

3. Performance History - Results, rankings and achievements during the previous three seasons.
4. British Curling's 'What It Takes to Win' model (WITTW) – Programme insights on individual competence against the three pillars of Tactics, Shot Making and Readiness.
5. Team Performance Potential – Programme insights into the individuals best capable of forming sustainable winning teams

4. Selection Timelines

Friday 27th March

Selection Policy issued

Applications open – applications should be completed via the online form available [here](#).

Friday 10th April 23.59 BST

Applications close

13th – 30th April

Selection Panel meets. All applicants informed of outcome by 8th May. For successful applicants this will include confirmation of team line-ups for the upcoming season and any information in relation to their selection.

The appeals process available to non-selected teams is outlined in **Appendix 1**. The communication of selection is strictly confidential and not to be publicised.

6. Selection Announcement

Selected players agree not to make any public announcement to the media or public in any form (including personal websites) regarding their selection until British and Scottish Curling have announced the programme selections for 2020-21.

British Curling will work with selected teams to ensure coordination of announcements.

7. Selection Panel

All selection decisions will be made at a meeting of the selection panel. Panel membership is as follows:

Executive Performance Director – Panel Chair and Voting member

National Coach –Voting member

BC Board Representative – Voting member

Lead Performance Analyst – Non-voting member

Head of Performance Support – Non-voting member

British Athletes Commission – Scrutinise the process, hold the panel accountable to the policy and its criteria, and ensure the principles of fairness and acting without bias are upheld. Non-voting member.

Performance Operations Manager – Non-voting member

Role: Official record keeper.

UK Sport may opt to attend selection meetings.

The Selection Panel will consider the stated selection criteria in making its decisions and may also consult other staff support specialists where appropriate.

The selection process is generally an exercise of judgment. Selection decisions are necessarily subjective and an exercise of expert opinion. This is particularly relevant in the aspect of forming teams. As such, while an appeals policy is provided for individuals to appeal non-selection on the grounds that the policy has not been adhered to, athletes are not able to appeal against selection decisions on any other grounds including against a Panel member's judgment. A process whereby an individual can request an appeal of a decision is provided for in Appendix 2.

Appendix 1

Player Eligibility for Selection by British Curling

To be considered for selection to the Programme, athletes must meet the eligibility criteria set out in '[UK Sport's Funding Eligibility Policy](#)'. This applies to all athletes in all funded sports. Athletes should check their eligibility against the full criteria by following the link here <http://www.uk sport.gov.uk/resources/eligibility>, but in summary the athlete must:

- Meet the eligibility and selection requirements of the IOC, the IPC, the BOA/BPA and the athlete's International Federation /NGB to compete for Team GB and to represent or be a member of the GB or Home Nation Teams at International Competitions;
- Be a British national/British passport holder;
- Not already be serving a suspension or be ineligible from participating in their sport for any reason*
- Not already be ineligible to receive funding from UK Sport;
- Not have an unspent conviction for a serious criminal offence in the UK;
- Not have a conviction for a serious offence relating to betting, manipulation of results or corrupt conduct;
- Not have brought, or bring, through their actions or comments (directly or indirectly) the National Lottery or UK Sport into serious disrepute.

Additionally, to be, or remain, eligible for the Programme, athletes must meet the following criteria required by British Curling

- Be seeking Programme selection for an event which is confirmed on the event programme for the 2022 Winter Olympics,
- Sign and return the Programme Athlete Agreement.
- Be a current member of a Home Nation Curling Governing body (Scottish Curling/ English Curling/ Welsh Curling).

**** For the avoidance of doubt, this clause also refers to suspension from any Home Country Federations (Scottish Curling/ English Curling/ Welsh Curling) as well as British Curling.***

Appendix 2

Appeals Relating to British Curling Programme (BCP) Selection Decisions

This document sets out British Curling's Appeals Procedure where an athlete ("the Appellant Athlete") wishes to appeal a selection decision taken in respect of BCP membership. All athletes should read this policy carefully and satisfy themselves that they are eligible to appeal in the first instance. Any appeals which do not satisfy the grounds of appeals will not be allowed.

An athlete seeking an appeal of a selection decision should be aware of the time limits contained in the policy which are designed with the intention of resolving issues in a timely, fair and transparent manner.

This Procedure is the only applicable appeals procedure and forms the entire agreement between each athlete wishing to be selected for the BCP and BC (together, "the Parties"). The Parties agree not to commence, continue, or maintain any legal challenge to any matter covered by this policy before any court of law. The Parties will treat all decisions under this Procedure as final and binding upon them.

The BC appeals procedure consists of two stages:

- **Stage 1.** An internal appeal panel to consider the grounds and merits of the appeal. Where the selection relates to the British Curling Programme (Olympic & Paralympic).
- **Stage 2.** An external appeal panel convened by Sport Resolutions UK (SRUK) to consider the grounds and merits of the appeal.

1. Grounds for Appeal

An athlete may appeal against a selection/nomination decision relating to the BCP on one or more of the following grounds:

- a. the correct selection process was not followed;
- b. a decision maker was biased; OR
- c. the decision was made on an error of fact.

