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# ENGLAND TALENT SLALOM PROGRAMME. QUALIFICATION CRITERIA 2019/20

# England Talent Slalom Programme

## Qualification Criteria 2019/20

### 1. Vision

Competitive sport isn't a zero sum game. Participation at every level in our pathway presents a host of opportunities and challenges that can have a significantly positive impact on our aspiring athletes in the long term, regardless of their eventual level of achievement within the sport. It is the very real desire of every member of staff that works within the England Slalom Talent Programme that we not only identify and nurture promising athletes, but make the overall experience positive and rewarding for all. It is hoped that some paddlers will become world class performers, however for those who do not, through supporting their development, we hope to build a level of competence and enjoyment of the sport and to have a positive impact on their development as a person.

**Our vision is to create a world leading talent programme, supporting every athlete to be the best they can be.**

The England Slalom Talent Programme is supported by funding from Sport England. There are a range of measures and objectives attached to this funding, the most significant of which is the number of English boats qualifying for the Junior or U23 GB team and the number of English talent athletes that qualify for the British Canoeing World Class Programme (WCP).

### 2. Talent Pathway

The England Slalom Talent Programme is divided into a tiered, progressive squad structure with four clearly defined levels, selection criteria and aims:

- **England Regional Talent Academy (ERTA)** – Primarily supporting Junior 14 athletes or below. To develop and prepare athletes to progress to meet minimum criteria for the England Super Regional Squads. In each region a maximum of 16 boats from the 2020 Olympic Classes will be selected.
- **England Super Regional Squad (ESRS)** – Primarily supporting Junior 14-16 athletes and in some *exceptional* cases Junior 17 athletes who have a rising performance profile. To develop and prepare athletes in a manner which assists them to progress to the England National Talent Squad (ENTS). In each region a maximum of 16 boats from the 2020 Olympic Classes will be selected.
- **England National Talent Squad (ENTS)** – Supporting Junior 18 athletes who have been selected for the GB Junior Team, or are on a trajectory to be selected to the GB Junior Team within the next 2 years. To develop and prepare athletes in a manner which assists them to progress to the WCP. A maximum of 16 boats across the 2020 Olympic Classes will be selected.

- **England Performance Squad (EPS)** – Supporting those athletes under 23 years old just below the Podium Potential Programme who have been selected for, or have a realistic chance of selection to the GB U23 Team and subsequent progression to the WCP. A maximum of 7 boats across the 2020 Olympic Classes will be selected.

When considering an athlete for any squad at any level within the England Slalom Talent Programme a key reflection is whether or not the squad provision and environment is appropriate for their development. The environment must allow for them to be appropriately supported and challenged at their current stage of development. Athletes need to be able to contribute positively to, and thrive within this environment.

**Our support is finite and we have to be selective to ensure we offer appropriate programme places to those individuals that will respond most favourably to the development opportunities.**

Talent development is an emergent and dynamic discipline and where possible we will look to be flexible and responsive to change in order to achieve an appropriate fit between the athlete and development opportunity.

### **Talent Strategy 2017-2020**

The aim of the England Slalom Talent Programme is to develop a pathway that delivers an oversupply of talented athletes in all Olympic classes to the UK Programme. As the cycle progresses it is the desire to achieve a balanced (gender and class) inclusion across all squads and this will be reflected in selection decisions.

It may be necessary at times to include boats from developing or 'under stocked' classes which are performing at lower performance levels in preference to boats performing at higher performance level from 'over stocked' classes.

The aspiration is that by 2020 there will be 4 boats across all Olympic classes in each squad (ERTA, ESRS and ENTS) with a spread of athlete ages, ensuring a steady consistent pipeline of athletes throughout the pathway, challenging for GB team selection and capable of delivering top 10 results at an age range World Championships.

### 3. Squad Qualification

The Talent Matrix below provides an overview of the performance standards and athlete progression expectations required for England Slalom Talent Programme inclusion. The colours representing the priority order of athlete performance (Gold, Green, and Amber in descending order, with Red results falling outside the standard required for programme qualification). Squad inclusion is not based on the Matrix in isolation; but does present a primary, first filter which should be considered in conjunction with the stated aims of each squad (as detailed in section 2). Three factors are considered to determine programme qualification and order of allocation:

- 1). Matrix performance standard.** As a primary, first filter, the frequency and level of Matrix performance results achieved.
- 2). Evidence of race performance and progression of these year on year.** In priority order of consideration. Major international events (Junior/U23 World and then European Championships), Selection event performance, Prem race performance percentages (relative to performance standards in Appendix 2), Profiling scores and their trend.
- 3). Performance Behaviours.** Athletes that take a proactive role in their development, are deliberate and focused with their practice (are prepared to challenge themselves and work on targeted areas of weakness) and ultimately take ownership over their own personal development.

