



CONSULTATION PAPER - British Canoeing DRAFT **Canoe Slalom Junior, U23 & Senior** **Selection Policy 2020**

Note – To be read in conjunction with 2020 Olympic Team Selection Policy Published 11.12.2018

Introduction to consultation:

As we approach the end of the 2019 International season our athletes through a collective team effort have qualified the maximum four Olympic boat quota places for Great Britain and have conducted themselves with professionalism and integrity through a challenging selection process. Having nominated the 2020 Olympic team to the British Olympic Association, the focus shifts towards the selection process for Junior, U23 & Senior Teams in 2020.

The International Panel has developed this draft policy around calendar demands and to prioritise performance at key races as well as where appropriate enabling development opportunities for athletes.

The IP welcomes feedback on the proposed policy which includes early consultation on the 2021 policy due to the early Junior & U23 World Championships in New Zealand. Please share wide and complete the feedback form by Monday 28th October to have your say on developing YOUR selection policy for 2020.

***Please provide feedback through this link
by Midday Monday 28th October 2019***

https://britishcanoeing.formstack.com/forms/slalom_policy_feedback

FOURTH DRAFT FOR CONSULTATION

1st OCTOBER 2019

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ABBREVIATIONS & DEFINITIONS	
BC	British Canoeing
IP	International Panel (appointed by the British Canoeing Board)
Competition	All events completed at a site on a weekend
Events	Individual MK1, WK1, MC1, WC1, C2Mx etc.
Phase	Run1, Run 2, Semi-Final, Final
ECA	European Canoe Association
ICF	International Canoe Federation

SECTION 1 – OVERVIEW

1.1 British Canoeing Canoe Slalom International Panel

Since January 2005, the British Canoeing Board has been responsible for GBR Team Selection through the formation of International Panels in the two Olympic disciplines of Canoe Sprint and Canoe Slalom and more recently in Paracanoe. The Terms of Reference of the panel can be found [here](#). The International Panels are appointed by and report to the British Canoeing Board.

The Canoe Slalom International Panel is responsible for proposing and agreeing the selection policy on an annual basis including the Olympic Selection policy for 2020 and for selecting the Great Britain teams against this policy. The discipline committee play an integral part in helping to formulate the draft selection policy for consultation within the sport.

The members of the International Panel are selected on the basis of experience and competency. The level of experience required relates to previous experience of selection/GB Team matters, current knowledge and first hand practical experience of the sport at a National and International level. The panel retains overall authority for all aspects of policy including selection venues, dates and for selecting all Great Britain representative teams at Senior, Under 23 and Junior levels.

Subject to board appointment, the International Panel members for 2020 will be (all with voting rights):

Chair: Andy Maddock (Head of Performance Operations)

Core members: David Spencer (Slalom Committee Representative), Paul Ratcliffe (Performance Director), Mark Ratcliffe (Canoe Slalom Head Coach) and Jim McConnachie (Independent member)

The BC Slalom Committee also has a non-voting appointed observer: Martyn Setchell (appointed by the Slalom Committee) attends all International Panel meetings and is copied in on all correspondence as an observer.

Additional members: Following the completion of each selection series, National coaches from UK Programmes with representation from Home Nation programme coaches are invited to attend the International Panel meeting to advise on team selection with reference to the published policy. Invites are sent out in advance inviting Home Nations and programmes to send a nominated representative.

1.2 International Panel Vision Statement - Canoe Slalom 2019-2020

Rio 2016 was the most successful Olympics of the modern era for Team GB and it was the finest performance at any Games for British Canoeing (Slalom & Sprint) with 4 medals: 2 Gold & 2 Silver & 5 medals in Paracanoe. In Canoe Slalom GBR finished joint top (with Slovakia) in the Olympic medal table. The bar has been raised significantly for Olympic sport in this country and the competition for funding is fiercer than it has ever been.

By the time of the 2020 junior, U23 and senior team selection series the Olympic boat and Olympic reserve boat will have been selected and the 2020 series presents opportunities for established seniors as well as emerging athletes onto the senior stage towards the Paris 2024 Olympic cycle.

1.3 Olympic Strategy Tokyo 2020

Following the 2019 Canoe Slalom World Championships, British athletes secured the maximum of four (4) boat quota places for the 2020 Olympic Games (WC1, WK1, MC1, MK1).

The strategy focuses on ensuring the maximum boat quotas are qualified, now that the quota places are qualified the focus will be the best prepared team for Tokyo and that the Olympic team is selected based upon profiling a championship performer not just a domestic performer. The key goals for 2020 are:

- To qualify the maximum GBR Olympic boat quota places at the 2019 World Championships.
- To be the No 1 Canoe Slalom Nation at the Tokyo 2020 Olympic Games.
- 2 boats per event making finals at Junior and U23 World Championships in 2020.
- To be the No 1 nation on the individual medal tables at the World Championships in U18, U23 and Senior by 2024.

2020 Excel

- Our goal is to contribute as much as we can to the overall medal total for TEAM GB in Tokyo.
- Run parallel projects to accelerate 2024 talent pool e.g. World Cups released post Olympics in 2020.

Selection Policies will be a key tool in supporting the objectives throughout the Tokyo cycle.

1.4 2020 Senior, U23 & Junior Team Aims (in order of priority)

1. To win medals at the 2020 Tokyo Olympic Games
2. To win medals at the 2020 U23 and Junior World Championships.
3. To win medals at the 2020 Senior, U23 and Junior European Championships.
4. To win medals at the 2020 World Cups and enable development opportunities at World Cups.
5. To qualify at least two boats per event into U23 & Junior World Championship finals in 2020.

