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## **British Canoeing Paracanoe Selection Policy 2019**

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### Introduction

***As we enter the 2019 season, a critical phase in realising our Tokyo 2020 vision begins. We will have our first opportunity at securing Paralympic quota slots at the World Championships in Szeged, the spiritual home of Canoe Sprint. The 2019 selection policy has been strategically designed to maximise the number of NPC quota places obtained for the Tokyo 2020 Paralympic Games, thereby allowing the full quota of British athletes to realise their ambition of becoming a Paralympian. In addition, the selection policy is intended to position the GBR Paracanoe Team to attain the maximum number of medal opportunities, through the doubling up process, at the 2020 Paralympic Games in Tokyo.***

*The staff team are fully committed to allowing every athlete the opportunity to capitalise on the hard work, effort, persistence and dedication required to succeed on the international stage this season, and we look forward in again supporting every athlete and sharing their journey. However, we should be under no illusion that the competition standard will continue to increase. I wish every athlete success within 2019, the road ahead will be hard won, but the rewards will be just recognition of the athlete's commitment, determination and endeavour in maintaining Great Britain's status of World Leading Paracanoe Nation.*

Scott Simon

Great Britain Paracanoe Team Head Coach

Final

11<sup>th</sup> December 2018

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DEFINITIONS	
BC	British Canoeing
British Canoeing Member	An individual holding current British Canoeing ‘on the water’ membership or National Association equivalent membership
IP	International Panel (appointed by the British Canoeing Board)
HPP	Holme Pierrepont, National Watersports Centre, Nottingham
WITTW	‘What It Takes To Win’ – an evidence based tool to assess athletes in a number of performance parameters compared against the world’s best.
ICF	International Canoe Federation
IPC	International Paralympic Committee
NPC	National Paralympic Committee (British Paralympic Association)
Va’a	Is an outrigger craft propelled by a single bladed paddle in a sitting position.

## SECTION 1 – INTRODUCTION

### Purpose

The purpose of this selection policy is to clearly outline the processes which will lead to the selection of the best GBR Paracanoe Team for the major Paracanoe competitions in 2019 including prioritising Paralympic Nation Qualification at the 2019 World Championships.

***The 2019 selection policy is designed to maximise the number of NPC quota places obtained for the Tokyo 2020 Paralympic Games, and to position the GBR Paracanoe Team to achieve the maximum number of medal opportunities, through the doubling up process, at the 2020 Paralympic Games in Tokyo.***

The Selection Policy seeks to allow athletes to produce optimum performances at the 2019 European and World Championships, through a clear selection process.

### Paracanoe Strategy for Tokyo 2020

The target agreed with UK Sport is for athletes within British Canoeing to win a minimum of five medals at the Tokyo Paralympics and to continue to build a strong base for targeting more medal success in 2024.

### **The Vision:**

To be the world leading and world inspiring Paralympic sport programme

### **Medal Target:**

To target Paralympic events and to win at least five medals at the Tokyo Paralympic Games.

The Paralympic Qualification System allows athletes once qualified to race at the Paralympic Games in Kayak and Va'a. The Paralympic Nation qualification system only allows each athlete to qualify a maximum of one nation quota place, so for this reason there are two very clear phases identified for Tokyo 2020 Paralympic Team Selection:

### **Phase 1 – 2019 Maximising the Qualification of Paralympic Quota Places**

The 2019 Selection Policy will focus strongly on qualifying the maximum number of nation quota places through maximising performance delivery in Tokyo 2020 Paralympic events at the 2019 Paracanoe World Championships. In order to optimise the number of Paralympic nation quota places qualified at the 2019 Paracanoe World Championships, team selection may be influenced by the priority outlined in the strategic objectives below. For this reason no results gained in 2019 will be used as part of the 2020 Paracanoe Team selection process for the Tokyo 2020 Paralympic Games.

The 2019 Selection Policy and team selection will be based upon the following British Canoeing Paracanoe strategic priorities listed in priority order:-

1. Maximise the number of NPC quota places qualified for the Tokyo 2020 Paralympic Games.
2. Position the GBR Paracanoe Team to maximise doubling up opportunities at the Tokyo 2020 Paralympic Games.
3. To challenge for medals and focus on medal delivery at the 2019 World Cup and World Championships.
4. Confirm maximal athlete international classifications
5. Support the VL3 Women event to increase the possibility of inclusion into the Paralympics in 2024.

### **Phase 2 – 2020 Selection of individual athletes to optimise medal delivery at the 2020 Paralympic Games**

The 2020 Paracanoe Team for the Tokyo 2020 Paralympic Games will be selected purely from results achieved in 2020. The Selection Policy for the 2020 Season including the selection process for the 2020 Paracanoe team for the Paralympic Games will be published by 1 January 2020.

### British Canoeing Paracanoe International Panel

The Paracanoe International Panel (IP), which is appointed by and reports to the Board of British Canoeing, is responsible for all aspects of developing, approving and managing the implementation of the Paracanoe selection policy. The Terms of Reference can be found [here](#). This includes the annual policy for all Great Britain Paracanoe representative teams and also the Paralympic Selection policy for 2020. The IP will consult with athletes, coaches, clubs and the Sprint Racing Committee in the formulation of policies.

