



British Canoeing Marathon Racing Selection Policy **2021**

Draft

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ABBREVIATIONS	
BC	British Canoeing
ECA	European Canoe Association
ICF	International Canoe Federation
MRC	Marathon Racing Committee

SECTION 1 – OVERVIEW

MRC International Selection

The 2021 season presents a huge amount of uncertainty, and it is likely that only the most well-resourced international events have a good chance of taking place. The MRC's international objectives detailed below have not changed; however for 2021 the current circumstances make it wise to place our focus on the World Championships, and to only reconsider other aims if the world health situation improves.

In the event that the health situation improves considerably, and it is logistically practical to do so, we will reconsider sending teams to a potential World Cup event in Western Europe in May/June if this materialises, and the French National Championships for U16s in Sept/Oct.

Contingency for non-availability of certain UK regions for assessment events or internationals because of COVID is outlined in section 3 below.

1. International Objectives

- a) To win medals at World ~~and European~~ Championship Events, with the greatest importance placed on the pursuit of senior medals. *For 2021 only, the European Championships is taken out of this objective.*
- b) To pursue long-term athlete development, by:-
 - i) providing opportunities to learn through competing abroad where that experience is harder to achieve domestically;
 - ii) supporting athletes who wish to make reaching their full potential in Marathon a sports career choice; and
 - iii) supporting the transition through age groups into senior classes.
- c) To maximise benefit from the quality and frequency of domestic competition and the ability of clubs and coaches to produce athletes of international quality.

2. Internationals Strategy

- a) Relevant Opportunities for Athlete Development

In light of the changed priorities for 2021, the MRC does not currently expect to select any teams for international races other than the World Championships, and therefore that the focus will be on medal prospects not international development. Nevertheless, our long-term objectives remain as follows:

In many classes, the best development opportunities are usually at home. Where the priority in selecting a team is to develop experience, investment in sending teams abroad will be balanced towards classes where a higher level of competition can be guaranteed.

At under-16 level, athletes are usually progressing in both racing disciplines and busy with schooling. Our aim here is to introduce them to racing marathon at a more competitive level, with marathon development training days, leading to assessment race participation. For most at this age, the aim would be to participate in assessment races at the National Championships and gain selection to an U16 international team (usually the French Nationals), although early developers may tackle assessment races sooner.

For under 17s, we expect young athletes who are serious about marathon to be participating

in the full programme of assessment races. 'B' team selection opportunities *would usually* be available for those likely to miss out on major championship selection, but showing potential to achieve it the following season.

For under 18s, the emphasis will be on achieving selection for the major championships, and progressing to a level domestically which will help the athlete continue in the sport into the senior classes.

For under 23s and Seniors, more selection opportunities *would usually* be available to support the long-term development needed to achieve a career peak in marathon.

The outline opportunities for each age group that we expect to be able to offer in 2021 are as follows:-

	U16s	U17s	U18s	U23s	Seniors
Organised training	Marathon development days Joint activities with Sprint development				
Domestic racing	Hasler calendar, National Championships and potential short-course marathon events				
Assessment events	National Championships	All assessment events			
Target internationals for 2020	Tbc	Tbc	Major Champs	Major Champs	Major Champs

b) Marathon Development Training

The successful launch of the Junior Development Squad will be continued, with the support of SRC.

c) Clear evidence from Assessment Races

There will still be competition *across classes* for team places. Therefore, to simplify the selection process, we must collect and publish the best data we can for comparison. In 2021 we will again run a schedule of assessment events intended to highlight and develop the different technical, mental and physical requirements of international competition. Given the logistical challenges of organising a safe race timetable in 2021, we propose to organise *separate* events for short-course singles, long course singles and doubles.

All classes in each assessment event will complete the same lap courses, in order to collect equivalent data for benchmarking (using the Handicap method). Junior times over shorter courses will be extrapolated up match senior courses.

Data collected from assessment races will be published at the same time as all announcements of selections for international teams. The Handicap scores, along with comparison to international standards, will help athletes and coaches better understand how assessment performances are compared between classes, and how they might translate into potential international performances.

