
Great Britain Wild Water Racing

Selection for Great Britain Teams

Selection Policy

VERSION: 2.16

STATUS: Approved

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
01/08/2014	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
23/10/2016	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 PUK 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
15/01/2019	2.6	Updated following ACM and consultation
13/11/2022	2.11	Appeals process updated to the latest Paddle UK to be found on the main PUK website
13/10/2023	2.12	Clarification as to definition of low performance criteria and an exceptional circumstances section added.
10/12/2023	2.13	Updates following review by PUK HQ
18/12/2023	2.14	Proof Read by SJW
19/12/2023	2.15	Updates following consultation process.
02/12/2024	2.16	Updated British Canoeing to Paddler UK

Review/Approval Register

Name	Position/Role	Version Reviewed	Date Reviewed	Review Sheet Used?	Comments
J Lewis	Hon secretary	2.6	31/01/2019		Agreed at exec meeting after further consultation on website.
WWRC	Exec	2.7	03/10/2019		Agreed at exec
WWRC & G Wiggs	Exec and PUK	2.8	16/10/2019		Circulated amends
WWRC	Exec and PUK	2.8	21/10/2019		Put out for consultation
WWRC	Exec	2.9	07/11/2019		Updated after feedback in consultation period
WWRC	WWRC	2.10	03/01/2022		Minor amends to appeals appendix following consultation
WWRC	WWRC	2.11	13/11/2022		Appeals process update to latest PUK version, final approval following consultation
WWRC	WWRC	2.12	31/10/2023		Clarification as to definition of low performance criteria and an exceptional circumstances section added.
WWRC	WWRC	2.13	10/12/2023		Updates following PUK HQ review
WWRC	WWRC	2.15	19/12/2023		Approved following consultation changes
WWRC	WWRC	2.16	04/12/2024		Approved after changing British Canoeing to Paddle UK

Table of Contents

1	Introduction	7
2	Purpose of the GBR Team	7
3	Definitions	7
3.1	Target Race	7
3.2	Selection Races	7
3.3	The GBR Team	7
3.4	The Team Management	7
3.5	National Coaches	8
3.6	The Team Manager	8
3.7	Registrants for Selection	8
3.8	Competence Assessors and Assessment Co-ordinator	8
3.9	Maximum Team	8
4	The Selection Committee	8
4.1	Conflict of Interest	9
5	Selection Process	9
5.1	Accompanying documents	9
5.2	Registering for Selection	9
5.3	Eligibility	9
5.3.1	Basic Eligibility	9
5.3.2	International Eligibility	10
5.3.3	De-Selection	10
5.3.4	Competence	10
6	Selection Procedure	11
6.1	General	11
6.2	Communication of Selection Committee Decisions	13
6.3	Athlete Commitments	13
6.4	Exceptional Circumstances Discretionary Selection	13
7	Opportunities for Development Athletes	14
8	Additional Entries at International Events	14
9	General Information – GBR Teams	15
9.1	Transport & Logistics	15
9.2	Funding and Participation (All GBR Teams)	15
9.3	Athlete agreement (All GBR Teams)	15
9.4	Injury/Illness	15
9.5	Appeals Procedure	16
9.6	Data Protection	16
9.7	Policies	16
9.8	Communications	16

Appendix 1 Overview of Selection Process

Selection For Great Britain Teams

1 Introduction

The purpose of the Wild Water Racing Selection Policy is to clearly outline the processes which will lead to the selection of GBR Teams for all international championship events named within this policy. The opportunity for selection to the GBR Team should inspire and motivate athletes to perform at their best.

2 Purpose of the GBR Team

Whilst the personal development and enhancement that can be achieved by competing as part of a GBR Team is important, the primary purposes of the selection of GBR Teams are:

1. To win medals at European and World Championships.
2. To qualify for finals in sprint events at the European and World Championships.
3. To propose credible, safe and competitive GB teams in as many categories as possible at World and European Championships.
4. To ensure the long-term athlete development required for future international success.

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 Athletes who have applied for Selection.

3.3 The GBR Team

The GBR Team is the collection of Athletes 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 comprised 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 comprised of administrators, helpers and technical coaching staff as designated by the Wild Water Racing Committee (WWRC).

3.5 National Coaches

National Coaches are responsible for liaison with the prospective GBR Team Athletes 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 the Team Manager's performance duties is to manage the rest of the team staff.

