

# **Selection Process for Great Britain Curling Team Winter University Games Almaty, Kazakhstan 29<sup>th</sup> January – 8th February 2017**

## **Introduction**

All athletes wishing to be considered for selection to Team GB for the 2017 Winter University Games agree to adhere to this Selection Policy, and agree to facilitate the various procedures laid out and to provide such assistance and information as British Curling or BUCS shall reasonably require.

The Team will consist of a maximum of 10 athletes (5 Men & 5 Women).

The British University & Colleges Sport (BUCS) is ultimately responsible for Team GB selection based on nominations by British Curling (BC). Therefore although BC carries out a selection process which leads to nominations being made to the BUCS, it is BUCS who will endorse nominations and finally confirm selections to Team GB for the Winter University Games.

Once selected, both athletes and staff will be bound by the BUCS Team Members Agreement, and any other rules and regulations which British Curling from time to time may impose. This must be signed and returned by the individual before selection is confirmed. It is a legally binding document the purpose of which is to protect individuals and BUCS as well as the integrity of the Games as a whole. Selection is confirmed by the BUCS only after the successful resolution of any Review (as determined in section 4).

## **Aim**

This selection policy is designed to;

- 1. Select athletes that will benefit from exposure to the multisport environment the WUGS provides as part of the development pathway to Olympic and World Championship success.**
- 2. Given aim 1, also maximise chances of The GB teams achieving medal zone success.**
- 3. Allow ALL eligible GB athletes to be considered for selection.**

## **Financial Commitments**

This event is being substantially supported by both BUCS and British Curling, but athletes wishing to be considered for selection should understand this is an event which may require an individual financial contribution.

At the present time, the investment British Curling will receive from UK Sport is not confirmed until the beginning of July 2016. Once the investment decision is confirmed, British Curling will confirm if an athlete contribution will be required, and if so, what this contribution will be.

## **1. The Selection Process**

### *General Criteria*

Under FISU Rules, Universiade quota places are granted to the WCF Member Federations and their respective National University Committees, and not to the athletes who obtain them. The WCF Member Federation for Great Britain for Curling at the Winter University Games is British Curling.

### 1.1 Nation Qualification

- The 2017 Winter University Games will consist of an event with 10 teams participating.
- Eligibility for Nations WUG qualification will be based on the accumulation of points from the 2015 and 2016 World Championships and World Junior Championships and also the previous WUG.

### **Notes**

- 1. *The above criteria is awaiting confirmation by FISU and WCF, if there are any changes, then the policy will be updated.***
- 2. *Even if GB have qualified a nation place, the BUCS and BC reserve the right to not take up the place if, in their opinion, there is insufficient evidence that GB have a realistic chance of achieving the aims outlined at the start of this policy.***

### 1.2 Eligibility

To be eligible for selection, athletes must;

- Hold a British Passport and be eligible under WCF rules.
- Be a member of a Curling Home Nation Governing Body.
- Be of a level of fitness and health to be able to compete competitively as determined by medical staff appointed by BC and the BUCS.
- Have no outstanding or existing doping offences.
- Be prepared to sign the BUCS Team Member Agreement if selected.
- And meet the following criteria.

#### a) FISU Regulations 5.2.1

Only the following may participate as competitors in a FISU Sporting Event:

- i) Students who are currently officially registered as proceeding towards a degree or diploma at the university or similar institute whose status is recognised by the appropriate national academic authority of their country (e.g. the Department of Education in the UK).
- ii) Former students of the institutions mentioned in (i) who have obtained their academic degree/diploma in the year preceding the event. i.e. students graduating in 2015/16 are eligible to compete.

#### b) FISU Regulations 5.2.3

All competitors must satisfy the following conditions.

- i) be a national of the country they represent (therefore hold a full 10 year UK passport).
- ii) be at least 17 and less than 28 years of age on January 1st in the year of the event (born between 1 January 1988 and 31 December 2000).

- c) Students studying abroad are eligible for selection provided they satisfy FISU regulations 5.2.1 and 5.2.3.
- d) Students attending courses franchised out from an institution [complying with FISU Regulations 5.2.1 (i)] are eligible for selection providing they also satisfy FISU Regulation 5.2.3.

