



British/Scottish Curling Performance Foundation Programme Selection Policy for 2019-20

British Curling's vision is to be a world leading curling nation with multi-medal expectation at each Olympic Games. The Performance Foundation investment received from **sport**Scotland, is designed to achieve Scottish male and female players progressing into the British Programme.

Scottish Curling Performance Programme's current role is to invest in the right teams to maximize the potential for athletes/teams to move into the British Programme in the 2026 and 2030 cycles.

Individuals selected onto the Programme will be formed into teams across Men's and Women's disciplines. There will be up to two teams per discipline. As part of the Performance Foundation Programme, all players will have exposure to the Mixed Doubles discipline as part of their scheduled training.

The objectives of the selection process are:

- The essential standards of performance required to be considered
- The criteria for evaluating and selecting players and forming teams for the programme

Selection Criteria

All individuals applying are required to meet the following essential criteria:

1. Eligibility - All individuals are required to meet the eligibility (See Appendix 1)
2. Commitment - All individuals to meet the requirements of the British Curling's Athlete Commitment document (available on the British Curling Website ([here](#)) or on request from british.curling@sisport.com).

Individuals meeting the essential criteria will then be considered by the selection group utilising the following principles:

3. Performance History - previous season's results and rankings
4. British Curling's 'What It Takes To Win' model (WITTW)
 - a. Tactical
 - b. Shot-making
 - c. Readiness
5. Team Dynamics – individuals will be selected, who in the expert opinion of the Selection Panel, have the best capability of forming the most cohesive and robust teams

Selection Timelines

Thursday 11th April

Selection Policy issued for British Curling Programme

Applications open – applications should be completed via the online form available [here](#)

Monday 6th May, 5pm

Applications close

22nd – 29th May



Selection Panel meets. All applicants informed of outcome by 31st May. For successful applicants this will include confirmation of team for following season

Selection Panel

All selection decisions will be made at a meeting of the selection panel. Panel membership is as follows:

Performance Director – Panel Chair and Voting member.

Pathway Manager –Voting member.

National Coach –Voting member.

SC Board Representative – Scrutinise the process, hold the panel accountable to the policy and its criteria, and ensure the principles of fairness and acting without bias are upheld. Non-voting member.

Performance Operations Manager – Official record keeper. Non-voting member.

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

The selection process is generally an exercise of judgment. Selection decisions are necessarily subjective and an exercise of expert opinion. This is particularly relevant in the aspect of forming teams. As such, while an appeals policy is provided for individuals to appeal non-selection on the grounds that the policy has not been adhered to, athletes are not able to appeal against selection decisions on any other grounds including against a Panel member's judgement. A process whereby an individual can request an appeal of a decision is provided for in Appendix 2.

Appendix 1

Player Eligibility for Selection by British/Scottish Curling

To be considered for Selection to the Programme, athletes must meet the eligibility criteria set out below. The athlete must:

- Be a member of Scottish Curling.
- Be either born in Scotland, have a Scottish parent or have been domiciled in Scotland for two consecutive years
- Be eligible to compete in WCF competitions in the category for which they are applying for selection
- Not already be serving a suspension or be ineligible from participating in their sport for any reason
- Not already be ineligible to receive funding from UK Sport;
- Not have an unspent conviction for a serious criminal offence in the UK;
- Not have a conviction for a serious offence relating to betting, manipulation of results or corrupt conduct;
- Not have brought, or bring, through their actions or comments (directly or indirectly) the National Lottery or **sportscotland/UK Sport** into serious disrepute.

Additionally, to be, or remain, eligible for the Programme, athletes must meet the following criteria required by British Curling

- Be seeking Programme selection for an event which is confirmed on the event programme for the 2022 Winter Olympics,
- Sign and return the Programme Athlete Agreement.

Appendix 2

Appeals Relating to British/Scottish Curling Performance Foundation Programme (PFP) Selection Decisions

This document sets out British/Scottish Curling's Appeals Procedure where an athlete ("the Appellant Athlete") wishes to appeal a selection decision taken in respect of PFP membership. All athletes should read this policy carefully and satisfy themselves that they are eligible to appeal in the first instance. Any appeals which do not satisfy the grounds of appeals will not be allowed.

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 athlete wishing to be selected for the PFP and SC/BC (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 BC appeal procedure consists of an internal appeal panel to consider the grounds and merits of the appeal. Where the selection relates to a PFP.

1. Grounds for Appeal

An athlete may appeal against a selection/nomination decision relating to the PFP 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 the SC, Bruce Crawford, bruce@scottishcurling.org.

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

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 the SC Chair and two independent people.

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.