



SELECTION POLICY (PARA)

2020 PARALYMPIC GAMES – TOKYO, JAPAN

24 AUGUST – 5 SEPTEMBER 2021

Version	Reviewed By	Date	Next Review Date
10.0	Director of Sport	May 2020	TBC – pending further changes

Context:

In October 2019, the qualification process for the 2020 Paralympic Games was changed by World Archery (WA) and the International Paralympic Committee (IPC) which necessitated a review of the selection policy.

Whilst this was under way, the COVID-19 pandemic took hold and led to the postponement of the 2020 Paralympic Games until August 2021 and materially impacted upon the remainder of the qualification process and timelines.

Based on these two circumstances and the fact that the medal target remains the same, it was determined that this necessitated changes to the selection policy to enable the selection of a team that maximises Archery GB's medal opportunities in individual and team events.

Overview of changes:

The changes are based on achieving the medal target and the following 5 principles:

1. Ensuring that the revised policy is fair, balanced and clear.
2. Being able to nominate at the earliest opportunity for the spots we have already secured / secure in the future
3. Maximising the opportunity and time to spend working with the nominated athletes for the games
4. Honoring the scores that have been achieved within the selection window
5. Giving athletes the opportunity, where they have achieved selection scores, to automatically be allocated the quota spot which they win / have won.

The following is the revised selection process for the 2020 Paralympic Games, taking place between 24 August – 05 September 2021.

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a company limited by guarantee no. 1342150 Registered in England.

1. Championship Competition Format/s	<ul style="list-style-type: none"> • Individual • Mixed Team
2. General Points of Eligibility	<p>Archers are eligible for consideration provided:</p> <ul style="list-style-type: none"> • They are an Archery GB member in good standing; are not under any current disciplinary investigation; and have not brought the sport or governing body into disrepute • Have satisfied all eligibility under; <ul style="list-style-type: none"> ○ Rules of World Archery (WA) and subject to any changes it may introduce subsequent to the publication of this policy ○ The British Paralympic Association (BPA) Games Qualification & Eligibility Handbook • Are available for selection of the stated event • Are fit and healthy to compete • Hold a current full UK passport, valid for at least 6 months after return date of the event • Hold a current International Classification – either Confirmed Status (C) or with a Review Status (FRD) with a review date post 31 December 2021 • Have achieved one of the Minimum Qualification Standards (MQS) for their respective sport class between 1 June 2019 and 15 July 2021 (Appendix 1) • Will positively contribute to a team ethos
3. Context and aim of event selection	<p>The 2020 Tokyo Paralympics is Archery GB’s key event target for the Tokyo cycle and the aim of this selection policy is to select a team that maximises Archery GB’s medal opportunities in individual and team events.</p>
4. Selection Process	<p>The Selection process is made up of the following stages;</p> <ul style="list-style-type: none"> • Achievement of Selection Score Criteria in the 2019-20 selection window • Phase 1 Nomination – selection for the 5 qualified quota spots that have already been secured • Phase 2 Nomination – selection for spots won at the Continental Qualification Tournament (CQT) • Phase 3 Nomination – selection for spots won at the Final Qualifying Tournament (FQT) <p>At the end of each phase, a selection panel will meet to ratify nominations.</p>

