

British Curling Women's Investment Policy – May 2017

The investment received from UK Sport is designed to achieve a medal in the Women's Olympic Games in 2018 and 2022.

- Podium Investment is for to medal in 2018.
- Podium Potential is for to qualify in 2018 and medal in 2022.

(Note: In Curling, with teams on the programme competing amongst one another for Olympic qualification, it is not possible for 2 teams to qualify and one to medal. In individual sports this can happen with different athletes competing at Olympics with different investment targets.)

One of British Curling's key roles is to invest in the right players/teams to maximize the potential to medal in both 2018 and 2022.

Investment Criteria

For season 2017/18, there will continue to be 3 teams on the British Curling Women's Programme invested in by UK Sport. There will be minimum of 10 Athlete Personnel Awards available.

(Please note this can only be finally confirmed after the Annual Investment Review that every Winter sport has with UK Sport each May as they have the ability to increase, standstill or decrease the funding to any sport. The results of this will be known in late June 2017).

The Podium team will be the one that is selected to represent Great Britain at the 2018 Olympics.

The teams applying for Podium Potential investment need to have a 5 year focus through to the 2022 Olympics. The criteria for that investment is:

The criteria to be used:

1. All members of the team to meet the eligibility criteria set out later in this policy.
2. The high levels of commitment required to work to 2022 Olympic medaling. This includes curling being the primary career and lifestyle focus over the next 5 years. This will also include the ability to use predominantly the National Curling Academy in Stirling as a training base particularly from July 2018.
3. The potential to achieve a top 25 ranking on WCT by end of season 2017/18.
4. The potential to qualify via top 16 ranking for a Tier 1 Slam event by the end of season 2018/19.
5. The potential to achieve both a European and World Championship appearance by end of season 2019/20 and to achieve a top 4 at Worlds and medal at Europeans.
6. To have a strong team dynamic which enables the team to be robust on the world stage.

(These will be ongoing reviewed and particularly after the 2018 Olympic results increases the sample size used to derive the above criteria.)

This potential for the above will be assessed on the following criteria;

- Previous 3 season's results of teams/players including WCT rankings.
- If applicable, previous performance on programme as team/player as evidenced through Team Investment plans/Individual Athlete Development plans. This will incorporate commitment to all aspect of performance e.g. Physical preparation, performance analysis and where relevant agreed outcomes achieved.
- Team's/Individuals ability for a growth mindset, robustness and team cohesion

All players on the Podium Potential investment, will be required to compete in their respective National Mixed Doubles Championship. The rationale for this is to ensure there is a wider group of players with Mixed Doubles experience leading into the next Olympic cycle and to ensure we send a strong pair to the 2018 World Mixed Doubles Championships.

Investment

The following panel will make the decisions on which teams and players to invest in for 2017/18:

Graeme Thompson – Performance Director and Chair of the Panel
Tony Zummack – Head of Coaching
Kenny More – Lead Performance Analysis

Board representative to be observer only with no voting rights, to Investment Panel meeting will be Bruce Crawford (Chief Operating Officer of British Curling) or Willie Nicol (Chairperson of British Curling)

As each player/team is considered, panel members will declare any conflict of interest and the Chair will decide if that panel member can contribute to the discussion. In the case that the Chair has a conflict of interest the British Curling Board representative will decide if he/she can contribute to the discussion.

All conflicts of interest will be noted in the minutes of the investment meeting, as will the investment decisions and the reasons for them.

To make their decisions the investment panel will use this document and:

- a) their expert knowledge of the sport and the future target Games/Championships;
- b) where available and/or applicable:
 - o previous individual conditions and/or targets set for the player/team;
 - o information included in the programme Investment criteria.

Timelines to Investment

16th May - Issue Investment Policy for British Men and Women and Scottish Performance Foundation Men and Women. Publicise the new selection and investment policy and process and advertise for players presently not on the programme, who wish to apply.

16th May onwards – Advice on investment criteria and potential selection by players of make-up of their teams available from all staff.

1st June – 10th June – window of nomination from teams for investment from programme at all levels of programme. All players in a team need to email the Performance Director (graeme.thompson@sisport.com) separately to confirm the other 3 members of the team. This is to avoid any duplication of players appearing in more than one team.