3. Selection Committee Composition

- a) The members of the Selection Committee are selected by the Marathon Racing Committee. The MRC retains overall authority for all aspects of policy.

- b) The Committee for 2021 will consist of the following members:

Chair: James Smythe (BSF)

Voting Members:

Kat Wilson (RDG)

David Enoch (NOT)

Roland Lawler (ELM)

Dyson Pendle (NOR)

Two non-voting, independent representatives:

Peter Wilkes (FOY)

Gemma Wiggs (British Canoeing)

- c) Communication with and from the Committee

All communication to and from the Committee should be directed to the Chair, by email to marathon.secretary@britishcanoeing.org.uk. Questions may be asked of individual Committee members, but athletes, parents and coaches should only refer to an official response from the Chair when seeking guidance. Any communications directed to the Chair that cannot be answered by this policy will be discussed with the whole Committee, and a consensus response given.

- d) Conflicts of Interest

British Canoeing is committed to upholding high standards of integrity and as such any person who sits on the selection committee 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 material conflict of interest. If a person is unsure whether they have a conflict or potential conflict they should consult the BC Head of Governance and Compliance.

- e) Selectors are required to make every effort to attend all domestic assessment events, to ensure that a true and accurate assessment of current abilities can be made.
- f) Selection Meetings, to decide the composition of international teams, will only be held once a final set of results has been checked and can be properly considered. These meetings may be held face to face or by electronic means.

SECTION 2 ELIGIBILITY FOR GBR SELECTION 2020

1. International Eligibility

Athletes wishing to be considered for International Events must comply with the following conditions:

- a) They must be Comprehensive (“On The Water”) British Canoeing members throughout the year.
- b) They must meet age and nationality criteria for international competition as defined by the Eligibility Policy.
- c) They should be prepared to meet all assembly costs and pay a contribution towards subsistence costs.
- d) They should be prepared to travel and be accommodated in the best interest of the team.
- e) They must be prepared to accept the Team Manager’s and staff direction with regard to behaviour and racing while abroad.
- f) They must be prepared to dress and conduct themselves in a manner befitting a British Team representative and promote the good name of British canoeing both at home and abroad.
- g) They should wear the GB tracksuit and team clothing provided, on all suitable occasions.
- h) They must sign, and abide by the British Canoeing Code of Conduct
- i) All athletes must also meet the ICF age criteria specific to the class of race they are seeking selection for.
- j) They must have completed the availability form for the international(s) in question.
- k) They must not be subject to COVID travel restrictions, unless formally exempted on the basis of participation in Elite Competition.

2. Age Categories

- a) The first year a junior can compete at World and European Senior/U23/Junior Championships is the year in which his/her 15th birthday falls.
- b) The last year an U23 may compete in international programme events is the year in which his/her 23rd birthday falls.
- c) The last year an U18 may compete in international programme events is the year in which his/her 18th birthday falls.

SECTION 3 – SELECTION POLICY 2020

1. Selection Process

- a. The selection of Great Britain teams for all internationals will be made on a fair assessment, open-to-all basis, within the constraints of the Objectives and Strategy.
- b. Assessment events will be rescheduled if practical, if national or regional travel restrictions remain in place at the planned time of each event.
- c. Three main assessment events will be used to select a team for the World Championships, reflecting the three distance / craft combinations: short course singles, long course singles and long course doubles. Each of these shall be the primary assessment event for the class in question.
- d. Results from the National Championships U16 and U14 classes will be used to select a team for the French National Championships, but only in the event that this goes ahead and we are free and able to send a team.
- e. One additional singles long-course assessment race will be held at the start of the season. All athletes are strongly recommended to attend this event, as the results may be used to select teams in the following circumstances:-
 - i. If a World Cup event is organised in Western Europe in the early summer, and restrictions allow us to send a team safely to this event.
 - ii. If events force the cancellation of later season assessment events, or prevent certain athletes from attending due to geographical restrictions, or quarantine requirements.
- f. Teams selected will be based on performances benchmarked across classes. An assumed 'world best' time for each assessment event will allow estimated handicap scores to be applied to all performances. These will be compared to handicap scores of winners in the same class at past World Championships, to establish the relative strength of performances across classes at the assessment event. It is acknowledged that comparison across different races is not a perfect science, so selectors' discretion will also be used to ensure these comparisons are fair and result in the best possible team selection.
- g. The Selection Committee may consider additional results if Mitigating Circumstances prevent an athlete from competing to their full potential at the nominated assessment event.
- h. In the event that any UK region is subject to travel restrictions, meaning that a sub-section of, or all athletes may not participate at one or more assessment events, the Selection Committee may use any of the nominated assessment events, or indeed any other performance in national or international middle or long distance competition, to make an informed decision on selections. This will also apply in the event that an athlete is required to self-quarantine and cannot attend an assessment event.
- i. The selection committee also reserves the right to refer back to previous Assessment and International results from the current season as supporting evidence should it be required to help decide between athletes for the final places on the team.
- j. Individuals' selection to the GB team for each event will depend on:-

