

1. Purpose

This selection policy outlines the process to select teams to represent Scotland at the 2021 World Curling Championships for Men and Women.

2. Performance Objectives

The selection policy is to maximise the likelihood of Team Scotland:

- Securing Olympic Qualification, for Team GB to be represented at the 2022 Beijing Winter Olympic Games in all disciplines
- Achieving British Curling's UK Sport milestone target (in 2021 this is one medal plus 2 top 6 placings)
- Winning medals at the World Curling Championships
- Preparing teams and individuals for medal winning performances at the 2022 Beijing Winter Olympic Games

3. Eligibility and Availability

To be eligible for selection, athletes must:

- a. Be a member of Scottish Curling.
- b. Be either born in Scotland, have a Scottish parent or have been domiciled in Scotland for two consecutive years.
- c. Be eligible to compete in World Curling Federation (WCF) competitions in the category for which they are being considered for selection.
- d. Be of a level of fitness and health to be able to compete to the best of their ability as determined by medical staff appointed by British Curling and Scottish Curling.
- e. Have no pending doping offences or currently serving a doping ban.
- f. Be prepared to sign the Scottish Curling Team Member Agreement if selected.
- g. Be available to compete at the World Championships in the discipline for which they are being considered for selection.
- h. Comply with any other eligibility requirements which may be imposed by Scottish Curling and WCF.

4. Team Size

Men and Women's teams will consist of a maximum of 5 athletes.

5. Selection Criteria

The Selection Panel will convene to consider the following criteria when making the selection of any team.

- a. Results and performance data from competitions, events, and competitive matches held during season 20-21. Such data will include (but not be limited to) events and matches held at the National Curling Academy as part of the British Curling Programme
- b. Results from previous Scottish Championships
- c. Performance Record against likely World Championship opponents.
- d. Results at previous Major Championships

i.e. European Championships, World Championships, Olympic Games, World Juniors, and World University Games.

- e. Assessment against the key criteria of tactical, shot making and readiness to perform as a team at the World Championships

6. Selection Timelines

- **June 2020**

Selection policy issued for 2021 World Curling Championships – Men, Women and Mixed Doubles. Updated Policy as a result of COVID enforced changes published December 2020

- **By the end of February 2021**

Selection Panel meeting

- **Within 24 hours of selection meeting**

Teams notified of Selection Panel's decision, along with any relevant information in relation to that decision. The appeals process available to non-selected teams is outlined in **Appendix 1**. The communication of selection is strictly confidential and not to be publicised.

After an initial team of 4 is selected, the Olympic Head Coach will consult with the 4 selected players on potential 5th players and be responsible for the final selection decision and communication of that decision. The 5th player will be selected on their compatibility and ability to compete with the selected 4-person team and cover appropriate team roles. There will be no appeal process open for the 5th player selection.

Prior to the relevant World Championship, British Curling (in conjunction with Scottish Curling) retains the right to deselect an athlete on any grounds, including (but not limited to):

- (a) loss of form, illness or injury (such that the Selection Panel, in their reasonable opinion, consider that the athlete in question will not be able to compete to the best of their ability at the World Championships);
- (b) failure to adhere to the Scottish Curling Team Agreement or British Curling Performance Programme Athlete Agreement;
- (c) any breach of the British Curling World Class Conduct (Standards of Behaviour & Attitude) outlined within **Appendix 2**; and/or
- (d) Any failure to adhere to the terms of this selection policy.

7. Team Announcement

Selected team members agree not to make any public announcement to the media or public in any form (including personal websites) regarding their selection until British and Scottish Curling have announced the Team.

8. Selection Panel

All selection matters will be the responsibility of the Selection Panel. Panel membership is as follows:

Executive Performance Director – Panel Chair and Voting Member

Olympic Head Coach – Voting Member

Scottish Curling Representative - Voting Member

Lead Performance Analyst - Non-voting Member

Role: To provide performance data and statistics as required.

British Athletes Commission Observer – Non-voting Member

Role: To observe and scrutinise the process, ensure the interests of athletes are prioritised, and hold the panel accountable to the policy and its criteria, and ensure the principles of fairness and acting without bias are upheld.

