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# Great Britain Wild Water Racing

Selection for Great Britain Teams

**VERSION:** 2.5  
**STATUS:** Live

## Revision History

Date	Version	Comments
08/11/2006	0.1	Initial Version
12/11/2006	1.0	Issued
25/10/2007	1.1	Clarified Points Model
04/12/2007	1.2	1.5.1, 3 – maximum points available are the maximum allowed in each event
19/08/2008	1.3	1.4.3 - Notification of selection decision
30/07/2009	1.4	1.5.2 paragraphs 10 & 11 – team management selection responsibilities at the target competition 1.5.3 – re-written to clarify athletes missing selection General - Make terms consistent e.g. using athlete, competition
16/12/2011	1.5	1.4.5 (new) – Selected Athletes paragraph 1 – selected athletes expected to compete in all events for which they are selected 1.5.1 paragraph 5 – criteria from detailed selection policy should be satisfied 1.5.1 paragraph 6 – under combined points model, athletes are expected to compete in all selection races 1.5.1 paragraph 8 – removed reference to World Championship rule
10/11/2013	1.6	Revised for the 2014 Season
1/8/2014	1.7	Revised for the 2014 Season
23/11/2014	1.8	Selection registration updated, Selection committee updated, Addition of policy definition, Discretionary selection updated
23/10/16	1.9	Updated by JC
09/05/2018	2.0	Updated by JL
12/05/2018	2.1	Updated by JL
01/11/2018	2.2	Updated in line with BC recommendations
23/11/2018	2.3	Proofed by EA
27/11/2018	2.4	Updated following comments from GW
29/11/2018	2.5	Updated following comments from SW

## Review/Approval Register

Name	Position/Role	Version Reviewed	Date Reviewed	Review Sheet Used?	Comments

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# Index

- 1. Introduction**
- 2. Purpose of the GBR Team**
- 3. Definitions**
  - 3.1. Target Race
  - 3.2. Selection Races
  - 3.3. The GBR Team
  - 3.4. The Team Management
  - 3.5. National Coaches
  - 3.6. The Team Manager
  - 3.7. Registrants for Selection
  - 3.8. Competence Assessors
  - 3.9. The Selection Committee
  - 3.10. Maximum Team
- 4. Selection Policy**
  - 4.1. Selection Policy for Target Competitions
  - 4.2. Registering for Selection
  - 4.3. Eligibility for GBR Selection
    - a. Basic Eligibility
    - b. International Eligibility
    - c. Competence
  - 4.4. Communication of Selection Committee Decisions
- 5. Selection Procedures**
  - 5.1. General
  - 5.2. Discretionary Selection
  - 5.3. Opportunities for Paddlers Not Selected
- 6. General Information – GBR Teams**
  - 6.1. Transport & Logistics
  - 6.2. Funding and Participation (All GBR Teams)
  - 6.3. Paddler agreement (All GBR Teams)
  - 6.4. Injury/Illness
  - 6.5. Appeals Procedure
  - 6.6. Data Protection
  - 6.7. Policies
  - 6.8. Communications
- Appendix 1 Overview of Selection Process**
- Appendix 2 Appeals Procedure**

# **SELECTION FOR GREAT BRITAIN TEAMS**

## **1. Introduction**

Selection is concerned with appointing the GBR Team for international championship events to compete at that event at an appropriate level. In so doing it should inspire aspiration and improved performance of all.

## **2. Purpose of the GBR Team**

The primary purpose of the GBR Team is not for the purpose of training or personal enhancement although it is sincerely hoped that it is also possible to gain these things whilst competing.

Key objectives are:

- To send representatives to the World Championships in all categories.
- To qualify for finals in as sprint events at the World Championships
- To propose credible, safe and competitive GB teams in as many categories as possible at World and European Championships
- To ensure the long-term athlete development required for future international success
- To support the ICF via sending teams to the key International competitions.