11th June – 16th June – formal confirmation of investment to be given to teams. Invite issues to attend investment meeting.

20th - 30th June – investment team meetings.

Please note that these timelines may be adjusted due to the ongoing selection process for the Olympic teams.

Investment

Investment is in both the player and in the team.

Player investment via APAs

At present the key differentiation between players/teams on what investment level they are, is what APA they qualify for, through major Championships results, European and Worlds. Further investment into the team is dependent on:

- Level of competition they are competing at.
- Full time or part time and therefore what level of services they can access.
- The present APA system will remain in place for season 2017/18 and the following matrix defines what level of APA a player may receive, if they are in a team to be invested in.

Performance Matrix for Olympic Programme (Men and Women) Year 1st August 2017 - 31st July 2018

Programme Level		Performance Standard
Podium	A (£28,000)	2017 World Championships Gold Medalist AND Shows clear potential and has processes in place to maintain this position at the 2018 Winter Olympic Games
	B (£21,500)	2017 World Championship Top 6 finish; AND Shows clear potential and has processes in place to improve in order to achieve a medal at the 2018 Winter Olympic Games
	C (£15k)	2016 European Championships medalist OR 2017 World Championship – top 8 finish OR Top 15 World Curling Tour Total ranked in rankings in week beginning 1 st May 2017. Or In World Curling Tour Total ranking, be in the top 6 in Nation's ranking in week beginning 1 st May 2017 AND Shows clear potential and has processes in place to improve in order to achieve a medal at the 2018 Winter Olympic Games

Podium Potential	D (£10k)	<p>This level of athlete must be considered a potential 2018 Winter Olympic Qualifier and 2022 Winter Olympic medalist through:</p> <p>Have demonstrated ability already in a British programme team, who have competed internationally.</p> <p>AND</p> <p>Shows clear potential and has processes in place to improve in order to achieve a medal at the 2022 Winter Olympic Games.</p>
	E (£8k)	<p>This is the entry level to the WCP. This level of athlete must be considered a potential 2018 Winter Olympic Qualifier and 2022 Winter Olympic medalist and is in their first year of being on the British programme level</p> <p>AND</p> <p>Shows clear potential and has processes in place to improve in order to achieve a medal at the 2022 Winter Olympic Games.</p>

5th players at Championships – level of award they will be considered for will depend on the role they have played in the team over the year and Championships. E.g. a 5th player who has been an integral part of the team throughout the year and played in various competitions etc would be considered for the same level of award as the 4 players who played in the championship. Whereas, a 5th player who was drafted into the team only for the specific championship and did not play in any competitive games would not be considered at the same level as the playing 4 members of the team.

From UK Sport's guidance, Podium APA is meant to cover sporting and general living costs. Podium Potential cover sporting costs.

There is no mandatory rule that players with a Podium APA must become full time curlers without any other work or education. They must be able to fulfill the training and competition demands of operating at the level required to medal in 2018.

However, given the definitions above and the costs they are due to cover, where a player is receiving a Podium APA but is not full time and still has a part-time/full time job or in full time education, they will be given an APA level one below what they qualified for, down to a minimum of Band C - £15K.

Where a new player joins for 2017/18 a Podium team but was not part of that team, achieving the 2015/16 major APA result, the Performance Director will apply to UK Sport for them to be on Band C APA, £15k. The player, who was in the team that achieved the 2016/17 result but is not in same team for 2016/17 team will not be eligible for the Podium level APA. They will be eligible for a Podium Potential APA, if selected in a team to be invested at this level by British Curling.

British Curling will nominate to UK Sport, the players from the teams to be invested in, in June. Finally confirmation from UK Sport of these nominations will be received following the annual Investment Review at the end of June. All APAs run from 1st August 2017 to 31st July 2018.

A player in a British level team will not be eligible to compete in the Junior Worlds or World University Games at this stage in the Olympic cycle (the latter 2 years). The competing focuses are not judged to be compatible especially given their timings and with the greater focus for British teams on achieving world rankings progress season by season.