### **BUCS Criteria (Academic)**

The minimum level of study has been set at Level 4 of the Framework for Higher Education Qualifications in England, Wales and Northern Ireland or equivalent. Level 4 is equivalent to Higher National Certificates (HNC) and Certificates of Higher Education (CertHE).

Exemptions to permit the selection of student athletes studying below Level 4 can be considered where:

1. There is no direct financial implication to BUCS.
2. It can be demonstrated that this inclusion encourages additional benefit to Level 4 students.

The inclusion of students studying below Level 4 should not be at the expense of a student studying at Level 4 or above.

## **2. Stages of Selection**

The Selection process runs from 18<sup>th</sup> April 2016 through to the Winter University Games in January 2017.

### **2.1 Selection Process**

- 1) Application Process opens 18<sup>th</sup> April 2016.
- 2) **Application Deadline 6<sup>th</sup> May 2016.**
- 3) Long list of athletes supplied to BUCS in 9<sup>rd</sup> May 2016.
- 4) Selection Panel meet between 9<sup>th</sup> and 20<sup>th</sup> May to select a shortlist of athletes.
- 5) All athletes notified of the Selection Panels decision 31<sup>st</sup> May.
- 6) Selection Panel meet at the beginning of July 2016 to select 5 male and 5 female athletes to be nominated to BUCS.
- 7) Nomination of these athletes to BUCS by 25th June 2016.
- 8) BUCS will review the British Curling nominations, ratify and select the final team and then enter that team for the Games. Ratification consists of:
  - a. Verification of nationality.
  - b. Clear of any anti-doping violations or offences.
  - c. Teams and Individuals meeting qualifying standards for the Games.
  - d. Verification of academic eligibility.
- 9) BUCS will make formal entries with the WUGS Organising Committee (Date TBC).
- 10) Prior to the formal entry date, British Curling retains the right to deselect an athlete on any grounds so long as they are in accordance with the original published selection criteria. No variation to the published selection/de-selection policy or criteria is allowed without the prior approval of BUCS. For administrative purposes, BUCS must be kept informed of any possible de-selection decision. The nomination of a replacement athlete must also conform to the selection policy and must be an individual who has been named on the long list.

**11)** After the formal entry has been completed, de-selection and selection of a replacement athlete is only allowed in accordance with FISU's Late Athlete Replacement Policy (or any revised or amended FISU policy dealing with athlete replacement). This primarily provides for replacement in the case of injury and/or illness. In the event of there being a query over the ability of an athlete to be able to compete to the best of his/her ability due to an injury or illness the following procedure will be adhered to:

(i) The Team GB Chief Medical Officer (CMO) can require an athlete to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the CMO or another doctor delegated by him/her. If the athlete fails the medical examination he/she will be withdrawn from the Team and British Curling may (if appropriate) nominate a replacement athlete in accordance with its selection policy.

(ii) If the athlete passes the medical examination carried out in accordance with (i) above but British Curling and/or BUCS still have concerns over whether or not the athlete is able to compete to the best of his/her ability due to the underlying injury or illness, the Team GB Chef de Mission can require the athlete to undergo a set of pre-determined sports specific performance tests. The tests are set out in *appendix 2* of the selection policy and may not be varied or amended without prior approval of BUCS. The tests will be conducted by the Team Leader (or his/her delegate) and a BUCS representative or delegate will be present. If the athlete fails the test (which can be undertaken on more than one occasion and within a short time frame if appropriate), he/she will be withdrawn from the Team on medical grounds and, if appropriate, a replacement can be nominated by British Curling in accordance with the selection policy.

## 2.2 Selection Panel

All Selection matters will be the responsibility of the British Curling Selection Panel. The makeup and roles of the panel are as follows:

BC Performance Director – Graeme Thompson

ROLE

- To contribute any relevant information and guide the overall ethos from a British Curling perspective.
- To ensure appropriate recording of all selection information and decisions.

Head of Coaching – Tony Zummack

ROLE

- To input technical and benchmarking data and criteria;
- To provide input and assessment of athlete performances.

British Curling Coach – Cate Brewster

ROLE

- To input technical and benchmarking data and criteria;  
To provide input and assessment of athlete performances

BC Board Representative

ROLE

- To oversee the proper conduct and due process of the selection process in an observational capacity.

