

Selection Policy for the British Curling Olympic & Paralympic World Class Programmes 2014-15

Purpose of this Document

This document sets out the process for selecting athletes to the British Curling World Class Programmes (WCP) for the year 01 August 2014 – 31st July 2015.

Any further amendments to this document will be published on the British Curling website as soon as possible and notified directly to currently selected WCP athletes.

Purpose of the World Class Programmes

The British Curling WCPs are comprehensive athlete support programmes aimed at developing highly talented athletes with the potential to become Olympic/Paralympic medallists at the 2018 or 2022 Winter Olympic/Paralympic Games.

British Curling receives a four year funding award from UK Sport to contribute to the costs of operating the WCP for the period 2014-2018. This typically helps fund such things as WCP training facilities, coaching support, sports science and medicine provision, competition travel and accommodation costs, domestic and overseas training camps, kit and equipment. The programmes are also provided with an agreed number of Athlete Performance Award (APA) Places, administered by UK Sport, which British Curling nominate selected athletes to receive.

In return for funding from UK Sport, British Curling agrees a series of performance targets culminating in the Winter Olympics/ Paralympics. Each year of the cycle in the run up to the Games, targets are agreed for results at major events to track progress towards the Olympics and Paralympics. This is reviewed annually with UK Sport and depending on results, programmes funding and therefore the number athletes that can be supported through the WCP, may increase or decrease.

For this programme year 2014/15, the agreed targets are [TBC] at [insert name of event e.g. the 2015 World Championships].

Structure of the World Class Programmes

The British Curling WCP consists of two distinct programme levels, which athletes will be assigned to upon selection, depending on their stage of development.

The Podium Programme

- Developing athletes to win Olympic medals **OR** Paralympic Gold medals at the 2018 Winter Olympic/ Paralympic Games.

The Podium Potential Programme

- Developing athletes to be competitive in qualifying for the 2018 winter Olympics, with an overall aim of winning medals in 2018 and/ or 2022 winter Olympics.
OR
- Developing athletes to win medals in the 2018 winter Paralympics, with an overall aim of winning gold medals in the 2022 winter Paralympics.

NOTE :- It is planned that the two programme levels of support should be available for the Mens and Women Olympic Programmes.

For the Wheelchair Curling Paralympic programme, only 1 of these levels will be available.

At the time of writing, it is not possible to confirm athlete numbers, or which level the Paralympic programme will be based on, as these will be confirmed and communicated once the UK Sport, 2018 investment decisions for Curling and Wheelchair Curling are confirmed in July 2014.

Selection Decisions

Decisions about which athletes are selected to the WCP for the year 2014/15 will be made by the 'WCP Selection Panel' comprising:

Voting members

- Performance Director (Chair) – or identified replacement
- Head/Podium Level Coaches (casting votes if needed)
- Podium Potential Coaches

Non voting Members

- British Curling Board representative
- Support staff/ coaches – as required
- Note taker(s) - as required

Using the procedures set out in this document the WCP Selection Panel will:

- a) Consider existing WCP athletes supported during the year 2013/2014, and either confirm their continued selection and programme level for 2014/2015, or de-select them.
- b) Consider prospective new athletes not currently on the WCP, and either confirm their selection and programme level for 2014/2015, or reject them.
- c) If felt necessary, set conditions and targets for each athlete selected to the WCP, some of which may have to be met and reviewed periodically for selection to continue.

As each athlete is considered, panel members will declare any conflict of interest and the Chair will decide if that panel member can contribute to the discussion. In the case that the Chair has a conflict of interest the British Curling Board representative will decide if he/she can contribute to the discussion.

All conflicts of interest will be noted in the minutes of the selection meeting, as will the selection decisions and the reasons for them.

To make their decisions the selection panel will use this document and:

- a) their expert knowledge of the sport and the target Games/Championships;
- b) where available and/or applicable:
 - previous individual conditions and/or targets set for the athlete;
 - information included in the WCP Athlete Selection criteria.