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5. Selection Window	<p>The scores achieved in the selection window that was open between 1 January 2019 – 30 March 2020 will remain valid and the window will not reopen.</p> <p>The selection policy and the selections made for the European Championships (CQT) that were originally planned for April 2020 will stand for the rearranged CQT (30 April – 09 May 2021)</p>																								
6. Selection Score Criteria	<p>Achievement of the following scores within the 2019-20 window (section 5) All scores must have been shot at World Record Status events.</p> <table border="1" data-bbox="485 562 1394 1171"> <thead> <tr> <th>W1W</th> <th>W1M</th> <th>CWO</th> <th>CMO</th> <th>RWO</th> <th>RMO</th> </tr> </thead> <tbody> <tr> <td>2 x 720 = 1260</td> <td>2 x 720 = 1240</td> <td>2 x 720 = 1330</td> <td>2 x 720 = 1350</td> <td>2 x 720 = 1200</td> <td>2 x 720 = 1250</td> </tr> <tr> <td>(min score = 620)</td> <td>(min score = 610)</td> <td>(min score = 655)</td> <td>(min score = 665)</td> <td>(min score = 590)</td> <td>(min score = 615)</td> </tr> <tr> <td>1 x H2H = 132</td> <td>1 x H2H = 128</td> <td>1 x H2H = 140</td> <td>1 x H2H = 144</td> <td>1 x H2H = 100 (Dozen average)</td> <td>1 x H2H = 104 (Dozen average)</td> </tr> </tbody> </table>	W1W	W1M	CWO	CMO	RWO	RMO	2 x 720 = 1260	2 x 720 = 1240	2 x 720 = 1330	2 x 720 = 1350	2 x 720 = 1200	2 x 720 = 1250	(min score = 620)	(min score = 610)	(min score = 655)	(min score = 665)	(min score = 590)	(min score = 615)	1 x H2H = 132	1 x H2H = 128	1 x H2H = 140	1 x H2H = 144	1 x H2H = 100 (Dozen average)	1 x H2H = 104 (Dozen average)
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7. Phase 1 Nomination - Quota Places Won at 2019 World Championships	<p>The following are the quota places that GBR have already achieved for the 2021 Paralympic Games:</p> <table border="1" data-bbox="384 1283 1497 1525"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Men</th> <th colspan="3">Women</th> </tr> <tr> <th>Ind. W1</th> <th>Ind. CO</th> <th>Ind. RO</th> <th>Ind. W1</th> <th>Ind. CO</th> <th>Ind. RO</th> </tr> </thead> <tbody> <tr> <td>GBR Places</td> <td>0</td> <td>2</td> <td>1</td> <td>0</td> <td>1</td> <td>1</td> </tr> </tbody> </table> <p>Automatic Nomination:</p> <p>To be automatically nominated to the BPA for selection in Phase 1, an athlete must have achieved the following:</p> <ul style="list-style-type: none"> • Achieved all the required Selection Score Criteria (section 6) • Have won a quota spot at the 2019 World Championships • Meet the general points of eligibility, as set out in section 2 <p>Panel Nomination:</p>		Men			Women			Ind. W1	Ind. CO	Ind. RO	Ind. W1	Ind. CO	Ind. RO	GBR Places	0	2	1	0	1	1				
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	<p>In the event of an athlete winning a quota spot, without having achieved all the required Selection Score Criteria (section 6) then their nomination would be determined by a Selection Panel, which will be convened in June 2020.</p> <p>The panel will consider all available information, including, but not limited to athletes who have been unable to compete due to injury / illness within that category, any other unforeseen circumstances, medal target, performance pedigree within the Tokyo cycle (including international medals won), injury / illness history, behaviour and contribution to a team ethos both at the Paralympic Games and within the day to day environment.</p> <p>Additionally, for any category where no further quota spots can be won, the panel will consider whether any reserves are identified.</p> <p>Once nominated to the BPA for selection either through automatic or panel nomination, all athletes will be required to maintain form and fitness; adhere to a mutually agreed Individual Performance Plan, which includes individual performance standards; as well as continue to meet all points of eligibility in section 2.</p>																	
<p>8. Phase 2 Nomination - Quota Places Won at the Continental Qualifying Tournament (CQT)</p>	<p>Further to the changes to the qualification process in October 2019, the following places are now available to GBR at the 2020 CQT:</p> <table border="1" data-bbox="443 976 1437 1218"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Men</th> <th colspan="3">Women</th> </tr> <tr> <th>Ind. W1</th> <th>Ind. RO</th> <th>Ind. W1</th> <th>Ind. CO</th> <th>Ind. RO</th> </tr> </thead> <tbody> <tr> <td>Maximum available to GBR</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> </tr> </tbody> </table> <p>Athletes who won a quota spot at the 2019 Para Archery World Championships will not be eligible to win further quota spots.</p> <p>Automatic Nomination:</p> <p>To be automatically nominated to the BPA for selection in Phase 2, an athlete must have achieved the following:</p> <ul style="list-style-type: none"> • Achieved all the required Selection Score Criteria (section 6) • Have won a quota spot at the CQT • Meet the general points of eligibility, as set out in section 2 <p>Panel Nomination:</p> <p>In the event of an athlete winning a quota spot, without having achieved all the required Selection Score Criteria (section 6) then their nomination would be determined by a Selection Panel, which would be convened within 1 week of the events closing ceremony.</p>		Men		Women			Ind. W1	Ind. RO	Ind. W1	Ind. CO	Ind. RO	Maximum available to GBR	1	1	1	1	1
	Men		Women															
	Ind. W1	Ind. RO	Ind. W1	Ind. CO	Ind. RO													
Maximum available to GBR	1	1	1	1	1													