The Paracanoe IP for 2019 consists of the following voting members:

**Chair:** Paul Dimmock (Independent)

**Core members:** Paul Ratcliffe (Performance Director), Barney Wainwright (Ind), Andy Maddock (British Canoeing), Scott Simon (Head Coach Paracanoe), Vacant Independent Member to be filled spring 2019.

**Non-voting member Sprint Racing Committee Non-Voting Observer:** Alan Laws (Chair SRC)

Additional non-voting contributors: At each meeting of the IP, the Panel may at its absolute discretion invite additional individuals (e.g. coach(es)/medical practitioner/parent) who have specific class knowledge, in order to advise and provide evidence on athlete performance. These invitees will have no voting rights.

All correspondence regarding selection should be addressed to [andy.maddock@britishcanoeing.org.uk](mailto:andy.maddock@britishcanoeing.org.uk) and then it will be passed to the chair and other members.

The International Panel will accept athlete nominations from the British Canoeing Paralympic appointed representative along with any other relevant supporting evidence (Performance standards and/or Mitigating Circumstances). Performance times and tabled results for Paracanoe competitions will be used as evidence to support nomination for Paracanoe Team selection.

### Further Important Points to the Selection Process

British Canoeing recognises that Paracanoe events are subject to review at any time by the ICF and IPC. These Paralympic Events are based on the ICF Paracanoe Rules and Regulations and any rule changes imposed by the ICF/IPC may result in modifications to the Selection Policy. This selection policy is subject to these conditions and may need to be modified to adapt for these changes. Any modifications will be made and openly published on the British Canoeing website at least 1 month prior to selection competitions.

### Conflicts of Interest

Any person who sits on the International panel shall declare any conflicts or potential conflicts and shall refrain from participation in the discussion of and any vote in respect of any selection matter in which they have a material conflict of interest. If a person has any queries in this area they should consult the British Canoeing Head of Governance and Compliance.

## **SECTION 2 ELIGIBILITY**

To compete at National Regattas including Paracanoe Selection Regattas - Subject to any Mitigating Circumstances, athletes must:

- Race in National selection competitions as identified in this policy
- Must have achieved the 2019 Paracanoe Regatta Qualification Time (see Table 1- Paracanoe Regatta Qualification Times) in a Paracanoe specification boat at any of the below:
  1. A UK National or International Regatta 2018 or 2019 (World Championship, European, Championship, World Cup or UK National Regatta)
  2. March Regatta – 30<sup>th</sup>/31<sup>st</sup> March 2019\*
  3. Talent Programme athlete with evidenced 200m training dataOr:
  4. Athlete with Mitigating Circumstances with a proven track record of performance
- In addition, athletes must hold a National Classification in the sport class they are going for selection in or be no more than 2 points over the defined cluster score for one test (leg, trunk or on-water) and also be within the correct cluster scores for the other tests for the sport class they wish to compete in (see

classification overview for details of scores, clusters and sport classes) to be eligible for selection in that event.

\*There will be a national classification offered prior to the March 2019 regatta on Friday 29<sup>th</sup> March 2019. To register for classification, athletes should contact Clarisse Smith – Clarisse.smith@britishcanoeing.org.uk

Note - Athletes wishing to be entered into 2019 Paracanoe selection Competitions (April 27<sup>th</sup>/28<sup>th</sup> and 29<sup>th</sup>/30<sup>th</sup> June regattas) who have not achieved the Paracanoe Regatta Qualification Time in a 2018 Official competition should enter the Paracanoe event at the March regatta 2019. If an athlete achieves the Paracanoe Regatta Qualification Time at the March regatta, they will be eligible to enter the Paracanoe selection competitions in April and June. Athletes with mitigating circumstances approved by the International Panel who have achieved the Regatta Qualification Time for their event outside of 2018/19 Official Regattas may be entered into selection competitions. Athletes wishing to apply for mitigating circumstances must do so, in writing, up to 1 hour prior to the regatta race start time by notifying the Paracanoe Head Coach stating the grounds for mitigating circumstances. The Paracanoe Head Coach will then submit an application to the International Panel who will consider along with evidence of performance based on the criteria in Table 1 on page 11 of this document. Subject to any Mitigating Circumstances, only athletes approved by the International Panel are able to enter into the Paracanoe Selection Regattas.

A list of athletes who have achieved the qualification time will be published on the BC website at least 1 month before the March regatta.

## ELIGIBILITY FOR SELECTION TO A BRITISH TEAM IN 2019

To be eligible to race in any 2019 GBR Team Paracanoe Selection regatta athletes must meet the following conditions (full detail can be found in British Canoeing's [Eligibility Policy](#)):

1. Meet age and nationality criteria for international competitions
2. Be a full member of British Canoeing or Home Nation Association that enables participation in competition.
3. Athletes on a funded programme need to have signed the Programme Athlete Agreement. Athletes outside Programme funding will also be expected to sign up to the British Canoeing Great Britain Team participation agreement on accepting selection at least 2 weeks before travelling to the 1<sup>st</sup> competition.

