



# Alpine Teams Selection Policy

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# Alpine Teams Selection Policy



## 1. Introduction

**The objective of the British Alpine Ski Teams is to support a long-term performance pathway, the development of athletes and the delivery of programmes to produce World Class performances at the Junior World Championships, European Youth Olympic Festival, World Championships, the Olympics Winter Games, and World Cup level.**

This document contains the selection policy and process for selection of Athletes to represent the United Kingdom in Alpine skiing events. Selection will be made without bias or discrimination. The policy and processes are agreed and overseen by the Alpine Committee of the British Ski and Snowboard (BSS) the National Governing Body for ski and snowboarding in Great Britain. BSS aims to identify a clear performance pathway with defined selection criteria and process for selection to the appropriate age categories and follow this process to select athletes qualifying for the British Alpine Ski Teams.

### 1.1 Aim

The aim of this document is to identify the selection criteria and process for selection to the British Alpine Ski Teams. Criteria are laid out within the age group categories as defined by the International Ski Federation (FIS) and identified within this document. The policy document aims to provide a fair pathway and clear selection criteria and selection process.

### 1.2 Remit

The BSS Alpine Selection Committees are appointed by the BSS Board and are tasked to select the British Teams for the age categories as defined by FIS. The Alpine Selection Committees will also select the teams for the Senior and Junior World Championships and other events which are age specific for Senior or Junior British Teams, and which are run under the auspices of the International Ski Federation (FIS) and the British Olympic Association.

BSS will agree and publish the Selection Criteria and Procedures in co-operation with the British Olympic Association (BOA) for the Olympic Winter Games, the European Youth Olympic Winter Festival and the Youth Olympic Winter Games.

The Alpine Selection Committees will select athletes in the following categories to the following British teams:

- British Senior Team
- British Junior Team
- British Children's Team – see separate selection document for 2012 onwards

### 1.3 Formation and Members of Alpine Selection Committees

The BSS Board will appoint the Chairmen of the Alpine Selection Committees. They may invite others with specialist knowledge to contribute for all or part of a meeting depending on the availability of individual members and the specific areas for which it is selecting. Committee members must be free from all external conflicts of interest in the selection process.

#### **BSS Senior Alpine Selection Committee**

Chairman – Konrad Bartelski

British Senior Team Head Coach

British Junior Team Head Coach

British Children's Team Head Coach

1 BARSC or Home Nation representative to be approved by the BSS Board (see point below)

Further nominated representative

BSS CEO may attend as an observer



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## **BSS Junior Alpine Selection Committee**

Chairman – To be announced  
British Junior Team Head Coach  
British Senior Team Head Coach  
British Children's Team Head Coach  
1 BARSC or Home Nation representative to be approved by the BSS Board (see point below)  
Further nominated representative  
The Junior Team Manager will also be invited to attend the meetings of this Committee, without a vote  
BSS CEO may attend as an observer

### **Additional Committee member**

The Board of each of the Home Nations and BARSC may, providing they can reach agreement, propose a candidate for the BSS Board for ratification as a member of the Selection Committees or as a single representative for each of the Committees. The nominated person / people should have a performance background and have no conflict of interest.

## **1.4 Process**

Selections for all teams will be made in April, following the last qualifying competition, which shall be the British Alpine Championships. Athletes will be informed of their selections immediately after the meetings. The Selection Committees may meet again in December to consider team member's performance or inclusion of other Athletes who have improved since the original selections.

Selectors' observations will form part of the selection process.

The role of the Chairman is to adjudicate the process, and to be equitable to all athletes, and to ensure that the process is applied with respect to meeting the objectives of the BSS, as stated at the top of this document.

## **1.5 Participation**

It is compulsory that all athletes wishing to be considered for selection, should participate in the British Alpine Championships. Should this not be possible, special dispensation needs to be requested in writing, at least two weeks in advance, from the CEO of BSS.

British Junior Team Athletes and eligible Junior athletes are expected to compete in a minimum of three Alpine disciplines; selection will be based on performance in two.



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## 2. Junior Team Selection

Criteria are set according to the age group that athletes will be in for the following season and only athletes within the required FIS definition of age group are eligible to be selected to the Junior Team.