	<p>The panel will consider all available information, including, but not limited to athletes who have been unable to compete due to injury / illness within that category, any other unforeseen circumstances, medal target, performance pedigree within the Tokyo cycle (including international medals won), injury / illness history, behaviour and contribution to a team ethos both at the Paralympic Games and within the day to day environment.</p> <p>Additionally, for any category where no further quota spots can be won, the panel will consider whether any reserves are identified.</p> <p>Once nominated to the BPA for selection either through automatic or panel nomination, all athletes will be required to maintain form and fitness; adhere to a mutually agreed Individual Performance Plan, which includes individual performance standards; as well as continue to meet all points of eligibility in section 2.</p>									
<p>9. Phase 3 Nomination - Quota Places Won at the Final Qualifying Tournament (FQT)</p>	<p>If no places have already been won in the following categories, then these will still be available to win at the FQT.</p> <table border="1" data-bbox="576 819 1302 1028"> <tr> <td></td> <td>Men</td> <td>Women</td> </tr> <tr> <td></td> <td>Ind. W1</td> <td>Ind W1</td> </tr> <tr> <td>Maximum available to GBR</td> <td>1</td> <td>1</td> </tr> </table> <p>Automatic Nomination:</p> <p>To be automatically nominated to the BPA for selection in Phase 3, an athlete must have achieved the following:</p> <ul style="list-style-type: none"> • Achieved all the required Selection Score Criteria (section 6) • Have won a quota spot at the FQT • Meet the general points of eligibility, as set out in section 2 <p>Panel Nomination:</p> <p>In the event of an athlete winning a quota spot, without having achieved all the required Selection Score Criteria (section 6) then their nomination would be determined by a Selection Panel, which would be convened within 1 week of the events closing ceremony.</p> <p>The panel will consider all available information, including, but not limited to athletes who have been unable to compete due to injury / illness within that category, any other unforeseen circumstances, medal target, performance pedigree within the Tokyo cycle (including international medals won), injury / illness history, behaviour and contribution to a team ethos both at the Paralympic Games and within the day to day environment.</p> <p>Additionally, the panel will consider whether any reserves are identified.</p>		Men	Women		Ind. W1	Ind W1	Maximum available to GBR	1	1
	Men	Women								
	Ind. W1	Ind W1								
Maximum available to GBR	1	1								

	<p>Once nominated to the BPA for selection either through automatic or panel nomination, all athletes will be required to maintain form and fitness; adhere to a mutually agreed Individual Performance Plan, which includes individual performance standards; as well as continue to meet all points of eligibility in section 2.</p>
<p>10. Process for Injury/Illness</p>	<p>At all stages of the selection process, athletes are expected to be honest and open and not to withhold any information on injury status or physical / mental health that could affect their training or competitiveness at any time until the conclusion of the event.</p> <p>In the event that an athlete is unable to compete at either the CQT or the FQT due to injury status or physical / mental health concerns, the selection panel may still consider this athlete for selection for the games.</p> <p>To be eligible for consideration the athlete is required to provide any medical evidence supporting their injury status or physical / mental health concern and the timescales relating to the impact of the injury / illness on performance. For mental health concerns, athletes should work with relevant staff to develop a plan to enable positive mental health until the conclusion of the event.</p>
<p>11. Selection Panel Meeting</p>	<p>Following the completion of all phases of the selection process listed in this policy, a final selection meeting will take place to review and confirm all nominations. The representatives at this meeting will be made up of the following;</p> <ul style="list-style-type: none"> • Director of Sport (Chair) • Head of Paralympic Performance • Lead Paralympic Coach • Senior Recurve Coach • Paralympic Coach • Performance Co-ordinator (Meeting notes) • Independent performance expert(s) • UK Sport Performance Adviser • BPA representative (Observing) <p>In selecting a team that will maximise Archery GB's medal opportunities in individual and team events, the panel will consider all available information, including, but not limited to athletes who have been unable to compete due to injury / illness or any other unforeseen circumstances, maintenance of form and fitness, adherence to agreed Individual Performance Plan, medal target, performance pedigree within the Tokyo cycle (including international medals won), injury/illness history, behaviour and contribution to a team ethos both at the Paralympic Games and within the day to day environment.</p>

