

Selection Process for Scotland Wheelchair Curling Team

World Wheelchair Curling Championship (WWhCC) 2019 Stirling, Scotland

Introduction

All athletes wishing to be considered for selection to the Scotland Wheelchair Curling Team for the WWhCC 2019 in Stirling (Scotland) agree to adhere to this Selection Policy, agree to facilitate the various procedures laid out and to provide such assistance and information as Royal Caledonian Curling Club trading as Scottish Curling (SC) shall reasonably require.

The Team will consist of a maximum of 5 athletes

SC is ultimately responsible for selection. Once selected, both athletes and staff will be bound by the SC Team Members Agreement, and any other rules and regulations which SC from time to time may impose. This must be signed and returned by an agreed date before selection is confirmed. It is a legally binding document, the purpose of which is to protect individuals and SC as well as the integrity of the sport as a whole. Selection is confirmed by the SC only after the successful resolution of any appeal (as determined in appendix 1).

Aims

This selection policy is designed to;

- Maximise the chances of Scotland Wheelchair Curlers winning medal at the WWhCC
- Minimise the risks involved to achieve success
- Allow all eligible Scottish athletes to be considered for selection.

1. The Selection Process

General Criteria

Under World Curling Federation (WCF) Rules, WWhCC quota places are granted to the respective Member Associations, and not to the athletes who obtain them. The WCF Member Association for Scotland is SC.

1.1 Nation Qualification

- The WWhCC 2019 will consist of an event with 12 teams participating.
- 1 team from the Host Association + 8 teams from the Associations which qualified from the previous WWhCC + 3 teams from the Associations which qualified through the World Wheelchair-B Curling Championship (WWhBCC).
- As agreed between the Home Nation Governing Bodies and the WCF, Scotland is the nominated Home Nation country to score qualification points for GB at all World Curling Championships.

1.2 Eligibility

To be eligible for selection, athletes must;

- Be a national of the country they are representing (their residence can be anywhere) or be a resident of the country they are representing for a period of at least two consecutive years immediately prior to the start of the competition.
- Be eligible under WCF rules.
- Be eligible under SC rules
- Be a current member of SC
- Be of a level of fitness and health to be able to compete competitively as determined by appointed medical staff.
- Have no pending doping offences, or currently serving a doping ban.

- Be prepared to sign the SC Team Member Agreement if selected.
- Comply with any other eligibility requirements which may be imposed by SC or WCF.

2. Selection

2.1 Selection Panel

All Selection matters will be the responsibility of the Selection Panel. The make-up and roles of the panel are as follows:

Performance Director – Selector and Panel Chair – Voting Member

ROLE: To contribute any relevant information and guide the overall ethos from a Scottish Curling perspective.

Head Coach (Wheelchair Curling) – Selector – Voting Member

ROLE: To lead the selection decision making process and to provide input and assessment of athlete performances.

Assistant Coach (Wheelchair Curling) – Selector – Voting Member

ROLE: To provide input and assessment of athlete performances.

SC Representative – Non-voting Member

ROLE: To oversee the proper conduct and due process of the selection process in an observational capacity. To ensure appropriate recording of all selection information

The Selection Panel will consider criteria stated in 2.4 in making their selections.

The Selection Panel may also consult specialists including support staff and other coaches as appropriate.

The selection process is an exercise of judgment and is guided by, but not determined by results in competitions. Selection decisions are necessarily subjective and an exercise of expert opinion. As such, while an appeals policy is provided for athletes to appeal non-selection on the grounds that the policy has not been adhered to, athletes are not able to appeal against selection decision on any other grounds including against a selector's judgement. A process whereby an athlete can request an appeal" of the decision is provided for in Appendix 1.