Selection to represent Great Britain at International Paracanoe competitions will be based on the ICF sport events. The current events raced internationally are 200m K1 Men, V1 Men, K1 Women, and V1 Women:

	Men's Events	Women's Events
<b>Paralympic Events</b>	K1 KL1	K1 KL1
	K1 KL2	K1 KL2
	K1 KL3	K1 KL3
	V1 VL2	V1 VL2
	V1 VL3	V1 VL2
<b>Non Paralympic Events</b>	V1 VL1	V1 VL1
		V1 VL3

Classification Overview: For accuracy please refer to the [ICF website](#) for up to date detail of the classification system:

These Paralympic Classifications are based on the ICF Paracanoe Classification Rules and Regulations and any rule changes imposed by the ICF supersede this document.

### SECTION 3 - SELECTION PRINCIPLES 2019:

1. This selection policy provides clear guidance to all athletes on how selection decisions will be made and which competitions will be used to determine selection for a given International race(s).
2. The primary focus of 2019 National Team Selection will be to maximise the number of NPC quota places obtained for the Tokyo 2020 Paralympic Games, and to position the GBR Paracanoe Team to achieve the maximum number of medal opportunities at the 2020 Paralympic Games in Tokyo.
3. Performance in targeted Paralympic events, based on achieving the performance standard. (See table 1)
4. Enable the best athletes to optimise their preparation for the 2019 World Championships, through recognition of performance at the 2019 ICF World Cup incorporating the European Championships.
5. The selection policy will be as transparent and objective as possible. Competition results at the nominated selection competition combined with performance standards (where appropriate) are taken into consideration when making selections.
6. The selection policy seeks to select the best GBR Paracanoe Team in an objective way that prioritises optimal preparation time for achievement of International success, and secures the maximum number of NPC quota places for the Tokyo 2020 Paralympic Games.
7. It is acknowledged that Paracanoe is an outdoor sport where results can be affected by environmental conditions and lane draws. Where conditions may hamper holding a fair selection competition, contingency measures may be considered as outlined in Section 5 of this policy.
8. All eligible athletes will be considered equally for selection against the stated selection criteria regardless of club, training location, age, Home Nation and programme status.
9. To create opportunities to gain and confirm International classification.
10. Non-travelling reserves will be named in individual boats based solely on their ranking in the identified selection race where performance standards have been achieved. This is to recognise achievement of athletes achieving performance standards who are outside the finishing position(s) required for selection. In order of selection, named reserves will only travel in the event of injury or illness to an athlete and in line with the strategic objectives of this policy, specifically the no risk scenario.

### SECTION 4 – GREAT BRITAIN TEAM SELECTION POLICY 2019

Team selection is based upon performances in identified selection regattas and at international competitions. In order to be considered for selection, athletes must participate in all applicable regattas and events. GBR teams will be selected for the following competitions in 2019:

2019 Competitions - Paracanoe			
Competition/Regatta	Venue	Date	Date of Selection Announcement by IP
ICF World Cup 1 incorporating Senior European Championships	Poznan, POL	24 <sup>th</sup> - 26 <sup>th</sup> May 2019	Tuesday 30 <sup>th</sup> April 2019
Senior World Championships	Szeged, HUN	21 <sup>st</sup> to 25 <sup>th</sup> Aug 2019	1 <sup>st</sup> Boat (in a Paralympic Class) Tuesday 28 <sup>th</sup> May 2019. All other boats Tuesday 2 <sup>nd</sup> July 2019
Paralympic Test Event	Tokyo, JPN	12 <sup>th</sup> – 15 <sup>th</sup> Sept 2019	

Subject to policy detail and performance standard, British Canoeing may select up to 2 boats per event at the ICF World Championships and ICF World Cup incorporating the European Championships.

\*\* In Paralympic events only where all selection places have not been filled, development athletes will be considered if they do not have previous international competition experience, have a green RAG rating on the Paralympic Programme performance funnels and a Tokyo profile.

First round World Championship Team Selection will be based upon results at World Cup race 1.

#### Notification of Selection and Announcement of 2019 Great Britain Paracanoe Teams:

Following a meeting of the International Panel, team selections will be announced on the news section of the British Canoeing website [www.britishcanoeing.org.uk](http://www.britishcanoeing.org.uk) by 5pm on the date specified in the table above.

### 2019 Paracanoe Team Selection Overview (All Teams)

All 2019 Paracanoe team selection will originate with domestic selection which will be used to select athletes. Subject to any mitigating circumstances selection for International Competition incorporates a number of elements including:

1. Ranking at appropriate Paracanoe selection regatta
2. The consideration of an athlete against the Performance standard
3. Reference to the strategic priorities as set out in Section 1

Where athletes may enter more than one event, the policy will be applied in isolation for each specific event therefore entering more than one event internationally may not be possible. At Paralympic qualification an athlete can only secure one IPC quota slot per nation despite racing in multiple classes. Therefore, in order to maximally secure Paralympic quota slots sport classes will be prioritised in line with the strategic objectives of the 2019 policy. For example, a female athlete selected to race in the V1 Women VL2 200m will only be selected to another event if they have been selected by the IP in a specific additional event in accordance with the strategic aims of the policy. In 2019 where an athlete has qualified for 2 events, the IP reserves the right to prioritise, or not select one event for the athlete, in order to maximise the number of NPC quota places obtained for the Tokyo 2020 Paralympic Games, and to position the GBR Paracanoe Team to achieve the maximum number of medal opportunities, through doubling up, at the 2020 Paralympic Games in Tokyo. This may mean selecting only 1 GBR boat per sport class to avoid handing back IPC quota slots in a no risk scenario.

