



BRITISH
SKI + SNOWBOARD

GBX
(SBX only)
Selection Policy
2016

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Contents

Section 1

Selection Policy Aims

Section 2

SBX Podium and Podium Potential : Squad Selection

Section 3

National Academy : Squad Selection

Section 4

Home Nations Academy : Squad Selection

Section 5

Event Selection : FIS, Continental Cups and World Cups only

Section 6

Part-Time Squad Members

Section 7

Mandatory Requirements

Section 8

General Requirements and Restrictions

Section 9

De-selection

Section 10

GB Teams and International Events including the Olympic Games

Section 11

Appeals

Section 1

Selection Policy Aims

This Policy is for selection to the GBX (SBX only) squads and teams including international competition event selection. The selection process shall apply with effect from 1st Jan 2016 and be reviewed in April each year but will stand until further notice.

The squads will be categorised as follows:

1. Podium Squad

Riders who have achieved two Top 12 results in any of the scheduled World Cup competitions in the previous season will be selected to the Podium Squad.

2. Podium Potential Squad

Riders who are at levels 4 & 5 on the SBX Skills Mission AND demonstrate ACE progression (see Appendix 1 - ACE) OR riders who achieve 3 top two thirds in the previous season at World Cup AND demonstrate ACE progression will be selected to the Podium Potential Squad.

3. National Academy Squad

- a) Those riders who are at Level 2 & 3 on the SBX Skills Mission
AND
- b) Demonstrate ACE progression (see Appendix 1 – ACE)
will be selected to the National Academy squad.

4. Home Nations Academy Squad

- a) Those riders who are at Level 1 on the SBX Skills Mission
AND
- b) Demonstrate ACE progression (see Appendix 1 – ACE)
will be selected to the Home Nations Academy squad.

This Policy aims to:

- Ensure that fair and just criteria and practices are adhered to in the selection of athletes for entry into SBX squads, teams and individual athlete events (races)
- Support the overall competition and development objectives of British Ski and Snowboard (BSS)
- Ensure transparency and accountability in the SBX BSS selection process

Section 2

SBX Podium and Podium Potential : Squad Selection

1. The Selection Panel shall consist of the following members :
 - a) SBX Coaching Staff
 - b) SBX Performance Manager
 - c) BSS Performance Director
 - d) Snowboard Selection Panel Chair (nominated and selected by the Snowboard Discipline Committee)

2. This panel will apply the factors below as part of the selection criteria for given events :
 - a) Readiness to compete, evaluated by ACE results
 - b) Performance pathway targets (evidence of a training plan)
 - c) Consistency of training (measured by days on snow and days lost due to injury)
 - d) Head Coach & Performance Managers' assessment of athlete's performance potential based on SBX Skills Mission criteria
 - e) Professional attitude - measured by the results from the Psychology Characteristics of Development Questionnaire (PCDQ)

For unforeseeable reasons an athlete may wish to be considered for Review Status with their existing Squad. The Review Status would effectively maintain the rider's squad status during times of injury or other reasons that would prevent the rider from continuing training and competing. The rider should notify the BSS SBX Coaching Staff and/or the BSS SBX Performance Manager (BSS SBX Staff) of their intention to apply for Review Status – this should include description of reasons/injuries that will prevent the rider from continuing with training / competing as well as providing an estimated timeline of the Review Status period with any milestones within that period that will assist with the return to snow. Once the request has been received, the BSS SBX Staff shall forward this to the Selection Panel for review and approval. The BSS SBX Staff would also discuss and agree any recovery programme with the rider to help achieve the return to snow date. Where riders have independent coaches outside of the BSS programme then these coaches are also invited to discuss and agree the recovery programme with the BSS SBX Staff.

When considering the Review Status application, the Selection Panel will look for evidence that the athlete has agreed a recovery programme of training with the BSS SBX Staff. In the event of a rider's agreed Review Status period extending into the following season, the BSS SBX Staff shall ascertain at time of return date whether the rider has returned to equivalent levels of riding and then provide the Selection Panel with a recommendation for return to relevant squad / level.

The Selection Panel reserves the right to deselect an athlete from a squad or event for failing to carry out the agreed programme without justifiable cause.