2.2 Selection Process

1. The Selection process runs from Monday 1st October 2018 through to the WWhCC in March 2019.
2. Application Process opens Monday 8th October 2018.
3. Athlete Application Deadline 17:00hrs, Friday 2nd November 2018. The application form provided must be completed and submitted by e-mail to katrina.drummond@sisport.com to be considered for selection.
4. Selection Panel meet to select a team of 4 or 5 athletes at a date between 17th Dec 2018 and 21st Dec 2018. The Head Coach will give all athletes who applied to be considered for selection (& partners in this process, e.g. SC etc.) a minimum of 5 days' notice that a selection meeting will take place.
5. All athletes will be notified of the Selection Panels decision within 24 hours of the Panel meeting.
6. If an initial team of 4 is selected, the Selection Panel will then select the 5th player at a later date, no later than Friday 1st February 2019. Note - due to the fact this decision will be based to a higher degree on the more subjective criteria of strategic composition and psychological abilities there will be no review process open for the 5th player selection.
7. Deadline for nomination of athletes to the SC – 1st February 2019.
8. Prior to the date of the 1st March 2019 SC retains the right to deselect an athlete on any grounds, including (but not limited to):
 - a. Loss of form or injury (such that the Selection Panel, in their reasonable opinion, consider that the athlete in question will not be able to compete to the best of their ability at the WWhCC);
 - b. Failure to adhere to the British Curling Athletes Agreement and SC Team Member's Agreement

- c. Poor attitude; and/or
- d. Any failure to adhere to the terms of this Selection Policy.

No variation to the published selection/de-selection policy or criteria is allowed without the prior approval of SC. The SC must be kept fully informed of any possible de-selection decision.

The nomination of a replacement athlete must also conform to the selection policy.

In the case of a deselection/replacement being due to illness/injury, then the Sport's Doctor must be kept fully informed and may ask for an assessment of ability to compete to take place as described in appendix 3.

2.3 Selection Framework

Wheelchair Curling is a team-sport, therefore whilst athletes can, and should develop as individuals, ultimately, that individual will have to realise their potential and perform within a team. Acknowledgement is made that in selecting for a team sport combinations of athletes, the balance of the team, and the ability of athletes to play in more than 1 position are also considered alongside individual skill and achievements.

The selection of athletes will be based on the opinion of the Selection Panel who will together decide who, in their combined opinion, has the greatest medal winning potential at the WWhCC. If, in the opinion of the Selection Panel, none of the eligible athletes has a realistic prospect of medalling at the WWhCC, then the Selection Panel may go on to consider whether any eligible athlete(s) has, in their view, significant medal winning prospects for 2020 - 2022 and would consequently benefit from selection for the WWhCC.

2.4 Selection Criteria

The Selection Panel will consider all relevant factors to exercise its discretion in selecting a team which, in its reasonable opinion, has the best chance of achieving a medal at the WWhCC 2019.

In doing so, the Selection Panel will consider the following criteria

Primary Criteria

- Member of British Curling (BC) Paralympic Performance Squad 2018-19

Secondary Criteria

- Strategic composition of the team to meet the WCF Rules requiring each on-ice team to comprise of both genders at all times during matches
- Member of BC Talent Confirmation Programme 2018-19
- Performance Statistics in Tour competitions
- Performance Statistics in training
- Psychological abilities – team cohesion, growth mind set and robustness
- Ability to represent Scotland in a sportsmanlike way and to abide by "The Spirit of Curling"

3. Announcement/Ultimate Authority

Selected team members are not to make any announcements to the media or general public in any form whatsoever of their possible or confirmed selection or non-selection prior to official announcement by SC of such selection.

SC has ultimate authority in final selection decisions relating to the WWhCC.

Appendix 1: Appeal of Selection Decisions

The Parties agree to exclusively submit any dispute concerning any matter connected with or arising out of this Selection Policy and procedure to binding arbitration to be conducted by an arbitrator (or panel) appointed by SC.

The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this Procedure to any court of law or any other dispute resolution procedure. The outcome of the arbitration shall be final and binding.