#### Calculation of Ranking at Paracanoe Selection Regattas

Selection will consist of **2 races** at each regatta and the finishing position in each race will be recorded. **The best position achieved by each athlete will be taken into account to organise athletes into their final selection position.** In the event of a tie in best position, the 2<sup>nd</sup> best position result will be used to separate athletes. In the case that there remains a tie after the two selection races the two race times for each athlete will be added together with the higher ranking position awarded to the athlete with the lowest total.

Example 1:

Athlete	Race 1 Result	Race 1 Time	Race 2 Result	Race 2 Time	Tie Break Times added together	Position in Selection
A	1	39.797	2	40.808		1 <sup>st</sup>
B	2	40.874	4	42.080		3 <sup>rd</sup>
C	3	41.274	3	41.675		4 <sup>th</sup>
D	4	42.413	1	40.025		2 <sup>nd</sup>

Example 2:

Athlete	Race 1 Result	Race 1 Time	Race 2 Result	Race 2 Time	Tie Break Times added together	Position in Selection
A	1	39.797	4	42.080		1 <sup>st</sup>
B	2	40.874	3	41.675	82.549	4 <sup>th</sup> (slower aggregated time)
C	3	41.274	2	40.808	82.082	3 <sup>rd</sup> (with lowest aggregated time)
D	5	42.413	1	40.025		2 <sup>nd</sup>

Example 3:

Athlete	Race 1 Result	Race 1 Time	Race 2 Result	Race 2 Time	Tie Break Times added together	Position in Selection
A	1	39.797	1	40.025		1 <sup>st</sup>
B	2	40.874	3	41.675	82.549	2 <sup>nd</sup> (slower aggregated time)
C	3	41.274	2	40.808	82.082	3 <sup>rd</sup> (with lowest aggregated time)
D	4	42.413	4	42.080		4 <sup>th</sup>

**Important Note:** In the June Regatta 2 (29/30 June 2019), where there are athletes competing in the race who are already selected for the 2019 World Championship Team, they are allowed to participate in the race but they are removed from all selection calculation.

**Paracanoe Team Selection Detail 2019 (All selections subject to mitigating circumstances):**

Regatta	Selection for	Selection Detail	Priority Order	Other Selection Detail
March Regatta March 30 <sup>th</sup> /31 <sup>st</sup> 2019	Opportunity to achieve Paracanoe selection race qualifying time			All athletes must have a national classification in order to race.
April Regatta April 27 <sup>th</sup> /28 <sup>th</sup> 2019	April Regatta results used for World Cup selection (incorporating European Champs)	Up to 2 boats in all Paralympic events & VL3 Women will be selected. Development boats may be selected in Paralympic events where all spaces are not filled if meeting the criteria in section 4 of this policy.	<ul style="list-style-type: none"> <li>To challenge for medals</li> <li>Confirm maximal athlete international classifications</li> <li>To support VL3 women case for inclusion in 2024</li> </ul>	Subject to achievement of performance time
ICF World Cup 1 (Inc Euro Champs) 24 <sup>th</sup> to 26 <sup>th</sup> May 2019	2019 World Championship Team Selection	Top GBR boat in each Paralympic event at the 2019 World Cup selected for 2019 World Championship Team.	<ul style="list-style-type: none"> <li>To optimise World Championship preparation for No1 boats</li> </ul> *To maximise international experience and classification	Subject to achievement of performance time.
June Regatta 1 1 <sup>st</sup> /2 <sup>nd</sup> June 2019	No selection			
June Regatta 2 29 <sup>th</sup> /30 <sup>th</sup> June 2019  (Selection & Paracanoe National Championships)	2019 World Championship Team Selection  &  Tokyo Paralympic Test Event Team Selection	Up to 2 boats in all Paralympic events, subject to previous selections.  VL3 Women for World Championships only.  Up to 2 boats in all Paralympic events for Tokyo test event subject to previous selections & ICF invites***	<ul style="list-style-type: none"> <li>To maximise the number of NPC quota places obtained for the Tokyo 2020 Paralympic Games, and to position the GBR Paracanoe Team to achieve the maximum number of medal opportunities, through doubling up, at the 2020 Paralympic Games in Tokyo.</li> <li>To challenge for medals and focus on medal delivery at World Championships - Confirm maximal athlete international classifications</li> <li>Support VL3W at World Championships 2019</li> </ul>	In Paralympic events: If 1 boat already selected from World Cup then up to 1 boat space available. If no boat selected from World Cup, up to 2 boat spaces available. Subject to achievement of performance time. Paralympic Test event: ***Selection subject to ICF rules for the Test event.
Sept Regatta Aug 31 <sup>st</sup> /Sept 1 <sup>st</sup> 2019	No Selection			
Paralympic Test Event 12 <sup>th</sup> – 15 <sup>th</sup> September	No Selection			