Section 3

National Academy : Squad Selection

See National Academy document on the BSS website in relation to selection for this squad

This stage is for riders who are competing at the stage below Europa and World Cup and are those riders :

- a) At Level 2 & 3 on the SBX Skills Mission
AND
- b) Demonstrate ACE progression (see Appendix 1 – ACE)

Section 4

Home Nations Academy : Squad Selection

See National Academy document on the BSS website in relation to selection for this squad

This stage is for athletes who are competing at the stage below FIS competitions and are those riders :

- a) At Level 1 on the SBX Skills Mission
AND
- b) Demonstrate ACE progression (see Appendix 1 – ACE)

Section 5

Event Selection : FIS, Continental Cups and World Cups only

The BSS SBX Coaching Staff and BSS SBX Performance Manager (BSS SBX Staff) are responsible for allocation of event quota spots from those already selected to the following Podium, Podium Potential and National Academy Squads as well as all other GB riders outside of the BSS Programme and squads.

For other FIS events where there are no selection criteria defined below, all riders must contact the BSS SBX Staff before they enter. The aim of this is to keep the BSS SBX Staff aware of intended GB representation and also keep them aware of potential new riders progressing towards competition.

- a) **For World Cup Selection** - priority will in general be given to the athlete with the highest FIS points on current FIS Points list. World Cup qualification is set by FIS. An athlete remains eligible for World Cup competition with a minimum of 50 points on the FIS points list.
- b) **All other FIS Events** - all athletes wishing to enter a Continental Cup must hold a valid B license and should have finished in the top 60% of the finish list of 2 previous FIS "C-Level" SBX competitions.

Where more athletes meet the event selection criteria than the event quota places available, priority will always be given to the athlete(s) based upon :

- **Results** : better World Cup race results average
- **Training Ability** : assessed by Skills Mission level
- **Head to Head** : better head to head race results
- **Athletic Progressions** : greater ACE progressions
- **Form** : assessment of current form and level of riding
- **Injury** : any current minor injuries or recent return from injury

In the event that number of qualified riders requesting to enter a competition is higher than the GB quota allocation, the BSS SBX Staff shall provide recommendations based on the above criteria to the Selection Panel who shall review and approve where applicable.

Section 6

Part-Time Squad Members

In order to cater for athletes who are self-funded and engaged in an alternative coaching plan outside of BSS/Home Nations SBX Programmes, a Part-Time Squad Member category is applicable. This will enable riders to be able to have the freedom of developing their own plans outside of the BSS Programme but still keep the BSS SBX Staff aware of their progression and intentions to enter competitions. This will involve regular dialogue between BSS SBX Staff, the riders and their coaches.

Any athlete wishing to be considered for the GB SBX Squad or National Academy Squads but not join the BSS programme full time (i.e. those wishing to represent GB SBX / National Academy and appear on the official BSS / National Academy website) will be required to commit to the following :

- **BSS Athlete Agreement** : sign a BSS athlete agreement
- **Skills Mission** : rider should attend a Skills Mission BSS SBX 1 day trial in the UK or Europe. Rider can support this trial by sending film footage to the Selection Panel 10 working days before the selection trial date or can supply video footage as sole evidence for consideration onto a squad. (see BSS website for selection meeting date.)
- **Rider Diary** : rider to provide a detailed Rider Diary every month of their current performance pathway (a link will be provided to a cloud sharing platform) this to include :
 - a) *season goals*
 - b) *number of days on snow training*
 - c) *ACE profile*
 - d) *fitness training days undertaken and progress made*
 - e) *all competition results and progress made towards stated goals*

A Rider's Diary template will be given to each SBX rider as part of their athlete agreement.

The BSS SBX Staff shall liaise with the rider and their coaches to ensure that the above requirements are met and that Squad status is maintained. In the event that requirements are not fully met, the BSS SBX Staff shall report to the Selection Panel who will determine if Squad status is maintained or suspended.

