



England Talent Programme Canoe Sprint Inclusion Criteria –Oct 2017 to September 2018

1. Background

The England Talent Programme was created in April 2013 and has supported over 100 athletes per year through a progressive squad structure from what was Regional Talent Academy (RTA) through to the England National Talent Squad and England Performance Squads which included GB junior and U23 Team members.

Following the Programme review of the 2013-17 Rio cycle which took into consideration programme review data and feedback from the wider community, the England squad structure for the 2017-21 Tokyo cycle will only extend to Super Regional Squad (SRS) level. A more inclusive, flatwater racing skills programme delivered from our Talent Delivery Hubs, and linking to local club programmes, will replace the RTA level of the pathway

Our vision is to create a world leading talent programme which finds, nurtures and delivers an oversupply of talent athletes to our World Class Programmes with the characteristics required for senior international success, within an environment committed to the pursuit of excellence and to supporting every athlete to be the best they can be.

Our CORE philosophy will sit at the heart of our programme, and articulates the values and behaviors we believe of critical for success.

Commitment – Within British Canoeing commitment is seen as the absolute dedication of you as an individual to your own development goals and lifestyle choices, which include and support your long term development as an athlete.

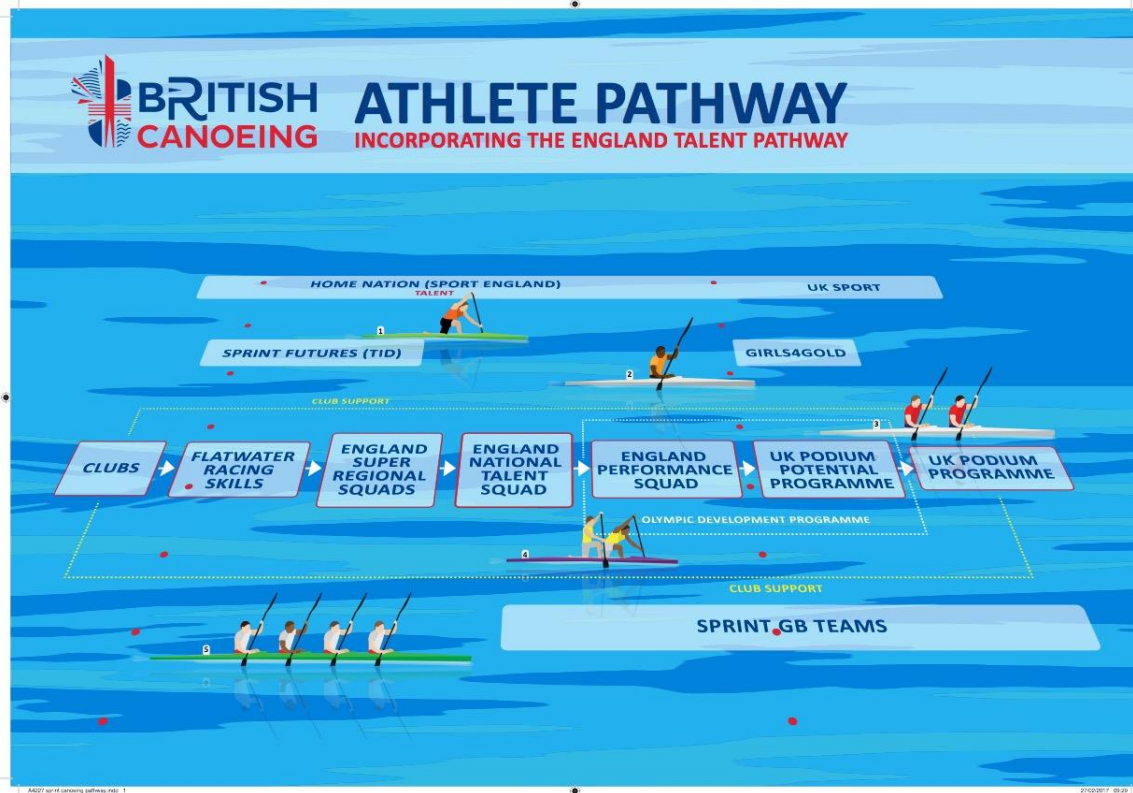
Ownership – An athlete should look to drive their own individual programme with the support of their parents/guardians and their athlete team.

Responsibility – An athlete should look to take responsibility for their own actions in all aspects of their training and racing.