## APPLICATION OF PERFORMANCE STANDARDS IN SELECTION DECISIONS 2019

Throughout the 2019 season, selection is based on a ‘first past the post’ system at specified races which rewards the boat(s) that can deliver on the day of competition. In selecting teams, the IP will firstly reference the finishing order of events and secondly assess and apply performance standards in events in the following ways:

As part of the overall selection process, the Paracanoe coaches will assess the overall performance for each nominated athlete using the Paracanoe Performance Standards 2019 Table. This tool enables the assessment of athlete performance. A clear assessment will be made of each athlete’s eligibility with reference to a minimum performance standard as a percentage (112%) of gold medal time (GMT). **Please note that the GMT refers to a world’s best, international time (ever recorded in an official competition) and not the winning time of the selection regatta.** All of an athletes times in official regatta results over the 12 months leading up to the selection competition will be considered:

Official Regattas	
International Competition	National Competitions
World Championships European Championships World Cups	UK National Regatta Series

Subject to any mitigating circumstances, to be automatically selected for any international competition, athletes must achieve a time less than or equal to the required actual performance standard in their event as well as fulfilling all other selection requirements.

**Table 1- Paracanoe Regatta Qualification Times (120% GMT) & Performance Standards (112% GMT) 2019**

Class	Classification	Selection Performance Standard	Regatta Qualification Standard	Gold Medal Time (GMT)
		Performance Time (112% GMT)	Performance Time (120% GMT)	
Men K1	KL3	42.67	45.72	38.10
	KL2	45.68	48.95	40.79
	KL1	52.77	56.54	47.12
Men V1	VL3	53.36	57.17	47.64
	VL2	60.83	65.18	54.32
	VL1	88.22	94.52	78.86
Women K1	KL3	54.68	58.58	48.82
	KL2	54.23	58.11	48.42
	KL1	61.03	65.39	54.49
Women V1	VL3	65.20	69.85	58.21
	VL2	64.70	69.32	57.77
	VL1	83.94	89.93	74.79

If following the selection process places remain unfilled, athletes that do not achieve the performance standard may be selected at the sole discretion of the British Canoeing IP where:

- Evidence can be shown displaying that an athlete has potential to medal at the international competition or that the athlete has a potential Tokyo medal profile. This may be judged on the following criteria:
  - The athlete has won a World Championship or European Championship medal in a Tokyo Paralympic event within the previous two seasons.

- Performance analysis of 200m training data and evidence of ability to achieve performance times
  - Past race performances- potential to achieve top 6 world championship result
  - Performance trajectories against the performance funnels and WITTW
  - Race components analysis will be used to assist in confirming potential performance
2. In the case that an athlete requires an international classification in order to ascertain greater certainty around classification, the IP has the right to select athletes to any empty team slots for any competition irrespective of performance standard and selection position. This includes selection for competitions that are not part of the 2019 British Canoeing race strategy. This decision will be based upon the following criteria:
- Proximity to the border between 2 classifications or KL3/VL3 and ineligibility
  - Need to ascertain classification in order to clarify matrix results/ position on performance funnels
  - Complex impairment profiles which are difficult to classify

## **SECTION 5 GENERAL INFORMATION – 2019 GBR TEAMS**

### Contingency

The International Panel retains the right to determine whether conditions provided fair racing for athletes and the right to be able to adapt racing to allow a fair process in line with the following principles:

In extreme circumstances the IP will implement contingency measures and adapt racing to ensure as fair a selection process as possible within the limited options available. The IP will observe weather conditions throughout the competition and if conditions become inappropriate to conduct a selection race, they may declare that a race(s) will not be used for selection. Where possible this will always be done in advance of the start of a race(s) that may be impacted and in consultation with the National regatta competition committee. Examples of other such amendments could include:

- Rescheduling of any affected selection race(s) to early morning/ evening racing within the same regatta (if scheduling and weather conditions permit).
- Rescheduling of any affected selection races to an alternative day and/or location

This is not an exhaustive list and all other options may be considered to complete a fair selection regatta in accordance with the specific challenge(s) identified.

For International Panel announcements refer to [www.britishcanoeing.org.uk](http://www.britishcanoeing.org.uk) and during the competition important information will be posted at race control on the live results messaging and on the British Canoeing Facebook/Twitter page.

### Mitigating circumstances

Should an athlete miss a competition, suffer injury or fall ill during, or prior to, elements of the 2019 selection process; or have any other mitigating circumstances, the IP reserve the right to provide an opportunity for such a boat to compete and challenge for selection under the following conditions:

- Certificated evidence of illness or other mitigating circumstance must be presented to the IP prior to the commencement of the selection race.
- In such a case the IP may identify a single race opportunity whereby the boat of the selection series and the identified athlete(s) would compete for a World Cup, European Championship and/or World Championship place.
- If this situation arises more detail would be provided following the IP meeting immediately after the appropriate 2019 Selection regatta.
- Where there are other mitigating circumstances, certified details must be provided to the IP no later than 1 hour prior to a scheduled selection competition.
- The IP has the sole discretion to invoke this clause if required and any decision is final. The athlete must satisfy the criteria stated below:

For World Cup, World Championships and European Championship competitions, the athlete must be able to demonstrate an established consistent track record in training and racing performance that statistically demonstrates their performance above other athletes based upon performance analysis training data (from GBR performance analysis data) and other objective data such as performance at Paralympic, World Championship, European Championship and/or World Cup races for the previous period.

