

Selection Policy

1. Purpose

This selection policy outlines the process to select teams to represent Scotland at the 2020 World Wheelchair Curling Championship (WWhCC).

2. Performance Objectives

- a. Maximise the chances of Scotland's Wheelchair Curling Team winning a medal at the 2020 WWhCC, whilst minimising the risks involved in achieving success.
- b. Prepare athletes to achieve medal success at the Beijing 2022 Paralympic Winter Games and maximise medal potential and winning prospects for future championships.

3. Team Scotland Qualification

- The WWhCC 2020 will consist of an event with 12 teams participating.
- One team from the host Association, plus eight teams from the Associations which qualified from the previous WWhCC, plus three teams from the Associations which qualified through the World Wheelchair-B Curling Championship (WWhBCC).
- As agreed between the home nation governing bodies, Scotland is the nominated home nation country to score Paralympic qualification points for Great Britain at all World Wheelchair Curling Championships.

4. Eligibility

To be eligible for selection, athletes must:

- a. Be a member of Scottish Curling (SC).
- b. Be either born in Scotland, have a Scottish parent or have been domiciled in Scotland for two consecutive years.
- c. Be eligible to compete in WCF competitions in the category for which they are applying for selection under WCF and SC rules.
- d. Be of a level of fitness and health to be able to compete to the best of their ability as determined by medical staff appointed by British Curling (BC) and SC.
- e. Have no pending doping offences or currently serving a doping ban.
- f. Be prepared in principle to sign the SC Team Member Agreement if selected.
- g. Comply with any other eligibility requirements which may be imposed by SC and WCF.

5. Team Size

Each team will consist of a maximum of five athletes.

6. Selection Criteria

The Selection Panel will consider all relevant factors to exercise its discretion in selecting a team which, in its reasonable opinion, has the best chance of fulfilling the Performance Objectives outlined in section 2.0.

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- Strategic composition of the team to meet the WCF Rules requiring each on-ice team to comprise of both genders at all times during matches.
- Performance history at international level events.
- Performance statistics in four competitions.
- Performance statistics in training.
- Psychological abilities – team cohesion, growth mind set and robustness.

The Selection Panel reserve the right to consider special cases and exceptional circumstances when making selection decisions with a view to achieving the performance objectives.

7. Selection Timelines

08 November 2019

Selection policy published for 2020 World Wheelchair Curling Championship.

16 December 2019

Selection Panel meeting - to select a team of four or five athletes.

For clarification, selected athletes may include – if appropriate - individuals from out with the BC Paralympic Performance and Pathway Programmes.

17 December 2019

Athletes notified of Selection Panel's decision. The appeals process available to athletes not selected is outlined in **Appendix 1**.

If an initial team of four is selected, the Selection Panel may then select the fifth player at a later date, no later than Friday 31st January 2020. There will be no appeal process open for the fifth player selection.

Prior to the event, BC/SC retains the right to de-select an athlete on any grounds, including (but not limited to):

- (a) Loss of form, illness or injury (such that the Selection Panel, in their reasonable opinion, consider that the athlete in question will not be able to compete to the best of their ability at the WWhCC);
- (b) Failure to adhere to the SC Team Agreement or BC Performance Programme Athlete Agreement;
- (c) Any breach of the BC World Class Conduct (Standards of Behaviour & Attitude) outlined within **Appendix 2**; and/or
- (d) Any failure to adhere to the terms of this selection policy.

In the case of a de-selection/replacement being due to illness/injury, then the sport's doctor must be kept fully informed and may ask for an assessment of ability to compete to take place as described in **Appendix 3**.

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8. Selection Panel

All selection matters will be the responsibility of the Selection Panel. Panel membership is as follows:

Executive Performance Director – Panel Chair and voting member

Head Coach (Paralympic Programme) – voting member

Paralympic Programme Staff Representative - voting member

Scottish Curling Representative – non-voting member

Role: To oversee the proper conduct and due process of the selection process in an observational capacity. To ensure appropriate recording of all selection information.