1.5 Conflicts of Interest

British Canoeing is committed to upholding high standards of integrity and as such any member of the International Panel shall declare any conflicts or potential conflicts and shall refrain from participation in the discussion of and any vote in respect of any selection matter in which they have a conflict of interest unless such conflict can be resolved. If a person is unsure whether they have a conflict or potential conflict they should consult the Head of Governance and Compliance.

1.6 Amendments

The selection policy may be amended at any time by British Canoeing for one or more of the following circumstances:

1. Any changes in rules governing a particular competition, policy or event
2. Any change in ICF eligibility, rules, calendar or programme of events
3. To give effect to the selection process in case of a drafting error or oversight
4. To clarify any ambiguity to the intended meaning of the selection policy
5. Any other reason determined by British Canoeing at its total discretion that is in the best interest of British Canoeing and in line with the principles outlined for selection

SECTION 2 ELIGIBILITY & QUALIFICATION FOR GBR 2020 SENIOR, U23 & JUNIOR TEAMS

2.1 To be eligible to race in any 2020 GBR Senior, U23 & Junior Team Selection series athletes/crews must meet the following conditions and enter the race by the published deadlines (full detail can be found in British Canoeing's [Eligibility Policy](#)):

1. Meet age and nationality criteria for international competitions.
2. Senior, U23 & Junior athletes must have achieved eligibility through the published qualification process.
3. Be a member of British Canoeing or Home Nation Association that enables participation in competition.
4. Athletes must be ranked in Premier or top 40 of end of season 2019 ICF World Ranking (for Senior & U23 athletes at time of qualification). C2 crews must be ranked in the top 5 Crews in the end of season British ranking lists.

2.2 IMPORTANT – All athletes wishing to be considered for selection to a 2020 Great Britain team will be requested to register for selection in order to confirm eligibility. The registration process is available [here](#) see www.britishcanoeing.org.uk and on www.canoeslalom.co.uk and completed by 5th March 2020. Paddlers remain responsible for entering the race(s) before entry limits are reached. Entering the race is not registration.

2.3 International Eligibility

Selection will be subject to eligibility in accordance with competition rules laid down by the ICF & ECA.

- The first year a junior can compete at an ICF or International competition is the year of their 15th birthday.
- The last year an U23 may compete in the Under 23 category is the year of their 23rd birthday.
- The last year an U18 may compete in a junior category is the year of their 18th birthday.

Where athletes may be entering more than one event, the policy will be applied in isolation for each specific event therefore entering more than one event may not be possible.

British Canoeing reserves the right to deselect an athlete who has been found guilty of a disciplinary offence under British Canoeing/ICF rules. This includes doping offences.

2.4 Selection will take place in the following events:

Female		Male			Mixed
Canoe Single (WC1)	Kayak Single (WK1)	Canoe Single (MC1)	Kayak Single (MK1)	Canoe Doubles (MC2)*	Canoe Doubles (C2Mx)

**European Canoe Association events only*

Team events: Once a GBR Team is selected, the Team Manager or Head Coach may optimise team event medal opportunities by filling unallocated team places with athletes selected in other events. This can also occur where injury/illness to a competing athlete happens. This clause is not applicable to individual events.

2.5 Process of qualification for Junior Selection 2020:

Junior athletes qualify to race by meeting the eligibility criteria and being ranked in premier on 1st January 2020 (must be top 5 in C2 rankings).

2.6 Process of Qualification for Senior & U23 Selection 2020:

The following athletes have qualified their place(s) to race at the 2020 Senior & U23 selection series during the 2019 season:

MK1	WK1	MC1	C2	WC1
Joe Clarke	Mallory Franklin	Ryan Westley	No Selections	Mallory Franklin
Bradley Forbes-Cryans	Fiona Pennie	David Florence		Kimberley Woods
Christopher Bowers#	Kimberley Woods	Adam Burgess		Sophie Ogilvie#
Ciaran Lee-Edwards	Megan Hamer-Evans#	Will Smith#		Eilidh Gibson
Huw Swetnam	Sophie Ogilvie#	Tom Abbot		Bethan Forrow#
Etienne Chappell#	Amber Maslen	Will Coney#		Jada Mustafa-Moore#^
Zachary Allin#	Bethan Forrow#	Peter Linksted#		Ellis Miller#^
Duncan Edwards#	Nikita Setchell#	Angus Gibson#		Hannah Owen#
Jonny Dickson#	Rebecca Ogilvie#	Sam Maingay#		
Ben Haylett~		Kurts Adams-Rozentals#^		
		Alfie Boote~		
		James Kettle~		
ADDITIONAL END OF SEASON QUALIFIERS TO BE ADDED IN FINAL POLICY				

#Also Eligible for 2020 U23 Team Selection ~Qualified at Junior/U23 2019 World or European Champs
Note- 2020 junior selection has no pre-qualification process ^ Remains Junior for the 2020 season

As there is no further opportunity to qualify in 2020, the IP will consider at its absolute discretion any applications for exceptional circumstances and any decision by the panel is final

2.7 Pre selection to Senior Team 2020

The following athletes are Pre-Selected to the 2020 Senior Team as number one and number 2 boat in line with published 2020 Olympic Selection Policy:

	MK1	WK1	MC1	WC1
Olympic Boat (All Season)	Bradley Forbes-Cryans	Kimberley Woods	Adam Burgess	Mallory Franklin
Olympic Reserve (all competitions up to 1.8.20 subject to 3.8)	Joseph Clarke	Fiona Pennie	David Florence	Kimberley Woods

2.8 Pre selection to U23 & Junior Team 2020

There were no opportunities to be pre-selected for the 2020 U23 & Junior teams except through the senior policy.