## **3. Definitions**

### **3.1 Target Race**

The race for which selections are being made.

### **3.2 Selection Races**

Races which are used to rank the paddlers who have applied for Selection. All other races are used to provide supporting evidence of Eligibility and are not to rank paddlers for selection.

### **3.3 The GBR Team**

The GBR Team is the collection of paddlers assembled to attend and compete in the Target Race representing Great Britain. The GBR Team as such is disbanded at the end of the race tour and is not to be confused with a group of people working through the year towards gaining selection or with the Team Management. All members of the GBR Team will have the same status and support. Preparation outside the GBR Team is covered by the Development and Training Policy.

### **3.4 The Team Management**

Those people who manage the GBR Team, selection, tours and their/its preparation. The Team Management is made of individuals that may come and go through the year but as an entity the Team Management exists continually throughout the year. The Team Management is made up of administrators, helpers and technical coaching staff as designated by the Executive Committee. The different roles of the team management are defined in a separate document.

### **3.5 National Coaches**

National Coaches are responsible for liaison with the prospective GBR Team paddlers and the Team Management for the purposes of selection and to provide the GBR Team with technical support. It is expected that National Coaches will also have a role within development and coaching throughout the year.

### **3.6 The Team Manager**

The Team Manager heads the Team Management. In order to remain in a neutral position with respect to all it is recommended that the Team Manager has no direct performance role. The extent of performance duties is to manage the rest of the team staff.

### **3.7 Registrants for Selection**

A collection of people who have registered for selection. This list is created and maintained by the Team Management and will be publicised. The list is expected to include more people than will gain selection to the GBR Team. No support for this group is implied by the selection policy beyond the guidance for the selection standard detailed in the selection policy. All athletes are encouraged to register as early as possible prior to the selection event in order to help the team managements planning requirements.

### **3.8 Competence Assessors**

People assigned the role of assessing those that register for selection. The assessors will be coordinated by the assessment controller who will ensure that assessments are consistent.

### **3.9 The Selection Committee**

The selection process shall be conducted by a Selection Committee. The Committee will consist of people nominated by the WWR Executive. The duty of the Selection Committee is to implement this selection policy and not to express opinions or to make policy.

The Team Manager and National Coaches should not be on the Selection Committee, but the Head National Coach or their representative should be there to give evidence in support of athletes' selection. The Selection Committee should be completely independent. In the event of the Team Manager or national coaches having a vested interest in selection, either for themselves or for a paddler that they coach, they should declare this at the start of the meeting and should leave the room when that class is discussed.

The committee must consist of at least three people to make it quorate but five is the ideal. The Chairperson will have the casting vote. Ideally at least one person will be from another discipline.

#### **Conflict of Interest**

British Canoeing is committed to upholding high standards of integrity and as such any person who sits on the Selection Committee shall declare any conflicts or potential conflicts and shall refrain from participation in the discussion of and any vote in respect of any selection matter in which they have a material conflict of interest. If a person is unsure whether they have a conflict or potential conflict they should consult the Head of Governance and Compliance.

### **3.10 Maximum Team**

The maximum number of places available per class for any target event will be either the maximum per class according to the rules (selection policy, event, national or international rules) or a stated logistical limit on the number of boats that can be supported at an event, agreed by the WWR Executive prior to selection taking place. Whilst it is hoped there are people of the standard to fill the maximum number of places the reality is both the expected team and the actual team might be smaller than the maximum.

### **3.11 Policy**

The policy provides guidance to the Selection Committee. Therefore, there is room within the policy for the Selection Committee to make discretionary decisions following the guidance and principles set out in the policy.

## **4. Selection Policy**

### **4.1 Selection Policy for Target Competitions**

Accompanying this selection policy will be a detailed policy for each target competition. It provides specific criteria and information about the target competition and selection for it, determining the standard of both the risk level of the target venue and the performance level required for that event. These will be classed as low, medium or high and outlined in the document "International Events Competency Requirements". The detailed selection policy for the target competition should be read in conjunction with this "Selection for GB Teams" document. World Cup and European events are development events where performance standard is slightly lower than for World Championships.