Excellence – Excellence (personal) is the athlete giving their individual best in training and completion. It is considered to be a product of demonstrating the three previously principles: Commitment; Ownership and Responsibility.



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This document sets out the selection criteria for each level for the 2017 winter and 2018 summer season (16th October 2017-30th September 2018) the squads will run for a 12 period.

Performances at all the 2017 National Regattas will be used to select athletes to the squads along with an assessment of an athlete's previous engagement with squad activities.

All references to age groups are **2018 age groups**, i.e. U18 refers to an athlete who will be U18 on 1st January 2018 (born 2000 or later).

2. Talent Pathway

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

- **England Performance Squad (EPS)** – Supporting U23 athletes just below Podium Potential Programme who are on an upward performance curve showing the potential



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and commitment to progress to Podium Potential level. A number of places are available across all genders and classes.

- **England National Talent Squad (ENTS)** - Supporting U18 athletes who have been selected for, or have a realistic chance of selection to a GB Junior Championship Team. The objective of ENTS is to develop and prepare athletes in a manner which assists those to progress to the British Canoeing World Class Podium Potential Programme and longer term senior international success as members of the GB Sprint Team. A number of places available across all genders and classes.
- **England Super Regional Squad (SRS)** – Supporting 14-17 year old athletes who have a realistic chance of selection to a GB Junior Team for a development minor international (e.g. Olympic Hopes or the Piastany International Regatta) and a rising performance profile. The objective of SRS is to develop and prepare athletes in a manner which assists them to progress to the England National Talent Squad (ENTS) within 2 years. In each region approximately 15 places will be available across gender and classes.

3. Application Process

There is no requirement for any athlete who is currently a member of the England Talent Programme to fill in an application form. **Any other athletes who meets the Super Regional Squad (SRS) criteria and wishes to be considered for a place must complete an England Talent Programme – Sprint Application Form and return it to Daniel Thompson at Daniel.Thompson@britishcanoeing.org.uk (by 12:00 noon on Monday 18th September 2018).**

All athletes will be assessed against inclusion criteria detailed in this document. The new squads will be published on the British Canoeing website no later than **Monday 16th October 2018**.

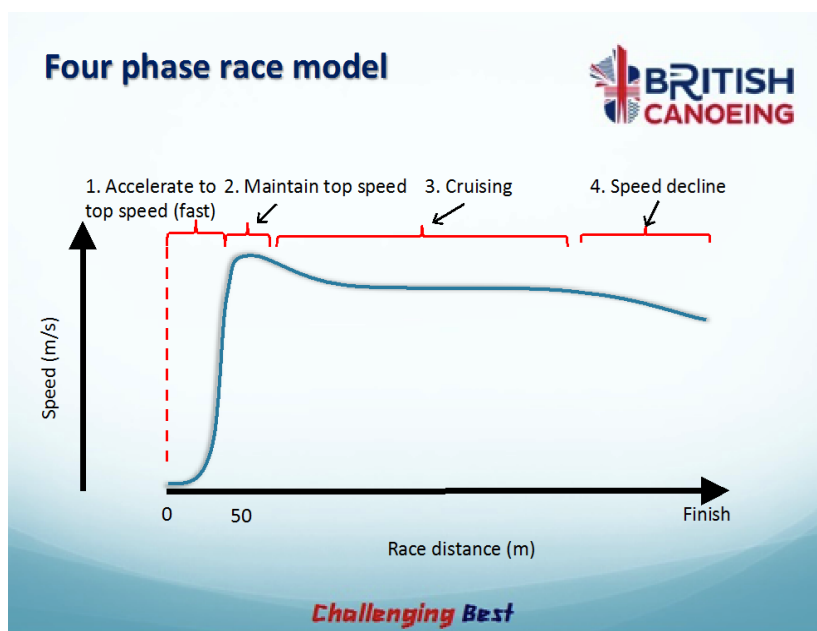
4. Athlete Profile

The British Canoeing Sprint Athlete Profile will be central to the programme and be the benchmark to guide programme inclusion, define key skills, measure progression and inform the competition, coaching and education curriculums. It is a means of identifying the abilities and attributes that an athlete needs to progress successfully along the athlete pathway to achieve Olympic medal success in their respective event, at the different ages and stages of athlete development in each area of athletic prowess. The different abilities are broadly categorized into the following areas: Technical Principles, Physical Resilience, Delivery on the day and High Performing People.