Please provide feedback through [this link](https://britishcanoeing.formstack.com/forms/slalom_policy_feedback) by Midday Monday 28th October 2019

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SECTION 3 – GREAT BRITAIN SENIOR, U23 & JUNIOR TEAM SELECTION POLICY 2020

3.0 Competitions Senior Teams 2020

Senior European Championships	Lee Valley, GBR	15-17 May 2020
World Cup 1	Ivrea, ITA	5-7 June 2020
World Cup 2	Pau, FRA	12-14 June 2020
OLYMPIC GAMES (Team Already Selected)	Tokyo, JPN	26-31 July 2020
World Cup 3	Liptovsky Mikulas, SVK	21-23 August 2020
World Cup 4	Prague, CZE	18-20 September 2020
World Cup Final	Markkleeberg, GER	24-27 September 2020

Competitions Senior Teams 2021

World Cup 1	TBC, CHN	5-7 March 2021
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Note that in the event that the 2021 Canoe Slalom World Cup 1 Goes ahead before the end of March 2021, then selection for World Cup 1 will be based upon the team in order of eligibility for the 2020 season. The 2021 World Cup 1 currently does not form a part of the 2024 Paris strategy and will therefore not be funded for any selected athletes.

3.1 Competitions U23 & Junior Teams 2020

Junior & U23 World Championships (Performance Team**)	Tacen, SLO	7-12 July 2020
Jun & U23 European Championships (Perf & Dev't Team**)	Solkan, SLO	13-16 August 2020

** As there is no Senior World Championships in 2020, there will be no requirement for senior team athletes to release an identified development race.

3.2 2020 Junior, U23 & Senior Team Selection Race Detail:

Race 1	Saturday 21 st March 2020	SF/F Format	Holme Pierrepont,
Race 2	Saturday 4 th April 2020	SF/F Format	Lee Valley
Race 3	Sunday 5 th April 2020	SF/F Format	Lee Valley

The Back-up for this series would be dealt with within the dates above through the contingency section later in the document.

3.3 2020 Junior, U23 & Senior Team Selection Race Format

Subject to contingency there will be one competition for junior, U23 & senior team selection comprising of 3 races. Eligibility to race is determined by the published eligibility criteria confirmed in section 2.

Races 1, 2 & 3: semi-final/final format:

Only the top placed boats from the first run (semi-final) will be included in a second run (final) (there will be a six boat Junior final, and a combined 8 boat U23/Senior final) with the following detail:

- Points will be based on the finishing order of finalists followed by the finishing order of the semi-finalists who did not proceed to the final.
- If, for any reason, finalists do not start in the final they will be ordered in the last places of the final based on their semi-final result.
- For achievement of performance standards, performance standards can be achieved on any run in the race series.

In the event of junior athlete(s) qualifying in multiple finals in an event, they will race in their primary age range final and their result from their second run will be used to calculate both Junior, U23 or senior selection points as appropriate. In this situation no additions will be made to the final (e.g. if 2 junior athletes qualify into an eight boat senior/U23 final, six boats will start in the Senior/U23 final, six in the junior final and the results from the 2 juniors will be inserted into the senior/U23 results after the race).

The start order for all 2020 selection races will be the reverse order of qualification to the Senior/U23 selection process followed by reverse order of National Ranking 2020 bib.

3.4 Points allocation and 2020 Junior, U23 & Senior Team Selection ranking:

Senior & U23 Selection will be run as one race each day with one single set of results for each day for all eligible paddlers which will determine the points allocation. U23 Selection will be determined by the order of eligible U23 athletes in the senior points table.

For the avoidance of doubt, any athletes pre-selected for the 2020 Senior & Olympic team who race in any of the selection races will be omitted from any points allocation in the event in which they are pre-selected.

Junior Selection will be run as one race each day with one single set of results each day. Junior Points will be allocated based on the single set of results each day for all eligible paddlers with one single points table for the junior selection series.

Calculating the overall 2020 Senior, U23 & Junior Selection results:

The points system used for each of the three races is:

30pts 1st place, 27pts 2nd place, 25pts 3rd place, 23pts 4th place, 22pts 5th place, 21pts 6th place etc.

- The individual boat's best two points scores from the three races are added to give their overall selection ranking points score.
- Athletes competing in 2 races or fewer will keep any points achieved. Athletes are not required to compete in all three races of selection.
- Ties in points are decided using, in order:
 1. Best single result in 2020 selection competition (points).
 2. Best discarded result (points).
 3. Higher finisher in final race of the 2020, 3 race competition.

2020 Senior, U23 & Junior selection shall consist of a minimum of two races. In the event of the failure of one or more races then selection may be decided by reference to the points table using the best 2 results from the 2 races completed. Should this situation occur, ties in points decided using, in order:

1. The best single result in 2020 selection competition (points).
2. Higher finisher in final race of the 2020, 2 race competition.

Note: Any juniors qualifying for U23 or Senior team selection will appear in both tables and their result each day will determine the points received in each table (which most likely will be different).

3.5 Course Design Senior, U23 & Junior Team Selection Races

The course designers for race 1 will be drawn on Friday 20th March 2020 and for races 2 & 3 on Friday 3rd April 2020 after the last training session of that day. For each race two coaches are responsible for the course design and they will be drawn as:

Draw 1 contains technical coaches from the Olympic Podium Programme

Draw 2 contains employed coaches from Scotland (1), Wales (1) England (1) as well as the Olympic Podium Potential Programme (2).

The appointed Chief Judge will be involved directly in the course design proposals. Following the course design draw, course designs are to be submitted to the Chief Judge. Course approval takes place immediately following demo runs. Final pole adjustments are made by the course designers (or delegated to the Head Coach or Performance Director) in consultation with the Chief Judge.

For the competition, subject to contingency and changes for safety reasons, course configurations will be set and will remain in place from 1 January 2020 for Holme Pierrepont and 14 January 2020 for Lee Valley to following 2020 Selection competition dates.

Course design will reflect 2020 ICF rules and 2019 start and finish lines.