Team Investment

Once teams have been formally agreed to be on the programme by the Investment Panel, each team will be asked to attend a meeting between 20th and 30th June. They will be asked to make a proposal for investment levels from the programme covering the following:

- Tournament schedule
- Training schedule
- Coaching – technical and team
- Physical preparation
- Team Dynamics including Psychology
- Performance Analysis
- Performance Lifestyle
- Nutrition
- Other specialist services – sleep, clothing
- Potential areas for research

A team will not be expected to cost out any of the above. This will be done by the programme and general funding levels will be given as information guidance to the teams. The team should be able to explain why the proposals they are making across all of the above will help them to achieve their performance goals.

They will also be asked to provide their tournament goals for the season and other performance measures such as strategy and individual playing statistics. These should be working towards investment criteria that will have them on track for medalling at the Olympics in 2018 or 2022. These will be agreed with the programme.

Following the meeting, the Performance Director will email out confirming investment levels, noting the key programme support (e.g. team coach, team dynamic activity) as well as confirming the agreed performance goals.

In December 2017, the team will be asked to discuss their progress against their stated and agreed performance measures at the mid-point of the season.

At the end of the season in April/May 2018, then teams will be asked to discuss their final progress against their stated and agreed performance measures. This will be a key session for all to consider if the team is on track to meet its future goals. This meeting will be an important one to inform whether the team will be continued to be invested in.

In both of these meetings, it is important to engage in discussions that centre around the reasons that caused performance to be achieved or not and how it informs future planning, preparation and behaviour.

Player Eligibility for Investment by British Curling

To be considered for Investment to the Programme, athletes must meet the eligibility criteria set out in 'UK Sport's Eligibility and Consequences Policy', which apply to all athletes in all funded sports. Athletes should check their eligibility against the full criteria by following the link here, but in summary the athlete must:

- meet the eligibility and Investment requirements of the IOC, the IPC, the BOA/BPA and the athlete's International Federation /NGB to compete for Team GB and to represent or be a member of the GB or Home Nation Teams at International Competitions;
- be a British national/British passport holder;
- 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 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 investment for an event which is confirmed on the event programme for the 2018 Winter Olympics,
- sign and return the Programme Athlete Agreement within 14 days of being offered a WCP place (copy available here).
- be a current member of a Home Nation Curling Governing body (RCCC/ English Curling/ Welsh Curling).

Meeting the eligibility criteria listed above does not mean that an athlete is automatically invested in by the programme and awarded an Athlete Personal award (APA). It only means that they meet the essential requirements to be considered for investment and can proceed for further assessment against the Performance Standards described below. There may well be the situation that there is more players eligible than there is APA places available to award.

Appeals Relating to British Curling Programme Investment Decisions

The following procedures have been adopted by British Curling in consideration of any appeal made by or on behalf of any player or team wishing to appeal his or her investment from the British Curling Programme, and can be found in appendix 1.

Any player or team seeking a review of an investment 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.

All players and teams 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.

The parties agree not to commence, continue, and maintain any legal challenge to any matter falling under the jurisdiction of the review panel before any court of law or dispute resolution body without first following this procedure.

Appendix 1

Decision Review Process

1. A player or team may request a review of a investment decision by submitting a written request to the Performance Director for a review within 3 working days of the announcement of the investment decision, stating the grounds for the review.
2. Reviews will only be considered on the grounds of;
 - (i) The investment policy process was not followed.
 - (ii) Misconduct of Investment Panel members

There are no appeals allowed against the content of the published investment criteria and therefore against the actions of the investment panel, provided they follow the investment criteria. The criteria for appeal may not include any alleged error of judgment of the investment panel members.

3. The review will be coordinated by Performance Director and comprise of a panel consisting of the COO of British Curling/CEO of the Royal Club (who in normal circumstances will chair the process); The Chairs of British Curling & the respective Home Nation Curling NGB(s) (or an agreed representative of either) within 7 days of receipt of the request for a review and may at the Review Panel's absolute discretion, include a meeting with the relevant athlete/ Coach(es).
4. The Review. Panel can make one of two decisions can be made at this stage. The panel can:
 - Uphold the appeal and request the Investment Panel to reconsider it investments.
 - 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 all parties, as the review process is an exercise of discretion in the matter of investment. It is not a disciplinary or 'judicial' finding and as such, is not subject to further appeal.