Performance Operations Manager – non-voting member.

Role: official record keeper.

The Selection Panel will consider criteria stated in Section 6 in making its decisions and may also consult other support staff specialists where appropriate.

The selection process is generally an exercise of judgment. Selection decisions are necessarily subjective and an exercise of expert opinion. As such, while an appeals policy is provided for teams to appeal non-selection on the grounds that the policy has not been adhered to, teams are not able to appeal against selection decisions on any other grounds including against a selector's judgement. A process whereby an athlete can request an appeal of decisions is provided for in Appendix 1.

9. Team Announcement

Selected athletes are not to make any announcement to the media or general public in any form whatsoever of their possible or confirmed selection or non-selection prior to the official announcement by SC and BC. The date of the official press release will be confirmed to all athletes following the selection meeting.

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Appendix 1

Appeals Relating to Selection to World Wheelchair Curling Championships (WWhCC)

This document sets out the Appeals Procedure where an Athlete (“the Appellant Athlete”) wishes to appeal a selection decision taken in respect of WWhCC selection. The SC Appeals Procedure will be adopted for this purpose.

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 team wishing to be selected for the WWhCC and BC and SC (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 SC Appeals Procedure consists of one stage:

- **Stage 1.** An internal appeal panel to consider the grounds and merits of the appeal. Where the selection relates to the WWhCC.

All players 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 be dismissed automatically.

1. Grounds for Appeal

An Athlete may appeal against a selection/nomination decision relating to the WWhCC 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. Appeals Procedure

This Appeals 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 CEO of Scottish Curling, Bruce Crawford, bruce@scottishcurling.org.

The Notice of Appeal must be received by SC 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.

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3. Internal Appeal Panel

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

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.

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.

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Appendix 2

World Class Conduct (Standards of Behaviour & Attitude)

The Athlete recognises that, as an elite competitor within the WCP, his or her behaviour will reflect on their relevant National Governing Body (NGB) and the sport. Accordingly, the Athlete agrees to conduct him or herself in an appropriate proper manner at all times while participating in WCP activities. Further, the Athlete agrees that for the duration of the membership period he or she will:

- (a) Make a positive commitment to supporting and achieving the aims and objectives of the WCP;
- (b) Accept and abide by all the sport policies and procedures currently adopted in relation to membership of their relevant NGB and the WCP, including this Agreement;
- (c) Conduct him or herself at all times when training, competing or on duty as a member of the national team in a correct and proper manner that does not bring their relevant NGB, the sport, UK Sport (including the National Lottery), **sportscotland**, any commercial partner or the Athlete into disrepute;
- (d) Project a favourable and positive image of the sport and the public/lottery WCP programmes by adopting high standards of behaviour and appropriate dress standards when carrying out duties in relation to the WCP;
- (e) Behave reasonably and in a manner that shows proper respect for other athletes and colleagues in the sport and other athletes in any other sport when training, competing or residing in a multi-sport environment (such as in the Athletes' Village at the Games);
- (f) Refrain from the excessive consumption of alcohol and, refrain from the consumption of any alcohol during all major championship and international events, except with the express prior permission of the Executive Performance Director;
- (g) Accept and abide by any NGB rules, policies and procedures relating to anti-betting, anti-gambling or anti-corruption and not to engage in or any activity associated with betting, gambling or corrupt practices involving the Athlete's sport or any other sport or event held at the Paralympic or Olympic Games, World Championships, European Championships, Commonwealth Games or other major international or national competition;
- (h) Not to accept assistance in training or competition, or have some other professional involvement with, a coach, athlete support personnel or any other person, who in the reasonable opinion of the NGB, International Federation, the IOC, the IPC or UK Sport (if applicable), has a poor reputation by reason of being involved in betting, gambling or corruption practices in any sport including the Athlete's sport and end that assistance or involvement if requested to do so by the NGB, International Federation, IOC, IPC or UK Sport (as applicable);
- (i) Not commit any act that shocks or offends the community or which manifests contempt or disregard for public morals and decency;
- (j) Keep the WCP informed of any change of circumstances that may affect the Athlete's [or any other WCP member's] ability to train or compete to the high standards required by this Agreement; and
- (k) Keep the WCP informed of any changes to the Athlete's personal circumstances, such as any change of permanent residential address and, in respect of periods when the Athlete is outside the country training or competing, any temporary overseas address.