3.7 Registrants for Selection

The collection of people who have registered for selection. This list is created and maintained by the Team Management and will be published on the Wildwater website as athletes register. 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 Management's planning requirements.

3.8 Competence Assessors and Assessment Co-ordinator

People assigned the role of assessing those that register for selection. The assessors will be co-ordinated by the assessment co-ordinator who will ensure that assessments are consistent. These roles are appointed by WWRC and will have suitable and relevant experience of international Wildwater Racing. The WWRC will aim to appoint a suitable number of assessors to avoid any conflicts or personal interests. The Assessment Co-ordinator will announce and publish the names of assessors and contact details to those registered for selection as early as possible.

3.9 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 WWRC prior to the selection event taking place. Whilst it is hoped there are enough people of the required standard to fill the maximum number of places, in reality the expected team and the actual team might be smaller than the maximum permitted.

4 The Selection Committee

The selection process shall be conducted by a Selection Committee. The Selection Committee will consist of people nominated by the WWRC. The duty of the Selection Committee is to implement this selection policy as drafted.

The Selection Committee should be completely independent. The Team Manager and National Coaches will not be on the Selection Committee, but the Team Manager or Head National Coach or their representative, will be present at selection meetings to provide context in support of the selection process. In the event of the Team Manager or national coaches having a vested interest in

selection, either for themselves or for an Athlete that they coach, they should declare this at the start of the meeting and should leave the room when that class is discussed.

The Selection Committee will consist of a minimum of three people and a maximum of five. The Selection Committee will aim to have a mix of genders and an appointed Chair who will have the casting vote in the event of a tied selection. Ideally at least one person will be an independent member who is from another paddling discipline.

Members of the Selection Committee will be published on the Wildwater website as soon as possible once appointed.

4.1 Conflict of Interest

Paddle UK 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 Director of Governance at Paddle UK.

5 Selection Process

5.1 Accompanying documents

Accompanying this selection policy will be an event specific document titled "International Events 20## Selection Competence & Performance Requirements". This document provides criteria and information about the target competitions and the selection events used to select for the target competitions. The document also details the risk level of the target venue and the performance level required for that event. Risk will be classed as low, moderate or high with performance classed as developing, moderate or high. This event specific document should be read in conjunction with the "Selection for Great Britain Teams – Selection Policy" and "Coaching – Athlete Assessment Guidance" documents.

5.2 Registering for Selection

Each athlete seeking selection must complete all documentation as advertised on the Wildwater website as per the prescribed registration process, including identifying availability and selection competency for each Target Race. This information will be used by the Team Management and 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 WWRC Secretary (secretary@wildwater.org.uk), by the close of the Selection Registration date to ensure eligibility for GBR Selection.

5.3 Eligibility

5.3.1 Basic Eligibility

To be eligible to be selected to any Great Britain Team, athletes/crews must meet the following conditions:

- 1 Meet the requirements set out in the Paddle UK National Teams Eligibility requirements. <https://paddleuk.org.uk/wp-content/uploads/shared-files/british-canoeing-central-documents/Paddle-UK-Eligibility-Policy-July-2024.pdf>
- 2 Accept and adhere to the Paddle UK (**PUK**) and WWR athlete code of conduct;
- 3 Meet the appropriate performance and competence standards;
- 4 Register for selection by the published deadlines and using the published procedure as per clause 5.2 above;
- 5 All athletes must compete in the class corresponding to the category they are seeking selection for;
- 6 Be a full member of Paddle UK or Home Nation Association (PS, CW, CANI) that enables participation in competition.

5.3.2 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).

1. The first year a competitor can compete in a competition is the year that their 15th birthday falls in.
2. The last year they can compete in a junior category is the year that their 18th birthday falls in.
3. The last year they can compete in an U23 category is the year that their 23rd birthday falls in.
4. All athletes must compete in the class corresponding to the category they are seeking international selection for.

5.3.3 De-Selection

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

5.3.4 Competence

All selections are subject to an athlete proving their ability to compete on the type of course and in the environment of the Target Race.

In addition to capability the Athlete must demonstrate, in the reasonable opinion of the Selection Committee, a desire to compete and not merely attend.