Eligibility for Selection to the World Class Programme

To be considered for selection to the WCP athletes must meet the eligibility criteria set out in 'UK Sport's Eligibility and Consequences Policy', which apply to all athletes in all WCP funded sports. Athletes should check their eligibility against the full criteria by following the link here, 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/International Disabled Sport Federation/NGB to compete for TeamGB, ParalympicsGB and to represent or be a member of the GB or Home Nation Teams at International Competitions;
- in the case of Paralympic athletes, have a confirmed international classification or assigned review. Exceptional cases of non-classified athletes will be considered at the discretion of UK Sport.
- 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 WCP athletes must meet the following criteria required by British Curling

- be seeking WCP selection for an event which is confirmed on the event programme for the 2018 Winter Olympic/Paralympic Games
- sign and return the WCP Athlete Agreement within 14 days of being offered a WCP place (copy available here);
- be a current member of a Home Nation Curling Governing body (RCCC/ English Curling/ Welsh Curling)

Meeting the eligibility criteria listed above does not mean that an athlete is automatically selected to the WCP. It only means that they meet the essential requirements to be considered for selection and can proceed for further assessment against the Performance Standards described below.

Performance Standards for Selection to the World Class Programme

Once confirmed as eligible, athletes are assessed for a WCP place and programme level against the performance standards contained in the Performance Matrix below. These standards apply to selection of new athletes, and retention of existing athletes, at the various levels of the WCP for the 2014/15 year.

Performance Matrix for Olympic WCP (Men/ Women) Year 2014/15

Programme Level		Performance Standard
Podium	A	2014 Sochi Olympic Games medalist and/or 2014 World Championship medalist ; or 2013 Men/ Women World Championships Gold Medalist AND Shows clear potential and has processes in place to maintain this position at the 2018 Winter Olympic Games
	B	2014 Sochi Olympics and/or 2014 World Championship Top 6 finish; or 2013 Men/ Women World Championships Medalist AND Shows clear potential and has processes in place to improve in order to achieve a medal at the 2018 Winter Olympic Games
	C	Emerging international talent as demonstrated by; 2013 European Championships medalist 2014 World Championship – top 8 finish AND Shows clear potential and has processes in place to improve in order to achieve a medal at the 2018 Winter Olympic Games
Podium Potential	D	This level of athlete must be considered a Potential 2018 Winter Olympic Qualifier through: 2014 Junior World Championships top 4 2013 Winter University Games Semi finalists AND WCP coach assessment of potential against relevant athlete profile/parameters contained in the WCP Athlete Evaluation Template
	E	This is the entry level to the WCP. This level of athlete must be considered a Potential 2018 Winter Olympic Qualifier or Potential 2018 Winter Paralympic medalist through: WCP coach assessment of potential against relevant athlete profile/parameters contained in the WCP Athlete Evaluation Template

Performance Matrix for Paralympic WCP (Wheelchair Curling) Year 2014/15

Please note the Wheelchair programme will only be able to fund athletes at Podium OR Podium Potential level, depending on what level UK Sport decided to award funding for 2014-18.

I.e. APAs will only be available from levels A to C OR D to E, hence the 'crossover' seen in the Performance standards

Programme Level		Performance Standard
Podium	A	2014 Sochi Paralympic Games Gold medalist AND Shows clear potential and has processes in place to maintain this position at the 2018 Winter Paralympic Games
	B	2014 Sochi Paralympic Games semifinalist AND Shows clear potential and has processes in place to improve in order to achieve a Gold Medal at the 2018 Winter Paralympic Games
	C	Emerging international talent as demonstrated by WCP coach assessment of potential against relevant athlete profile/parameters contained in the WCP Athlete Evaluation Template AND Shows clear potential and has processes in place to improve in order to achieve a Gold medal at the 2018 Winter Paralympic Games
Podium Potential	D	2014 Sochi Paralympic Games semifinalist AND Shows clear potential and has processes in place to maintain this position at the 2018 Winter Paralympic Games
	E	Emerging international talent as demonstrated by WCP coach assessment of potential against relevant athlete profile/parameters contained in the WCP Athlete Evaluation Template AND Shows clear potential and has processes in place to improve in order to achieve a Gold medal at the 2018 Winter Paralympic Games

Note: Awards will be assigned to athletes depending on their individual track record and future team placements, i.e. If team A wins a medal at Olympics/ World Championships and then athlete B leaves the team and is replaced by athlete C.

The 3-4 remaining members of Team A could receive a Podium A or B level award. Athlete C could receive a Podium Development level D or E award and athlete B's level of award would depend on the level of team they join.

5th players at Championships – level of award they will be considered for will depend on the role they have played in the team over the year and Championships. E.g. a 5th player who has been an integral part of the team throughout the year and played in various competitions etc would be considered for the same level of award as the 4 players who played in the championship. Whereas, a 5th player who was drafted into the team only for the specific championship and did not play in any competitive games would not be considered at the same level as the playing 4 members of the team.