2. Appeal Procedure

This Appeal Procedure begins when an Appellant Athlete submits a formal written appeal that identifies one of the permitted grounds of appeal ("the Notice of Appeal") to the Chair of British Curling, Rob Niven, British.Curling@sisport.com.

The Notice of Appeal must be received by British Curling within **3 working days** of the selection decision, being communicated in writing (usually via email).

The Notice of Appeal must set out the full details of the Appellant Athlete's ground(s) of appeal and include:

- a. details of the decision which the Athlete is appealing;
- b. details of the ground(s) of appeal upon which the Athlete relies, including the manner in which the Appellant Athlete alleges that such ground(s) apply; AND
- c. any documents or written evidence upon which the Appellant Athlete relies in support of his or her appeal.

3. Internal Appeal Panel

The Appeal Panel shall consist of three independent people selected by British Curling.

The Internal Appeal Panel shall:

- a. **dismiss** the appeal and confirm the original selection decision; OR

- b. **uphold** the appeal and remit the matter back to the original selection group, outlining the errors they have identified in the conduct of the original selection process, and request that a new decision is made within 48 hours.

In the case of selections relating to the BCP (Olympic & Paralympic), should the Internal Appeal Panel dismiss the appeal, or the original selection/nomination panel reach the same conclusion, they may appeal to SRUK (see section 4.0).

4. SRUK Appeal

This Procedure applies to second BCP appeals (having first appealed to the Internal Appeal Panel as outlined above) only and is commenced when an athlete affected by a relevant selection decision makes a formal written Appeal (the 'Notice of Appeal') to 'Sport Resolutions UK'. A copy of the Notice of Appeal must also be filed at the same time with BC (at British.Curling@sisport.com).

Sport Resolutions will appoint an Appeal Panel consisting of a sole arbitrator in accordance with the 'Sport Resolutions' Arbitration Rules' (UK) (a trading name of The Sports Dispute Resolution Panel Ltd – Company No. 3351039). The Appeal shall be governed by the Arbitration Act 1996 and Sport Resolutions (UK)'s Appeal Arbitration Rules, which Rules are deemed to be incorporated by reference to this clause. The decision of the sole arbitrator binding on all concerned.

The Appeal shall be conducted under Sport Resolutions UK's Appeal Arbitration Rules, as amended by the provisions of this Procedure.

The Notice of Appeal must be received by BC and SRUK¹ within **3 working days** of decision by the Internal Appeals Panel/reconvened original selection/nomination panel).

The Notice of Appeal must contain the information required under the Sport Resolution Rules for the Statement of Appeal, no separate Statement of Appeal will be required or permitted.

BC's Reply to SRUK will be filed within **72 hours** of receipt by BC of the Notice of Appeal.

Neither Party will be entitled to proceed under the 'Full Arbitration Procedure' of SRUK.

The Appeal Panel/Sole Arbitrator will seek to reach his or her decision within 4 days of receipt of BC's reply to the Notice of Appeal

Where it appears to the Panel or BC that the interests of any Third Party may be affected they will notify the Third Party of the Notice of Appeal, provide him/her with a copy of any appeal submissions (and any other relevant documents) and invite the Third Party to make any submissions within 24 hours of receiving the notification. SRUK will give the Appellant Athlete a copy of these submissions and a limited period of time to make any further submissions in response.

The SRUK Appeal Panel shall be entitled to:

- a. **dismiss** the appeal and confirm the original selection/nomination decision; OR
- b. **uphold** the appeal and remit the matter back to the original selection/nomination panel, setting out the errors they have identified in the conduct of the selection process, and requesting that a new decision is made within 48 hours.

BC will bear 75% of SRUK costs in the establishing and conducting of the SRUK Appeal Panel (unless the sole arbitrator orders otherwise). BC shall not be responsible for paying or contributing to the Appellant Athlete's professional charges for representation or otherwise or any personal costs involved (such as travel). It will be the athlete's responsibility to pay the remaining 25% of the costs which will be recuperated from British Curling following the conclusion of the appeals process.

¹ Sport Resolutions UK, 1 Salisbury Square, London, EC4Y 8AE, email resolve@sportresolutions.co.uk



BRITISH CURLING

The British Athletes Commission (BAC), provides independent, confidential advice and support to World Class Performance athletes and BAC members, with selection process, disputes and appeals.

The BAC is always balanced and independent in its advice to athletes and if it feels there are no grounds for appeal, it will say so. The BAC offers pastoral and emotional support throughout any process as well as referring athletes to Sport Resolution UK (SRUK) to request pro-bono legal advice if necessary.

Please contact the BAC at admin@britishathletes.org or call 0203 126 4270.

Appendix 3

Key Dates for Selected Athletes

Date	Activity
8 th May 2020	Deadline for athletes to be informed of selection
30 th June 2020	Athlete agreement distributed and signed
2 nd – 3 rd July	British Curling Retreat, Inverclyde NSC
13 th July	On ice training resumes – NCA, Stirling

NB: All the above dates are subject to change pending the development of the current Coronavirus (COVID-19) situation. All athletes will be kept up to date with any changes as they become known.