

Selection Process for Great Britain Olympic Curling Team (Men's and Women's)
2018 Winter Olympic Games
Pyeongchang, South Korea

Introduction

All athletes wishing to be considered for selection to Team GB for the 2018 Winter Olympic Games in Pyeongchang 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 BOA shall reasonably require.

The Team, Men and Women, will consist of a maximum of 5 athletes in each.

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

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

Given the level of success that Great Britain has achieved on the World stage the BOA require that British Curling nominate a team that is clearly capable of a credible performance in a top level International multi-sport event.

NB: Selection in respect of Mixed Doubles shall be covered by a separate selection policy. Additional guidance shall be provided with regards to the overlap between the Men's/ Women's teams and Mixed Doubles teams, in terms of eligibility for selection and other matters.

Aim

This selection policy is designed to;

1. Maximise the chances of GB Curling Teams winning medals at the 2018 Olympic Winter Games or, if no such chances reasonably exist then, at the 2022 Olympic Winter Games.
2. Minimise the risks involved to achieve success in 2018
3. Allow all eligible GB athletes to be considered for selection.

1. The Selection Policy Process

General Criteria

Under World Curling Federation (WCF) Rules, Olympic quota places are granted to the respective National Olympic Committees, and not to the athletes who obtain them.

1.1 Nation Qualification

The 2018 Olympic Winter Games will consist of an event with 10 teams participating per gender.

As agreed between the Home Nation Governing Bodies and the WCF, Scotland is the nominated Home Nation country to score qualification points for GB at the World Championships.

Qualification will be based primarily on nations' performances at the 2016 and 2017 WCF World Championships, with 7 nations, plus the host nation (Korea) qualifying from these events.

The final 2 nation places will be decided at the WCF Olympic Qualification Event to be held in December 2017.

Therefore there are 2 scenarios through which a British team can qualify for Pyeongchang 2018 – these scenarios will determine the selection process.

(a).April 2017 - if Scotland have scored enough points from the 2016 & 2017 World Championships to be ranked in the top 7 nations (not including Korea)

(b) December 2017 - if Scotland finish in the top 2 nations at the WCF Olympic Qualifier Event ("OQE")

1.2 Eligibility

To be eligible for selection, athletes must:

- Hold a British Passport (which has at least 6 months left before expiry at the time of the Games) and be eligible under WCF and IOC rules.
- Be a member of a Curling Home Nation Governing Body.
- 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 BC and the BOA.
- Have no pending doping offences or currently serving a doping ban.

- Be prepared in principle to sign the BOA Team Member Agreement if selected.
- Comply with any other eligibility requirements which may be imposed by the BOA, the WCF and/or the IOC.

2. Selection Panel

All Selection matters will be the responsibility of the British Curling Selection Panel. The make-up and roles of the panel for each respective team (Men & Women) are as follows. British Curling may amend the constitution of the Selection Panel at any time, and will amend this policy in the event that such amendments occur.

BC Performance Director – Selector and Panel Chair – Voting Member

Role: To contribute any relevant information and guide the overall ethos from a British Curling perspective.

BC Head of Coaching – Selector – Voting Member

Role: To lead the selection decision making process and to provide input and assessment of teams' performances

BC Lead Performance Analyst – Selector - Voting Member

Role: Provide input and assessment of team performances

BC Board 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.

Independent Observers (e.g. BOA and British Athletes Commission rep)

Non-Voting Member Role: To oversee the proper conduct and due process of the selection process in an observational capacity

The Selection Panel will consider criteria stated in 2.4 in making their selection

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

Notwithstanding that there may be circumstances where automatic selections may occur (see Section 2.4), the selection process is generally an exercise of judgment and is guided by, but not solely determined by results in competitions. Selection decisions are necessarily subjective and an exercise of expert opinion. As such, while an appeals policy is provided for athletes 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 selector's judgement. A process whereby an athlete can request an appeal of decisions is provided for in Appendix 1.

2.1 Stages of Selection

The Selection process runs from May 1st 2017 through to the Winter Olympic Games in February 2018.