3.6 RELEASED RACES & RELEASED PLACES 2020:

For cost effective and efficient planning and logistics, athletes are required to confirm participation in each International competition. Any released places will be offered to reserve boat(s) on the understanding that the original selected athlete may apply to the Head Coach up to fourteen days prior to the date of competition commencing for re-instatement of their original place(s). The athlete has to satisfactorily demonstrate that circumstances justify the return of the released place from a performance perspective. The Head Coach will evaluate the justification and make the final decision.

3.7 From 2020 World Cup races will no longer be classified as 'development races' and athletes will be required to make senior team performance standards to achieve eligibility. This decision is in response to growing international race opportunities for developing athletes. In 2020 any released places from the 2020 senior team will be offered in the following order:

1. 2020 Senior Team named reserves

3.8 For **World Cups 3, 4 and World Cup Final** the following will apply:

Released Race Policy 2020 – World Cup 3 (Liptovsky Mikulas, SVK), World Cup 4 (Prague, CZE) & World Cup Final (Markkleeberg, GER)

The Olympic boat will have the option to compete at all of these races.

The Olympic reserve will only be eligible to race in all of these races if they have achieved a top 20 finish in the final results at one or more of the 2020 European Champs and first 2 World Cups of 2020.

Where athletes may be doubling up, the policy will be applied in isolation for each specific class therefore doubling up may not be possible.

For the **U23 World Championships** any released places will be offered in the following order:

1. 2020 U23 World Championships selected named reserves in order of the selection points table.

For the **U23 European Championships** any released places will be offered in the following order:

1. 2020 U23 World Championships selected named reserves in order of the selection points table.
2. 2020 U23 European Championships selected named reserves in order of the selection points table.

For the **Junior World Championships** any released places will be offered in the following order:

1. 2020 Junior World Championships selected named reserves in order of the selection points table.

For the **Junior European Championships** any released places will be offered in the following order:

1. 2020 Junior World Championships selected named reserves in order of the selection points table.
2. 2020 Junior European Championships selected named reserves in order of the selection points table.

3.9 Forerunners for ICF Canoe Slalom European Championships, Lee Valley, 15-17 May 2020

Priority will be given to athletes from the 2020 GBR U23 Team selection points table that are not named on the GBR Senior Team in order of their final selection position. The next priority will be to senior team reserves. In the Canoe events this will be subject to left/right balancing therefore the IP reserve the right to select the most appropriate athletes, not necessarily in the order of their final selection position. Unfilled places will be offered to volunteers of a suitable standard by the race organisers.

SECTION 4 GENERAL INFORMATION – ALL 2020 GBR JUNIOR, U23 & SENIOR TEAMS

4.1 APPLICATION OF PERFORMANCE STANDARDS IN SELECTION DECISIONS

Upon completion of the 2020 selection series the International Panel will select the Senior (3rd boat and senior team reserves), U23 & Junior teams including reserves. In selecting teams, the panel will reference the Final Selection Ranking List and athlete selection will stop at the point that the performance standards are not achieved regardless of whether athletes further down the order have achieved standards.

Final Selection Ranking List

For each event, results for every race of the selection series will be combined into a final results table which will be sorted in the order of highest points achieved in descending order. Where competitions have equal points, additional factors will be applied (“tie breaks”) to arrive at a Final Ranking List upon which team selection decisions will be made

Subject to any Exceptional Circumstances and pre-selection through the 2019 and 2020 Olympic Team selection policy, the top three boats in each event within the appropriate team performance percentage criteria (where applicable) will be selected. Named reserve boats outside the top three are non-travelling reserves that will travel only in case of withdrawal of an entry. The panel will always consider sending the maximum boats subject to achievement of standard.

4.2 Selection into GBR Senior European Championship and World Cup team 2020:

The above teams will focus on Performance Delivery and selection is predominantly based upon selecting athletes of a standard to make a Championship/World Cup final in the identified year. Performance standards will be strictly applied. **Subject to any Exceptional Circumstances for automatic selection into a Great Britain Performance Team the standard must be achieved on 2 runs from any combination of up to 6 runs regardless of age.** Athletes & reserves will be selected in descending order of their position in the Final Selection Ranking List and athlete selection will stop at the point that two performance standards are not achieved regardless of whether athletes further down the order have achieved standards.

4.3 Selection into GBR Junior & U23 Teams 2020:

For 2020 there will be two clear types of team identified – a Performance Team (Junior & U23 Worlds) and a Performance & Development Team (Junior & U23 Euros):

4.3.1. Selection into GBR Junior & U23 World Championship Team 2020:

The above teams will focus on Performance Delivery with the aim of selecting athletes capable of achieving a Championship/World Cup final in the identified year and therefore Performance Standards will be strictly applied. **Subject to any Exceptional Circumstances for automatic selection into a Great Britain Performance Team the standard must be achieved on 2 runs from any combination of up to 6 runs regardless of age.** Athletes & reserves will be selected in descending order of the Final Selection Ranking List and athlete selection will stop at the point that two performance standards are not achieved regardless of whether athletes further down the order have achieved standards.

4.3.2. Selection into GBR Junior & U23 European Championship Team 2020:

The Junior & U23 European Championship Team will focus on both performance delivery and athlete development towards performance in the future. Performance standards will be strictly applied. **Subject to any Exceptional Circumstances for automatic selection into a Great Britain Performance & Development Team the standard must be achieved on 1 run from any combination of up to 6 runs regardless of age.** Athletes & reserves will be selected in descending order of Final Selection Ranking List and athlete selection will stop at the point that one performance standard is not achieved regardless of whether athletes further down the order have achieved standards.