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World Class Conduct - Media and Social Media

The Athlete recognises that, as an elite competitor within the WCP, his or her behaviour whilst conducting media duties (broadcast, written press and online press) and activity on social media channels and forums, as well as contributing to news, broadcast and online outlets will reflect on their relevant NGB, the WCP and WCP partners and the sport. Accordingly, the Athlete agrees to conduct him or herself in an appropriate manner at all times while participating in media and social media activities. Further, the Athlete agrees that for the duration of the membership period he or she will:

- (a) Make a positive commitment to supporting and achieving the aims and objectives of the WCP by supporting and/or sharing WCP news and announcements that have appeared on WCP or WCP partners social media channels wherever possible;
- (b) Accept and abide by all embargoes on information put in place by the WCP and or their relevant NGB and WCP partners, including all announcements in relation to the Athlete's membership to the WCP and relevant NGB, such as programme team and individual announcements, withdrawal from the WCP/sport relating to injury, temporary withdrawal from the WCP/sport or permanent withdrawal from the WCP/sport such as retirement, or suspensions, as well as returning to the WCP/sport for any such reason which may have affected their membership. Any third party representing the Athlete or managing their social media channels must also adhere to the embargoes relating to the Athlete's membership of the WCP and their respective NGB;
- (c) Conduct him or herself at all times when appearing or commenting in the media or on social media channels and outlets in an appropriate manner that does not bring their relevant NGB, the sport, UK Sport (including the National Lottery), **sportscotland**, any commercial partner or the Athlete into disrepute;
- (d) Project a favourable and positive image of the sport and WCP and respective NGB by adopting high standards of behaviour and behave in a manner that shows proper respect for other athletes and colleagues in the sport and other athletes in any other sport and refrain from making negative comments about athletes and colleagues when carrying out media duties whilst a member of the WCP;
- (e) Keep the WCP informed in advance of any media/commercial activity undertaken by the Athlete during membership of the WCP.

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Appendix 3

Assessment of Ability to Compete Process

The sport's doctor will run a "fit for" process which ultimately ensures that every selected Athlete is fit to travel to the WWhCC and compete. Separate to this, It is the sport's responsibility to ensure that the Athlete is fit to compete to the "best of their ability" (as the experts in the sport and with knowledge of the Athlete).

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 procedure described below will be adhered to;

1. The sport's doctor can require an Athlete to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the sport's doctor delegated to him/her. If the Athlete fails the medical examination he/she will be withdrawn from the team and SC may (if appropriate) nominate a replacement Athlete in accordance with its selection policy.
2. If the Athlete passes the medical examination carried out in accordance with (i) above but SC still has 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 Head Coach can require the Athlete to undergo a set of pre-determined sports specific performance tests. The tests must be set out in the selection policy and may not be varied or amended without prior approval of SC. The tests will be conducted by the sport's doctor (or his/her delegate). 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 BC/SC in accordance with the selection policy.

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 de-selected for a specific game/competition.
3. If necessary, decide on a follow-up course of action (i.e. re-test 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.

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, doctor and physiotherapist. Additional personnel could be another Athlete for help in holding of the chair/ delivering the stones 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).

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A typical “fitness to compete” test will comprise of;

- (a) Dynamic warm up.
- (b) Execution of shots of varying weight of delivery.
- (c) Cool down.

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 re-test) 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 Executive Performance Director.

Dissemination of Information:

With the Athlete’s permission, the Head Coach/Executive Performance Director will then inform other relevant personnel (i.e. the other athletes and staff, media).