- i. the Objectives and Strategy defining team composition by class;
 - ii. achieving a benchmarked result across classes at the nominated assessment event, that is within the planned team size for the event;
 - iii. meeting the Availability and Eligibility Criteria.
- k. Selection of athletes who fall outside of the above is at the discretion of the Selection committee in meeting the objectives of this policy.

2. Assessment Race Participation

- a) All athletes seeking selection for an event must race in the nominated assessment race(s) and class(es) corresponding to the category and team for which they are seeking international selection; unless otherwise instructed by the Chair of the Selection Committee in writing prior to the event. The Selection Committee reserves the right to disregard results gained by athletes racing in the wrong class or at the wrong races.

3. 2021 International Programme

- a) As previously stated, the Selection Committee expects at the time of publication to only select a team for the World Championships in 2021.
- b) The team composition by class will be set in accordance to the Objectives, Strategy and resources. Changes may be necessary in the event of changes to the nature of the event, or to suit factors affecting team size and budgets.
- c) In the event of an early change in the COVID situation, additional events being selected for will be announced on the MRC website prior to the selection being made, and this document will be updated if necessary. The only likely candidate races in this scenario would be a World Cup in May/June, Sanabria K4, and the French National Championships (U16 team) in Sept/Oct.
- d) Assessment event programme

Date	Event	Venue
25 th April 2021	Long course singles.	Norwich
2 nd May 2021	Short course singles (events on Sunday morning as part of South Cerney regatta)	South Cerney
19 th /20 th June	National Championships, Reading. Reserve assessment event for French National Championships (U16s).	Reading
25 th July	Long course doubles. Reserve assessment event for Sanabria K4.	Tewkesbury
1 st August	Long course singles	Wokingham (tbc)

e) International Programme:

Event	Dates	Team Composition	Athlete Contribution	Availability Deadline
Possible World Cup	Tbc (May/June)	Tbc	£200	tbc
World Championships, Pitesti, Romania	27 Sept – 3 Oct	Up to 27 athletes	£300	29 th July
Possible French National Championships	Tbc (Sept/Oct)	Up to 16 athletes, aged under 16	£200	tbc

4. Contingency

Should a date or venue need to be changed, this will be announced on the Marathon Committee Website as soon as possible.

5. Athlete Availability

- a) Athlete availability must be supplied via the web form on canoeracing.org.uk/marathon for the World Championships, according to the deadlines specified in the Internationals Programme above, which are no later than **three days** prior to the final domestic assessment event.
- b) Athletes missing a deadline will not be considered and will have no grounds for appeal.
- c) Lists of available, and eligible athletes for each international team will be published on the MRC website in the week prior to the assessment event.
- d) Completion of an availability form by an athlete will be accompanied by a commitment to forfeit their athlete contribution in the case of selection and subsequent withdrawal from the team, except at the discretion of the Selection Committee where mitigating circumstances arise between selection and event.