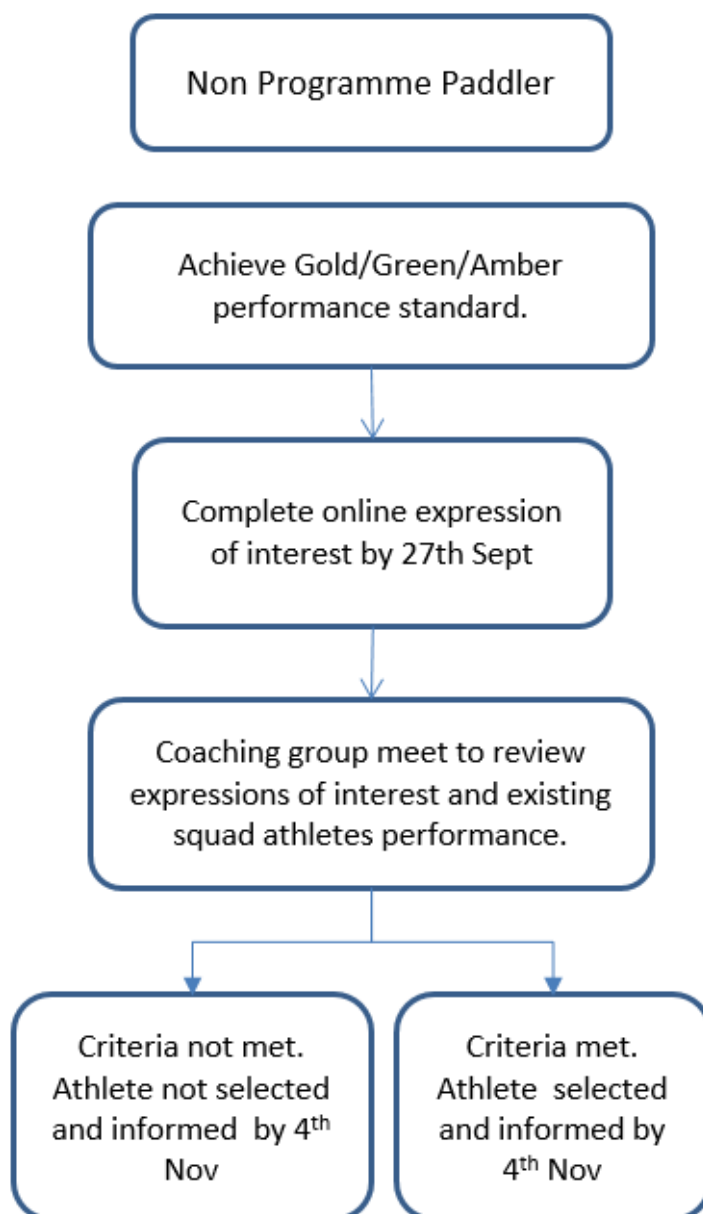
	2019 Performance standard											
	J12	J13	J14	J15	J16	J17	J18	J19	J20	J21	J22	
Ranked in division 3 or below	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked in division 2 bottom half	Yellow	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked in division 2 top half	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked in division 1 bottom half	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked in division 1 top half	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked within the top 25% in Div 1	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked in Prem bottom half	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked in Prem top half	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked within top 25% in Prem	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Ranked within top 10% in Prem	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 3 Junior 18 at British open	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 3 Under 23 at British open	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Achieved 2 x Junior team % at Junior GB Team Selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Achieved 2 x U23 team % at U23 GB Team Selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Achieved 2 x Senior team % at Senior GB Team Selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 6 finish in Junior GB Team selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 3 finish and achieving x 2 Junior age range % at Junior GB Team Selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 6 finish in U23 GB Team selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 3 finish and achieving x 2 U23 age range % at U23 GB Team Selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Jun World/European Championship Semi-finalist	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
U23 World/European Championship Semi-finalist	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Jun/U23 World/European Championship Top 10 finish	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Jun/U23 World/European Championship medalist	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Achieved UK Programme Performance Matrix result from previous year	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 6 finish in Senior GB Team selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	
Top 3 finish at Senior GB Team Selection	Green	Green	Yellow	Red	Red	Red	Red	Red	Red	Red	Red	

**Notes.** 2019 ranking is defined/calculated for the purposes of this qualification criteria as the athletes ranking after the last relevant 2019 divisional event compared to all those athletes have been allocated a bib in that division for 2019 ahead of any promotion demotion decisions made at the Slalom Committee ACM. This is indicated as the 'Current Percentile' on the athlete performance information page on the Canoe Slalom ranking database.