### **4.2 Registering for Selection**

Each athlete seeking selection must complete all documentation as advertised on the website as per the registration process at the time of registering, identifying availability and selection competency for each target race. This information where appropriate must be made available to the team management and Selection Committee by the date stated on the detailed selection documents for the target race and will be used by the Selection Committee to assist in the selection process.

Athletes are responsible for ensuring that all documentation is complete, and in the possession of the WWR Executive Honorary Secretary, by the date stated on the detailed selection documents for the target race.

### **4.3 Eligibility for GBR Selection**

#### **a. Basic Eligibility**

To be eligible to race in any GBR Team Selection series athletes/crews must meet the following conditions:

- i. Meet the requirements set out in the [British Canoeing National Team Eligibility Policy](#)
- ii. Accept and adhere to the BC and WWR athlete code of conduct
- iii. Meet the appropriate performance and competence standards
- iv. Enter the race and register by the published deadlines and using the published procedure.

## **b. International Eligibility**

Selection will be subject to eligibility in accordance with competition rules laid down by the International Canoe Federation (ICF) and the European Canoe Association (ECA).

- The first year a competitor can compete in a junior competition is the year that their 15th birthday falls in.
- The last year they can compete in a junior category is the year that their 18th birthday falls in.
- All athletes must have a desire, and availability, to compete at the international event being selected for.
- All athletes must compete in the class corresponding to the category they are seeking international selection for.
- If selected, Athletes' British Canoeing membership (including SCA, CW & CANI) must be current throughout the training and competition period.

British Canoeing reserves the right to deselect an athlete who has been found guilty of a disciplinary offence under British Canoeing/ICF rules. This includes doping offences.

## **c. Competence**

To be selected all paddlers must prove their ability to compete on the type of course and in the environment of the Target Race. This might take the form of a record of international competition, ability and conduct at training camps, results in domestic competition or endorsement by a National Coach but is not restricted to these means of proof.

In addition to capability there must exist a desire to compete and not merely attend.

Paddlers registered for selection will have a Competence Assessment made by an Assessor appointed by the WWR Exec. If assessment takes place prior to the selection race those who do not meet the criteria MUST be informed of the Assessment during the year and prior to selection. Such communication may take the form of advising that the paddler's competency is "not proven" and that a final decision will only be made following an assessment of their performance in Selection or other events.

It is possible for athletes that have not been assessed prior to selection to be assessed during the selection race. National Coaches and Team Management do not recommend this route as it does not give any opportunity for the improvements to be made should an athlete not meet the competency requirements.

Paddlers cannot infer they have met the criteria and should consult with the Assessors, National Coaches and Team Management for guidance. It is the athletes' responsibility to ensure they have been assessed and they must be prepared to accept the decisions of the Selection Committee.

Whilst there is a requirement on the National Coaches and or Team Management to inform paddlers of their progress there is also a requirement on paddlers to make sure they have provided satisfactory evidence of their ability.

Athletes must also:

- respond quickly to all correspondence regarding team arrangements and logistics
- pay their own contributions by the declared deadline (or they will forfeit their place)
- comply with all BC anti-doping regulations

- be prepared to dress and conduct themselves in a manner befitting a British Team member, including the wearing of team tracksuits and in accordance with the BC code of conduct
- be prepared to travel and be accommodated in the best interests of the team - athletes may need to provide transport for themselves and their boats.
- be prepared to give support to the Sports Council and British Canoeing and other sponsors in promotional aspects.

#### **4.4 Communication of Selection Committee Decisions**

- a. It is the responsibility of the Chairman of the Selection Committee to ensure that all decisions and reasons for selection or non-selection are recorded concisely.
- b. Within one week of the selection meeting all athletes registered for selection will be informed by email whether they have been selected. A list of selected athletes will be published on the WWR website shortly, but no sooner than 48 hours, after the email notifications have been sent. Once an offer of selection has been made athletes must confirm acceptance or otherwise of their place within seven days.