### Funding and Participation (All GBR Teams)

Selection to a Great Britain Team is to specific identified races in accordance with the prevailing selection policy. Selected athletes who are not funded through a British Canoeing UK Lottery funded Programme may apply in

writing to the athlete's National Association as applicable for consideration of support. Applicants for such support are reminded that these funds are limited and securing other funding will almost certainly be necessary and that an athlete contribution will be required.

All athletes putting themselves forward for selection for a Great Britain team are expected to hold a valid passport with a minimum of 6 months unexpired and hold a current European Health Insurance Card (EHIC). British Canoeing reserves the right to deselect an athlete who has been found guilty of a disciplinary offence under British Canoeing/ICF rules. This includes doping and intentional classification misrepresentation offences.

#### Injury/Illness

The International Panel reserve the right to withdraw athletes from identified race(s) on the basis of injury/illness. Such decisions will only be taken following consultation with appropriate coaches and/or medical reports.

British Canoeing also has the right to deselect any athlete who has been found guilty of any disciplinary offence including anti-doping under the B.C rules. See Programme athlete agreement and B.C. website.

#### Appeals Procedure

Please see Appendix 2 for the British Canoeing appeals process.

#### Data Protection

British Canoeing is a privacy conscious organisation and is strongly committed to an individual's right to privacy. That is why we have drafted a Privacy and Data Protection Statement, which follows guidelines set out in the Data Protection Act 1998 and which can be found on our website: <https://www.britishcanoeing.org.uk/privacy-statement/> Please note that any data gathered in the course of selection will be used in accordance with this Statement and in particular will not be shared with any third party without appropriate consent.

#### Policies

For the avoidance of doubt this selection policy operates in conjunction with all relevant British Canoeing policies including but not limited to, Equality Policy, Anti-Doping Policy, Anti Bullying Policy and Anti Bribery Policy.

#### Communications

British Canoeing is committed to providing open and informative communication in relation to selection. All athletes will receive formal confirmation of the selection and for those athletes who wish to discuss the outcome of decision made by the Selection Panel/Committee the Chair of the Selection Panel/Committee will be available to speak informally to athletes and in the case of minors, parents.

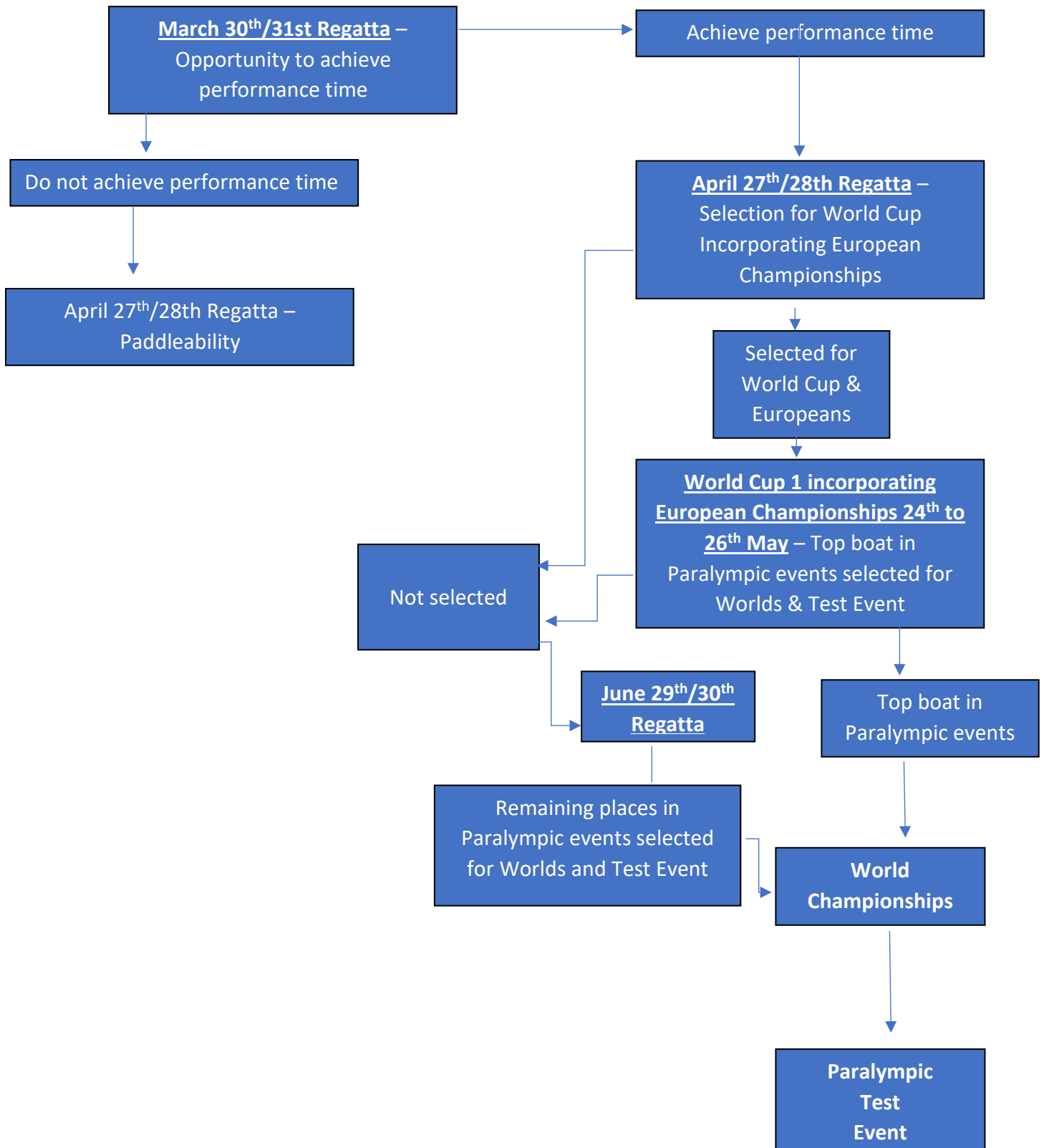
## **SECTION 6 - 2020 ADVANCED INFORMATION**