The profile includes age-related progressions in world level performances in relation to the Medal Winning Time (MWT) and a recommended minimum standard for each age for K1 and C1 across the respective male and female race distances. (Appendix 1)

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The key characteristics underpin the characteristics and competencies in our t “What it takes to Win model” The Canoe Sprint WITTW model is a combination of the times an athlete has to deliver during a race (4 phase model), underpinned by the key physical and psychological factors the programme considers are success differentiating in order to win at senior international level. For every event there is the optimal strategy to win the race, this will be intimately linked to each individual or crew member’s physiology and capacity.



Advance Notice of Athlete Profiling.

All current England Talent Programme athletes are invited to attend On-Water and Off-Water Profiling at National Water Sport Centre, Nottingham on **30th September & 1st October 2017, 3rd & 4th March 2018 (TBC), 29th & 30th September 2018 (TBC)**

(Under Exceptional Circumstances (e.g. illness/injury/bereavement) Athletes who are not able to attend may be offered the opportunity to attend on an alternative time and date to be arranged on an individual basis.)

5. Squad Selection



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The strategic leadership responsibility for the British Canoeing Performance Programme, including the English Talent Programme, rests with the Programme Leadership Team (PLT) led by the Performance Director. Its purpose is to provide strategic direction and strategy to optimise the performance potential of British Canoeing both within the current Olympic/Paralympic cycle and the future Olympic and Paralympic Games.

The Talent Pathway Manager is responsible for developing the inclusion policy which will be signed off by the Performance Manager – Canoe Sprint on behalf of PLT, in consultation with the Head of Governance and Compliance.

The selection of athletes to the England Talent Programme squads will be led by the Talent Pathway Manager and agreed with the Performance Manager – Canoe Sprint on behalf of PLT.

6. Inclusion criteria for the England Performance Squad (EPS)

There will be up approximately 12 athlete places available across all classes, if athletes meet the required standard.

Unless an athlete is still at school, they need to be based at the High-Performance Centre (HPC) in Nottingham to receive daily coaching or evidence appropriate strategies for development within 'Hub or Club' with regular attendance at the HPC as agreed by the Sprint Performance Manager and Coaches.

The minimum standard for an athlete to be selected to the EPS, for 2018 is 10% of the U19 GMT in (C1 or K1), and a high degree of C.O.R.E (physical performance alone is not enough).

1. U23 Athletes who achieve an A-E band UK World Class Programme (WCP) result in 2017, and who are not selected for the 2018 UK WCP.
2. U23 athletes who were selected for 2017 GB Junior or U23 World Canoe Sprint Championships, Senior Championships or World cups, who have a rising performance profile and demonstrate a high degree of C.O.R.E. but who are not currently members of the Podium Potential Programme.
3. Athletes progressing from the British Canoeing Talent Transfer programs (Girls4Gold and Sprint Futures).
4. First or second year U23 athletes who represented GB at European or World Junior Championships in 2016, have a rising performance profile and demonstrate a high degree of C.O.R.E. but are not currently members of the Podium Potential Programme.



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7. Inclusion criteria for English National Talent Squad.(ENTS)

There will be approximately 12 places available across all classes, if athletes meet the required standard.

The minimum standard to be selected to the ENTS, for the 2018 season is 7% of the MWT for U18 athletes (C1 Boys in C1 1000m/ Girls in C1 200m or K1 Boys in K1 1000m, 500m or 200m/Girls K1 500m and 200m), a high degree of C.O.R.E. and technical expertise (physical performance alone is not enough).

The criteria below are laid out in preference order, i.e. criteria 1 will be considered first, if there are places remaining then criteria 2 will be considered and so on.

1. Current U18 ENTS athletes who are progressing, are technically proficient and have demonstrated a high degree of C.O.R.E over the last 12 months.
2. U18 athletes within 7% of the U18 minimum standard (C1 or K1).
3. If there are still places available the British Canoeing Lead National Junior Coach can use their discretion to nominate athletes for consideration by the Talent Pathway Manager, who have demonstrated their ability and aptitude against the characteristics in the Athlete profile. This can include performance at previous regattas, profiling & training camps where competencies have been documented by the Lead National Junior Coach or another staff member. Each exercise of discretion is taken on the merits of the individual and does not create a precedent for future cases.