#### 4. Application Process for Qualification Nov 2019/20

Athletes that are not currently part of the England Slalom Talent Programme and who wish to be considered for qualification should complete the online programme expression form of interest found [HERE](#). This form will be open from 2<sup>nd</sup> August 2019 and will close 27<sup>th</sup> September 12:00pm. Early expressions of interest are highly encouraged.

Athletes that are not currently a member of the England Slalom Talent Programme:



- There is no requirement for any athlete who is currently a member of the England Slalom Talent Programme to fill in a registration form.
- All athletes will be assessed against the qualification criteria detailed in this document. They will be informed of their programme status by 4th November 2019 via the British Canoeing and Canoe Slalom UK websites. This will be followed with a confirmation letter via email.

## 5. Notes

The qualification criteria has been written to set out the principles, and create a transparent process to select athletes at each level in the pathway. While the principles will be adhered to, there may need to be some flexibility in this criteria to ensure we create effective training squads, take account of regional differences, differing levels of biological development and any other exceptional circumstances including injury or significant illness. This may also extend to moving athletes up to the next tier in the pathway part way through a period of inclusion in order to better satisfy the athletes emerging developmental needs.

Where squad numbers allow, athletes who have narrowly missed out on a place within a squad may be considered for informal invitation to attend specific training camps and sessions. This will be assessed on an individual basis on the criteria in this criteria and each case will be considered on its own merits and does not create precedent for future cases.

The programme runs on an annual cycle and athletes will be offered a place for a year on a specific squad. This is conditional on review, where the athlete's progression, performance measured against the Talent Matrix and engagement with programme activity will be assessed. A review of the current 2018/19 squad will take place after the 2019 Selection events and an updated programme inclusion list will be published by 3<sup>rd</sup> May 2019. Where squad numbers allow, and at the coaches' discretion, non-programme athletes showing clear progression and achievement of the relevant performance and inclusion standards detailed in this document may be included at this point.

## 6. Eligibility

To be eligible to be part of the England Slalom Talent Programme an athlete must be a member of British Canoeing and satisfy the following:

- Have been born in England or;
- Have a parent who has been born in England or;
- Have been a resident in England for over three years by November 4<sup>th</sup> 2019.

## 7. Conflicts of Interest

British Canoeing is committed to upholding high standards of integrity, and as such any person who is part of the decision making process shall declare any conflict of interest or potential conflict of interest, and shall refrain from participation in the discussion in respect to qualification, in which they have a conflict of interest. If a person is unsure whether they have a conflict or potential conflict they should consult the Head of Governance and Compliance.

## 8. Data Protection

British Canoeing is a privacy conscious organisation and is strongly committed to an individual's right to privacy. All data gathered during the course of any qualification consideration process will be processed and stored in compliance with the British Canoeing Data Protection Policy and in accordance with all applicable Data Protection laws in effect at the time of publication of this

document, including but not limited to, the GDPR and the Data Protection Act 2018 which came into effect on 25<sup>th</sup> May 2018.

Further information on British Canoeing's approach to privacy and data protection, including our privacy notices, policies and contact details, can be located in our Privacy Centre (<https://www.britishcanoeing.org.uk/about/privacy-centre>). Should an individual wish any data we hold relating to them to be deleted at any point, they should contact us at [GDPR@britishcanoeing.org.uk](mailto:GDPR@britishcanoeing.org.uk).

## 9. Policies

For the avoidance of doubt this qualification criteria 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.

## 10. Communications

British Canoeing is committed to providing open and informative communication in relation to inclusion. All athletes will receive formal confirmation of the squad inclusion, and for those athletes who wish to discuss the outcome of decisions made, coaches will be available to speak informally to athletes and parents.

## 11. 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 the Talent Admin Officer in advance of any inclusion 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 there are independent sources of support and guidance available. Should athletes wish to gain advice they can speak to the Performance Wellbeing Coach who will direct the athlete appropriately.

If an Athlete wishes to appeal against a decision taken as part of this qualification criteria then the following two 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 or Parent/Guardian to the Head of Talent who will carry out a review in consultation with the Talent coaching group and the Canoe Slalom Head Coach.

