

Scottish Curling Academy

Athlete Selection Policy



Aims

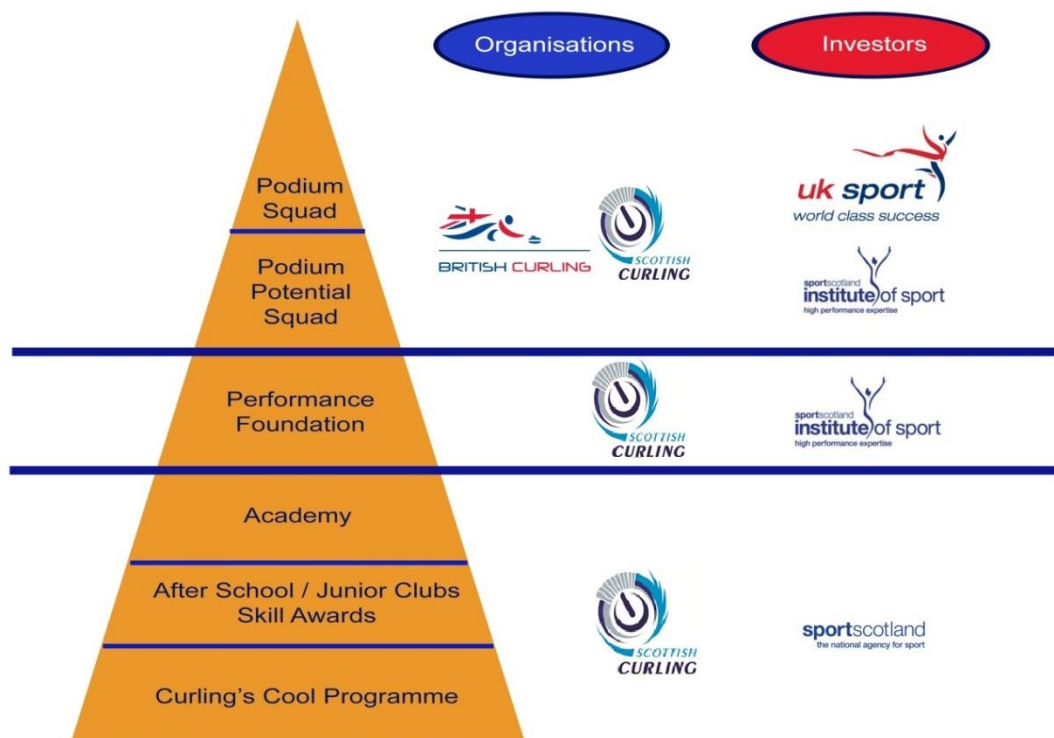
Academy is a Scottish Curling Development Programme. We aim to invest programme support in athletes who are fully committed to a Development Programme with the prospect and ultimate outcome of being able to medal at World level.

Curling is a team sport, and whilst this policy defines the parameters that will be considered and recognises athletes as individuals, ultimately the athletes have to have the ability to realise that potential and perform within a team.

Selection Eligibility

Inclusion in the programme will be seen as an ***“investment into a players”*** future potential. The key question that will be asked when making any selection decision:-

Is there a realistic potential of this athlete being World Class Medal standard?



Athletes should ensure they meet the following criteria when applying:-

- a) All applicants must be members of Scottish Curling.
- b) Each applicant must be either born in Scotland, have a Scottish parent or have been domiciled in Scotland for two consecutive years
- c) Each applicant should be eligible to compete in WCF competitions in the category for which they are registering their interest.

Selection Criteria

Key Factors:

Primary Factor – Commitment/Mind-set

Secondary Factors – Skill Progression

Supporting Factors – Performance/Potential

1. Commitment/Mind-set - evidence that the athlete is actively adhering to programme requirements and maximising their potential by making choices that develop and improve their performance (see Appendix 1). Attitude and a willingness to improve technical and tactical ability will also be key factors as will a track record of being a positive and successful member of previous teams. Sportsmanship, Etiquette and the Spirit of Curling are values we expect athletes to promote and adhere to.