Times for each age and category are tabled in Appendix 1. These times have been taken from the 2017 Junior GB Team Selection policy document

New athletes progressing to the ENTS squad will normally be expected to have spent at least 12 months in an SRS squad in order that they have the all-round skills, knowledge and experiences to benefit from the ENTS programme.

Note, it is expected that athletes who accept a place on the ENTS programme will engage fully with the opportunities available and engage in the British Canoeing Curriculum.

Selection onto the ENTS does not guarantee that an athlete will be selected for international events or preparation camps; there is a published selection policy for all GB Teams.



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8. Inclusion criteria for English Super Regional Squads.(SRS)

There will be up to 15 athlete places available in each of the four Super Regional Squads (Central, South East, South West and London), across all classes if athletes meet the required standard.

The minimum standard for an athlete to be selected to a SRS U15 & U16, for the 2018 season is within 15% of the MWT for their age group (C1 Boys in C1 1000m/ Girls in C1 200m or K1 Boys in K1 1000m, 500m or 200m/Girls K1 500m and 200m C1), technical expertise and a high degree of C.O.R.E (physical performance alone is not enough).

Selections on to the England squads is being done through K1 performances as an athlete needs to have a minimum standard of performance in K1 for a crew boat to perform at an International Standard.

The criteria below are laid out in preference order, i.e. criteria 1 will be considered first, if there are places remaining then criteria 2 will be considered and so on.

1. Athletes who meet the ENTS inclusion policy but are not selected to ENTS due to more athletes meeting the criteria than there are places available or whose age or experience means that the SRS squad caters better for their current stage of development.
2. U18 Athletes in order of ranking based their age-related MWT%
Times for each age and category are tabled in Appendix 1. These times have been taken from the 2017 Junior GB Team Selection policy document.

Note athletes who meet the SRS performance criteria will only be selected to the SRS if they have the skills, knowledge and experiences to benefit from the SRS programme and intend to engage with the opportunities available.

Priority will be given to younger athletes based of their performance relative to their age and those athletes who are demonstrating a rapid rate of progression.

9. Notes

- This policy 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 the criteria to ensure we create effective training squads, take account of regional differences and any other exceptional circumstances.
- Athletes will be informed of their position on the Programme by 2nd October 2018
- Squads will be finalized and published on the British Canoeing website.



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- This policy is the ninth iteration of the England Talent Programme inclusion policy, feedback is welcomed and encouraged in order that it can be reviewed in time for the selection of the 2018-19 Season.
- Please refer to the Sprint section within the Talent tab of the British Canoeing website for more details.

10. Conflicts of Interest

British Canoeing is committed to upholding high standards of integrity and as such any person who is part of the inclusion decision making process shall declare any conflicts or potential conflicts and shall refrain from participation in the discussion in respect to inclusion 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.

11. Data Protection

British Canoeing is a privacy conscious organization 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/privacy-statement/> Please note that any data gathered in the course of inclusion will be used in accordance with this Statement and in particular will not be shared with any third party without your consent.

12. Policies

For the avoidance of doubt this inclusion 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.

13. 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. For those athletes who wish to discuss the outcome of decision made, coaches will be available to speak informally to athletes and parents.

14. Appeals

If there is dissatisfaction with an inclusion decision this two stage process will apply:

1. REVIEW:

1.1 A written request for a formal review is submitted in the first instance to the Sprint Talent Pathway Manager who will carry out a review in consultation with the Head of Performance – Operations.

1.2 This must be done within 5 working days of the selection being announced or communicated to the athlete whichever is later.



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1.3 Within 10 working days the Sprint Talent Pathway Manager will advise in writing the outcome of the review and the Selection Panel decision.

2. APPEAL

2.1 Where required the time limits set out below for appeal and decision can be accelerated by the Head of Governance and if this is required it will be communicated with the outcome of the formal review and the Selection Panel decision under 1.3 above.

2.2 If following the review the athlete wishes to formally appeal the decision then a written notice of appeal must be submitted to British Canoeing Head of Governance within 48 hours of receiving the outcome of the review.

3. NOTICE OF APPEAL

3.1 The Notice of Appeal will set out the ground of the appeal and will include full details of the basis of the appeal including the precise manner in which the appellant alleges the inclusion criteria have not been followed. The Notice of Appeal should be as full as possible as it will form the basis of the remainder of this procedure.