- 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 Head of Talent 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 Qualification Criteria as published;
  - b) The criteria has been misapplied or applied on no good evidence and/or in circumstances where the application of the criteria was unfair;
  - c) The decision maker has shown bias or the appearance of bias or the inclusion decision 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 identity of the person(s) who carry out the review in accordance with clause 1.1 above 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 is 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 Head of Talent to inform them of the Appeal, provide them with a copy of the Notice of Appeal and request that they 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 Head of Talent 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 inclusion decision and confirm the inclusion of the Athlete in circumstances where it is clear that the grounds of the Appeal have been upheld.
  - b) Confirm the inclusion decision and reject the Appeal.
  - c) Quash the qualification decision and remit the matter back to the Head of Talent identifying the errors they have found in the conduct of the inclusion 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. FINAL AND BINDING**

- 6.1. This is an accelerated process to enable any challenge to be resolved as quickly as is reasonably possible.
- 6.2. The aim of this process is to return a decision on appeal in a timely manner. If the athlete fails to adhere to the time limits set out in this process he or she will have lost their right of Appeal under this procedure, save in wholly exceptional circumstances which will be judged by the Chief Executive Officer of British Canoeing in their absolute discretion.
- 6.3. Further this it is intended to be conclusive and therefore any athlete who enters into this appeal process accepts that the decision will be final and binding.
- 6.4. Each appeal will be considered on its own merits.

## **7. CONFIDENTIALITY OF PROCEEDINGS AND PUBLICATION OF DECISION**

- 7.1 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.
- 7.2 British Canoeing shall be entitled to publish the decision of the Appeal Panel where it upholds the Appeal (or any element of it) in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the Inclusion decision previously published and the resulting position as to Inclusion.

**END**

## Appendix 1

### Training Volumes

The development of the necessary skills, capacities and abilities to perform at an elite level in any sport requires a high level of commitment, time and applied effort. In order to track and capture the junior training habits of current and successful athletes and to help make explicit the level of investment and commitment required for a developing athlete, the following training volume guidance has been developed.

The volumes are banded into 3 standards (Bronze, Silver and Gold), sympathetic to the fact that every developing athletes' access situation is different. Development in Canoe Slalom is, in part, dependent on regular and consistent access to moving water.

This becomes more critical the further the athlete progresses up the pathway, with considered decisions needed in order to enable this access. It is important to note that athletes can, and have, developed from varying backgrounds and access opportunities - the only commonality is that they have all made the best of what access is available to them.

Session type		12yrs and under	12-14yr	14-16yr	16-18yr
Gold Standard	White Water	2	3	6	7
	Flat Water	2	3	1	2
	Gym	1	2	3	3
	Other Sport.	3	1	1	
	<b>Total per week</b>	<b>8</b>	<b>9</b>	<b>11</b>	<b>12</b>
	Boat based	4	6	7	9
	Land based	4	3	4	3
Silver Standard	White Water	2	2	5	6
	Flat Water	2	3	3	3
	Gym	1	2	2	2
	Other Sport.	2	2		
	<b>Total per week</b>	<b>7</b>	<b>9</b>	<b>10</b>	<b>11</b>
	Boat based	4	5	8	9
	Land based	3	4	2	2
Bronze Standard	White Water	1	2	3	3
	Flat Water	3	3	3	4
	Gym		1	2	3
	Other Sport.	2	2	1	
	<b>Total per week</b>	<b>6</b>	<b>8</b>	<b>9</b>	<b>10</b>
	Boat based	4	5	6	7
	Land based	2	3	3	3

## Appendix 2

### Performance Standards

The table below sets out the key performance levels required in order to achieve GB Junior/U23 Team performance standard, qualify for a World or European Championship final and win that final. They provide an indication of the performance standard that athletes are required to aspire to deliver, throughout their domestic and international season.

U23		Winning Standard	Top 10 in the World	U23 Team Standard
	<b>K1M</b>	100%	<107%	<108%
	<b>C1M</b>	<107%	<115%	<117%
	<b>K1W</b>	<115%	<126%	<128%
	<b>C1W</b>	<127%	<149%	<145%

U16-U18		Winning Standard	Top 10 in the World	Junior Team Standard
	<b>K1M</b>	<104%	<112%	<114%
	<b>C1M</b>	<112%	<123%	<125%
	<b>K1W</b>	<119%	<131%	<132%
	<b>C1W</b>	<132%	<154%	<150%