Performance Operations Manager – Non-voting Member.

Role: Official record keeper.

The Selection Panel will consider criteria stated in Section 5 in making its decisions and may also consult other support staff specialists where appropriate.

The selection process is generally an exercise of judgment. Selection decisions are necessarily subjective and an exercise of expert opinion. As such, while an appeals policy is provided for teams to appeal non-selection on the grounds that the policy has not been adhered to, teams are not able to appeal against selection decisions on any other grounds including against a selector's judgement. A process whereby an athlete can request an appeal of decisions is provided for in Appendix 1.

Appendix 1

Appeals Relating to Selection to World Championships

This document sets out the Appeals Procedure where an Athlete ("the Appellant Athlete") wishes to appeal a selection decision taken in respect of World Curling Championship selection. The Scottish Curling (SC) Appeals Procedure will be adopted for this purpose.

An Athlete seeking an appeal of a 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.

This Procedure is the only applicable appeals procedure and forms the entire agreement between each team wishing to be selected for the World Championships and British Curling (BC) and Scottish Curling (SC) (together, "the Parties"). The Parties agree not to commence, continue, or maintain any legal challenge to any matter covered by this policy before any court of law. The Parties will treat all decisions under this Procedure as final and binding upon them

The British Curling appeal procedure consists of 1 stage:

- **Stage 1.** An internal appeal panel to consider the grounds and merits of the appeal. Where the selection relates to the World Curling Championships.

All players 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.

1. Grounds for Appeal

An Athlete may appeal against a selection/nomination decision relating to the World Curling Championships on one or more of the following grounds:

- a. the correct selection process was not followed;
- b. a decision maker was biased; OR
- c. the decision was made on an error of fact.

2. Appeal Procedure

This Appeal Procedure begins when an Appellant Athlete submits a formal written appeal that identifies one of the permitted grounds of appeal ("the Notice of Appeal") to the CEO of Scottish Curling, Bruce Crawford, bruce@scottishcurling.org.

The Notice of Appeal must be received by Scottish Curling within **3 working days** of the selection decision, being communicated in writing (usually via email).

The Notice of Appeal must be accompanied by a payment of £250 (payable to Scottish Curling). The fee may be refunded at the discretion of the Appeal Panel.

The Notice of Appeal must set out the full details of the Appellant Athlete's ground(s) of appeal and include:

- a. details of the decision which the Athlete is appealing;
- b. details of the ground(s) of appeal upon which the Athlete relies, including the manner in which the Appellant Athlete alleges that such ground(s) apply; AND
- c. any documents or written evidence upon which the Appellant Athlete relies in support of his or her appeal.

3. Internal Appeal Panel

The Appeal Panel shall consist of three independent people selected by Scottish Curling.

The Internal Appeal Panel shall:

- a. **dismiss** the appeal and confirm the original selection decision; OR
- b. **uphold** the appeal and remit the matter back to the original selection group, outlining the errors they have identified in the conduct of the original selection process, and request that a new decision is made within 48 hours.

The British Athletes Commission (BAC), provides independent, confidential advice and support to World Class Performance athletes and BAC members, with selection process, disputes and appeals.

The BAC is always balanced and independent in its advice to athletes and if it feels there are no grounds for appeal, it will say so. The BAC offers pastoral and emotional support throughout any process as well as referring athletes to Sport Resolution UK (SRUK) to request pro-bono legal advice if necessary.

Please contact the BAC at admin@britishathletes.org or call 0203 126 4270.

