

Selection Process for Scottish Wheelchair Curling Team for the 2017 World Wheelchair Curling Championships

Introduction

All athletes wishing to be considered for selection to the Scottish Wheelchair Curling Team for the 2017 World Championships agree to adhere to this Selection Policy, and agree to facilitate the various procedures laid out and to provide such assistance and information as Royal Caledonian Curling Club require.

The Team will consist of a maximum of 5 athletes

The RCCC is ultimately responsible for the Scottish Team selection based on this agreed policy.

Once selected, both athletes and staff will be bound by the RCCC's Team Members Agreement, and any other rules and regulations which the RCCC 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 the RCCC. Selection is confirmed by the RCCC only after the successful resolution of any review (as determined in section 4).

Aim

This selection policy is designed to;

1. Maximise the chances of Scottish Wheelchair Curlers winning medals at the World Curling Championships.
2. Minimise the risks involved to achieve success
3. Allow all eligible Scottish athletes to be considered for selection.

1. The Selection Process

1.1 Eligibility

To be eligible for selection, athletes must;

- Meet the Scottish Team eligibility requirements defined in the RCCC Rule book and be eligible under WCF rules and wheelchair curling classifications.
- Be a current member of the RCCC
- Be of a level of fitness and health to be able to compete competitively as determined by medical staff appointed by the RCCC
- Be prepared to sign the RCCC Team Member Agreement if selected.

2. Stages of Selection

2.1 Selection Process

1. Selection Panel meet to select a team of up to 5 in advance of the competition (see appendix 1 for dates)
2. All athletes notified of the Selection Panels decision within 24 hours of the Panel's decision.
3. Prior to the date of the entry deadline for the World Championships, the RCCC 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 the RCCC. The nomination of a replacement athlete must also conform to the selection policy. After the entry deadline for the World Championships has passed, de-selection and selection of a replacement athlete is only allowed in accordance with any Late Athlete Replacement Policy the WCF may have in place. 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 2 will be adhered to.

2.2 Selection Panel

All Selection matters will be the responsibility of the RCCC Selection Panel. The make-up and roles of the panel are as follows:

Scottish and British Programme Performance Director – Selector and voting

ROLE

- To Chair the meeting
- To ensure appropriate recording of all selection information.

Wheelchair Curling Head Coach – Selector and voting

ROLE

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

Wheelchair Curling Assistant Coach – Selector and voting

- To assist on the input of technical and benchmarking data and criteria;
- To assist on the provision of the input and assessment of athlete performances

RCCC Representative – non voting

ROLE

- To contribute any relevant information and guide the overall ethos from a RCCC perspective.
- In an observational capacity ensure that the stated process and selection criteria are followed.

Where any of the above positions are subject to conflicts of interest, the RCCC's CEO will oversee the composition of the panel to ensure there is a balance of skills and expertise required to fulfill the roles as outlined above.

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

Wheelchair 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 medal winning potential at the World Wheelchair Curling Championships. If, in the opinion of the Selection Panel, none of the eligible athletes has a realistic prospect of medaling at the World Championships, then the Selection Panel may go onto consider whether any eligible athlete(s) has, in their view, significant medal winning prospects for future years and would consequently benefit from selection for these Championships.

Therefore the Selection Panel may select an athlete or athletes who fulfill the 'Future Years' criteria ahead of an athlete who arguably could place higher in the forthcoming Championships, but only after the Selection Panel (acting as experts) have determined that none of the eligible athletes, not already selected, has a realistic prospect of medaling at the forthcoming Games and that the lower ranked athlete or athletes have a better prospect of medaling in future years.

2.4 Selection Criteria

Athletes will be selected for the World Championships Team based on the following measures:

Objective Criteria

- Track record against International teams, with particular relevance placed on results at major international Championship events in the past 2 seasons

- Rankings at Benchmarking events.
- Notational Analysis (Competition and Training)
- Fitness Testing
- Performance Statistics and/or benchmarking scores
- Strategic and Tactical awareness
- Demonstrable skill progression
- Current Form
- Ability to demonstrate a positive and winning mindset
- Ability to raise their game

Subjective Criteria

- Compatibility
- Positive attitude both in a coaching and competitive environment
- Team “Chemistry” and cohesion
- Communication skills both on and off the ice
- Athletes who are deemed to be of a Positive, Growth and Team Success oriented mindset.
- Ability to represent Scotland 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 press, on social media or to the general public in any form whatsoever of their possible or confirmed selection or non-selection prior to official announcement by the RCCC of such selection.

The RCCC has ultimate authority in final selection decisions relating to Scottish Team selection for the World Curling Championships.

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 the RCCC.

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 RCCC Selection Panel must be submitted to the CEO of the RCCC. The process to be followed is as outlined:

4.1

The appeals process is invoked by making a formal written appeal to the CEO of the RCCC within 72 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. The full costs of convening the panel including, where applicable, consultant’s fees, must be met by the complainant if the appeal is rejected. This is likely to be substantial and therefore a deposit of £100 will be payable in advance of any hearing. This is refundable only if the appeal is successful. Costs accrued to the appellant shall be met by the appellant. Should an appeal be successful, reasonable costs of travel and accommodation for the appellant and representative will be met by the RCCC.

4.3

The grounds for appeal are limited to allegations of:

- Failure to follow due process
- Bias/undue influence
- Some other misconduct of selectors
- New evidence the panel may have been unaware of, as relates directly to the non-selected 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, the RCCC should take immediate steps to convene an appeal panel within 3 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 knowledgeable or experienced members from partner organisations (e.g. sportscotland/ SDS/ BPA). The members to be included in the Arbitration Panel will be convened by the RCCC CEO and must be impartial to the players involved and to the selection and/or de-selection procedures of the players. The RCCC's CEO 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, the RCCC 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 reconsider its selections
- 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: Key Dates

Date	Action	Involved Parties
27th Jan 2017	Selection Panel meet to select athletes	Selection Panel
5pm, 27 th Jan 2017	Athletes informed of decision	Wheelchair Head Coach
5pm on 30 th Jan	Deadline for athletes to inform they wish decisions to be reviewed	Athletes (if needed) and CEO of RCCC
3rd Feb 2017	Last day for reviews by Arbitration Panel to be carried out	Arbitration Panel
3 rd Feb 2017	Deadline for WCF to receive sport entry form from RCCC	RCCC/ WCF

Appendix 2: Athlete ability to compete assessment 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 due to an injury or illness the following procedure will be adhered to;

- i. The Scottish Team 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 the RCCC 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 the RCCC 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 Scottish Team Head Coach can require the athlete to undergo a set of predetermined 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 the RCCC. The tests will be conducted by the Head Coach and a RCCC 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 the RCCC 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 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 help in holding of the wheelchair/ 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).

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

- a) Dynamic warm up
- b) Execution of shots of varying weight

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, RCCC officials)