4.4 Application of Performance standards

The performance standards are based upon the Best Single Run Score (BSRS) achieved in any age category and in any event on a given course gate configuration. The athlete posting the BSRS must have entered the race (e.g. demos do not count but a pre-selected boat who has entered the race would count). Performance standards in all events are worked on scores (accuracy 0.01 seconds) as a % of the BSRS achieved on that day. Note that the BSRS can be from any event (not limited to K1M). Selection runs can only count for performance standards (for example an athlete not progressing into a final at junior selection cannot count their second premier race run).

Example percentage calculation on single run

BSRS = 94.44 secs total; 5th place K1W: score = 109.93 secs total, thus 5th place K1W percentage: 116.4%. <107% means 106.9999% or less

Performance standards for 2020 Great Britain Teams: (Note to be reviewed following end of 2019 season)

	MK1	WK1	MC1	WC1	C2Mx	MC2*
Senior	<107%	<126%	<115%	<142%	<145%	<126%
U23	<108%	<128%	<117%	<145%	<148%	<130%
U18	<114%	<132%	<125%	<150%	<154%	<135%

*European Canoe Association events only

Performance standards will be strictly applied as outlined. If an athlete achieves the required quantity of the minimum performance standard specified above from up to 6 opportunities, they are deemed to have met the performance standard.

4.4.1. Performance Percentage Criteria monitoring

The percentages listed correspond to a top 20 World Cup, World Championship or European Championship placing in each event with the exception of C2 which is defined from Top 15 standard and C1W which is defined from Top 10 standard. These performance criteria have been adjusted based upon data from 2009-2019 and will be re-assessed for 2021.

Athletes who enter more than one event will need to demonstrate a full commitment to the competition programme of both events in the case of being selected into any team. Any decision would be determined by reference to coaching staff to determine if appropriate training is being undertaken. If this is not the case, then the place will be awarded to the next boat in line (pending fulfilment of selection criteria).

4.5. Contingency

The International Panel retains the right to adapt racing to ensure a fair process in line with the following principles and processes:

The Chief Judge will have the responsibility to assess weather conditions and make necessary decisions relating to the timetabling of the event. The Chief Judge and International Panel will also have the responsibility to make any adjustments to the timetable following any delays. Should local conditions threaten the planned racing then the Chief Judge reserves the right to amend the race format/schedule/start or finish lines in any way necessary to complete fair racing.

Examples of such amendments could include:

- Early morning/evening racing under floodlights.
- Taking results from first runs only.
- Counting results from runs where a whole event/phase has been completed fairly.
- Reducing start intervals.
- Not changing the course between races.
- Changing order of events.
- Single run races/multiple races in 1 day.

This is not an exhaustive list and all other options are also able to be considered to complete a fair selection series in accordance with the specific challenge(s) identified. The minimum number of races that all GBR Team Selection series will include is 2.

For International Panel announcements refer to www.canoeslalom.co.uk and/or www.britishcanoeing.org.uk. During events, important information will be posted at race control and on the British Canoeing Facebook page.

4.6 Force Majeure

“Force Majeure” means any act, event, omission, cause or circumstance not within the reasonable control of British Canoeing or the race organisers, including but not limited to any strike, lockout or other industrial action, any civil commotion or disorder, riot, invasion, war or terrorist activity or threat of war or terrorist activity, any action taken by a governmental or public authority of any kind (including, without limitation, not granting a consent, exemption, approval or clearance), any fire, explosion, storm, flood, earthquake, subsidence, epidemic or other natural physical disaster. In the event of such Force Majeure affecting the application of the policy, the IP shall have the sole discretion, in consultation with the BC Head of Governance and Compliance, to make a decision in line with the principles, strategy and mission of this selection policy.

4.7. Exceptional Circumstances GBR Teams 2020

British Canoeing considers exceptional circumstances to be unplanned, unexpected, unavoidable and unforeseen.

If an athlete/crew (C2) is unable to contest selection the International Panel (IP) reserves the right to provide a further opportunity to qualify to compete at the 2020 Senior European Championship, 2020 World Cup, U23 European and/or U23 World Championships, subject to the following conditions:

- Certificated evidence of illness or other exceptional circumstance must be presented to the IP prior to the commencement of the selection competition.
- In such a case the IP may identify a single race opportunity whereby the 3rd boat of the selected team and the identified athlete(s) would compete for a European Championship, World Cup and/or World /Euro Championship place in the age group.
- If this situation arises more detail would be provided following the IP meeting immediately after the spring 2020 Selection competition.
- The IP has the sole discretion to invoke this clause if required and any decision is final
- The athlete/crew must satisfy the criteria stated below:

For Senior European Championships, World Cup, U23 World or European Championships, the athlete/crew must be able to demonstrate, in both training and racing, superior performance above other athletes/crews. The IP will consider the following criteria:

- The athlete's training and racing profile (from GBR performance analysis data)
- ICF World Ranking, Performance at Olympic, Senior & U23 World Championship, Senior & U23 European Championship and/or World Cup races within the previous 24 months.

For exceptional circumstances to be considered in line with the above for Junior European and/or World Championship events, the athlete/crew must have previously made a minimum of a top 5 result at the Junior World and/or Junior European Championship in the 2018 or 2019 season for consideration for exceptional circumstances.

4.8. Selection meeting and announcement of 2020 Great Britain Teams

Following a meeting of the International Panel, Junior, U23 & Senior team selections will be announced on www.canoeslalom.co.uk and on www.britishcanoeing.org.uk by 5pm on Tuesday 7th April 2020.

4.9 Funding and Participation (All GBR Teams)

Selection to a Great Britain Team is to specific identified races in accordance with the prevailing selection policy. Selected paddlers who are not funded through a British Canoeing UK Sport Lottery funded Programme may apply in writing to the athlete's Home Nation slalom committee for consideration of support. Applicants for such support are reminded that these funds are limited and securing other funding will almost certainly be necessary and that an athlete contribution will be required.

All athletes putting themselves forward for selection for a Great Britain team are expected to hold a valid passport with a minimum of 6 months unexpired validity and hold a current European Health Insurance Card (if still applicable depending on UK's EU status).