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<p>12. Bipartite Places</p>	<p>Archery is one of the sports who offer Bipartite Commission Invitation slots. It may be deemed appropriate by Archery GB to submit, through the BPA, a Bipartite application providing it is determined that there is a strong enough case against the principles on which these places are typically allocated:</p> <ul style="list-style-type: none"> • to ensure participation of top athletes who may have not had the opportunity to formally qualify through other methods due to extraordinary circumstances; • to ensure the representation of athletes with high support needs; • to ensure medal events will have sufficient representation for viability; and/or • to enable greater representation by gender. <p>World Archery have allocated the following Bipartite places per category;</p> <table border="1" data-bbox="384 725 1493 983"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Men</th> <th colspan="3">Women</th> </tr> <tr> <th>Ind W1</th> <th>Ind CO</th> <th>Ind RO</th> <th>Ind W1</th> <th>Ind CO</th> <th>Ind RO</th> </tr> </thead> <tbody> <tr> <td>Bipartite Places Available</td> <td>0</td> <td>3</td> <td>3</td> <td>0</td> <td>3</td> <td>3</td> </tr> </tbody> </table> <p>If Archery GB considered there were sufficient grounds with which to apply for a Bipartite Commission Invitation, Archery GB would need to apply to the BPA to submit an official application in writing to World Archery within the Bipartite window (01 – 31 May 2021)</p> <p>The number of bipartite places may be subject to change dependant on how the spots have been allocated following the completion of all qualification tournaments and whether all countries allocated spots have taken them up.</p> <p>Any bipartite places that are awarded would be allocated to a named athlete. World Archery will notify NPCs the allocation of Bipartite Commission Invitation slots on 15 July 2021.</p>		Men			Women			Ind W1	Ind CO	Ind RO	Ind W1	Ind CO	Ind RO	Bipartite Places Available	0	3	3	0	3	3
	Men			Women																	
	Ind W1	Ind CO	Ind RO	Ind W1	Ind CO	Ind RO															
Bipartite Places Available	0	3	3	0	3	3															
<p>13. Appeals</p>	<p>Any selection appeal must be registered in line with the process identified in the http://www.archerygb.org/national-squads-records/selection-criteria/</p>																				
<p>14. Nomination to British Paralympic Association</p>	<p>Following the conclusion of the selection process, Archery GB will nominate the athletes to the BPA who will, through their own Qualification and Selection Panel endorse (or not) the nominations and then select these athletes to the ParalympicsGB team.</p>																				
<p>15. The ‘Team’</p>	<p>The ‘Team’ means the team which is nominated by Archery GB and then selected by the BPA which includes athletes, coaches, medical support personnel, team leaders and any associated members of the World Class Programme team.</p>																				

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<p>16. Following the conclusion of the selection process.</p>	<p>Once athletes and other team members have been advised of their nomination by the Director of Sport / Head of Paralympic Performance, they (including any reserve(s)) must agree not to withhold any information on availability, training fitness, injury status or physical / mental health that could affect their training or competitiveness at any time until the conclusion of the event.</p> <p>Once selected, all athletes will be required to maintain form and fitness; adhere to a mutually agreed Individual Performance Plan, which includes individual performance standards; as well as continue to meet all points of eligibility in section 2.</p> <p>All nominated 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.</p> <p>An athlete and other team members will be required to sign up to the relevant ArcheryGB Code of Conduct or Athlete Agreement and ParalympicsGB Team Member’s Agreement and any breach of this may result in disciplinary action including removal from the team and possible early return home from the Paralympic Games. Decisions on these matters are open to appeal as allowed by the relevant Archery GB / ParalympicsGB disciplinary process effective at the time of the incident.</p> <p>Athletes and other team members nominated, are required to attend all related training camps and competitions as laid out by the Director of Sport / Head of Paralympic Performance and coaching team, from the selection announcement onwards, this includes attendance, in person, at a mandatory pre-event medical.</p> <p>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.</p>
<p>17. Reserves</p>	<p>In certain categories, a reserve(s) may be identified to mitigate against risks of injury and illness.</p> <p>Any potential reserves would be identified through the selection panels at each phase of the process in categories where further places cannot be won.</p> <p>The panel will consider all available information, including, but not limited to athletes who have been unable to compete due to injury / illness within that category, any other unforeseen circumstances, medal target, performance pedigree within the Tokyo cycle (including international medals won), injury/illness history, behaviour and contribution to a team ethos both at the Paralympic Games and within the day to day environment.</p> <p>On a case by case basis, identified reserves would be expected to partake in certain elements of the Tokyo Preparation Plan and it would be a condition of acceptance of reserve status that athletes are required to maintain an agreed training programme.</p> <p>It is not the expectation that reserves would be identified in all categories and all reserves would be ‘non-travelling’.</p>