Details of APA levels at Podium and Podium Potential levels, and the breakdown of proportions attributed to living costs, sporting costs, base and 'top up' levels can be found on the accompanying UK Sport document explaining APAs.

As stated in the Performance Matrix, **achievement of past competitive results alone does not guarantee selection**. Athletes must demonstrate they are capable of **maintaining existing Olympic/Paralympic/World level medal winning performances, or improving to achieve them**. This is assessed in a consistent manner for all athletes using the range of factors contained in The WCP Athlete Selection criteria – Appendix 1 to this document.

The WCP Athlete Selection criteria is completed for all current and prospective new athletes by the Coaching Team, with an overall score and final rank order determined for each athlete in consultation with the Performance Director.

For new athletes, the template is completed during an interview with the Coaching team.

Prioritisation of Athlete Places

As stated earlier in this document, a limited number of places are available for each programme and athletes will be in competition with others in the same programme. Places will be offered to athletes based on their final rank order (as decided using the WCP Athlete selection criteria), from highest to lowest in sequence, until all available places are allocated.

It must also be recognized though, that Curling is a team sport, and whilst this policy defines the parameters that will be considered and recognizes athletes as individuals, ultimately the athletes have to have the ability to realize their potential and perform within a team. Acknowledgement is made that in selecting for a team sport, combinations of athletes, the balance of the squad, and the ability of athletes to play in more than 1 position are also considered alongside individual abilities.

One of the stated priorities of the programme is to develop 'efficiently operating teams'. To achieve this aim means the programme has to be committed to the longer term development of teams over a period time; therefore athletes will be selected as individuals, and formed into teams by the Coaching staff.

Podium Programme places are prioritised on the basis of existing Olympic or senior World medallists in an Olympic/Paralympic discipline who are considered capable of maintaining performance to 2018, or athletes whose rate of progression and current performance is such that they could reach a medal winning performance for 2018.

The Selection Panel, at its sole discretion, may not allocate all available WCP places in circumstances where athletes are not assessed as being genuine medal potential at the 2018 Winter Olympic Games/Gold medal potential at the 2018 Winter Paralympic Games, or where it feels it is not in the interest of the WCP achieving its overall purpose and agreed performance targets with UK Sport.

Programme Support and Benefits

Athletes selected to the WCP programme will have access to a range of support supplied by British Curling primarily via the **sportscotland** Institute of Sport. Support will be tailored to the needs of each athlete in varying quantity and frequency but will generally include:

- Training & Competition Planning & Review;
- Coaching Support;
- Team Clothing & Equipment;
- Sports Science Support;
- Medical Services inc membership of the UK Sport Athlete Medical Scheme.
- Lifestyle, Career & Education Support;
- Travel & Accommodation expenses at designated camps & events;
- Olympic/Paralympic Programme Information & Advice;
- BOA/BPA Passport Scheme;
- Athlete Performance Award funding (provided by UK Sport).

Athletes who are selected to the WCP and who meet the performance standards for A-E described in the Performance Matrix will be nominated to UK Sport for a for an individual Athlete Performance Award (APA). Upon acceptance of the nomination, UK Sport will

conduct a financial need assessment and offer the athlete an award for up to 12 months, paid directly to their bank account each month.

Short Term and Long Term Injuries impact on APAs (Olympic/Paralympic)

In the event of short term injury/illness, and if an athlete is likely to recover to full fitness for training and competition, the athlete may continue to receive their full APA allowance up to a maximum of three months from the point of injury.

To continue to receive funding during a **performance limiting injury/illness**¹, the athlete would have to agree an appropriate rehabilitation/training and (if appropriate) competition programme with the Performance Director that would timetable and plot the return of the athlete after the injury/illness to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of the three-month period of injury/illness, the Performance Director would be required to undertake a review with the athlete to assess the commitment and progress of the athlete against the agreed programme. If the athlete, during this three-month period had shown neither commitment nor progress against the agreed programme, the athlete would be given a notice period before being removed from APA support.

Pregnancy impact on APAs (Olympic/Paralympic)

To continue to receive funding during pregnancy (and after childbirth), the athlete would have to agree an appropriate training and competition programme with the Performance Director that would timetable and plot the return of the athlete after childbirth to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of a three-month period after the childbirth, the Performance Director would be required to undertake a review with the athlete to assess the commitment and progress of the athlete against agreed performance targets. If this commitment were not demonstrated by the time of the three-month review, the athlete would be given a notice period (dependent on her time spent on the WCP) before being removed from APA support.