### 2.2 Junior Eligibility

Athletes must sign a current BSS Athlete Agreement and continue to abide by the terms of that Agreement if they are to remain eligible for selection to British Ski Teams.

All athletes selected to the British Junior Team must also meet agreed fitness targets set by BSS.

Athletes will be selected to teams using the criteria for the performance indicators relative to their corresponding year of FIS registration in the following season as shown in **Table 1**.

**Table 1. Performance Indicators for Selection to the BSS Junior Team**

Year of FIS following season	FIS point results	Race Results	Performance Planner - Assessment	Timed Runs	Field +Fitness Tests
Year 1	Yes	Yes	Yes	Possible	Yes
Year 2	Yes	Yes	Yes		Yes
Year 3	Yes	Yes	Yes		Yes
Year 4	Yes	Yes	Yes		Yes

### 2.3 Junior Team Selection Criteria

Athletes will be selected to the Junior Team for the relevant years based on FIS points and current performance, using the performance indicators shown in **Table 1 above**

Athletes are expected to compete in a minimum of three Alpine disciplines; selection will be based on performance in two.

Athletes will follow a fitness programme set out by the Junior Team Head Coach

Selected athletes will be expected to attain a Level 3 average in the BSS Field Tests in order to confirm and maintain their place on the Team.

Additional information may be taken from Performance Planner Documents if available.

Athletes with current injury status will be considered.

### 2.4 Team Commitment & Status

As a condition of acceptance of their selection to the British Junior Alpine Ski Team, athletes must commit to a programme agreed by the BSS Coaching team. In the case of an Athlete who is under the age of 18 at the time of selection, both Athlete and parent/legal guardian must commit.

As a condition of acceptance of their selection to the British Junior Team, an athlete must fulfil his/her place on the team in order to receive and maintain Junior Team status. If an athlete chooses to decline his/her place on the Junior Team, he/she will lose Junior Team status, effective immediately. If an Athlete has accepted his/her place on the Junior Team, but does not fulfil minimum participation criteria for the Junior Team, the Athlete's Junior Team status may be removed.

In addition, all athletes must sign the Athletes' Agreement, which includes the code of conduct, agreement around promotional duties, acknowledgement of the ownership of the Rights associated with the phrases "British Alpine Ski Team", "British Ski Team", "British Junior Ski team" and "British Children's Ski Team" and allocation of some of their personal Image Rights to BSS.



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Team status is normally held for one year (1<sup>st</sup> May to 30<sup>th</sup> April). However, Team status may be removed for breaches of discipline (following the disciplinary procedures as detailed in the BSS Disciplinary Policy) or for failure to make satisfactory performance improvements other than when injured.

## 2.5 Minimum Participation

It is vital that any Athletes selected for these British Teams and particularly for major events demonstrate their ability to work with the British Team Coaches in a camp/village environment as well as on the mountain for training and racing purposes. This must be achieved through attending training camps **or** in a manner agreed in advance by the British Team Head Coach for the relevant age group.

Upon acceptance of their place on the Junior Team, athletes must therefore attend two fitness elements (testing/fitness camp) and one week on snow training camp (Summer/Autumn). Failure to adhere to minimum participation may result in removal of Junior Team status.

If a British Junior Alpine Ski Team member is selected for an International race but declines the place or does not race for any reason other than injury or illness then he or she will have their Junior Team status removed.

## 2.6 Invited to Train Status

Junior athletes, who have been selected onto the Junior Team with Invited to Train Status (ITTS), will be invited to attend the primary fitness element of the Junior Team programme, and the Junior Team Summer on snow training camp. Selection to the Junior Team will be based on fitness testing, overall performance during on snow training camps and current FIS trends and results, as well as Junior Team Head Coach discretion. The Junior Team Selection Committee will determine whether ITTS remains throughout the season, or advances to full Junior Team Status.



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## 3. Senior Team Selection

The criteria for selection to the Senior Alpine Team are set out below. Current Senior Team members are automatically nominated for selection.