Appendix 1 – Factors that will be considered to provide evidence that the athlete is making choices that maximise their potential to develop and improve their performance

2. Skill Progression – evidence of genuine improvement in Technical, Tactical and Team dynamic skills through objective testing and subjective analysis of any or all of the following:

- Delivery Technique (line, timing, release, stability, power) using video analysis and drills
- Sweeping Technique and efficiency
- Weight Control
- Skill Awards, training sessions, Squad Day benchmarking and Coach Feedback
- Fitness progression
- Team Dynamics i.e. behavioural skills and compatibility
- Tactical Decision making skills
- Teamwork skills i.e. ice reading, line and weight calling and judgement
- On and off ice communication
- Season Planner content and records
- Team and technical Coach feedback

3. Performance/Potential – ability to demonstrate consistent success leading to future potential at medal level. Results and Performance Statistics from the undernoted identified events.

U21 Junior Events

- World University Games
- World Junior Championships
- Youth Olympic Games
- European Youth Olympic Festival
- Scottish Junior Qualifier and Championship
- International Events including European Junior Curling Tour
- Asham U21 Slam Events
- Asham U17 Slam Events

Over 21 Events

- World University Games
- Grand Slam Events
- WCT / CCT
- Scottish Men's / Women's / Mixed Doubles Qualifier and Championship
- Scottish Tour Events

Process

Selection will be on an individual basis and successful applicants are expected to form their own teams. You may consult with the Pathway Manager who can provide advice on team formations. Ultimately the decision is for the players to make on their team.

Selections will be conditional on the athletes/teams agreeing to an appropriate domestic training and competition programme with the Pathway Manager. All athletes will be required to sign and adhere to an Athlete Performance Agreement.

Selection onto the Performance Foundation and Academy programmes run in line with British Curling selections. Podium and Podium Performance selections will be determined first followed by Performance Foundation and then Academy selections. These will all take place from April to June

Structure

- The majority of technical and team training sessions will be held at the new National Curling Academy located at Stirling. Other venues may be determined once athletes are selected. Players selected into the Academy and who live a significant distance from Stirling will be accommodated but will nevertheless also be expected to make the journey to Stirling to practice with their teams and team coaches on a regular basis.
- The programme aims to run various workshops to assist a team's progression and performance. All team members will be invited to attend despite not necessarily all the individuals being on the programme.
- A Team/Support programme coach is central to a team's progression and performance. The team coach will be expected to attend and plan team sessions at the Peak. Teams are expected to have a suitable coach who will help with their development. The Programme aims to provide and/or support a team coach for any team that includes an Academy athlete, but this may be limited by coach availability.
- Academy is managed by the Scottish Curling Pathway Manager.
- The programme is delivered by identified Scottish Curling coaches.

Academy Programme Delivery & Expectations

The support programme will take into consideration a needs analysis of each individual athlete/team's development.

The top ranked teams in Asham Under 21 Slam events will potentially receive additional training and overseas competition support subject to resources available.

The support areas of the programme will endeavour to deliver the following elements:-

- 1. Athlete Development Plans** – an initial Induction meeting will be held to plan training and competition calendars and set goals/expectations, and a closing end of season appraisal to discuss progress, the programme and the future plans. Athletes will be encouraged to fill in a Season Planner to aid the understanding of their own development.
- 2. Strength and Conditioning** – athlete to access local facilities (Council, School, etc) and arrange fitness programme (standard fitness programme template and guidance is available as a download under the Athlete/Parent Resource section of the Scottish Curling website). This is to encourage improvement in fitness levels and educate on Sports Science.
- 3. Ice Training** – Pre and in Season sessions commencing Aug/Sept – April aim to deliver coaching assistance on the following:- delivery line, timing, stability, release, weight control, sweeping, tactics, line calling and judgement, ice and stone management, rules, etiquette. Summer training technical work will be part of the programme to improve skills development.