#### 2020 Paralympic Selection Process

The 2020 Paralympic team selection policy will be published by 1<sup>st</sup> January 2020. It will focus on enabling selected boats and reserves to focus on optimising preparation for performance delivery at the 2020 Paralympic Games. See section 1 for more information.

- End of 2019 policy -

**APPENDIX 1 – OVERVIEW FLOW CHART OF 2019 PARACANOE TEAM SELECTION**



## APPENDIX 2 - APPEALS PROCEDURE

Note 1. The Head of Governance shall have the power to adjust the timescales within this appeals procedure if required. If this is required it will be communicated to all interested parties at each relevant stage of the appeals process.

Note 2. If the Head of Governance is not available, for whatever reason, the Chief Executive Officer or delegate of the Chief Executive Officer will carry out the role of the Head of Governance within this appeals procedure.

Note 3. Athletes should ensure that they have provided their preferred method of communication and relevant contact details to a member of the International Panel or to the Head Coach in advance of any selection decisions. If the Athlete is under eighteen (18) years of age current and preferred contact details of their parent or legal guardian should also be provided.

Note 4. Athletes are advised that if they wish to gain advice they can speak to their Athlete Representative and/or the British Athletes Commission who will be able to offer guidance and support.

If an Athlete wishes to appeal against a decision taken as part of this Selection Policy then the following three stage process will apply:

### 1. STAGE 1 REVIEW

1.1. A written request for a formal review is submitted, in the first instance, by the Athlete to the International Panel who will carry out a review in consultation with Programme leads.

1.2. This request must be submitted within 48 hours (or an earlier date if that has been decided and communicated by the Head of Governance) of the selection being formally announced.

1.3. Within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) the International Panel will advise in writing the outcome of the review and the decision reached.

### 2. STAGE 2 APPEAL

2.1. If following the formal review the Athlete wishes to formally appeal the decision, then a written Notice of Appeal must be submitted by them to British Canoeing Head of Governance within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) of receiving the outcome of the formal review.

### 3. NOTICE OF APPEAL

3.1. The Notice of Appeal will set out the grounds of the appeal and will include full details of which ground(s) in 4.1 the appeal is based upon and the precise manner in which the ground(s) have been met. The Notice of Appeal should be as comprehensive as possible as it will form the basis of the remainder of this procedure.

### 4. GROUNDS OF APPEAL

4.1. An Athlete shall be entitled to appeal on any (either individually or cumulative) of the following grounds:

- a) The decision was not in accordance with the Selection Policy as published;
- b) The policy has been misapplied or applied on no good evidence and/or in circumstances where the application of the policy was unfair;
- c) The decision maker has shown bias or the appearance of bias or the selection has otherwise been demonstrably unfair; and/or
- d) Where the conclusion is one that no reasonable decision maker could have reached.

4.2 In order to ensure a timely and efficient appeals process only the grounds of appeal detailed in 4.1 will be permitted. The composition of the Selection Panel is not open to appeal unless 4.1 (c) is being cited in The Notice of Appeal.

### 5. APPEAL PANEL

5.1. The Head of Governance and Compliance will convene a three person Appeal Panel as soon as practicable to determine the appeal made up of suitably independent and experienced members who have not been involved in the selection process so far. The Athlete will be given the opportunity to challenge the composition of the Appeal Panel.