### 4.1 Senior Eligibility

Athletes must sign a current BSS Athlete agreement and continue to abide by the terms of that agreement if they are to remain eligible for selection to British Ski Teams.

All athletes selected to the British Senior Team must also meet agreed BSS fitness targets.

### 3.2 Senior Team Selection Criteria

#### Senior Criteria:

1. World Cup points
2. Europa Cup points and standings
3. FIS performance levels and trends
4. Performance Planner

**Table 2 BSS Senior Team Entry and Inclusion Criteria Minimum**

<b>Current FIS Performance Levels-Senior Year 1</b>	
<ul style="list-style-type: none"> <li>• Demonstrate the potential in the coming season to score Europa Cup Points in one discipline.</li> <li>• Results and performances in the World Junior Championships.</li> </ul>	
<b>Current FIS Performance levels</b>	<b>Speed + Technical</b>
<ul style="list-style-type: none"> <li>• From Senior Year 2 to 4- ranked top 200 in 2 disciplines</li> <li>• From Senior Year 5- ranked top 100 in 1 discipline</li> </ul>	

One of the following criteria must also be met:

**Table 3: BSS Senior Team Entry From Senior Year 5**

<b>World Cup Standings</b>	<b>World Cup Results</b>	<b>WCSL</b>	<b>Europa Cup Standings</b>	<b>Europa Cup Results</b>	<b>FIS Points</b>
Top 30	1 x Top 20	Top 60	Top 20	2 x top 15	Top 65

### 3.3 Team Status

Those who meet criteria will be selected to the Senior Team:

For funding and programming requirements, athletes will be given a team status upon selection:

- A- WC points scored
- B- EC points scored, or FIS podium when penalty is below 50th ranked skier
- C- Meet team selection criteria

Athletes will start the season at the level determined by the Selection Committee. Initial team status will be based on the levels assessed at the time of selection. Athletes may move between the levels depending on performance during the course of the season. Movement is possible up and down.

Promotion from Level C to Level B will be granted during the season in accordance with the EC quota periods as set out by FIS, when EC points have been scored. Promotion from Level B to Level A will be granted in season in accordance with WCSL quota periods as set out by FIS, where WC points have been scored.

Relegation from Level A to Level B will occur in season in accordance with WCSL quota periods as set out by FIS, where WC points have *not* been scored. Relegation from Level B to Level C will occur in season in accordance with the EC quota periods, as set out by FIS when EC points have *not* been scored.

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## 3.4 Performance Staff 'Wild Cards'

If the Selection Committee wishes to recommend additional athletes then they may add **one or more** 'Wild Card' male and **one or more** 'Wild Card' female athlete(s) per season that do not meet the selection criteria, but only after the BSS Board has approved the budgetary implications, and only when there is agreement by a majority of members of the committee on the inclusion of those Athletes.

## 3.5 Team Commitment & Status

As a condition of acceptance of their selection to the British Senior and Junior Alpine Ski Teams, athletes must commit to a programme agreed by the BSS Coaching Team. In the case of an Athlete who is under the age of 18 at the time of selection, both Athlete and parent/legal guardian must commit.

In addition, all Senior athletes must sign the Athletes' Agreement, which includes the code of conduct, agreement around promotional duties, acknowledgement of the ownership of the Rights associated with the phrases "British Alpine Ski Team", "British Ski Team", "British Junior Ski team" and "British Children's Ski Team" and allocation of some of their personal Image Rights to BSS.

Team status is held for one year (1 May --30 April)

Team status may be removed during disciplinary procedures as detailed in the BSS Disciplinary Policy which is available on request from the BSS Office.

## 3.6 Injury Status

Every British Team athlete who suffers an injury and has successfully applied for injury status as defined by section 4.6 of the rules of FIS points will be given a conditional re-selection to the British Alpine Ski Teams. This will apply across age categories. (i.e. if an athlete is injured as a last year Junior he or she may be given a conditional selection to the Senior Team). Athletes must rehabilitate and develop physically as expected by the appropriate coaching and support staff. Athletes may follow an extended period of physical re-training before returning to snow.

The injured athlete will be required to produce a medical certificate from their consultant and a physiotherapy report indicating that they are fit to join the programme and be signed off by the BSS Medical Officer.