### **5. Selection Procedures**

#### **5.1 General**

- a. Selection is available to anyone meeting the eligibility and competency requirements above.
- b. Each class will be considered, and ranked, separately.
- c. Paddlers will be ranked using one or more selection races. This will be done by awarding points. The maximum points available for each selection race will be equal to the maximum number of places available in each event.

	Example 1	Example 2
Maximum available places	6	4
Paddlers seeking selection	8	5
Number of people at race	7	5
Points for 1st	6	4
Points for 2nd	5	3
Points for 5 <sup>th</sup>	2	0
Points for 7 <sup>th</sup>	0	-

- d. Only those seeking selection will be included in the ranking points system. Unless it has been stated that the same selection rankings will be used to select for multiple target races i.e. World Championships and European Championships, selection for each target race will be considered separately and the ranking will be for that target race only.
- e. Ranking points will be awarded based on the results from a single race or the total points from a series of races. The higher the points score the higher the ranking. If this results in a tie, the final selection race result will be used as a decider. If this still results in a tie the current national ranking will be used as a decider. The Selection Committee will select athletes in ranking order according to the points gained from

the selection race or races, up to the maximum available places per class or allowed by the selection policy for the target event.

- f. For target Championship / Series / International competitions, where there are both sprint and classic events, athletes are required to compete in both the Classic and Sprint events internationally. For selection, a combined points model will be used, where the points from the series of Classic and Sprint selection races will be combined. Paddlers do not have the option of competing in just one of either the classic or sprint events if selected internationally.
- g. For target Championship / Series / International competitions, where athletes are not necessarily expected to compete in both the Classic and Sprint events, a separate points model will be used, where the points from the series of Classic selection races only will determine the ranking for the Classic selection and the points from the series of Sprint selection races only will determine the ranking for the Sprint selection.
- h. In the event of selected paddlers being unavailable for certain races, selection opportunities may exist for non-selected or developing paddlers, in order to support Wild Water Racing at an international level. Selections of this type will only take place if authorised by the WWR Committee. Selection will be made using the selection race(s) ranking position or next fastest finishers until available places per class are filled. Available places may only be filled by selecting remaining paddlers that meet the competence and eligibility criteria.
- i. Selections for team races will be made at the target competition(s) by Team Management. Selection for team races can be made irrespective of the individual event selection i.e. a sprint individual athlete may be selected for the classic team race or a classic individual athlete may be selected for a sprint team race.

## **5.2 Discretionary Selection**

- a. Discretionary selections will be made where there is clear case that a boat should be selected but for exceptional circumstances is unable to meet the selection criteria.
- b. Failure to gain automatic selection can be for any reason, however the Selection Committee must be assured of a paddler's ability to compete at the Target Championships, i.e. the causes of inability to compete at selection shall be temporary.
- c. Discretionary selection will only be applied in clear cases.
- d. Discretionary selection will not be used to include or exclude anyone who is marginal.
- e. Discretionary selection is to be used only in unusual circumstances: of misfortune and/or outstanding expected performance.
- f. Discretionary selections will take precedence over any automatic selection place.
- g. All applications for discretionary selection must be received by midnight on the Sunday of the final selection race weekend and will be made public for comment prior to the Selection Committee meeting. Anyone may submit a comment. All comments will be made available to the Selection Committee in order to assist with their selection decisions.

## **5.3 Opportunities for Paddlers Not Selected**

- a. In order to help paddlers improve, the WWRC/Selection Committee may make available any spare resources to take additional paddlers as a development opportunity. This opportunity will exist for promising paddlers who are not selected,

either because their performance is considered marginal or through misfortune at selection but where there is not a case for Discretionary Selection. Examples of this are offering trailer space for boat transport, transport to and from the event where spare seats are available, organisational support for all aspects of the tour. This offer will be considered a way of "mopping up" otherwise wasted resources at minimal cost to the Team.