Any appeal against the decision(s) made the SC Selection Panel must be submitted to the CEO of the SC. The process to be followed is as outlined:

1. The appeals process is invoked by making a formal written appeal to the CEO of SC within 72 hours of the selection being announced.
2. The appeal shall be a written statement from the prospective appellant detailing all relevant reasons – as only one appeal is permitted all relevant facts must be included in a full submission. The full costs of convening the panel including, where applicable, consultant's fees, must be met by the complainant if the appeal is rejected. This is likely to be substantial and therefore a deposit of £100 will be payable in advance of any hearing. This is refundable only if the appeal is successful. Costs accrued to the appellant shall be met by the appellant. Should an appeal be successful, reasonable costs of travel and accommodation for the appellant and representative will be met by SC.
3. The grounds for appeal are limited to allegations of:
 - Failure to follow due process
 - Bias/undue influence
 - Some other misconduct of selectors
 - New evidence the panel may have been unaware of, as relates directly to the non-selected player. The panel will be unable to consider medical evidence without the player's full consent to disclosure and discussion.

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

4. Once a statement of appeal is received, SC should take immediate steps to convene an appeal panel within 3 days to consider the appeal and any rebutting or mitigating statement furnished by the selection panel.
5. The Arbitration Panel will consist of up to three knowledgeable or experienced members from partner organisations (e.g. sportscotland/ SDS/ BPA). The members to be included in the Arbitration Panel will be convened by the SC CEO and must be impartial to the players involved and to the selection and/or de-selection procedures of the players. SC's CEO will also nominate the Arbitration Panel Chairperson at this point.
6. The Arbitration Panel Chairperson will have total discretion to invite to participate in an Arbitration Hearing any persons including the appellant, the Selection Panel and any player who may lose a selected place as a result of the appeal decision. Participation may be in person or by submission of a written statement at the discretion of the Arbitration Panel Chairperson. All interested parties will receive a copy of the original written statement. The Arbitration Panel may request additional oral and /or written submissions of clarification at their absolute discretion. At the meeting, the Arbitration Panel shall consider the complaint and any statement made in writing or orally by the members concerned. The Arbitration Panel may question either party, of present, or call upon them to supply additional evidence. An adviser (legal or otherwise) may accompany anyone asked to be present at the meeting. The appeal hearing will be minuted and an additional Arbitration Secretary may be nominated by the Chairperson to be present for this purpose.
7. The Arbitration Panel shall draw up its findings and come to a decision on the day of the hearing. This decision will be communicated to all parties immediately via phone and email. If there are circumstances preventing an immediate decision, the Chairperson will explain the reasons and revised timescale to all concerned.

8. Until the arbitration is decided, SC will refrain from publishing the selection further, although the existing details will remain where originally published. Preparation of the selected players will continue but will not support the preparation of the appellant at this stage. All parties must maintain confidentiality until the ruling is issued and any attempt by either party to publicise the matter will be considered as prejudicial by the panel.
9. One of two decisions can be made at this stage. The panel can:
 - Uphold the appeal and request the Selection Panel to reconsider its selections
 - Reject the appeal.

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

10. The decision of the Arbitration Panel shall be final and binding on the parties.

Appendix 2: Key Dates

Date	Action	Involved Parties
November 2018	1 team from the Host Association + 8 teams from the Associations which qualified from the previous WWhCC + 3 teams from the Associations which qualified through the World Wheelchair-B Curling Championship (WWhBCC).	WCF
8 th October 2018	Athlete Applications Open	Athletes SC
2 nd November 2018	Athlete Applications Closes	SC
17 th December 2018	1st date at Selection Panel can meet to select 4 or 5 athletes	Selection Panel
21st December 2018	Last date Selection Panel can meet to select 4 or 5 athletes.	Selection Panel
1 st February 2019	Last date Selection Panel can meet to select 5 th Player	Selection Panel
1 st February 2019	Deadline for nomination of athletes to the SC	SC
TBC	Formal Team Announcement	SC

Appendix 3: Assessment of Ability to Compete Process

The Sport's Doctor will run a "fit for" process which ultimately ensures that every selected athlete is fit to travel to the WWhCC and compete. Separate to this, it is the sport's responsibility to ensure that the athlete is fit to compete to the "best of their ability" (as the experts in the sport and with knowledge of the athlete).