From 1 January 2019 Great Britain will continue to select C2M, C2Mx & Extreme Slalom athletes at Junior, U23 and Senior championship events where offered on a competition programme (all athletes will have to self-fund the full costs of attendance). The C2Mx & Extreme Slalom events remain a full ICF World Championship discipline but as non-Olympic events, cannot be supported by UK Sport lottery funding. Selected non-funded athletes will be provided support by Team Management for communication and liaison purposes but coaching and travel arrangements will be the responsibility of the individual athlete(s).

Athletes selected in events that are part of the 2020 Olympic Games programme will be fully funded by British Canoeing to attend Senior World Championship, Senior European Championship competitions and 2020 Olympic competitions. Alongside travel and logistics support for these events, team management, emergency medical treatment, race day video and splits support will be provided. World Cups and preparation/training camps for non-funded athletes are the responsibility of the individual athlete and not part of the GBR Team programme unless agreed, however support to establish projected costs in advance and assistance for making travel bookings may be provided upon request through the British Canoeing logistics team. Approximate trip costs will be provided at the point of registering for selection.

At U23 & Junior championship events British Canoeing may provide a small subsidy in 2020 Olympic events towards selected non programme athletes, but the majority of the cost will have to be paid for by the individual athlete through an athlete contribution payable prior to departure for the competition.

4.10 Paddler agreement (All GBR Teams)

Paddlers on a funded programme need to have signed their programme athlete agreement. Paddlers outside programme funding will also be expected to sign up to the British Canoeing Great Britain Team participation agreement on accepting selection, and at least two weeks before travelling to the first event.

4.11 Injury/Illness

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

4.12 Appeals Procedure

Please see Appendix 2 for the British Canoeing appeals procedure.

4.13 Data Protection

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

4.14 Policies

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

4.15 Communications

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

4.16 ICF World Ranking Competitions (excluding World Cups)

All selected senior team athletes (including reserves) are first in line (in 2020 Senior Selection rank order) for World Ranking race entries. Entry number limitations may be imposed by the race organisers and entries must comply with British Canoeing International entry procedures which are published in the canoe slalom yearbook.

Unfilled places may be taken up, in the following order, by eligible paddlers:

- Attending Home Nation official training camps up to 2 per event per Home Nation.
- Selected to the GBR U23 Team in order, including named reserves.
- Who have competed at U23 selection (taken in order from the under 23 selection ranking list).
- Who have competed at senior selection and are outside the selected Senior Team and reserves (taken in order from the senior selection ranking list).
- In order from the Premier ranking list at 1 May 2020.

4.17 ECA Junior Cup Races 2020

ECA Junior Cup Races in 2020 will be reserved and prioritised for Home Nation U16 Development.

The Head Coaches from the Home Nations will discuss and agree intentions in advance and consult with race organisers to determine predicted GBR entry limits. In the event of entry restrictions, the Home Nations will work together to determine who will attend. In the event of dispute, then the International Panel will make a final decision. If places remain at ECA Junior Cup races after Home Nations entries are counted or 1 month

before the race whichever is earlier, entries will be submitted in the date order that the entry request was received.

4.18 Extreme Canoe Slalom:

Selection to ICF Extreme Canoe Slalom events in 2020 will be through a separate policy that will provide opportunities and be published by 7th April 2020.

SECTION 5 - 2021 ADVANCED INFORMATION

5.1 Qualification for Great Britain Senior selection 2021

With the 2021 Junior & U23 World Championships in New Zealand from 21-25 April 2021 and several race opportunities for athletes in the southern hemisphere in the weeks and months prior, it is likely that 2021 Junior & U23 World & European Championship Team Selection will take place at the British Open on 31 October 2020 and 1 November 2020. A final decision will be made and policy announced by 7th April 2020 if this is confirmed.

5.1.1. Senior Team Selection 2021

The International Panel intends that a 3 race senior selection series will be held at Lee Valley Whitewater Centre over the Easter Weekend 3-5th April 2021 to select the 2021 senior team to represent Great Britain at the 2021 World & European Championships and World Cup 2 onwards. The International Panel will confirm dates and venue(s) for the 2021 senior team selection series by 1st May 2020. This will assist the development of an appropriate managed calendar for the 2021 season. The selection policy will be published by 1st Jan 2021.

Note that as in 3.0. that in the event that the 2021 Canoe Slalom World Cup 1 Goes ahead before the end of March 2021, then selection for World Cup 1 will be based upon the team in order of eligibility for the 2020 season. The 2021 World Cup 1 currently does not form a part of the 2024 Paris strategy and will therefore not be funded for any selected athletes.

5.2 Paris 2024 Selection Strategy & Process of Qualification:

The IP operates a 4 year phased process around qualification to race in the senior selection series. The process by which athletes/crews may qualify to 2021 selection will be confirmed by 1st April 2020.

5.3 Pre selection into 2021 Senior Team

2020 Tokyo Olympic medallists from each of the 4 individual Olympic events may apply to the International Panel for Pre-Selection to the 2021 Senior Team in the boat in which they medalled. The deadline for application is 31st October 2020. Athletes pre-selected under this clause are pre-selected in all age categories in which they are eligible to race.

