

GB TEAM SELECTION POLICY RECURVE 2020

2020 WORLD CUPS, 2020 EUROPEAN CHAMPIONSHIPS
AND
2020 OLYMPIC GAMES - 24 JULY-1 AUGUST

Version	Reviewed by	Date	Next Review Date
1.0	Director of Sport	July 2020	November 2020

Competition Format/s	2020 World Cup 1 (20-26 April), European Championships (18-24 May) and World Cup 3 (21-28 June)	2020 Olympic Games (24 July-1 August)
	<ul style="list-style-type: none"> • Individual • Team • Mixed Team 	<ul style="list-style-type: none"> • Individual • Team • Mixed Team
	<p>Maximum (eight) places as follows:</p> <ul style="list-style-type: none"> • Four Recurve Women • Four Recurve Men <p>Note that European Championships are only six places (three men and three women)</p> <p>AGB reserves the right to only take athletes who have demonstrated their international competitiveness and are able to assist AGB in meeting their performance targets.</p>	<p>Maximum (six) places as follows:</p> <ul style="list-style-type: none"> • Three Recurve Women • Three Recurve Men <p>AGB reserves the right to only take athletes who have demonstrated their international competitiveness and are able to assist AGB in meeting their performance targets.</p>
General Points of Eligibility	<p>Archers are eligible for consideration provided they are:</p> <ul style="list-style-type: none"> • An Archery GB member in good standing. • An athlete able to meet the conditions determined by the British Olympic Association (BOA) including signing the Team Member’s Agreement. • Have satisfied all eligibility requirements under the rules of World Archery (WA), the BOA and the IOC, and subject to any changes it may introduce, subsequent to the publication of the policy. • Available for selection of the stated event. • Hold a current full UK passport, valid for at least six months after return date of the event. <p>Have met the selection criteria (see below).</p>	
Milestone Event Performance Target/s	World Cups and European Championships	Olympic Games
	*1x Top eight individual, 1 x Team medal and 1 x Mixed Team medal across the World Cup and European Championship events attended	* 1 Medal
Context and Purpose of Milestone Event and Championship Selection	World Cups	Olympic Games
	Archery GB will use the World Cups and European Championships 2020 events to prepare athletes as part of men and women’s teams, capable of achieving an Olympic medal	Archery GB will use the Olympic Games with the aim of winning a medal.
Selection Process	<ul style="list-style-type: none"> • Athletes representing Archery GB at international competition in 2020, will be required to go through the stated selection process and meet the criteria below. • The Director of Sport (DoS) and AGB National Coach (NC), will consider only athletes deemed to be competitive at this level, and may elect to take fewer than the maximum permitted athletes for these events. 	
	Athletes will move through three stages of a selection process (appendix A):	

	<p>Stage 1 – Invitation to the selection process.</p> <p>Stage 2 – Completion of the selection process. Nomination to the BOA of the teams for the World Cups, European Championships and Olympic Games</p> <p>Stage 3 – Selection and Representation. Ratified athletes will be required to maintain or improve their standards in line with the selection criteria to participate in the above events and represent Great Britain.</p> <p>Athletes are required to complete all stages of the selection process to be eligible for selection. Should an athlete not be able to participate in part of the selection process due to illness, injury or international representation, they will need approved medical or programme exemption from Archery GB personnel. Further consideration of this athlete will be done in line with the objective performance criteria below.</p> <p>Due to the 2020 Olympic Games being held mid-season at the end of July, there is a need to determine selection earlier in the season than normal.</p> <p>On the premise that we require internationally competitive athletes in order to achieve our medal performance targets, we will be using a points-based system, which gives value for results and performances in 2019/20 as well as points and bonus points for performances achieved through the selection process or any Selection Shoot.</p>
Nominations	<p>Following the completion of the designated selection process for the Olympic Games , World Cups and European Championships as listed in this policy, the AGB National Coach will make nominations to the Director of Sport, who will consider those nominations against the objective criteria detailed in this policy, in conjunction with a designated independent arbiter.</p>
The ‘Team’	<p>The ‘Team’ means the team which is nominated by Archery GB and who’s selection is ratified by the BOA, for the above events which includes athletes, coaches, nominated reserves, medical support personnel, team leaders and any associated members of the team.</p>
Appeals	<p>Appeals against process must be submitted within 72 hours of the selection announcement on the dates stipulated above.</p> <p>Appeals will be conducted according to the policy (Appendix B).</p>
Following the conclusion of the selection process	<ol style="list-style-type: none"> 1. Once athletes have been advised of their selection by Director of Sport, they must agree not to withhold any information on availability, fitness, injury status or illness that could affect their training or competitiveness at any time until the conclusion of the event. 2. All selected athletes must declare any medications they are taking, in particular, the use of any restricted medications and that they hold a valid Therapeutic Use Exemption (TUE) which can be produced when required by the relevant authority. 3. An athlete will be required to sign up to the Team Members’ Agreement and any breach of this may result in disciplinary action including removal from the team and possible early return home from an event. In events under AGB, any member sent home will be invoiced for the full cost of their entry into the event and any additional cost incurred in sending them home. Decisions on these matters are open to appeal as allowed by the relevant Archery GB Disciplinary process effective at the time of the incident. 4. Athletes selected for the team are required to attend all related training camps and competitions agreed in the required event preparation process from the selection announcement onwards. 5. Athletes and other team members will be expected to demonstrate they can actively contribute to the team unity required to be a successful international team and will be required to maintain or improve standards and behaviours to participate for Archery GB.
Announcement	<p>Selected team members must agree not to make any announcement to the media or public in any form (including on any social or other media), regarding their selection until after</p>