Appendix 2

World Class Conduct (Standards of Behaviour & Attitude)

The Athlete recognises that, as an elite competitor within the WCP, his or her behaviour will reflect on their relevant National Governing Body (NGB) and the sport. Accordingly, the Athlete agrees to conduct him or herself in an appropriate proper manner at all times while participating in WCP activities. Further, the Athlete agrees that for the duration of the Membership Period he or she will:

- (a) make a positive commitment to supporting and achieving the aims and objectives of the WCP;
- (b) accept and abide by all the sport policies and procedures currently adopted in relation to membership of their relevant NGB and the WCP, including this Agreement;
- (c) conduct him or herself at all times when training, competing or on duty as a member of the National Team in a correct and proper manner that does not bring their NGB, the sport, UK Sport (including the National Lottery), **sportscotland**, any Commercial Partner or the Athlete into disrepute;
- (d) project a favourable and positive image of the sport and the public/lottery WCP programmes by adopting high standards of behaviour and appropriate dress standards when carrying out duties in relation to the WCP;
- (e) behave reasonably and in a manner that shows proper respect for other athletes and colleagues in the sport and other athletes in any other sport when training, competing or residing in a multi-sport environment (such as in the Athletes' Village at the Games);
- (f) refrain from the excessive consumption of alcohol and, refrain from the consumption of any alcohol during all major championship and international events, except with the express prior permission of the Executive Performance Director;
- (g) accept and abide by any NGB rules, policies and procedures relating to anti-betting, anti-gambling or anti-corruption and not to engage in or any activity associated with betting, gambling or corrupt practices involving the Athlete's sport or any other sport or event held at the Olympic Games, World Championships, European Championships, Commonwealth Games or other major international or national competition;
- (h) not to accept assistance in training or competition, or have some other professional involvement with, a coach, athlete support personnel or any other person, who in the reasonable opinion of the NGB, International Federation, the IOC, the IPC or UK Sport (if applicable), has a poor reputation by reason of being involved in betting, gambling or corruption practices in any sport including the Athlete's sport and end that assistance or involvement if requested to do so by the NGB, International Federation, IOC, IPC or UK Sport (as applicable);
- (i) not commit any act that shocks or offends the community or which manifests contempt or disregard for public morals and decency;
- (j) keep the WCP informed of any change of circumstances that may affect the Athlete's [or any other WCP member's] ability to train or compete to the high standards required by this Agreement; and
- (k) keep the WCP informed of any changes to the Athlete's personal circumstances, such as any change of permanent residential address and, in respect of periods when the Athlete is outside the country training or competing, any temporary overseas address.

World Class Conduct - Media and Social Media

The Athlete recognises that, as an elite competitor within the WCP, his or her behaviour whilst conducting media duties (broadcast, written press and online press) and activity on social media channels and forums, as well as contributing to news, broadcast and online outlets will reflect on their relevant NGB, the WCP and WCP partners and the sport. Accordingly, the Athlete agrees to conduct him or herself in an appropriate manner at all times while participating in media and social media activities. Further, the Athlete agrees that for the duration of the Membership Period he or she will:

- (a) make a positive commitment to supporting and achieving the aims and objectives of the WCP by supporting and/or sharing WCP news and announcements that have appeared on WCP or WCP partners social media channels wherever possible;
- (b) accept and abide by all embargoes on information put in place by the WCP and or their relevant NGB and WCP partners, including all announcements in relation to the Athlete's membership to the WCP and relevant NGB, such as programme team and individual announcements, withdrawal from the WCP/sport relating to injury, temporary withdrawal from the WCP/sport or permanent withdrawal from the WCP/sport such as retirement, or suspensions, as well as returning to the WCP/sport for any such reason which may have affected their membership. Any third party representing the athlete or managing their social media channels must also adhere to the embargoes relating to the Athlete's membership of the WCP and their respective NGB;
- (c) conduct him or herself at all times when appearing or commenting in the media or on social media channels and outlets in an appropriate manner that does not bring their relevant NGB, the sport, UK Sport (including the National Lottery), **sportscotland**, any Commercial Partner or the Athlete into disrepute;
- (d) project a favourable and positive image of the sport and WCP and respective NGB by adopting high standards of behaviour and behave in a manner that shows proper respect for other athletes and colleagues in the sport and other athletes in any other sport and refrain from making negative comments about athletes and colleagues when carrying out media duties whilst a member of the WCP;
- (e) keep the WCP informed in advance of any media/commercial activity undertaken by the Athlete during membership of the WCP.