5.4 Pre selection into 2021 U23 & Junior Teams

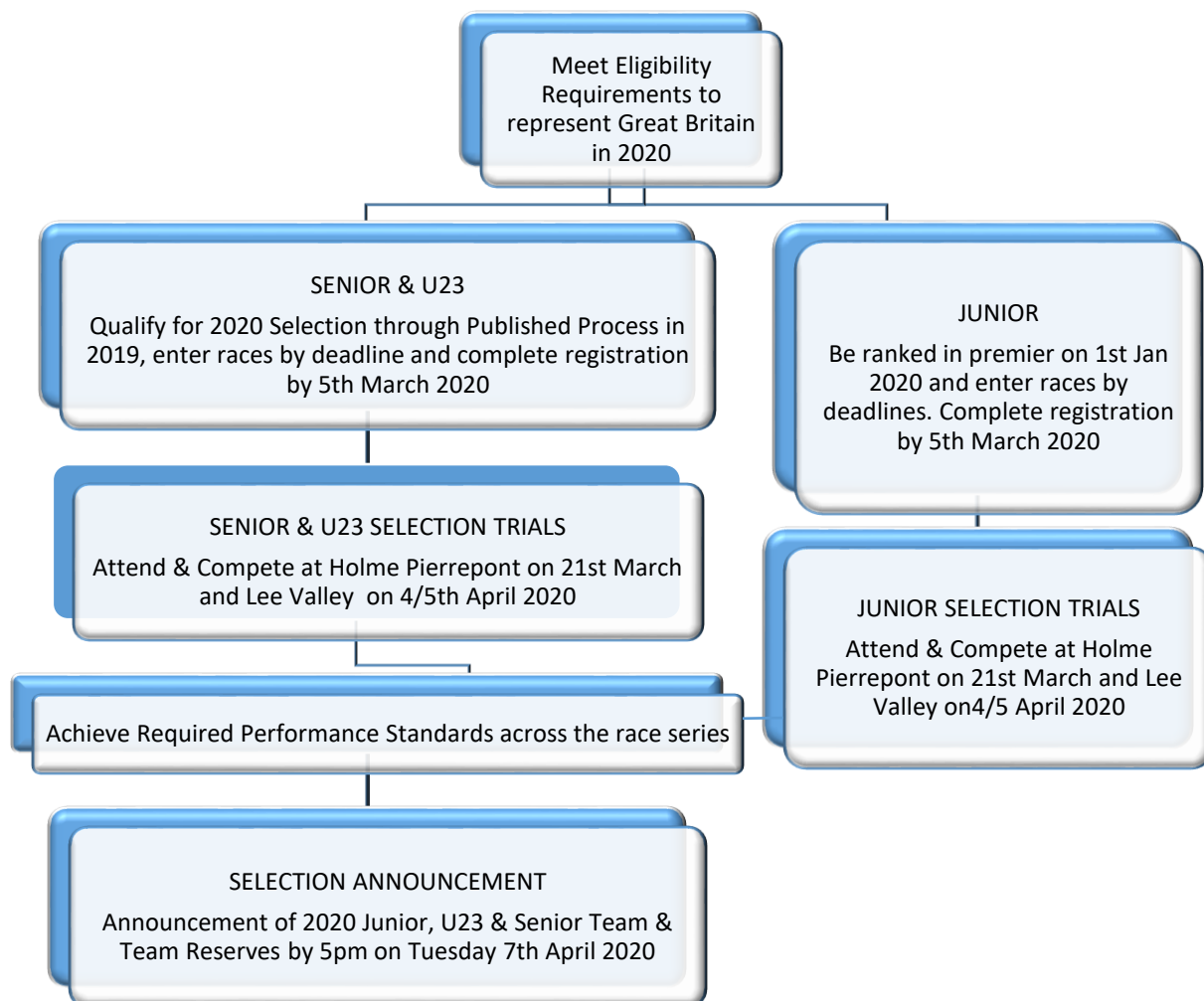
Pre Selection to the 2021 Junior & U23 World & European Championships is available in the following priority order:

1. Members of the 2020 Senior Team (top 3 including Olympic boat & reserves after spring selection 2020) who remains U23 for the 2021 season.
2. 2020 Junior & U23 World Championship medallists from each of the 4 individual events may apply to the International Panel for Pre-Selection to the 2021 Junior & U23 World & European Championship team in the boat in which they medalled if they remain eligible to race in that age category in 2021.
3. 2020 Junior & U23 European Championship medallists from each of the 4 individual events may apply to the International Panel for Pre-Selection to the 2021 Junior & U23 World & European Championship team in the boat in which they medalled if they remain eligible to race in that age category in 2021.

Note: There is a maximum of up to 2 pre-selected places under this clause per event. The deadline for application is 31st August 2020.

With the U23 & Junior World Championships being staged in Auckland, NZL in April 2021, there will be a different selection process for the remaining places after any pre-selected athletes for 2021 U23 & Junior teams are determined and which will be published by 7th April 2020.

Appendix 1 – Overview of 2020 Junior, U23 & Senior Selection process:



APPENDIX 2 - APPEALS PROCEDURE

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

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

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

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

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

1. STAGE 1 REVIEW

- 1.1. A written request for a formal review is submitted, in the first instance, by the Athlete to the International Panel who will carry out a review in consultation with Programme leads.
- 1.2. This request must be submitted within 48 hours (or an earlier date if that has been decided and communicated by the Head of Governance) of the selection being formally announced.
- 1.3. Within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) the International Panel will advise in writing the outcome of the review and the decision reached.

2. STAGE 2 APPEAL

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

3. NOTICE OF APPEAL

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

4. GROUNDS OF APPEAL

- 4.1. An Athlete shall be entitled to appeal on any (either individually or cumulative) of the following grounds:
 - a) The decision was not in accordance with the Selection Policy as published;
 - b) The policy has been misapplied or applied on no good evidence and/or in circumstances where the application of the policy was unfair;
 - c) The decision maker has shown bias or the appearance of bias or the selection has otherwise been demonstrably unfair; and/or
 - d) Where the conclusion is one that no reasonable decision maker could have reached.
- 4.2 To ensure a timely and efficient appeals process only the grounds of appeal detailed in 4.1 will be permitted. The composition of the Selection Panel is not open to appeal unless 4.1 (c) is being cited in The Notice of Appeal.