	Archery GB/BOA have announced the selection on the Archery GB/BOA Websites www.archerygb.org www.teamgb.org
Any matters not covered by this Policy	Any matters arising from the selection process, which are not covered within this policy, shall be determined by the Director of Sport.

MEDICAL PERSONNEL APPROVED BY ARCHERY GB

Dr Chris Tomlinson (Archery GB Chief Medical Officer) and/or EIS regional Doctor nominated by the CMO.

APPENDIX A SELECTION PROCESS & CRITERIA									
STAGE 1: Obtaining an invitation to the Selection Process	<p>Minimum standards are set for entry into the selection process.</p> <p>1. Registration and Performance Tracking</p> <p>Archery GB will track the performance trajectories of athletes in line with <i>what it takes to win</i> on the Olympic stage</p> <p>1.1 Athletes can register scores and performances achieved between 21 March 2019 to 9 March 2020 in WA 70m rounds. Scores to be submitted to sarah.smith@archerygb.org.</p> <p>1.2 These scores can be submitted at any date between the dates above.</p> <p>1.3 These scores must be obtained at WRS national, international and comparable events</p> <p>1.4 Registration of scores will automatically be taken as an expression of interest for entry to the selection process.</p> <p>1.5 It is the athlete's sole responsibility to ensure they register their scores and that those scores have been accepted</p> <p>1.6 Archery GB also reserves the right to take into consideration other aspects, including athlete conduct and previous performances, when considering invitations to the selection process. It is not an athlete's right under any circumstances to be invited. Where other elements are taken into account, the athlete has a right to be given the explanation as well as a right to appeal.</p> <p>2. Performance Standards for Consideration to be Invited to the Selection Process</p> <p>Minimum performance standards have been set for Archery GB to allow athletes to qualify for the selection process.</p> <p>As noted in 1.6 above, these scores do not constitute a minimum level for consideration for nomination or selection, only a minimum standard set for athletes to engage in the process.</p> <p>The scores are based on GB being able to meet a performance target of a team/mixed medal at the 2020 Tokyo Olympic Games and thereby the requirement of having a strong level of scores across all members of the respective team/s.</p> <p>Following an analysis of the 2019 World Championships, three tiers of scores are deemed eligible. These scores are as follows;</p> <table border="1" data-bbox="272 1827 1339 1998"> <thead> <tr> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>1x 663 or over</td> <td>1x 678 or over</td> </tr> <tr> <td>2x 655 or over</td> <td>2x 673 or over</td> </tr> <tr> <td>3x 637 or over (must include 1x 655)</td> <td>3x 659 or over (must include 1x 673)</td> </tr> </tbody> </table>	Women	Men	1x 663 or over	1x 678 or over	2x 655 or over	2x 673 or over	3x 637 or over (must include 1x 655)	3x 659 or over (must include 1x 673)
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<p>STAGE 2: Nomination and Selection of the team including performance standards</p>	<p>3. If only three athletes achieve the required selection scores above, those athletes will automatically be selected for the World Cups, European Championships and nominated for selection to the BOA for the Olympic Games.</p> <p>4. If fewer than three athletes achieve the required selection scores, those athlete/s achieving the required selection scores will automatically be selected for the World Cups, European Championships and nominated for selection to the BOA for the Olympic Games</p> <p>Any remaining places will be determined by the AGB National Coach and Director of Sport, assisted by the independent arbiter, and objectively based on an athlete's proven international competitiveness using the 2019 accrued points below, and their capability to assist GB achieve its medal performance target.</p> <p>5. If more than three athletes achieve the required selection scores, a Selection Shoot will be held:</p> <p>Selection Shoot to be held during the Bagatir Spring Competition, Antalya, Turkey, which takes place 23-31 March 2020.