The Selection Panel may also consult specialists including support staff and other coaches as appropriate.

The selection process is an exercise of judgment and is guided by, but not determined by results in competitions (see Section 2.4 for selection criteria). The selection decision is necessarily subjective and an exercise of expert opinion. As such, selection decisions are not subject to the legal process of an

'appeal' although a process whereby an athlete can request a review of the decision is provided for in Section 4.

## 2.3 Selection Framework

Curling is a team-sport, therefore whilst athletes can, and should develop as individuals, ultimately, that individual will have to realise their potential and perform within a team. Acknowledgement is made that in selecting for a team sport, combinations of athletes, the balance of the team, and the ability of athletes to play in more than 1 position are also considered alongside individual skill and achievements.

The selection of athletes will be based on the opinion of the Selection Panel who will together decide who, in their combined opinion, has the greatest potential to meet the aims outlined at the start of this policy.

## 2.4 Selection Criteria

Athletes will be selected for the Winter University Games Team based on the following measures:

**Objective Criteria** – in no particular order of importance.

- Ability to demonstrate a positive and winning mindset.
- Demonstrable skill progression.
- Track record against International teams, with particular relevance placed on results at major international Championship events in the previous 2 years.
- Strategic and Tactical awareness.
- Fitness Testing.
- Performance Statistics and/or benchmarking scores.
- Current Form.

## **Subjective Criteria**

- Compatibility.
- Positive attitude both in a coaching and competitive environment.
- Team "Chemistry" and cohesion.
- Communication skills both on and off the ice.
- Ability to represent Great Britain in a sportsmanlike way and to abide by "The Spirit of Curling".

## **3. Announcement/Ultimate Authority**

Selected team members are not to make any announcements to the media or general public in any form whatsoever of their possible or confirmed selection or non-selection prior to official announcement by BUCS of such selection.

BUCS has ultimate authority in final selection decisions relating to the University Games. British Curling has drafted this Selection Policy in consultation with BUCS.

British Curling agrees to abide by all selection decisions made by BUCS. Should BUCS choose not to endorse a nomination made by the Sport, it is British Curling, not the individual that has responsibility to pursue any appeal in accordance with BUCS's appeals policy.

## **4. Review of Decision**

The Parties agree to exclusively submit any dispute concerning any matter connected with or arising out of this Selection Policy and procedure to binding arbitration to be conducted by an arbitrator (or panel) appointed by British Curling.

The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this Procedure to any court of law or any other dispute resolution procedure. The outcome of the arbitration shall be final and binding.

Any appeal against the decision(s) made the British Curling Selection Panel must be submitted to the COO of British Curling. The process to be followed is as outlined:

**4.1** The appeals process is invoked by making a formal written appeal to the COO of British Curling within 48 hours of the selection being announced.

**4.2** The appeal shall be a written statement from the prospective appellant detailing all relevant reasons – as only one appeal is permitted all relevant facts must be included in a full submission.

**4.3** The grounds for appeal are limited to allegations of:

- Failure to follow the published selection process.
- Some other misconduct of selectors.
- New evidence the panel may have been unaware of as relates directly to the nonselected player. The panel will be unable to consider medical evidence without the player's full consent to disclosure and discussion.

There are no appeals allowed against the content of the published selection criteria and therefore against the actions of the selection panel, provided they follow the selection criteria. The criteria for appeal may not include any alleged error of judgment of the selectors.

**4.4** Once a statement of appeal is received, British Curling should take immediate steps to convene an appeal panel within 3 working days to consider the appeal and any rebutting or mitigating statement furnished by the selection panel.

**4.5** The Arbitration Panel will consist of up to three members from partner organisations (e.g. sportscotland/ BUCS/ UK Sport). The members to be included in the Arbitration Panel will be convened by the British Curling COO and must be impartial to the players involved and to the selection and/or de-selection procedures of the players. The British Curling CO will also nominate the Arbitration Panel Chairperson at this point.