Transitional APA Funding (Olympic/Paralympic)

Following a period of consultation further guidance will be issued regarding the duration of the transition period when an athlete comes off a WCP, and the circumstances in which a transition award should be applied.

General Conditions

The WCP is a progressive programme. Consequently, athletes cannot move downwards from Podium level to Podium Potential level. Movement throughout the levels in Podium is permitted, for example, if an athlete does not maintain the standard required for Podium A, but achieves the performance standards for B or C and is still considered Olympic medal potential/Paralympic Gold medal potential for 2108.

Athletes previously on the Podium Programme will only be considered for the Podium Potential Programme if they have changed teams and are still deemed to have genuine medal potential at the 2018 Olympic Games/Gold medal potential at the 2018 Paralympic Games and can satisfy the performance standards contained in the Performance Matrix within 6 months.

Notification of Selection

The review of existing WCP athletes occurs in May of each year after the major targeted event of the season. Assessment of potential new athletes will be concluded in June. All selected athletes will be notified of their WCP selection and indicative APA level (subject to further financial assessment and final confirmation by UK Sport) by 01 August 2014, with WCP membership and APA support commencing on 01 October 2014.

Athletes will not normally be considered for selection to WCP for the year 2014/15 year after 01 August 2014, unless under exceptional circumstances and at the discretion of the Selection Panel.

Selection to the WCP is encouraged but optional. If an athlete chooses to decline their selection, they will not be restricted in selection for events to represent the GB/ SCO/ ENG/ WAL, but there will be no form of financial or support services provided outside of any direct

¹ A performance limiting injury/illness is considered as an injury or illness that results in partial or no training for at least three months (intermittent or continuous) in any single year.

Championship support.

Appeals Relating to WCP Selection Decisions

The following procedures have been adopted by British Curling in consideration of any appeal made by or on behalf of any athlete wishing to appeal his or her non-nomination to/ de-selection from the WCP 2014/15, and can be found in appendix 2

Any athlete seeking a review of a non-nomination/de-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.

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 be dismissed automatically.

The parties agree not to commence, continue, maintain any legal challenge to any matter falling under the jurisdiction of the review panel before any court of law or dispute resolution body without first following this procedure.

Appendix 1: WCP Selection Criteria

1. Performance Delivery

This is an athlete's ability to deliver a performance when it counts and will therefore be measured by the athlete's track record.

Taken into account are results from major Championships (in order):

- Winter Olympic/ Paralympic Games
- World Championships (over the previous 2 years)
- European Championships (over the previous 2 years)

2. Performance Potential

Key areas used for gauging potential are (in no order of importance):

- Junior World Championships
- World University Games
- Grand Slam Events
- WCT & CCT Events/ International Bonspiels
- Evidence of sustained progression in key skills/ characteristics.
- Performances from National Finals
- Performance Statistics from identified international events
- Results from 'Trial' and/ or GB Ranking sessions
- Training history

All within the previous 2 years

3. Commitment/ mindset

'Evidence that the athlete is making choices that maximize their potential to develop and improve their performance.'

When assessing Commitment/ mindset, if the athlete is planning on making significant commitments outside of their development as an Olympic athlete, retiring within the Olympic cycle or deciding to live in a location which makes it extremely difficult/ impossible for the programme to make a positive performance impact on the athlete etc - these factors will be taken into account within the review and selection process.

Appendix 2:

Decision Review Process

1. An athlete may request a review of a selection decision by submitting a written request to the Performance Director for a review within 3 working days of the announcement of the selection decision, stating the grounds for the review.
2. Reviews will only be considered on the grounds of;
 - (i) The selection policy process was not followed.
 - (ii) Misconduct of selectors

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.

3. The review will be coordinated by Performance Director and comprise of a panel consisting of the COO of British Curling/CEO of the Royal Club (who in normal circumstances will chair the process); The Chairs of British Curling & the respective Home Nation Curling NGB(s) (or an agreed representative of either) within 7 days of receipt of the request for a review and may at the Review Panel's absolute discretion, include a meeting with the relevant athlete/ Coach(es).
4. The Review Panel shall have an unfettered discretion either to uphold or amend the original decision as a result of the review and will communicate the decision to the relevant athlete(s) and Head Coach as soon as reasonably practical.
5. The decision of the Review Panel is final and binding on all parties, as the review process is an exercise of discretion in the matter of selection. It is not a disciplinary or 'judicial' finding and as such, is not subject to further appeal.