5. APPEAL PANEL

- 5.1. The Head of Governance and Compliance will convene a three-person Appeal Panel as soon as 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 Selection Panel to inform them of the Appeal, provide them with a copy of the Notice of Appeal and request that the Selection Panel provide any additional information they wish the Appeal Panel to consider within 48 hours of receiving the Notice of Appeal.

- 5.3. The Appeal Panel will ordinarily determine the appeal based on the written submissions of the Athlete and the Selection Panel without a hearing or the calling of witnesses or the giving of oral evidence. However the Appeal Panel will have the power to set its own processes and give directions including but not limited to, requesting further information, setting up a teleconference, determining if a hearing is required and if it is, establishing the date, time and place, and format to be followed in such a hearing.
- 5.4. The Appeal Panel will seek to reach its conclusion within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) of its appointment in accordance with 5.1 and will inform all interested parties in writing.
- 5.5. The Appeal Panel shall be entitled to;
 - a) Rescind the selection decision and confirm the selection of the Athlete in circumstances where it is clear that the grounds of the Appeal have been upheld.
 - b) Confirm the selection decision and reject the Appeal.
 - c) quash the selection decision and remit the matter back to the International Panel identifying the errors they have found in the conduct of the selection process and requesting that a new decision is made within one week (or an earlier date if that has been decided and communicated by the Head of Governance).
- 5.6. At its discretion the Appeal Panel may also make an award for appeal costs up to a maximum of £100 against either party.

6. STAGE 3 REFERRAL TO ALTERNATIVE DISPUTE RESOLUTION SERVICE (TRIBUNAL)

- 6.1. If following the Appeal, the Athlete wishes to further appeal the decision, then a written Notice of Appeal to Tribunal must be submitted by them to British Canoeing Head of Governance within 48 Hours (or an earlier date if that has been decided and communicated by the Head of Governance) of receiving the outcome of the Appeal.
- 6.2. NOTICE OF APPEAL TO TRIBUNAL
 - 6.2.1. The Notice of Appeal to Tribunal will set out the grounds of the appeal and will include full details of which ground(s) in 6.3 the appeal is based on, and the precise manner in which the ground(s) have been met. The Notice of Appeal to Tribunal should be as comprehensive as possible as it will form the basis of the final appeal.
- 6.3. GROUNDS OF APPEAL TO TRIBUNAL
 - 6.3.1. An Athlete shall be entitled to appeal to Tribunal on any (either individually or cumulative) of the following grounds:
 - a) The decision of the Appeal Panel was not in accordance with the Selection Policy as published;
 - b) The Appeal Panel decision was misapplied or applied on no good evidence and/or in circumstances where the decision was unfair;
 - c) The Appeal Panel has shown bias or the appearance of bias or the selection has otherwise been demonstrably unfair; and/or
 - d) Where the conclusion of the Appeal Panel is one that no reasonable Appellate Body could have reached.
- 6.4. The Tribunal shall consist of one arbitrator appointed in accordance with the following process. The Alternative Dispute Resolution Service shall, as soon as is practicable, propose to the parties the name(s) of potential arbitrators who are available to determine the matter within 5 working days. The parties shall seek to agree on one, whom they shall nominate to be appointed by the Alternative Dispute Resolution Service. The appointed arbitrator shall constitute a valid Tribunal. If the parties fail to agree, the Alternative Dispute Resolution Service shall appoint the arbitrator.
- 6.5. The Head of Governance shall contact the Appeal Panel and provide them with a copy of the Notice of Appeal to Tribunal and request that they provide any additional information they wish the Tribunal to consider within 48 hours of receiving the Notice of Appeal to Tribunal.
- 6.6. The Tribunal will determine the appeal based on the written submissions of the Athlete and the Appeal Panel without a hearing or the calling of witnesses or the giving of oral evidence. The Tribunal will have the power to set its own processes and may give directions, such as request for further information or set up a teleconference.

- 6.7. The Tribunal will seek to reach its conclusion within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance) of its appointment in accordance with 6.4 and will inform all interested parties in writing.
- 6.8. The Tribunal shall be entitled to either reject or confirm the Appeal Panel decision and;
- if appropriate confirm the selection decision; or
 - if appropriate rescind the selection decision and confirm the selection of the Athlete in circumstances where it is clear that the grounds of the Appeal to Tribunal have been upheld.
 - if appropriate quash the selection decision and remit the matter back to the International Panel identifying the errors they have found in the conduct of the selection process and requesting that a new decision is made within 5 working days (or an earlier date if that has been decided and communicated by the Head of Governance).
- 6.9. At its discretion the Tribunal may also make an award for Tribunal costs up to a maximum of £500 against either party.

7. FINAL AND BINDING

- 7.1. This is an accelerated process to enable any appeals to be resolved as quickly as is reasonably possible.
- 7.2. The aim of this process is to return a decision on appeal in a timely manner. Failure to adhere to the time limits set out in this process may result in the Athlete losing their right of appeal under this procedure, save in exceptional circumstances which will be judged by the Chief Executive Officer of British Canoeing in their absolute discretion.
- 7.3. This appeals process is intended to be conclusive and therefore any Athlete who enters into this appeal process accepts that the decision of the Tribunal will be final and binding.
- 7.4. Each appeal will be considered on its own merits.

8. CONFIDENTIALITY OF PROCEEDINGS AND PUBLICATION OF DECISION

- 8.1 British Canoeing and the Athlete are under an obligation of confidentiality in respect of any appeal proceeding under this Procedure. Save as permitted under this Appeals Procedure none of these Parties will make any public statement or disclosure of the contents of the Notice, or any other matter referred to by any of the parties during the course of these Proceedings.
- 8.2 British Canoeing shall be entitled to publish the outcome of the Appeal in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published and the resulting implications upon selection.

Appeals process