</p> <ul style="list-style-type: none"> • Invites will be sent to athletes who have satisfied the above performance standards in 2019-2020 • Alongside achieving the required scores, athletes would enter into the Selection Shoot with accrued points as follows: <p>An average of each of the British athletes' top three scores, in 2019-2020 at WRS or internationally comparable events will be taken, with the following point applied:</p> <ul style="list-style-type: none"> *1st placed GB athlete in the top three score average = 3 points *2nd placed GB athlete in the top three score average = 2 points *3rd placed GB athlete in the top three score average = 1 point <p>In 2019</p> <ul style="list-style-type: none"> *winning of 2020 Olympic Qualifying Places = 5 points *medals at 2019 World Championships = 4 points (per medal) *World Cup and European Games medals = 3 points (per medal) *World ranking event medal = 2 points (per medal) <ul style="list-style-type: none"> • Through the Bagatir GB Selection Shoot, athletes will achieve further cumulative points (40 points will be available) through the following: <ul style="list-style-type: none"> *Bonus points for any scores above 670 men and 660 women, shot at WA70m *Bonus points for position of GB Archers in 2 x WA70m rounds (points for the double 720, not singularly) *Points and bonus points for rankings and averages achieved from Round Robin competition for the top GB archers at WA70m. <p>The schedule and points format for the Selection Shoot will be announced closer to the event. Any final ties will be decided by a shoot off match between the archers.</p> <p>As a result of the Bagatir selection process, the top three men and top three women on a cumulative points basis will be nominated for selection for the 2020 Olympic Games, World Cups and European Championships.</p>
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<p>Stage 3: Ratification and Representation to compete for Great Britain, Team GB and at Tokyo 2020</p>	<p>The National Coach will make recommendations to the Director of Sport and independent arbiter for the fourth place (reserve) athlete objectively based on the international competitiveness of the team. 4th place athlete will be invited to attend the World Cup events.</p> <p>Those selected athletes will be sent to the BOA as nominations for the GB Archery Team at the 2020 Olympic Games.</p> <p>Selection is made in line with objective competitive performance standards on the international stage.</p> <p>6. Maintenance and Improvement of Standards</p> <p>6.1 Athletes are required to maintain or improve standards and behaviours to participate for Archery GB.</p> <p>6.2 Athletes will be required to sign and uphold the AGB Team Members Agreement.</p> <p>6.3 Athletes will be expected to demonstrate ability to engage with the performance programme and in the performance environment, adopt an effective performance lifestyle and make a positive contribution to the team unity required to be a successful international team.</p> <p>7. Athlete names will be submitted to the British Olympic Association as nominations for selection to the 2020 Tokyo Olympic Games.</p> <p>Pre-DRM (the date the team is formally entered by the BOA with the Organising Committee), AGB reserves the right to de-select any athlete where:</p> <ul style="list-style-type: none"> (i) They are injured or unfit, unless they can satisfy AGB that they will be able to compete in the Games to the best of their ability (this may include carrying out a pre-determined sports specific physical assessment and a medical examination by the AGB Medical Officer); or (ii) They have not demonstrated to the satisfaction of the Selection Committee their full commitment to the required training and competition programme or in the reasonable opinion of the selectors are not able to perform at their maximum level at the Games. For the avoidance of doubt, any decisions made with regard to deselection made prior to DRM will still remain the sole responsibility of AGB. AGB shall at all times keep the BOA informed of any actual or potential deselection decisions. <p>After the DRM, 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 following procedure will be adhered to:</p> <ul style="list-style-type: none"> (i) the BOA Chief Medical Officer can require an athlete to undergo a medical examination to determine his/her fitness to participate which at this stage will be determined based on an assessment of whether or not the injury and/or illness is such that the player risks causing medical harm to him or herself, or endangering other competitors, officials or spectators. The BOA Chief Medical Officer will carry out this examination or another doctor delegated by him/her.
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If the athlete fails the medical examination, he/she will be withdrawn from the Team.