- b. Although the primary purpose is to allow the GBR Team to compete, additional paddlers will train and coexist with the GBR Team. They will not be entered for the official race but may be given "forerunner" entries where available.
- c. No direct costs involved in the paddlers travelling and racing will be given by the GBR Team competition fund.

## **6. General Information – GBR Teams**

### **6.1 Transport & Logistics**

To be confirmed following selection.

### **6.2 Funding and Participation (All GBR Teams)**

Limited funding and team management support will be provided each year. There will be a minimum funding requirement per athlete for each event. This will be kept to a minimum but may well be in the region of around £650 per athlete per event.

### **6.3 Paddler agreement (All GBR Teams)**

Paddlers outside Programme funding will also be expected to sign up to the British Canoeing Great Britain Team participation agreement on accepting selection at least two weeks before travelling to the first event.

### **6.4 Injury/Illness**

The Committee reserve the right to withdraw athletes from identified race(s) on the basis of injury/illness or lack of commitment to training. Such decisions will only be taken following consultation with appropriate coaches and/or medical reports.

### **6.5 Appeals Procedure**

Please see Appendix 2 for the British Canoeing appeals process.

### **6.6 Data Protection**

GB WWR has adopted all British Canoeing policies.

British Canoeing is a privacy conscious organisation and is strongly committed to an individual's right to privacy. All data gathered during the selection process will only be utilised for the purposes of an athlete's participation in a Great Britain Team. This may include administering their event/race entry and certain information may be published as part of the results and rankings of the event/race.

Any personal data will be processed and stored in compliance with the British Canoeing Data Protection Policy and in accordance with all applicable Data Protection laws in effect at the time of publication of this National Selection Policy, including but not limited to, the Data Protection Act 2018 and the GDPR which came into effect on 25th May 2018.

Further information on British Canoeing's approach to privacy and data protection, including British Canoeing's privacy notices, policies and contact details, can be located in their Privacy Centre (<https://www.britishcanoeing.org.uk/about/privacy-centre>). Should an athlete wish any data British Canoeing hold relating to them to be deleted at any point, they should contact British Canoeing at [GDPR@britishcanoeing.org.uk](mailto:GDPR@britishcanoeing.org.uk).