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<p>18. Announcement</p>	<p>Selected team members and any identified reserves must agree not to make any announcement to the media or public in any form (including on any social or other media) regarding their nomination until after ParalympicsGB have announced the selection.</p> <p>The Archery GB Paralympic team will be announced once nominations have been ratified by the BPA.</p>
<p>19. Athlete Replacement prior to Sport Entry Deadline (02.08.21)</p>	<p>Once selections have been confirmed by the Director of Sport / Head of Paralympic Performance, all selected athletes (including any identified reserve(s)) must agree not to withhold any information on training fitness, injury status or physical / mental health that could affect training or competition at any time until the point of competition at the Paralympic Games.</p> <p>If an athlete who has been allocated a Bipartite spot is injured or has been deselected for any reason and is then going to be unable to compete at the event, then that place would have to be handed back to World Archery by the BPA, as this spot is not transferable, owing to it being allocated to a named athlete.</p> <p>If an athlete has been selected and they are then injured and unable to compete at the event, this spot can be reallocated if it is deemed that it will maximise Archery GB's medal opportunities in individual and team events, however there is no obligation to fill the quota places and the Director of Sport / Head of Paralympic Performance may elect to nominate fewer than the maximum permitted athletes.</p> <p>All selected athletes must declare any medications they are taking, in particular the use of any restricted medications, and submit these to the Archery GB Chief Medical Officer or equivalent for medical approval.</p> <p>An athlete may be de-selected from the Team in the event of non-compliance in training, failure to maintain form and fitness and / or adhere to mutually agreed Individual Performance Plan, a breach of responsibility to the Team or a violation of the Codes of Behaviour within the athlete handbook and/or BPA Team Members' Agreement. Prior to de-selection the athlete (or their appointed representative) must be presented with the opportunity to attend a removal interview with the Director of Sport / Team Leader, ParalympicsGB Chef de Mission and where possible one other independent person. Written justification must be provided for all de-selections. Decisions on these matters are not open to appeal.</p> <p>At any stage following the selection announcement and prior to the Sport Entry Deadline, should there be a doubt over the ability of an Athlete to compete to the best of his / her ability due to an injury or physical / mental health, the following procedure will be adhered to:</p> <ul style="list-style-type: none"> • In the case of physical injury / health, the athlete will be referred to the Archery GB approved medical personnel 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

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	<p>illness is such that the athlete is physically unable to compete or is at risk of causing medical harm to themselves, or endangering other competitors, officials or spectators.</p> <ul style="list-style-type: none"> • If the athlete passes the medical examination but the Medical Personnel and / or Archery GB / Paralympics GB 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 athlete will be required to undertake an Archery GB designated “Fitness Test(s)”. • The Fitness Test(s) will require the athlete to complete under ‘controlled competition conditions’ at a distance and format which replicates the required competition demands. The athlete will be allowed two attempts to satisfy the requirements. • In the case of any concerns around an athlete’s mental health, Archery GB may be required to seek expert advice and input from UK Sport’s Mental Health Expert Panel and / or Paralympics GB’s Mental Health Practitioner on the athlete’s vulnerability. In certain situations, this may require the athlete to undergo a mental health assessment and/or adhere to a plan to enable positive mental health. • In the event that an athlete fails to complete the Fitness Test(s) to the required standard or it is deemed they are unable to compete from a mental health perspective, the Director of Sport / Team Leader may recommend that the selected athlete be de-selected and replaced with a reserve. The decision is open to appeal through the Appeals Process.
<p>20. Post Sport Entry Deadline and before Delegation Registration Meeting (DRM)</p>	<p>After the Sport Entry Deadline, de-selection and selection of a replacement athlete is only allowed in accordance with the IPC’s Late Athlete Replacement Policy (or any revised or amended IPC policy dealing with athlete replacement).</p> <p>This primarily provides for replacement in the case of injury and/or illness. 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"> • The BPA Chief Medical Officer can require an athlete to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the Team’s Chief Medical Officer or equivalent / nominated and relevant expert depending on the nature of concern (injury, illness, mental health)
<p>21. Post DRM</p>	<p>In accordance with IPC guidelines, absolutely NO substitutions will be permitted after the official BPA sport entries sign-off conducted at the DRM.</p>

MEDICAL PERSONNEL APPROVED BY ARCHERY GB

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Mathew McGovern (Archery GB Lead Physiotherapist)

Dr Richard Collins (Archery GB Doctor) and / or any EIS regional Doctor nominated by AGB

Dr Stuart Miller (ParalympicsGB Chief Medical Officer) and / or any nominated ParalympicsGB Doctor / Mental Health Practitioner

EIS / UK Sport Mental Health Expert Panel

Appendix 1 – Minimum Qualification Standards

<i>Event</i>	<i>720 Round Score (70m or 50m round)</i>
<i>W1M</i>	<i>590</i>
<i>CMO</i>	<i>650</i>
<i>RMO</i>	<i>570</i>
<i>W1W</i>	<i>520</i>
<i>CWO</i>	<i>620</i>
<i>RWO</i>	<i>530</i>