- (ii) if the player passes the medical examination carried out in accordance with (i) above but AGB and/or the BOA have concerns over whether or not the player is able to compete to the level ordinarily expected of them due to the underlying injury or illness, the Team GB Chef de Mission can require the athlete to undergo a set of pre-determined sports specific performance tests. Those tests will be agreed in advance following consultation with the Team Leader, a physiotherapist and the BOA's Deputy Chef de Mission for Performance.



Performance – Appeals Policy (Appendix B)

These Guidelines do not replace the Archery GB (AGB) Disciplinary/Appeals Policy which will remain the overarching process with Performance related disciplinary matters and can replace this document should it be deemed necessary.

- A Team Member may appeal against a disciplinary decision or a sanction or both. Further details enclosed below.
- You may not appeal against any decision or sanction resulting from a Summary hearing.

The appeals policy for matters of selection concerns itself solely with the *process* of selection. It makes no provision for consideration of the *actual decisions* of the selection panel. In other words, an appeals panel specifically does not sit as a new, higher, selection panel and has no brief to assess the relative merits of athletes under consideration. Rather, the appeal considers only the criteria set out in the relevant sections below.

- All Team Members will be allowed to be **accompanied** at any hearing. If the Team Member is under 18 years of age then they must also be accompanied by a parent/legal guardian.

1. Appeals Procedure – Disciplinary – (Note that the BOA has its own disciplinary procedure during the Games)

- 1.1. It shall be open to both Archery GB and the Respondent to seek to appeal the disciplinary panel's decision. Appeals shall proceed as follows:
- 1.2. In the case of an appeal by the Respondent, a written Notice of Appeal shall be sent to the Archery GB Director of Sport within Seven days of the receipt of the written decision of the disciplinary outcome. Notification can be forwarded by post, hard copy in person or by email (if submitting your notification by email, then you must also call the Performance Office within working hours to make payment of the fee).
- 1.3. The Notice of Appeal shall summarise the grounds of appeal and why the Respondent considers that the disciplinary panel's decision was wrong. The Respondent shall also submit a fee of £150 to Archery GB, which shall be refunded if their appeal is successful but shall otherwise be forfeited towards the costs of the appeal.
- 1.4. In the case of an appeal by Archery GB the decision whether or not to appeal shall be taken by Archery GB. Should they decide to appeal, they will serve a Notice of Appeal on the Respondent within seven days of receipt of the written decision of the disciplinary panel. The Notice of Appeal shall summarise the grounds of appeal and why Archery GB considers that the disciplinary panel's decision was wrong.

- 1.5. In the case of any appeal, Archery GB will instruct Sport Resolutions (UK) to undertake the appeals process in accordance with Sport Resolutions (UK) Arbitration Rules. Archery GB and the Respondent will have the opportunity to object to the proposed member(s) of the tribunal (Ref 3), with any such objection to be ruled upon by Sport Resolutions (UK) or someone appointed to do so by them; Thereafter Archery GB will ensure that Sport Resolutions (UK) is provided with the papers, a copy of the decision of the disciplinary panel and the Notice of Appeal.
- 1.6. Sport Resolutions (UK) shall set such further directions for the determination of the appeal as they consider fit, in order to ensure a fair and just disposal of the appeal at a hearing. The appeal shall ordinarily proceed by way of review of the disciplinary panel's decision, but may proceed by way of rehearing if either of the parties to the appeal so requests and Sport Resolutions (UK) considers it appropriate.
- 1.7. When determining the appeal, Sport Resolutions (UK) may uphold the decision of the disciplinary panel or may substitute its own decision for that of the disciplinary panel.
The parties shall bear their own costs of participating in any appeal.