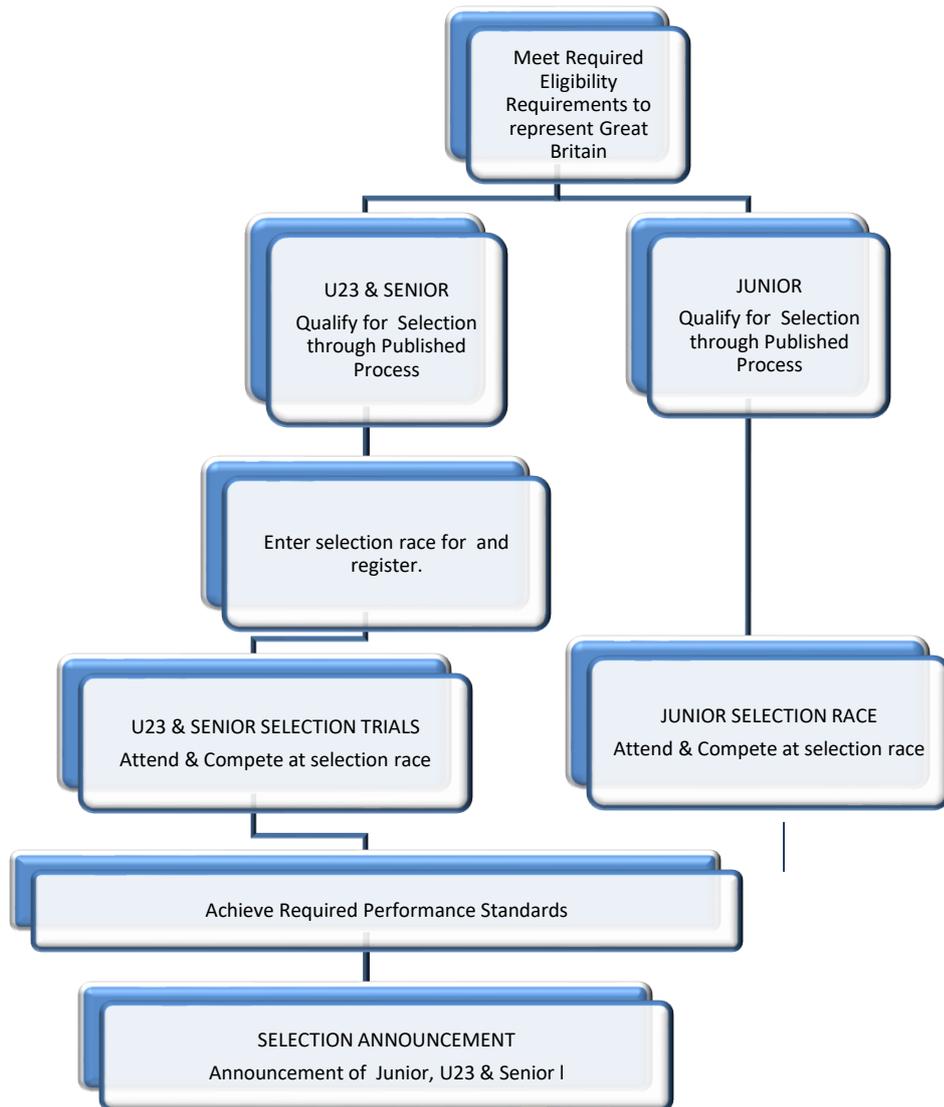
## **6.7 Policies**

For the avoidance of doubt this selection policy operates in conjunction with all relevant British Canoeing policies, including but not limited to: Equality Policy, Anti-Doping Policy, Anti Bullying Policy and Anti Bribery Policy.

## **6.8 Communications**

British Canoeing is committed to providing open and informative communication in relation to selection. All athletes will receive formal confirmation of the selection and for those athletes who wish to discuss the outcome of decision made by the Selection Committee the Chair of the Selection Committee will be available to speak informally to athletes and in the case of minors, parents.

## APPENDIX 1 – OVERVIEW OF SELECTION PROCESS



## **APPENDIX 2 - APPEALS PROCEDURE**

- Note 1. The Head of Governance shall have the power to adjust the timescales within this appeals procedure if required. If this is required it will be communicated to all interested parties at each relevant stage of the appeals process.
- Note 2. If the Head of Governance is not available, for whatever reason, the Chief Executive Officer or delegate of the Chief Executive Officer will carry out the role of the Head of Governance within this appeals procedure.
- Note 3. Athletes should ensure that they have provided their preferred method of communication and relevant up to date contact details in advance of any selection decisions. If the Athlete is under eighteen (18) years of age current and preferred contact details of their parent or legal guardian should also be provided.
- Note 4. Athletes are advised that there are independent sources of support and guidance available. Should athletes wish to gain advice they can speak to the Welfare Officer who will direct the athlete appropriately.

### **1. Appeals Process**

If an Athlete wishes to appeal against a decision taken as part of this Selection Policy then the following two stage process will apply:

#### Stage 1 Review

1. A written request for a formal review is submitted, in the first instance, by the Athlete or Parent/Guardian to the Selection Committee Chair who will carry out a review in consultation with the Selection Committee.
2. This request must be submitted within 48 hours (or an earlier date if that has been decided and communicated by the Head of Governance) of the selection being formally announced.
3. Within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) the Selection Committee Chair will advise in writing the outcome of the review and the decision reached.