6. Selection Meetings and Announcements

- a) Meetings of the Selection Committee will happen following the final assessment race corresponding to each international event. The announcement of teams for international events will take place within five days of the corresponding selection meeting, via the MRC website at canoeracing.org.uk/marathon. The Selection Committee reserves the right to announce the team immediately following the corresponding meeting, or to defer for up to five days to clarify organisational details.
- b) British Canoeing reserve the right to withdraw the selection of any athlete found guilty of a disciplinary offence under BC/ICF rules.

- c) Team announcements will include:
- I. The names of all paddlers selected for the team including the event(s) they will be participating in;
 - II. A copy of assessment event results used, together with calculated Handicap scores
 - III. A note explaining if mitigating circumstances contributed towards a selection.

SECTION 4 - GENERAL INFORMATION

1. Mitigating Circumstances

There will be situations where athletes who would normally be expected to earn a team place are prevented from doing so for legitimate reasons. This may include:-

- a. Unavailability for the main assessment event due to GB Team selection in another canoeing discipline (supported by evidence)
- b. Injury or illness (supported by evidence)
- c. Equipment failure at the assessment.
- d. Non-availability due to COVID travel or association restrictions

Evidence supporting a) or b) above must be sent in writing to the Chair of the Selection Committee in advance of the Availability Notification Deadline for the international in question.

In such circumstances, the selectors will retain the right to consider previous assessment or international events from the current year. It must be demonstrable, based on such evidence, that the athlete in question would normally have comfortably earned a place. Selectors will not be able to choose an athlete who has not raced internationally or raced assessments in the current season.

Borderline cases will be ruled in favour of athletes who completed the assessment event. The selectors may also disregard evidence of non-availability if they are able to select a team of sufficient strength without the athlete in question. An explanation of any selection made on the basis of mitigating circumstances will be included in the notes that accompany the announcement of all international teams.

2. Transport & Logistics

All transport and logistics will be organised by the Marathon Racing Committee through the Logistics Manager. The whole team will be expected to travel to and from the event together. Dates of travel will be available on the MRC website and any updates to these travel dates will be published here prior to selection. Athletes will be expected to share rooms as appropriate.

Any questions about logistics must be made through the manager, Graham Warland (Graham.warland@gmail.com).

N.B: Any request to travel independent of the team will be at the discretion of the Logistics Manager. If approved this will be at the cost of the athlete.

3. Funding and Participation

All athletes selected to represent the Great Britain Marathon teams will be funded by the Marathon Racing Committee, with a mandatory athlete contribution. Details of the athlete contribution for

each event can be found in the International Selection Programme above. The team size for each event is set in line with the Selection Committee's strategy and budget available, but may be reviewed prior to the selection meeting for each international event.

4. Paddler agreement

Selected athletes must sign the British Canoeing Great Britain Team participation agreement on accepting selection, and at least two weeks before travelling to the first event. Paddlers on a BC funded programme will still be bound by the terms of their agreement with British Canoeing.

5. Illness or injury

The Selection Committee 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.

6. Appeal Procedure

Please see Appendix 1 for the British Canoeing appeals procedure.

7. Data Protection

British Canoeing is a privacy conscious organisation and is strongly committed to your right to privacy. Our Privacy and Data Protection Statement, which follows guidelines set out in the Data Protection Act 1998, can be found on our website:

<https://www.britishcanoeing.org.uk/about/privacy-centre>

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.

8. 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.

9. 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 Selection Committee the Chair of the Selection Committee will be available to speak informally to athletes, club coaches and in the case of minors, parents.

APPENDIX 1 – BRITISH CANOEING 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 up to date contact details 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 there are independent sources of support and guidance available. Should athletes wish to gain advice they can speak to the Welfare Officer who will direct the athlete appropriately.

If an Athlete wishes to appeal against a decision taken as part of this Selection Policy 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 Selection Committee Chair who will carry out a review in consultation with the Selection Committee.

1.2. This request must be submitted within 48 hours (or an earlier date if that has been decided and communicated by the Selection Committee) 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 Selection Committee) the Selection Committee Chair 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 not declared a conflict and/or has shown 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 In order 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 Committee 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 Committee 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 Selection Committee 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 Selection Committee 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).

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.