2. Appeals Procedure – Selection

- 2.1. This document sets out Archery GB's Appeals Process for all appeals by an athlete in respect of:
 - international team selection decisions;
 - all decisions to nominate an athlete to the British Olympic or Paralympic Association for selection to compete at an Olympic or Paralympic Games;
 - decisions relating to the selection for an Archery GB team or training squad where there is no separate appeals process or review policy relating to the team or training squad in question;
 - any decision by Archery GB to deselect or remove an athlete from a team or training squad.
- 2.2. This appeals process is commenced when an athlete affected by a selection decision, or the athletes authorised representative, submits a formal written appeal ("the Notice of Appeal") To the Director of Sport.
- 2.3. The Notice of Appeal must be submitted within 72 hours of the selection decision being announced or communicated to the athlete, whichever is earlier. Notification can be forwarded by post, hard copy in person or by email (if submitting your notification by email, then you must also call the Performance Office within working hours to make payment of the fee).
- 2.4. The Notice of Appeal shall summarise the grounds of appeal (Ref 2.5.) and why the Respondent considers that the appropriate process or procedure has not been followed. The Respondent shall also submit a fee of £150 to Archery GB, which shall be refunded if their appeal is successful but shall otherwise be forfeited towards the costs of the appeal.
- 2.5. An athlete may appeal against a selection decision falling within one of the categories above only on the grounds that:
 - (a) there has been a failure to apply the applicable selection criteria; and/or that
 - (b) there has been a failure to adhere to the procedure set out in the applicable Selection Policy.Any appeals which do not satisfy the grounds of appeals below, will be dismissed automatically by the Director of Sport, who may also seek further independent advice from other National Governing Bodies and/or Funding Partners on the matter prior to any dismissal.
- 2.6. In a case where it is deemed there are grounds for appeal, Archery GB will instruct Sport Resolutions (UK) to manage the appeal process in accordance with Sport Resolutions (UK) Arbitration Rules. Sport Resolutions (UK) shall appoint a single arbitrator drawn from the Sport Resolutions (UK) Panel of Arbitrators ("the Arbitrator) to consider the appeal.

- 2.7. Sport Resolutions (UK) shall notify Archery GB and the Appellant in writing of the identity of the Arbitrator within two working days of receiving the Notice of Appeal.
- 2.8. A party may challenge the appointment of the arbitrator(s) where there are justifiable doubts as to the Arbitrator(s) impartiality or independence or where the party raises a material objection. Such challenge must be made in writing to Sport Resolutions (UK) within two working days of the party being notified of the Arbitrator's appointment.
- 2.9. Unless the Arbitrator elects to withdraw, Sport Resolutions (UK) shall decide on the validity of the challenge within two working days.
- 2.10. The Appeal shall be heard by way of written submissions unless the Appellant requests an oral hearing at the time of giving Notice of Appeal or the Arbitrator so directs. Such hearings shall take place on a date and at a place to be determined by the Arbitrator.
- 2.11. The decision of the Arbitrator shall be final and binding on the parties, and there shall be no further right of appeal.
- 2.12. The Arbitrator shall be entitled to:
 - (a) Confirm the nomination decision under appeal and reject the Appeal; or
 - (b) Allow the Appeal and quash the nomination decision under appeal and remit the matter back to the original decision maker identifying the errors they have identified in the conduct of the selection process and requesting that a new decision is made within 48 hours.
- 2.13. The parties shall bear their own costs of participating in any appeal.

Ref 3. Any disciplinary dispute submitted to Sports Resolutions (UK) shall be decided by a one or three member tribunal ("the tribunal") appointed by the Executive Director of Sport Resolutions (UK) unless the parties have otherwise agreed in writing (within any timescale notified by the Executive Director of Sport Resolutions (UK)) that they wish to make their respective nomination(s) in accordance of 6.2 or 6.3 of Sport Resolutions' Arbitration Rules

The Executive Director of Sport Resolutions (UK) shall decide whether to appoint one or three member tribunal as he/she sees appropriate in all the circumstances and in discussion with the parties unless the parties have agreed in writing whether the tribunal should consist of one or three members.

<https://www.sportresolutions.co.uk/services/arbitration>

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