Scenario (a)

Where qualification has been secured through results at the 2016 & 2017 World Championships resulting in GB being ranked in the top 7 Nations (not including Korea), the following process shall apply:

- 1) Application Process opens 17th April, 2017. Teams nominate themselves for selection as opposed to individuals.
- 2) Team Application Deadline 17:00hrs, 30th April 2017
- 3) Long list of teams supplied to the BOA on 1st May 2017
- 4) The Selection Panel shall meet to select one of the nominated teams of 4 athletes at a date between 1st May 2017 and 20th October 2017, with reference to this selection policy and in particular section 2.4 (Selection Criteria). The Head of Coaching will give all athletes who applied to be considered for selection (& partners in this process, e.g. BOA etc) a minimum of 5 days' notice that a selection meeting will take place.
- 5) All athletes will be notified of the Selection Panel's decision within 24 hours of the Panel meeting. This will be a telephone conversation unless the athletes have requested specifically e-mail as the preferred method. The appeals process available to teams not selected at this stage, is outlined in Appendix 1.
- 6) Save for in exceptional circumstances (including by reference to the circumstances listed in sub-paragraph 10 below), the Selection Panel shall select teams as a whole in their established line-ups, as opposed to selecting combinations of individuals from separate, established teams.
- 7) After an initial team of 4 is selected, a consultation will take place between the Head Coach and the 4 selected athletes on potential 5th players. The Selection Panel will then select the 5th player at a later date, no later than 30th October 2017. The 5th player will be selected on their compatibility with the selected 4 person team. The key criteria to this are;
 - – positional compatibility; the 5th player's playing position(s) compliment the positional abilities of the 4 person team in the situation where the 5th player is required to play

- Team dynamic compatibility; the 5th player can provide an effective supporting role to the team dynamic of the selected team.

Note – due to the fact this decision will be based to a higher degree on the more highly subjective criteria of ‘team compatibility’ there will be no appeal process open for the 5th player selection. All athletes acknowledge that, once the squad of 5 players is selected, such athletes may be rotated by British Curling at any time in the lead up to or during the Olympic Games based on factors such as fitness and form. Selection as part of the ‘original’ team of 4 athletes pursuant to (4) above therefore does not guarantee a place in the 4-person team at the Olympic Winter Games.

- 8) Deadline for nomination of athletes to the BOA – 13th January, 2018.
- 9) The BOA will make formal entries with the Korea Organising Committee at the Delegation Registration Meeting (DRM) on or around 26 January 2018
- 10) Prior to the date of the DRM, British Curling retains the right to deselect an athlete on any grounds, including (but not limited to):
 - (a) loss of form 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 Olympic Winter Games);
 - (b) failure to adhere to the British Curling athlete agreement;
 - (c) poor attitude; and/or
 - (d) Any failure to adhere to the terms of this selection policy

No variation to the published selection/de-selection policy or criteria is allowed without the prior approval of the BOA. For administrative purposes, the BOA must be kept informed of any possible de-selection decision.

- 11) After the DRM has been completed, de-selection and selection of a replacement athlete is only allowed in accordance with the IOC’s Late Athlete Replacement Policy (or any revised or amended IOC 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 procedure described in Appendix 3 will be adhered to.

Scenario (b).

Where no places have been qualified directly for the Olympic Games through the 2016 & 2017 World Championships, qualification will be attempted via the Olympic Qualifier Event (OQE) in December 2017, at which a maximum of one team (per gender) may be entered.

