

## **British Curling Women's Investment Policy for 2018-19**

The investment received from UK Sport is designed to achieve a medal in future Women's Olympic Games and British Curling's current role is to invest in the right Women's teams to maximise medal potential in 2022 and 2026. (Please note that the levels of investment can only be finally confirmed after British Curling's Review by UK Sport on 29th June).

### **Investment criteria**

All teams applying will be assessed against the following criteria:

1. Eligibility - All team members to meet the eligibility (See Appendix 1)
2. Performance History - All team members previous three season's results and rankings
  - Future potential - The team to qualify for a Tier 1 Slam event by the end of season 2018/19 and achieve
  - Top 6 at Worlds and/or medal at Europeans by end of 2019/20 season
3. Commitment - All team members to meet the requirements of the British Curling's Athlete Commitment document (available on request from [rachel.hally@sisport.com](mailto:rachel.hally@sisport.com)).
4. Team Dynamics - All team members to show ability in team cohesion, robustness and growth mindset, as evidenced in previous Individual and Team Performance Plans or support staff comment.

### **Investment Timelines**

#### **7th May**

Investment Policy issued for British Men and Women, and Scottish Performance Foundation Men and Women.

#### **7th May onwards**

Athlete advice period on investment criteria and team composition from British Curling staff.

#### **25<sup>th</sup> May – 31<sup>st</sup> May**

Nomination period for teams onto their selected programme(s). All proposed team members to separately email the Performance Director ([graeme.thompson@sisport.com](mailto:graeme.thompson@sisport.com)) to confirm team composition.

#### **1 June – 8<sup>th</sup> June**

Confirmation period for teams receiving investment, including invite to investment meeting.

#### **20<sup>th</sup> - 30<sup>th</sup> June**

Attendance at initial investment meeting.

### **Investment Panel**

All investment decisions will be the responsibility of the British Curling Investment Panel. The panel is as follows:

**BC Performance Director** – Voting Member and Panel Chair

**BC Head of Coaching** – Voting Member

**BC Lead Performance Analyst** – Voting Member

**BC Board Representative** - Non-Voting Member. This member is to oversee the proper conduct and due process of the selection process and ensure appropriate recording of all selection information.

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

The investment process is generally an exercise of judgment and is guided by, but not solely determined by, results in competitions. Investment decisions are necessarily subjective and an exercise of expert opinion. As such, while an appeals policy is provided for teams to appeal non-investment on the grounds that the policy has not been adhered to, athletes are not able to appeal against investment decisions on any other grounds including against a Panel member's judgement. A process whereby a team can request an appeal of a decision is provided for in Appendix 2.

## **Appendix 1**

### **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'. This applies to all athletes in all funded sports. Athletes should check their eligibility against the full criteria by following the link here <http://www.uk sport.gov.uk/resources/eligibility>, 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 2022 Winter Olympics,
- Sign and return the Programme Athlete Agreement.
- Be a current member of a Home Nation Curling Governing body (Scottish Curling/English Curling/ Welsh Curling).

## **Appendix 2**

### **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.

Any player or team seeking a appeal 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 appeal panel before any court of law or dispute resolution body without first following this procedure.

1. A player or team may request an appeal of a investment decision by submitting a written request to the Chief Operating Officer (COO) of British Curling, Bruce Crawford for a review within 5 working days of the announcement of the investment decision, stating the grounds for the review.
2. Appeals 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 appeal will be coordinated by Performance Director and comprise of a panel consisting of the COO of British Curling/CEO of the Scottish Curling (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 Appeal Panel's absolute discretion, include a meeting with the relevant team.
4. The Appeals Panel can make one of two decisions at this stage. The panel can:
  - Uphold the appeal and request the Investment Panel to reconsider investments.
  - Reject the appeal.

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

5. The decision of the Appeals 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.