- 4. Practice Training** – each athlete is expected to take responsibility for arranging their own on-ice practice at least once per week to improve technique in addition to arranged training and competitions. This should be recorded in their Season Planner. Many rinks now offer a Season Practice Ticket. Team Sessions are expected at least once per month in season, and more often pre-season, where feasible with team coach, to work on teamwork i.e. tactics, line calling and judgement, end planning, ice and stone management and team dynamics.
- 5. Anti-Doping** – It is every athletes responsibility to ensure that they are compliant with current Anti-Doping rules and regulations. Full information is available on the Scottish Curling Website including contacts for further information.
- 6. Competition** - athletes are expected to cover their own competition and travel costs. Junior athletes are required to compete in at least 3 Asham Under 21 Slam events, Men/Women are required to compete in at least 3 SCT events or equivalent and both must play in the Scottish Qualifiers/Championship. Competition results are required to be recorded by athletes on a monthly basis.
- 7. Team Dynamics** – this is a key area which will affect the success of teams and will be worked on at training/workshops and competitions in conjunction with our Support Staff Psychologist, your Team Coach and the Pathway Manager. Self-belief and positive behaviours are important skills to develop.
- 8. Clothing** – athletes and coaches will receive a curling overtop to be worn at all training sessions. As your funders, team kit should be branded with Academy and sportscotland logos.
- 9. Equipment** – athletes will be expected to source their own compliant curling equipment i.e. curling shoes, brushes, pads, stopwatches and gloves which are effective and in good condition in terms of performance enhancing.
- 10. Review** – end of season review and evaluation will take place with the athlete, to include coach reports and a meeting with the Scottish Curling Pathway Manager.
- 11. Sponsorship** – athletes are encouraged to seek sponsorship and local council/educational facility grants to assist with Competition costs such as team kit, entry fees and travel. Adherence of the Scottish Curling cresting policy is required when branding team kit.
- 12. Social Media** – athletes will be provided with documentation outlining the Scottish Curling and sportscotland Social Media Policies and are expected to follow these.
- 13. Discipline in Curling Guidelines** – These have now been published and are available as a download on the Scottish Curling website and will be enforced at all Scottish Curling Competitions and Events.

Selection Panel

The selection panel will consist of British Curling National Coach, Scottish Curling Pathway Manager, Scottish Curling Head of Development and the British Curling Performance Director.

Step 1 - Academy Note of Interest Form will be available on the Scottish Curling website from mid May for all interested parties to apply and be considered. Applications must be received by 5pm on Friday 7th June 2019 at the Scottish Curling office (late entries will NOT be considered).

Step 2 - Applications will be considered by the Selection Panel using the selection criteria during June.

Step 3 - The selected athletes will be officially informed by the Scottish Curling by late June.

Step 4 - Decision review process

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;
 - The selection policy process was not followed.
 - Information used within the selection process was not considered correctly, or available information not considered.
 - New information has come to light that was not available during the selection process
3. The review will be coordinated by the Performance Director and comprise of a panel consisting of the CEO of the Scottish Curling (who in normal circumstances will chair the process), a member of the Scottish Curling board and a representative of sportscotland and will be carried out within 7 days of receipt of the request for a review. This may at the Review Panel's absolute discretion, include a meeting with the relevant athlete/ Pathway Manager.
4. The Review Panel can make one of two decisions at this stage. The panel can:-
 - Uphold the appeal and request the Selection Panel to reconsider its selections
 - Reject the appeal.

The Review Panel must make full justification of any decision made.

5. The decision of the Review Panel is final and binding on the athlete, 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.

Step 5 - The nominated athletes will then be required to sign the Athlete Performance Agreement to acknowledge their acceptance of the terms and conditions.

Step 6 - Athlete Inductions will be arranged and carried out in June/July.