Registrants for Selection will undertake a Competence Assessment by an Assessor appointed by the WWRC. If assessment takes place prior to the selection race, athletes will be informed of the Assessment result during the year and prior to selection. Such communication will take the form of advising that the Athlete's competency is High, Moderate, or Developing. This makes Athletes either eligible or not eligible for a specific target race.

Performance will be measured from the results and positions in the selection event(s).

It is possible for athletes that have not been competency 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.

Athletes cannot presume they have met the competency 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 provided satisfactory evidence of their ability, and they must be prepared to accept the decisions of the Assessors and Selection Committee.

6 Selection Procedure

6.1 General

1. Participation in the selection process is available to anyone meeting the eligibility and competency requirements above.
2. Each class (WK1, MK1, WC1, MC1, WC2, MC2) will be considered, and ranked, separately.
3. Points will be allocated based on the finishing order in a selection race or the total points from a series of races where there is more than one selection race. The following points will be awarded:

Points for 1 st	25
Points for 2 nd	19
Points for 3 rd	14
Points for 4 th	10
Points for 5 th	7
Points for 6 th	5
Points for 7 th	4
Points for 8 th	3
Points for 9 th	2
Points for 10 th	1
Points for 11 th	0

4. All Registrants for 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.
5. 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, then the cumulative % behind the winner will be used to differentiate the athletes, with the lowest sum of % from each selection race giving the better ranking.

Example:

Athlete A results - 5th at 4.1%, 7th at 6.7% = 11pts and cumulative % = 10.8%

Athlete B results - 4th at 3.9%, 10th at 8.3% = 11pts and cumulative % = 12.2%

Athlete A will have a higher ranking.

If this still results in a tie, or selection is based on only a single race and there is a tie, then the selection committee will decide the outcome based on supporting information available at the meeting. Consideration will be given to: (in no particular order)

- a. Position in the second sprint run
 - b. The current national ranking of the athletes
 - c. Athlete development
 - d. Recent progress and development of the athletes
 - e. Overall objectives of the target event
 - f. Fit within the 4-year plan
 - g. Coaches feedback and supporting information
 - h. Trip size and resources available
6. 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. Athletes do not have the option of competing in just one of either the classic or sprint events if selected internationally.
 7. 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.
 8. The Selection Committee will where appropriate name reserves for the target events. These reserves will take the place of the originally selected Athletes should they decline their place.
 9. 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.
 10. The above Selection Criteria has been written to set out the principles, and create a transparent process for selection of athletes. Whilst the principles will be adhered to, there

may need to be some flexibility in this criteria on occasions to account for unexpected or unforeseen problems that occur from time to time.

6.2 Communication of Selection Committee Decisions

Following the selection event, the Selection Committee will meet to confirm the Athletes selected. It is the responsibility of the Chair of the Selection Committee to ensure that all decisions and reasons for selection or non-selection are recorded accurately and concisely. Within one week of the selection meeting all Registrants for Selection will be informed by email whether they have been selected. The Selection Committee will meet as soon as possible after the last selection race. A list of selected athletes will be published on the WWR website, no sooner than 48 hours after the selection meeting and 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 five working days.

6.3 Athlete Commitments

Once selected to a GBR Team, a selected Athletes agrees to:

- 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 PUK 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 PUK 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 Paddle UK and other sponsors in promotional aspects.

6.4 Exceptional Circumstances & Application for Discretionary selection

1. GB WWR applies the principle that an Athlete who attends and participates in any form of selection shall be considered by GB WWR to be in a position to do so.
2. However, should an Athlete miss a Selection event due to illness or injury during, or prior to, elements of the selection process; or have any other exceptional circumstances, the Selection Committee reserves the right to provide an opportunity for such a boat to be eligible for selection. For the purposes of this clause, exceptional circumstances are unplanned, unexpected, unavoidable, and unforeseen.
2. Where an Athlete wishes to invoke this clause, exceptional circumstances requests should be directed to the WWRC Secretary by email (secretary@wildwater.org.uk) and must be received before midnight on the Sunday of the final selection race weekend. All applications will be made available to the Selection Committee in order to assist with selection decisions.
3. Applications should provide:

- Certificated evidence of illness or injury, or other significant exceptional circumstance.
 - Any evidence the athlete wishes the Selection Committee to consider which demonstrates in both training and racing, a superior performance level than other selected athletes.
4. To be considered for an exceptional circumstance, an Athlete must be able to demonstrate the required competence and performance level:
 5. When considering whether an athlete meets the criteria outlined above, the Selection Committee will consider the following:
 - The athletes training and racing profile;
 - ICF World Ranking, Performance at international races within the previous 24 months.
 6. Where the Selection Committee accepts an exceptional circumstance request following the process detailed above, the Selection Committee reserves the right to:
 - Substitute the selection of the athlete under this policy with the selection of the athlete.
 7. For the avoidance of doubt, exceptional circumstances will not be used to include anyone who is marginal.

