

Performance Foundation Programme Selection Policy 2020-21

1. Purpose

The Performance Foundation investment received from **sportscotland** is directed towards creating a route for Scottish male and female players to progress onto the British Curling Programme. This Selection Policy outlines the process to select individuals onto the Scottish Performance Foundation Programme in both men's and women's disciplines. Individuals will, thereafter, be formed into teams across each of the disciplines in discussion with the Selection Panel and will also focus on Mixed Doubles as part of the Programme.

The Performance Foundation Programme will be split into two tiers; Performance Foundation 1 (PF1) and Performance Foundation 2 (PF2). In summary the details of each tier are:

PF1 – Progressing towards 2026 Olympic cycle

- Individual selection – formed into 1 x men's team and 1 x women's team*
- Commitment as detailed in Section 3
- Individual technical and team tactical coaching support
- International competition opportunities
- Access to managed interdisciplinary Support Services through the **sportscotland** Institute of Sport.

PF2 – Progressing towards 2026 & 2030 Olympic cycle

- Individual selection – 8 men, 8 women*
- Commitment as detailed in Section 3
- Individual technical and team tactical coaching support
- International competition opportunities
- Access to managed interdisciplinary Support Services through the **sportscotland** Institute of Sport.

** Numbers are indicative only and will be dependent on the strength and depth of applications received.*

2. Performance Objectives

The purpose of this Selection Policy is to ensure British and Scottish Curling invests in players with the potential to progress onto the British World Class Programme in the 2026 and 2030 Olympic Games cycles.

3. Selection Criteria

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

- a. Eligibility - all individuals are required to meet the eligibility (See Appendix 1)
- b. Commitment - all selected individuals and teams will be required to demonstrate commitment at a level that relates to the overriding objective of progressing to the World Class Programme. This commitment will vary dependent upon the stage of development of the individual/team, but for clarity, the expectations for each tier of the Performance Foundation Programme are outlined below:

PF1

- Centralised on ice training at the National Curling Academy, Stirling
- Aiming for a minimum of 6 x individual/paired sessions per week
- Aiming for 2 x team sessions per week
- Overall commitment to training (in its widest definition) and competition plans identified post selection.

PF2

- Centralised on ice training at the National Curling Academy, Stirling
- Aiming for a minimum of 4 x individual/paired sessions per week
- Aiming for 2 x team sessions per week
- Overall commitment to training (in its widest definition) and competition plans identified post selection.

Commitment expectations will be discussed with individuals and teams prior to final selection being confirmed.

The following principles will be used by the Selection Panel to select individuals who meet the above essential criteria:

- c. Performance History - results, rankings and achievements during the previous two seasons.
- d. British Curling's 'What It Takes to Win' model (WITTW) – Programme insights on individual performance and potential against the three pillars of Tactics, Shot Making and Readiness.
- e. Team Performance Potential – Programme insights into the individuals most capable of forming sustainable winning teams.

5. Selection Timelines

Thursday 9th April

Selection Policy issued.

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

Friday 24th April 23.59 BST

Applications close.

27th April – 11th May

Selection Panel meets. All applicants informed of outcome by 20th May. For successful applicants this will include confirmation of team line-ups for the upcoming season and any information in relation to their selection.

The appeals process available to non-selected individuals is outlined in **Appendix 1**. The communication of selection is strictly confidential and not to be publicised until after the selection announcement.

6. Selection Announcement

Selected players agree not to make any public announcement to the media or public in any form (including personal websites and social media channels) regarding their selection until British and Scottish Curling have announced the Programme selections for 2020-21.

British and Scottish Curling will work with selected athletes to ensure co-ordination of announcements.

7. Selection Panel

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

Executive Performance Director – Panel Chair and voting member.

Scottish Curling Representative – Voting member.



National Coach – Voting member.

British Curling Board Representative - This member is to oversee the proper conduct and due process of the selection process and ensure appropriate recording of all selection information. 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 judgment. 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) any of the partners or funders into disrepute e.g. British Curling, Scottish Curling, the National Lottery, **sportscotland**, UK Sport etc.

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.

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 British Curling/Scottish Curling (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 a PFP.

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 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 Chair of e British Curling, Robin Niven, british.curling@sisport.com.

The Notice of Appeal must be received by British Curling within **5 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 British Curling 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.