- 5.2. The Head of Governance shall contact the Selection Panel to inform them of the Appeal, provide them with a copy of the Notice of Appeal and request that the Selection Panel provide any additional information they wish the Appeal Panel to consider within 48 hours of receiving the Notice of Appeal.
  - 5.3. The Appeal Panel will ordinarily determine the appeal based on the written submissions of the Athlete and the Selection Panel without a hearing or the calling of witnesses or the giving of oral evidence. However the Appeal Panel will have the power to set its own processes and give directions including but not limited to, requesting further information, setting up a teleconference, determining if a hearing is required and if it is, establishing the date, time and place, and format to be followed in such a hearing.
  - 5.4. The Appeal Panel will seek to reach its conclusion within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) of its appointment in accordance with 5.1, and will inform all interested parties in writing.
  - 5.5. The Appeal Panel shall be entitled to;
    - a) rescind the selection decision and confirm the selection of the Athlete in circumstances where it is clear that the grounds of the Appeal have been upheld.
    - b) confirm the selection decision and reject the Appeal.
    - c) quash the selection decision and remit the matter back to the International Panel identifying the errors they have found in the conduct of the selection process and requesting that a new decision is made within one week (or an earlier date if that has been decided and communicated by the Head of Governance).
  - 5.6. At its discretion the Appeal Panel may also make an award for appeal costs up to a maximum of £100 against either party.
6. STAGE 3 REFERRAL TO ALTERNATIVE DISPUTE RESOLUTION SERVICE (TRIBUNAL)
- 6.1. If following the Appeal the Athlete wishes to further appeal the decision, then a written Notice of Appeal to Tribunal must be submitted by them to British Canoeing Head of Governance within 48 Hours (or an earlier date if that has been decided and communicated by the Head of Governance) of receiving the outcome of the Appeal.
  - 6.2. NOTICE OF APPEAL TO TRIBUNAL
    - 6.2.1. The Notice of Appeal to Tribunal will set out the grounds of the appeal and will include full details of which ground(s) in 6.3 the appeal is based on, and the precise manner in which the ground(s) have been met. The Notice of Appeal to Tribunal should be as comprehensive as possible as it will form the basis of the final appeal.
  - 6.3. GROUNDS OF APPEAL TO TRIBUNAL
    - 6.3.1. An Athlete shall be entitled to appeal to Tribunal on any (either individually or cumulative) of the following grounds:
      - a) The decision of the Appeal Panel was not in accordance with the Selection Policy as published;
      - b) The Appeal Panel decision was misapplied or applied on no good evidence and/or in circumstances where the decision was unfair;
      - c) The Appeal Panel has shown bias or the appearance of bias or the selection has otherwise been demonstrably unfair; and/or
      - d) Where the conclusion of the Appeal Panel is one that no reasonable Appellate Body could have reached.
  - 6.4. The Tribunal shall consist of one arbitrator appointed in accordance with the following process. The Alternative Dispute Resolution Service shall, as soon as is practicable, propose to the parties the name(s) of potential arbitrators who are available to determine the matter within 5 working days. The parties shall seek to agree on one, whom they shall nominate to be appointed by Alternative Dispute Resolution Service. The appointed arbitrator shall constitute a valid Tribunal. If the parties fail to agree, the Alternative Dispute Resolution Service shall appoint the arbitrator.

- 6.5. The Head of Governance shall contact the Appeal Panel and provide them with a copy of the Notice of Appeal to Tribunal and request that they provide any additional information they wish the Tribunal to consider within 48 hours of receiving the Notice of Appeal to Tribunal.
  - 6.6. The Tribunal will determine the appeal based on the written submissions of the Athlete and the Appeal Panel without a hearing or the calling of witnesses or the giving of oral evidence. The Tribunal will have the power to set its own processes and may give directions, such as request for further information or set up a teleconference.
  - 6.7. The Tribunal will seek to reach its conclusion within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) of its appointment in accordance with 6.4 and will inform all interested parties in writing.
  - 6.8. The Tribunal shall be entitled to either reject or confirm the Appeal Panel decision and;
    - a) if appropriate confirm the selection decision; or
    - b) if appropriate rescind the selection decision and confirm the selection of the Athlete in circumstances where it is clear that the grounds of the Appeal to Tribunal have been upheld.
    - c) if appropriate quash the selection decision and remit the matter back to the International Panel identifying the errors they have found in the conduct of the selection process and requesting that a new decision is made within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance).
  - 6.9. At its discretion the Tribunal may also make an award for Tribunal costs up to a maximum of £500 against either party.
7. FINAL AND BINDING
- 7.1. This is an accelerated process to enable any appeals to be resolved as quickly as is reasonably possible.
  - 7.2. The aim of this process is to return a decision on appeal in a timely manner. Failure to adhere to the time limits set out in this process may result in the Athlete losing their right of appeal under this procedure, save in exceptional circumstances which will be judged by the Chief Executive Officer of British Canoeing in their absolute discretion.
  - 7.3. This appeals process is intended to be conclusive and therefore any Athlete who enters into this appeal process accepts that the decision of the Tribunal will be final and binding.
  - 7.4. Each appeal will be considered on its own merits.
8. CONFIDENTIALITY OF PROCEEDINGS AND PUBLICATION OF DECISION
- 8.1 British Canoeing and the Athlete are under an obligation of confidentiality in respect of any appeal proceeding under this Procedure. Save as permitted under this Appeals Procedure none of these Parties will make any public statement or disclosure of the contents of the Notice, or any other matter referred to by any of the parties during the course of these Proceedings.
  - 8.2 British Canoeing shall be entitled to publish the outcome of the Appeal in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published and the resulting implications upon selection.

# Appeals process