Once the returning athlete has skied up to four weeks on snow with the team, undertaken either two competitions, or timed run stages with their peer group, and undertaken the relevant fitness tests, the selection committee may meet at the request of the head performance staff to either confirm, or deny their reselection to the Team. Each case will be considered individually and there will be no automatic re-selection to the team.

Athletes who have suffered injury and do not qualify for the injury status as defined by section 4.6 of the Rules of FIS points will not be given automatic conditional re-selection to the British Team. However, if a medical certificate is supplied to the Selection Committee then their case will be individually considered.

Athletes who have suffered an injury and still meet the appropriate selection criteria may be selected to the relevant team on the basis of meeting those criteria; in such a case this injury status need not apply.

Athletes who enter into a second year of injury status, will be considered by the selection committee on a case by case basis.

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## 5. Major Championship and FIS Category Eligibility

Nominations for advance selection to Major Senior Championships to be delivered to the Senior Selection Committee by the BSS Head Coach by the 1<sup>st</sup> November, preceding the event. Appeals for non-advance selection to be made within seven days of the announcement by the Selection Committee of the advance major championship selection.

Selection to represent the United Kingdom at major championships will be made without bias or discrimination, and is open to any British athlete who meets the following criteria:

- Athletes must meet the selection criteria below.
- Athletes must hold a British passport.
- Athletes must be registered with the FIS as British.
- Athletes must meet the British Olympic Qualifying Standards and International Olympic Committee eligibility criteria in the case of Olympic Winter Games.
- Athletes must meet British Olympic Association eligibility criteria for the European Youth Olympic Winter Games.

Athletes will not be eligible for selection if:

- They are currently serving a suspension for a doping or other disciplinary offence.
- The BSS medical officer considers after a medical examination, or report from the official medical support team of the athlete, that an athlete is not physically fit to perform.

**Table 4 BSS Major Championship and FIS Category Qualifying Eligibility Standards**

- Criteria must be met at the time of selection meeting.
- Results from the current season and from 1<sup>st</sup> January of the previous season will be considered for selection-
- Southern Hemisphere results will not be included in consideration for selection. \*excluding the EYOWF

<b>FIS Licence</b>	The necessary criteria for obtaining FIS Licences are published on <a href="http://www.boa.org.uk">www.boa.org.uk</a>
<b>EYOF *2</b>	<ul style="list-style-type: none"> <li>■ FIS point levels, current world rankings, performance trends and current performance at British and other FIS events will be considered</li> <li>■ Qualification timed runs may also be used</li> <li>■ Narrative in support of nominations from Home Nations, BARSC, Club or Academy coaches will be considered</li> </ul>
<b>Junior World Championships *1 / *2</b>	<ul style="list-style-type: none"> <li>■ 2 results less than 50 FIS points.</li> <li>■ Recommendation by British Junior Team Head Coach</li> </ul>
<b>Europa Cup *1 / *2</b>	<ul style="list-style-type: none"> <li>■ Recommendation by British Senior Team Head Coach</li> </ul>
<b>World Cup *1 / *2</b>	<ul style="list-style-type: none"> <li>■ Top 30 in World Cup within the last year.</li> <li>■ Top 20 in Europa Cup (within 5% of winner's time).</li> <li>■ Top 15 in NorAm when penalty is less than 10 and within 5% of winner's time.</li> <li>■ Top 10 in FIS race - to be considered on a case by case basis.</li> <li>■ Recommendation by British Senior Team Head Coach.</li> </ul>
<b>Senior World Championships *1 / *2</b>	<ul style="list-style-type: none"> <li>■ Top 30 in World Cup within the last year.</li> <li>■ Top 20 in Europa Cup (within 5% of winner's time).</li> <li>■ Top 15 in NorAm when penalty less than 10 and within 5% of winner's time.</li> <li>■ Top 5 in FIS race - to be considered on a case by case basis.</li> <li>■ Recommendation by BSS Performance Staff.</li> </ul>

\*1 Athletes who meet the Selection Criteria in one discipline may compete in other disciplines if recommended by the appropriate coaching staff representing BSS at that event, providing that they meet the eligibility criteria stated by FIS.