In the event of there being a query over the ability of an athlete to be able to compete to the best of his/her ability due to an injury or illness the procedure described below will be adhered to;

1. The Sport's Doctor can require an athlete to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the sport's doctor delegated to him/her. If the athlete fails the medical examination he/she will be withdrawn from the Team and SC may (if appropriate) nominate a replacement athlete in accordance with its selection policy.
2. If the athlete passes the medical examination carried out in accordance with (i) above but SC still have concerns over whether or not the athlete is able to compete to the best of his/her ability due to the underlying injury or illness, the Head Coach can require the athlete to undergo a set of pre-determined sports specific performance tests. The tests must be set out in the selection policy and may not be varied or amended without prior approval of SC. The tests will be conducted by the Sport's Doctor (or his/her delegate). If the athlete fails the test (which can be undertaken on more than one occasion and within a short time frame if appropriate), he/she will be withdrawn from the Team on medical grounds and, if appropriate, a replacement can be nominated by BC/SC in accordance with the selection policy.

Post Injury Fitness Testing Procedure

Aims

1. To assess the athlete's fitness to compete
2. To make a decision about whether the athlete will be selected or deselected for a specific game/competition.
3. If necessary, decide on a follow-up course of action (i.e. retest at a later date)

Pre-test Procedure

Prior to testing the athlete's fitness to compete, ongoing assessment of rehabilitation progress will normally be conducted by the physiotherapist and athlete (and possibly the doctor). This might include some aspects of physical activity that are used to evaluate functional fitness but this would not constitute a fitness to compete test and the coach would therefore not normally be involved. The athlete and medical team will make a judgment about the athlete's readiness for a "fitness to compete" test. The athlete has the right to a "fitness to compete" test even if the medical teams do not think that the athlete is yet ready to successfully complete the test. The medical team must ensure that the athlete is fully informed and aware of the potential risks involved in completing an early "fitness to compete" test.

A time and date will be agreed with all parties for the "fitness to compete" test to be conducted. Consideration needs to be given to the post test response of the athlete and selection deadlines.

Fitness to Compete Test

Personnel:

Core people present may vary depending on fitness/injury but would normally include the athlete, head coach/team leader, doctor and physiotherapist. Additional personnel could be another athlete for help in holding of the chair/ delivering the stones etc.

Content:

The "fitness to compete" test will be led by the physiotherapist. The specific content will vary according to injury/positions etc., but will have been agreed by the medical team, athlete and coach prior to the test and the athlete informed of the expected content. The test will be designed to assess the athlete's functional fitness (i.e. their ability to complete the physical, technical and tactical requirements of their position).

A typical "fitness to compete" test will take approx. 30-45 minutes and comprise of;

- (a) Dynamic warm up
- (b) Execution of shots of varying weight of delivery

Post Test Procedure:

If the athlete is unable to complete the "fitness to compete" test then they will be deemed not fit to participate in the specific game or competition for which the test was conducted and an action plan regarding further rehabilitation (and possible retest) will be agreed.

If the athlete is able to complete the "fitness to compete" test then an initial open discussion will take place with all present regarding the degree of fitness to compete that the athlete has achieved. This should include judgments about:

- The athlete's physical function fitness
- The athlete's curling specific fitness
- The risk of re-injury or secondary injury

The physiotherapist will keep a written record of this discussion and the conclusions drawn which will be kept with the athlete's patient notes.

Decision:

The decision about the athlete's fitness to compete rests with the Head Coach and Performance Director.

Dissemination of Information:

With the athlete's permission, the Head Coach/Performance Director will then inform other relevant personnel (i.e. the other athletes and staff, media)