De-selection Process

1. This will only happen if the athlete(s) fail to meet the expectations or to comply with the terms contained in the Academy Athlete Agreement and will occur without penalty due by Scottish Curling. Should athletes wish to appeal the de-selection process, the appeal should be submitted to the Scottish Curling CEO
2. If athlete(s) do not meet the expectations or comply with the terms contained in the Academy Athlete Agreement, they will be notified in advance to provide an opportunity to discuss the situation. After this time, if such failure remains unresolved a written notice will be issued, which will state a period, determined by Scottish Curling as appropriate by which the failure must be remedied by the athlete(s). If the athlete does not remedy such failure within such period, this will result in de-selection.

Athlete-Parent Resource

The [Athlete Parent Resource](#) is an invaluable guide for athletes and parents.

APPENDIX 1

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

Listed below are the factors that would be considered when considering each athlete.

Each set of statements (A; B; C & D) has an ideal score of 4 and minimum score of 1.

The scores are intended as a tool to open up review/feedback discussions on areas of concern/ differences of approach etc.

A - Life Choices and Circumstances

Factors with beneficial effects to performance development	Factors with negative effects to performance development
a) Being a full time athlete or adapting work/college to fit with training b) Maintaining a diet with training and performance in mind c) Ensuring adequate rest & recovery d) Controlling social life to appropriate periods of the year in line with training and competition demands e) No alcohol consumption	a) Work or study that lacks flexibility to allow for training b) Consuming a poor diet without thought to training c) Allowing outside influences to compromise recovery. d) Participating in a social life that inhibits performance at training sessions or impairs recovery e) Excessive or binge alcohol Consumption

B - Professional Life Style

Factors with beneficial effects to performance development	Factors with negative effects to performance development
a) Be available for all training sessions at the home venue in Scotland b) Be available for all squad training camps both domestically and overseas c) Arrive at the training venue with all equipment in good order prior to the agreed time of training session d) Arrive at all training sessions having e) made all efforts to recover optimally from previous training f) Make time for session feedback from coaches and support staff following sessions g) Constantly seeking new ways to improve performance	a) Have other commitments resulting in non-attendance at training sessions b) Non availability for training camps due to other commitments c) Repeated late arrival at training sessions or failure to maintain personal equipment and specialist clothing d) Allowing other commitments to obstruct full recovery from training e) Failure to make time to seek feedback to aid performance development f) Disinterested in new ideas, never challenging.

C - Commitment to engaging with the Performance Programme

Factors with beneficial effects to performance development	Factors with negative effects to performance development
a) Full participation in the training and preparation programme c) Actively seeking coaching input d) Actively seeking support staff input e) Support to the overall Performance Programme f) Working in partnership with administration staff and managers to ensure good logistics g) Providing constructive feedback and engagement to the programme	a) Lack of or partial participation in the b) Performance Programme training and preparation programme c) Failure to work constructively with the appointed Head coach d) Failure to work constructively with the appointed support staff e) Actions which may be detrimental to the Performance Programme &/or the GB/SCO National Teams f) Failure to liaise effectively resulting in poor logistics g) Providing destructive feedback or criticism, moaning about the situation etc without constructive suggestions

D – Performance Development Mind-set

Factors with beneficial effects to performance development	Factors with negative effects to performance development
a) Ability to recognise key challenges/ areas of weakness to enhance performance b) Willingness to embrace and work on key challenges/ areas of weakness c) Understands and works through a clear process of development d) Willing to take on and learn from direct and honest feedback. e) Ability to persist with a process even when faced with setbacks f) Willing to take ownership and responsibility for their own performance and programme	a) Unable to identify key challenges/ areas of weakness to enhance performance b) Avoids or unwilling to work on key challenges/ areas of weakness c) No understanding/ evidence that is working through a clear process for development. d) Ignores feedback e) Gives up when faced with set backs f) Unwilling to take ownership and responsibility for own programme/ performance & blames others/ programme for negative results.