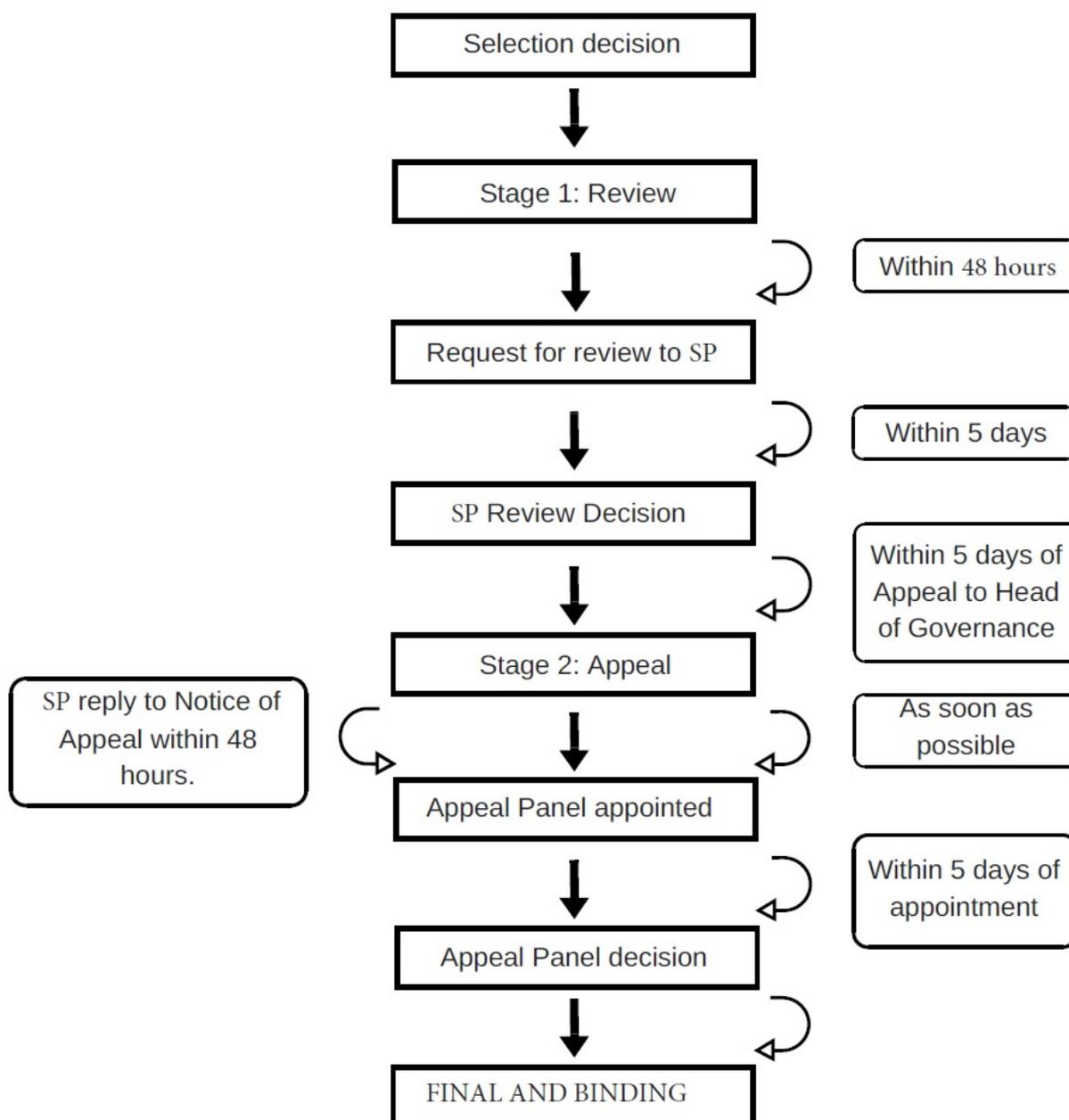
6.3 Further this it is intended to be conclusive and therefore any athlete who enters into this appeal process accepts that the decision will be final and binding.

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 selection decision previously published and the resulting position as to selection.



*nb “SP” means Selection Committee.