#### Stage 2 Appeal

If following the formal review the Athlete wishes to formally appeal the decision, then a written Notice of Appeal must be submitted by them to the British Canoeing Head of Governance within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) of receiving the outcome of the formal review.

### **2. Notice of Appeal**

- 2.1. The Notice of Appeal will set out the grounds of the appeal and will include full details of which ground(s) in 4.1 the appeal is based upon and the precise manner in which

the ground(s) have been met. The Notice of Appeal should be as comprehensive as possible as it will form the basis of the remainder of this procedure.

### **3. Grounds of Appeal**

- 3.1. An Athlete shall be entitled to appeal on any (either individually or cumulative) of the following grounds:
  - a. The decision was not in accordance with the Selection Policy as published;
  - b. The policy has been misapplied or applied on no good evidence and/or in circumstances where the application of the policy was unfair;
  - c. The decision maker has not declared a conflict and/or has shown bias or the selection has otherwise been demonstrably unfair; and/or
  - d. Where the conclusion is one that no reasonable decision maker could have reached.
- 3.2. In order to ensure a timely and efficient appeals process only the grounds of appeal detailed in 4.1 will be permitted. The composition of the Selection Committee is not open to appeal unless 4.1 (c) is being cited in The Notice of Appeal.

### **4. Appeal Panel**

- 4.1. The Head of Governance and Compliance will convene a three person Appeal Panel as soon as is practicable to determine the appeal made up of suitably independent and experienced members who have not been involved in the Selection process so far. The Athlete will be given the opportunity to challenge the composition of the Appeal Panel.
- 4.2. The Head of Governance shall contact the Selection Committee to inform them of the Appeal, provide them with a copy of the Notice of Appeal and request that they provide any additional information they wish the Appeal Panel to consider within 48 hours of receiving the Notice of Appeal.
- 4.3. The Appeal Panel will ordinarily determine the appeal based on the written submissions of the Athlete and the Selection Committee without a hearing or the calling of witnesses or the giving of oral evidence. However the Appeal Panel will have the power to set its own processes and give directions including but not limited to, requesting further information, setting up a teleconference, determining if a hearing is required and if it is, establishing the date, time and place, and format to be followed in such a hearing.
- 4.4. The Appeal Panel will seek to reach its conclusion within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) of its appointment in accordance with 5.1, and will inform all interested parties in writing.
- 4.5. The Appeal Panel shall be entitled to:

- a. Rescind the Selection decision and confirm the selection of the Athlete in circumstances where it is clear that the grounds of the Appeal have been upheld.
- b. Confirm the selection decision and reject the Appeal.
- c. Quash the Selection decision and remit the matter back to the Selection Committee identifying the errors they have found in the conduct of the Selection process and requesting that a new decision is made within one week (or an earlier date if that has been decided and communicated by the Head of Governance).

## **5. Final and Binding**

- 5.1. This is an accelerated process to enable any challenge to be resolved as quickly as is reasonably possible.
- 5.2. The aim of this process is to return a decision on appeal in a timely manner. If the athlete fails to adhere to the time limits set out in this process, he or she will have lost their right of Appeal under this procedure, save in wholly exceptional circumstances which will be judged by the Chief Executive Officer of British Canoeing in their absolute discretion.
- 5.3. Further this it is intended to be conclusive and therefore any athlete who enters into this appeal process accepts that the decision will be final and binding.
- 5.4. Each appeal will be considered on its own merits.

## **6. Confidentiality of Proceedings and Publication of Decision**

- 6.1. British Canoeing and the Athlete are under an obligation of confidentiality in respect of any appeal proceeding under this Procedure. Save as permitted under this Appeals Procedure none of these Parties will make any public statement or disclosure of the contents of the Notice, or any other matter referred to by any of the parties during the course of these Proceedings.
- 6.2. British Canoeing shall be entitled to publish the decision of the Appeal Panel where it upholds the Appeal (or any element of it) in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published and the resulting position as to selection.