**4.6** The Arbitration Panel Chairperson will have total discretion to invite to participate in an Arbitration Hearing any persons including the appellant, the Selection Panel and any player who may lose a selected place as a result of the appeal decision. Participation may be in person or by submission of a written statement at the discretion of the Arbitration Panel Chairperson. All interested parties will receive a copy of the original written statement. The Arbitration Panel may request additional oral and /or written submissions of clarification at their absolute discretion. At the meeting, the Arbitration Panel shall consider the complaint and any statement made in writing or orally by the members concerned. The Arbitration Panel may question either party, of present, or call upon them to supply additional evidence. An adviser (legal or otherwise) may accompany anyone asked to be present at the meeting. The appeal hearing will be minuted and an additional Arbitration Secretary may be nominated by the Chairperson to be present for this purpose.

**4.7** The Arbitration Panel shall draw up its findings and come to a decision on the day of the hearing. This decision will be communicated to all parties immediately via phone and email. If there are circumstances preventing an immediate decision, the Chairperson will explain the reasons and revised timescale to all concerned.

**4.8** Until the arbitration is decided, British Curling will refrain from publishing the selection further, although the existing details will remain where originally published. Preparation of the selected players will continue but will not support the preparation of the appellant at this stage. All parties must maintain confidentiality until the ruling is issued and any attempt by either party to publicise the matter will be considered as prejudicial by the panel.

**4.9** One of two decisions can be made at this stage. The panel can:

- Uphold the appeal and request the Selection Panel to review their original decision
- Reject the appeal.

The Arbitration Panel must make full justification of any decision made.

**4.10** The decision of the Arbitration Panel shall be final and binding on the parties.

## **Appendix 1 - Post Injury Fitness Testing Procedure**

### Aims

1. To assess the athlete's fitness to compete.
2. To make a decision about whether the athlete will be selected or deselected for a specific game/competition.
3. If necessary, decide on a follow-up course of action (i.e. retest at a later date).

### Pre-test Procedure

Prior to testing the athlete's fitness to compete, ongoing assessment of rehabilitation progress will normally be conducted by the physiotherapist and athlete (and possibly the doctor). This might include some aspects of physical activity that are used to evaluate functional fitness but this would not constitute a fitness to compete test and the coach would therefore not normally be involved. The athlete and medical team will make a judgment about the athlete's readiness for a 'fitness to compete' test. The athlete has the right to a 'fitness to compete' test even if the medical teams do not think that the athlete is yet ready to successfully complete the test. The medical team must ensure that the athlete is fully informed and aware of the potential risks involved in completing an early 'fitness to compete' test. The athlete has the right to demand that the medical team's opinion is not shared with any other individuals (including the coach). A time and date will be agreed with all parties for the 'fitness to compete' test to be conducted.

Consideration needs to be given to the post test response of the athlete and selection deadlines.

### Fitness to compete test Personnel:

Core people present may vary depending on fitness/injury but would normally include the athlete, head coach/team leader and physiotherapist. Additional personnel might include the doctor, another athlete for delivering the stones/ sweeping etc.

### Content:

The 'fitness to compete' test will be led by the physiotherapist. The specific content will vary according to injury/positions etc., but will have been agreed by the medical team, athlete and coach prior to the test and the athlete informed of the expected content. The test will be designed to assess the athlete's functional fitness (i.e. their ability to complete the physical, technical and tactical requirements of their position).

A typical 'fitness to compete' test will take approx. 30-45 minutes and will comprise of;

- (a) Dynamic warm up.
- (b) Delivery of stones of varying weight.
- (c) Sweeping situations.

### Post Test Procedure

If the athlete is unable to complete the 'fitness to compete' test then they will be deemed not fit to participate in the specific game or competition for which the test was conducted and an action plan regarding further rehabilitation (and possible retest) will be agreed.

If the athlete is able to complete the 'fitness to compete' test then an initial open discussion will take place with all present regarding the degree of fitness to compete that the athlete has achieved. This should include judgments about:

- The athlete's physical function fitness.
- The athlete's curling specific fitness.
- The risk of re-injury or secondary injury.

The physiotherapist will keep a written record of this discussion and the conclusions drawn which will be kept with the athlete's patient notes.

### Decision

The decision about the athlete's fitness to compete rests with the Head Coach and Performance Director.

### Dissemination of Information

With the athlete's permission, the Head Coach/Performance Director will then inform other relevant personnel (i.e. the other athletes and staff, media, GB and Home Nations).