Selection Process

- Application Process opens 17th April, 2017. Teams nominate themselves for selection for the OQE
 - Team Application Deadline 17:00, 30th April 2017
 - Long list of teams supplied to the BOA on 1st May 2017
- 1) The Selection Panel shall meet to select one of the nominated teams of 4 athletes to be entered into the OQE at a date between 1st May 2017 and 20th October 2017, with reference to this selection policy and in particular to section 2.4 (Selection Criteria). The Head of Coaching will give all athletes who applied to be considered for selection (& partners in this process, e.g. BOA etc) a minimum of 5 days' notice that a selection meeting will take place.
 - 2) All athletes will be notified of the Selection Panel's decision within 24 hours of the Panel meeting. This will be a telephone conversation unless the athletes have requested specifically e-mail as the preferred method. The appeals process available to teams not selected at this stage, is outlined in Appendix 1.
 - 3) Save for in exceptional circumstances (including by reference to the circumstances listed in sub-paragraph (6) below), the Selection Panel shall select teams as a whole in their established line-ups, as opposed to selecting combinations of individuals from separate, established teams.
 - 4) Once an initial team of 4 is selected, a consultation will take place between the Head Coach and the 4 selected athletes on potential 5th players. The Selection Panel will then select the 5th player at a later date, no later than 30th October 2017. The 5th player will be selected on their compatibility with the selected 4 person team. The key criteria to this are;
 - – positional compatibility; the 5th player's playing position(s) compliment the positional abilities of the 4 person team in the situation where the 5th player is required to play

- Team dynamic compatibility; the 5th player can provide an effective supporting role to the team dynamic of the selected team.

Note – due to the fact this decision will be based to a higher degree on the more highly subjective criteria of ‘team compatibility’ there will be no appeal process open for the 5th player selection. All athletes acknowledge that, once the squad of 5 players is selected, such athletes may be rotated by British Curling at any time in the lead up to or during the OQE/ Olympic Games based on factors such as fitness and form. Selection as part of the ‘original’ team of 4 athletes pursuant to (4) above does not guarantee a place in the 4-person team at the OQE/ Olympic Winter Games.

- 5) In the event that a qualification place is achieved at the Olympic Qualification Event in December 2017 then, subject to the team members complying with all other eligibility and selection criteria set out in this document, the team that qualifies such place shall automatically be selected for the team place at the PyeongChang 2018 Olympic Winter Games.
- 6) Deadline for nomination of athletes to the BOA – 13th January, 2018.
The BOA will make formal entries with the Korea Organising Committee on or around 26 January 2016.
- 7) Prior to the date of the DRM, British Curling retains the right to deselect an athlete on any grounds, including (but not limited to):
 - (a) loss of form 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 Olympic Winter Games);
 - (b) failure to adhere to the British Curling athlete agreement;
 - (c) poor attitude; and/or
 - (d) Any failure to adhere to the terms of this selection policy.

No variation to the published selection/de-selection policy or criteria is allowed without the prior approval of the BOA. For administrative purposes, the BOA 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.

- 8) After the DRM has been completed, de-selection and selection of a replacement athlete is only allowed in accordance with the IOC’s Late Athlete Replacement Policy (or any revised or amended IOC 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 procedure described in appendix 3 will be adhered to:

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. Hence teams will be asked to nominate themselves for selection for 2018 Olympics and not individuals.

The selection of the Olympic teams will be based on the opinion of the Selection Panel who will together decide who, in their combined opinion, has the greatest medal winning potential for the 2018 Games. If, in the opinion of the Selection Panel, none of the eligible teams has a realistic prospect of medalling at the 2018 Games, then the Selection Panel may go on to consider whether any eligible athlete(s)/teams has, in their view, significant medal winning prospects for 2022 and would consequently benefit from selection for the Games

British Curling may nominate a team who fulfil the 2022 criteria ahead of a team who arguably could place higher in the 2018 Games, but only after the Selection Panel (acting as experts) have determined that none of the eligible teams, not already selected, has a realistic prospect of medalling at the 2018 Games and that the lower ranked team have a better prospect of medalling in 2022. Such a decision would only be taken in full consultation with the BOA.