7 Opportunities for Development Athletes

The support of athletes not selected is important for long term development of athletes. Although the primary purpose of this Selection Policy and the GBR Team to compete at the Target Races, opportunities for additional Athletes to train and coexist with the GBR Team will be provided where this is possible. They will not be entered for the official race but will have the opportunity to train and may be given "forerunner" entries where available at the discretion of the Team Management.

The WWRC may make available spare places to take additional Athletes as a development opportunity. This will be subject to consideration of event objectives, impact on selected athletes, Team Management resource, suitability of the course and logistical capacity. If such places become available then they will be advertised on the WWR website.

Places will only be offered to Athletes that have raced at the selection event that year, and have been assessed as competent for the international race venue. Places will be allocated based initially on selection results and then if required a competence assessment.

Please note, that for athletes who have not been selected as part of the GBR Team, no travelling or racing costs will be subsidised by the GBR Team competition fund.

8 Additional Entries at International Events

- 8.1 In recent years, it has been more common for the ICF, ECA or event organisers to ask nations to enter individuals or teams into additional classes in order to enable minority classes to meet the relevant quoracy requirements for the event. The on-site Team Management is permitted to enter already selected athletes into additional classes provided they are deemed to be competent to race at the venue in the additional class.

- 8.2 If there are development Athletes on a trip (as per section 7 above) and a request is made to the Team Management at the event to enter these individuals into the main competition (contrary to Section 7 above) then Team Management must gain approval from the WWRC and PUK before entering them to represent GB. The development athlete must have raced at a selection event that year and have been assessed as competent for the international race venue. Such decisions will be documented, and consideration must be given to any athletes not gaining selection that did not take up development places.
- 8.3 If any of the above decisions involve an Athlete under the age of 18 parental agreement must also be obtained.

9 General Information – GBR Teams

9.1 Transport & Logistics

Will be confirmed following selection.

9.2 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 which will be outlined in the Event Specific documentation.

9.3 Athlete agreement (All GBR Teams)

Athletes are expected to sign up to the Paddle UK Great Britain Team participation agreement on accepting selection at least two weeks before travelling to the first event.

9.4 Injury/Illness

The WWRC reserves the right to de-select for any international event, any athlete or reserve on the following grounds:

1. Medical grounds – i.e. when an injury/illness may, in the reasonable opinion of the Selection Committee, inhibit the achievement of appropriate performance and/ or mean the athlete cannot reasonably be considered fit to travel; or
2. Suitability as a team member, where for example (but not limited to) an athlete's behaviour or attitude leads the Selection Committee to determine in its opinion that the selection of such athlete would be inappropriate; or
3. Poor form – i.e., when an athlete's form in events and/or training has decreased to such a level that, in the opinion of the Selection Committee, they would no longer be able to achieve the required level of performance to be competitive at the applicable competition(s).

Any decisions taken in accordance with 9.4 will only be made following consultation with the athlete, appropriate PUK coaches and/or medical reports and in the case of 9.5 (3) include reference to applicable competency standards.

9.5 Appeals Procedure

For selection decisions made under this Policy, the Paddle UK Appeals process applies and this procedure can be found here https://drive.google.com/file/d/16pZBss755PQhu24-zAtBPmkvWM5Pu1Wl/view?usp=drive_link

9.6 Data Protection

GB Wildwater Committee has adopted all Paddle UK policies.

Paddle UK 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 Paddle UK Data Protection Policy and in accordance with all applicable Data Protection laws in effect at the time of publication of this Selection Policy, including but not limited to, the Data Protection Act 2018 and UK GDPR.

Further information on Paddle UK's approach to privacy and data protection, including Paddle UK'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 Paddle UK hold relating to them to be deleted at any point; they should contact Paddle UK at GDPR@britishcanoeing.org.uk.

9.7 Policies

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

9.8 Communications

Paddle UK 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