\*2 When a number of athletes qualify with similar rankings, point levels and trends, and there are more athletes than quota spots available, then qualification will be through timed runs (if practicable), training records and coaches' recommendations.





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## 5.1 EYOWF (European Youth Olympic Winter Festival)

### Process

All nominations for the EYOWF to be sent for consideration by the Junior selection committee by the 1st November 2010. A shortlist will then be produced by the BSS selection panel on 10<sup>th</sup> January for final selection by the BOA on the 28<sup>th</sup> January. Only junior 1 age category athletes are eligible to compete at this event (For 2011: YOB 1995, 1994). The selection committee will consider all eligible athletes. The EYOWF Selection Committee will consider all eligible athletes, and will select up to 4 male and up to 4 female athletes to nominate to the British Olympic Association (BOA) as British Alpine representatives. Individual skiers, BARSC, Home Nations, Clubs or Academy Coaches may put nominations forward. Team selections will be based on the criteria outlined below.

## 5.2 Junior World Championships

### Process

The British Junior Team Head Coach will announce during November the advance selection of the athletes who show the ability and potential to meet the criteria for selection, and who subsequently will be considered for selection.

The Junior Team Selection Committee will consider all eligible athletes fourteen days prior to the start of the Championships. Athletes will be considered eligible if they meet the selection criteria above in Table 4. Athletes will be informed of their selection immediately, and the British Team will be announced. Appeals should be lodged within 48 hours.

The Junior Team Selection Committee will assess athletes who have not been selected for the Championships team yet meet the selection criteria during the fourteen days between the team announcement and the start of the championships. Additional selections to the team may be made on that basis by the selection committee to provide for exceptional results after the selections have been announced.

## 5.3 Senior World Championships

### Process

The nominations to be given to the Senior Selection Committee by the Senior Team Head Coach on the 1<sup>st</sup> November preceding the event.

The Senior Selection Committee will consider all eligible athletes fourteen days prior to the start of the Championships. Athletes will be considered eligible if they meet the selection criteria above in Table 4. Athletes will immediately be informed of their selection, and the British Team will be announced. Appeals should be lodged within 24 hours.

The Senior Selection Committee will assess athletes who have not been selected for the championships team yet meet the selection criteria during the fourteen days between the team announcement and the start of the championships. Additional selections to the team may be made on that basis by the selection committee to provide for exceptional results after the selections have been announced.

## 5.4 Olympic Winter Games

Nominations for advance selection for the Olympic Winter Games to be sent to the Senior Selection Committee twelve months prior the Olympic Games, based on the potential of the athletes to meet the required criteria.

The Selection Criteria and Process and appeals process for each Olympic Winter Games will be published separately.



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## 6. Appeals Process

The BSS appeals processes are structured to conform to UKSport guidelines. All appeals must be made in writing, with accompanying evidence and additional information to the BSS office.

Regarding British Team Selections, notification of appeal must be made within five days of the announcement of the team (fourteen days for Children's Team Selections). Appeals relating to major events may have a shorter timescale; this will be advised.

All appeals will be considered on an individual basis. Appeals will first be reconsidered by the original selection committee, who will explain their reasons for the decision to the athlete. If the athlete is not happy with the process or the outcome of the selection committee's final decision, then the athlete may opt to refer the matter to an internal appeals committee.

The BSS Appeals Chairman will constitute an internal Appeal's Panel made up of at least three people who did not sit on the original selection committee.

In cases of appeal against non-selection for teams/squads, all appellants should be aware that it is not the task of the Appeal Panel to substitute its selection views for those of the original committee. They are asked only to determine whether, on all the facts which they had – or should have had – before them, the original selection committee made a reasonable and fair decision (using the currently applicable Selection Policies – the Panel has no power to alter those policies but may comment upon them) i.e. that the original decision fell within bounds of what was objectively reasonable.

If the dispute remains unresolved, it will be submitted for an exclusive, final and binding determination to the Sports Dispute Resolution Panel (SDRP). BSS understands that both parties will undertake to execute in good faith any decision of the SDRP.