2.4 Selection Criteria

The following selection criteria apply when the Selection Panel convene to consider the selection of any team, including under both scenario 2.1 (a) and (to the extent applicable) 2.1(b) above:

1. If a team achieves all of the following 'Key Results' in Season 2016-2017, then they will be automatically selected to compete in the Olympic Winter Games (or the OQE, if applicable).
 - (i) Top British World Curling Tour Total ranked team at end of season 2016-2017
 - (ii) World Championship Medal; and
 - (iii) European Championship Medal

2. If no team is selected pursuant to (1) above, then 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 achieving a medal at the Olympic Winter Games (or, if no such prospects exist, offers developmental opportunities for Beijing 2022 pursuant to clause 2.3 above). In doing so, the Selection Panel will consider the following criteria, in exercising its discretion:

Primary Criteria

- World Curling Tour Total and YTD Ranking at end of Season 2016-2017
- 2017 World Championship placing
- 2016 European Championship placing

Secondary Criteria

- 2015 and 2016 World Championship placings
- 2014 and 2015 European Championship placings
- 2015/16 and 2016/17 season head to head results against likely Olympic teams
- Ability to identify and deliver the required tactical approach to compete for a medal at the 2018 Olympics
- Strong and robust team dynamic that will support peak performance at Olympics
- Previous Olympic experience

In the event that the Selection Panel deems it to be necessary in its absolute discretion, the Panel shall have the right to call for one or more Play-Offs to be competed between teams competing for nomination, in a manner and format to be stipulated by the Selection Panel.

The play offs will be used as a final, discretionary method of selection if the Selection Panel find that when the selection criteria is applied, there are teams with, in their view, such a similar or equal assessment in terms of final selection that a play-off is necessary.

Such Play-Off(s) shall be held in a fair manner, and, if held, shall result in the winning team being selected for the OQE/ Olympic Winter Games (as applicable). Details of any such Play-Off shall be circulated by the Selection Panel reasonably in advance of any such event taking place.

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 the BOA of such selection.

The BOA has ultimate authority in final selection decisions relating to the Olympic Games. British Curling has drafted this Selection Policy in consultation with the BOA. and BAC.

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

Appendix 1: Appeal of Selection Decisions

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 Sport Resolutions (UK) and pursuant to any rules as to the conduct of the arbitration laid down by Sport Resolutions (UK) (or the Arbitrator so appointed).

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 Sport Resolutions (UK) arbitration shall be final and binding.

Reviews will only be considered on the grounds that the selection policy process was not followed.

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.

Any appeal against the decision(s) made the British Curling Selection Panel must be submitted to Sport Resolutions (UK) no later than 5pm, 2 working days after the selection decision has been communicated to the team. The British Athletes Commission advises that any team wanting to appeal should consult the BAC for advice on the matter.

The process to be followed is as outlined:

1. A team (“the Appellants”) may appeal to have the decision of the British Curling Selection Panel reviewed by Sport Resolutions (UK), 1, Salisbury Square, London EC4Y 8AE
2. The Appellants shall lodge an appeal in writing (“Notice of Appeal”) to the Chief Operating Officer of British Curling after being notified in writing of the final decision of the British Curling Selection Panel against which the Appellants wish to appeal and not later than 5pm, 3 working days after the selection decision has been communicated to them. The Notice of Appeal should set out in full the basis on which the Appellants wishes to appeal and the remedy sought, and should be accompanied by all relevant documentation which the Appellants wish to rely on in support of the Appeal and the required fee (see paragraph 4.11). A non-refundable deposit of £50 payable to British Curling, for administration costs, shall also be sent with the Notice of Appeal. British Curling will then instruct Sport Resolutions (UK) to establish an appeal process.