Section 7

Mandatory Requirements

All athletes wishing to be considered for British Squads or to compete as an individual GB athlete at FIS points qualifying events must :

- Hold a valid UK passport
- Be registered with a Home Nation governing body :
 - *Snowsport England*
 - *Snowsport Scotland*
 - *Snowsport Wales*
 - *In the absence of a Snowsport Northern Ireland governing body, athletes from NI will be required to join one of the above Home Nation bodies*
- Attend an official BSS SBX 1 day trial in the UK or Europe. Trial dates will be published on BSS website OR provide suitable video evidence to BSS SBX Coaching Staff .
- Sign a current BSS / HN Athlete Agreement and continue to abide by the terms of that agreement
- Pay all outstanding fees as required

Section 8

General Requirements and Restrictions

- a) The maximum size of each squad may vary according to the programme resources available.
- b) Squad selections will be made in August each year for training and support, if available. Athletes will normally remain in their squad for a season but promotion to a higher squad may be considered during the season.
** Athletes transferred to GB from another nation must have held a valid GBR FIS license for at least 3 of the 12 months.*
- c) For part-time squad programme members, selection to a squad requires each athlete to agree to follow a training and performance pathway plan and at the Head Coach & Performance Manager's discretion, attend selected training (to include ACE testing) camps.
- d) By the beginning of the European winter season, athletes must inform the BSS SBX Head Coach and BSS SBX Performance Manager of their intention to be considered for competitions or events where selection criteria apply.
- e) Selection to a squad or team does not imply that any funding/support is available to selected athletes. Should funding be made available the amounts allocated to each squad will be based on a four-year Olympic cycle. This means scaled awards for athletes preparing for the next Olympic Games (excluding the Youth Olympic Games).
- f) There is no automatic reselection to the Home Nations, National Academy, Podium Potential or Podium Programmes.

Section 9

De-selection

This section is relevant to all BSS squads. Recommendations for de-selection shall be made by the BSS SBX Staff to the Selection Panel for review and ratification.

De-selection shall be based upon the following reasons but this list is not exclusive. Other matters may require deselection process for the Selection Panel to consider.

- a) **Illness** : days lost to injury or illness which leads to lack of progression measured by ACE, Skills Mission and race results
- b) **Lack of Form** : in racing and training - measured by race progression trends and skills progression
- c) **Suspension** : for doping or other disciplinary offence
- d) **Failure to follow agreed personal progression pathway** : measured by individual skills mission progression and/or ACE
- e) **Negative or Derogatory Behaviour** : to training, team and competitions - measured by coach and athlete feedback
- f) **Financial** : failure to pay agreed [signing of Athlete Programme Agreement] programme fees.

Section 10

GB Teams and International Events including the Olympic Games

All specific selection criteria will be published 1 month before the FIS quota spot generation window for each event.

Section 11

Appeals

The BSS appeals processes are structured to conform to UK Sport guidelines. All appeals must be made in writing, with accompanying evidence and additional information to the BSS office.

Regarding British Team selections, notification of appeal must be made within five days of the announcement of the team. Appeals relating to major events may have a shorter timescale; this will be advised.

All appeals will be considered on an individual basis. Appeals will first be reconsidered by the original Selection Panel, who will explain their reasons in writing for the decision to the athlete. If the athlete is not happy with the process or the outcome of the Selection Panel, the athlete may then opt to refer the appeal to an internal Appeals Panel.

The BSS Snowboard Committee Chairman will constitute an internal Appeals Panel made up of at least three people who did not sit on the original Selection Panel.

The athlete may submit further written evidence to the Appeals Panel in support of their appeal, once they have been notified of the reasons for the selection decision.

It is not the task of the Appeals Panel to substitute its selection views for those of the original Selection Panel. The Appeals Panel are asked only to determine whether the original Selection Panel made a reasonable and fair decision based on all the facts which they had – or should have had – before them and using the currently applicable Selection Policies (i.e. that the original decision fell within bounds of what was objectively reasonable).

If the dispute remains unresolved, it will be submitted for an exclusive, final and binding determination to the Sports Dispute Resolution Panel (SDRP). Both parties will undertake to execute in good faith any decision of the SDRP.

An appellant has the right to be heard by the Appeals Panel, but he/she will have to meet any travel and subsistence expenses for themselves or their representative.