3. Sport Resolutions (UK) shall appoint a single arbitrator drawn from the SPORT RESOLUTIONS (UK) Panel of Arbitrators ("the Arbitrator) to consider the appeal.
4. Sport Resolutions (UK) shall notify British Curling and the Appellant in writing of the identity of the Arbitrator within two working days of receiving the Notice of Appeal. A party may challenge the appointment of the arbitrator where there are justifiable doubts as to the Arbitrators impartiality or independence or where the party raises a material objection. Such challenge must be made in writing to SPORT RESOLUTIONS (UK) within two working days of the party being notified of the Arbitrators appointment. Unless the Arbitrator elects to withdraw, SPORT RESOLUTIONS (UK) shall decide on the validity of the challenge within two working days. The decision of SPORT RESOLUTIONS (UK) shall be final. A replacement arbitrator shall be appointed by SPORT RESOLUTIONS (UK) as appropriate and not later than 2 working days following SPORT RESOLUTIONS (UK) deciding on the validity of the challenge.
5. British Curling shall have three working days to make its written response to the Notice of Appeal ("the Response"). British Curling may inform team(s) whose selection may be impacted by a successful appeal. These teams may request being party to the Appeal.
6. The Appeal shall be heard by way of written submissions unless the Appellants request an oral hearing at the time of giving Notice of Appeal or the arbitrators so directs. Such hearing shall take place on a date and at a place to be determined by the Arbitrator normally within seven working days of the Notice of Appeal being lodged and no later than 10 working days.
7. The Arbitrator may give such directions as he/she deems appropriate regarding the arrangements for, and the conduct of, the Appeal.
8. Where the Appeal is considered by way of written submissions the Arbitrator shall give his/her written decision within three working days of British Curling's Response being received.
9. Where the Appeal is considered by way of oral hearing, the Arbitrator shall give his/her written decision within three working days of the hearing. The hearing shall be held in private. SPORT RESOLUTIONS (UK) and British Curling may publish the written decision after it has been received by the parties.

10. The decision of the Arbitrator shall be final and binding on the parties, and there shall be no further right of appeal.

The Arbitrator shall be entitled to:

- (a) Confirm the nomination decision under appeal and reject the Appeal; or
- (b) Allow the Appeal and quash the nomination decision under appeal and remit the matter back to the original decision maker identifying the errors they have identified in the conduct of the selection process and requesting that a new decision is made within 48 hours.

11. Costs

The fee to be paid by the Appellants when lodging their Notice of Appeal is as follows (excluding the £50 administration fee):

Written Submission - £200

Oral Hearing - £400

12. Each party will be responsible for its own costs, including travel and representation.

13. The Appeal shall otherwise be governed by the SPORT RESOLUTIONS (UK) Arbitration Rules (see Note 2 below).

Note 1 The Appellants are required, when lodging the Notice of Appeal, to forward a cheque to SPORT RESOLUTIONS (UK) for £200 or £400 as applicable to be held on account pending the outcome of the Appeal. In successful appeals the held cheque will be returned by SPORT RESOLUTIONS (UK).

Note 2 A copy of the SPORT RESOLUTIONS (UK) Arbitration Rules may be found on the SPORT RESOLUTIONS (UK) website at www.sportresolutions.co.uk

Appendix 2: Key Dates

| Date | Action | Involved Parties |
|---------------------------------------|---|---------------------------------|
| April 2017 | 7 nations + Host who have directly qualified for Pyeongchang 2018 confirmed | |
| 17 th April May 2017 | Team Applications Open | Teams/ British Curling |
| 17.00hrs, 30 th April 2017 | Team Applications Closes | British Curling |
| 1 st May 2017 | Long List of athletes submitted to BOA | British Curling/ BOA |
| 5 th May 2017 July | 1st date at which Selection Panel can meet to select 1st 4 athletes for Olympics or OQE. | British Curling Selection Panel |
| 1st June 2017 | Deadline date for entry into the OQE | WCF/ RCCC / BOA |
| 20 th October 2017 | Last date for Selection Panel to select 1st 4 athletes for OQE/ Olympic Team (as applicable) | British Curling Selection Panel |
| 30 th October 2017 | Last day for Selection Panel to select 5 th player for OQE/ Olympic Team (as applicable) | British Curling Selection Panel |

| | | |
|------------------------------|--|-----------------|
| 13th January 2018 | Latest date for Nominations made to BOA | British Curling |
| On or around 26 January 2018 | Deadline for Pyeongchang Organising Committee to receive sport entry form from BOA | BOA |

Appendix 3: Assessment of ability to compete process

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 after the DRM due to an injury or illness the procedure described below 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 the BOA 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 will be conducted by the Team Leader (or his/her delegate) and a BOA 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.