4. GROUNDS OF APPEAL

4.1 An athlete/parent shall be entitled to appeal on any (either individually or cumulative) of the following grounds:

- (a) The decision was not in accordance with the inclusion criteria 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 In order to ensure expedited process of appeals only these grounds will be permitted. Disputes regarding the actual content of this inclusion criteria will not fall within this appeals process.

5. APPEAL PANEL

5.1 The Head of Governance and Compliance will convene a three person Panel to determine the appeal.

5.2 The Appeal Panel shall contact the Sprint Talent Pathway Manager to inform them of the Appeal, provide them with a copy of the Notice of Appeal and request that they provide any response which they wishes to make within 24 hours of receiving the notification.

5.3 The Appeal Panel will determine based on the written submissions of the athlete and the Talent Pathway Manager without a hearing or the calling of witnesses or the giving of oral evidence. It will seek to reach its conclusion within 5 working days of receipt of the Notice, and will inform all interested parties in writing.



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5.4 The Appeal Panel will be entitled to rescind the decision of non-inclusion and confirm the inclusion of the Athlete only in clear cases where the inclusion policy has not been followed and it is plain that had it been followed the Athlete would have been included.

5.5 The Appeal Panel shall be entitled to confirm the decision of non-inclusion and reject the Appeal.

5.6 The Appeal Panel may also quash the inclusion decision and remit the matter back to the Talent Pathway Manager identifying the errors they have identified in the conduct of the Selection process and requesting that a new decision is made within one week.

5.7 At its discretion the Appeal Panel may also make an award for appeal costs up to a maximum of £200.

6. FINAL AND BINDING

6.1 This is intended to be 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 CEO 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.



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11. Appendix 1.

| | Men | | | | | | Women | | | | |
|----------|-----|---------|---------|---------|---------|---------|-------|---------|---------|---------|---------|
| | | MWT | 7% MWT | 10% MWT | 15% MWT | | | MWT | 7% MWT | 10% MWT | 15% MWT |
| MK1 1000 | U19 | 03:35.1 | | 03:56.6 | | WK1 500 | U19 | 01:56.1 | | 02:07.7 | |
| | U18 | 03:36.8 | 03:52.0 | 03:58.5 | 04:09.4 | | U18 | 01:56.9 | 02:05.1 | 02:08.6 | 02:14.4 |
| | U17 | 03:42.5 | | | 04:15.9 | | U17 | 01:57.7 | | | 02:15.4 |
| | U16 | 03:45.1 | | | 04:18.9 | | U16 | 01:59.3 | | | 02:17.2 |
| | U15 | 03:48.7 | | | 04:23.0 | | U15 | 02:00.3 | | | 02:18.3 |
| MK1 500 | U19 | 01:40.4 | | 01:50.4 | | WK1 200 | U19 | 00:41.9 | | 00:46.1 | |
| | U18 | 01:40.4 | 01:47.4 | 01:50.4 | 01:55.5 | | U18 | 00:42.2 | 00:45.1 | 00:46.4 | 00:48.5 |
| | U17 | 01:43.1 | 01:50.3 | | 01:58.6 | | U17 | 00:43.8 | | | 00:50.4 |
| | U16 | 01:44.4 | 01:51.7 | | 02:00.1 | | U16 | 00:44.7 | | | 00:51.4 |
| | U15 | 01:46.8 | 01:54.3 | | 02:02.8 | | U15 | 00:44.8 | | | 00:51.5 |
| MK1 200 | U19 | 00:35.8 | | 00:39.4 | | WC1 500 | U19 | 02:17.4 | | 02:31.1 | 02:38.0 |
| | U18 | 00:36.2 | 00:38.8 | 00:39.9 | 00:41.7 | | U18 | 02:18.7 | 02:28.4 | 02:32.6 | 02:39.5 |
| | U17 | 00:37.6 | | | 00:43.2 | | U17 | 02:17.5 | | | 02:38.1 |
| | U16 | 00:38.2 | | | 00:43.9 | | U16 | 02:20.1 | | | 02:41.1 |
| | U15 | 00:39.5 | | | 00:45.4 | | U15 | 02:20.3 | | | 02:41.3 |
| MC1 1000 | U19 | 03:56.0 | | 04:19.6 | | WC1 200 | U19 | 00:49.7 | | 00:54.7 | |
| | U18 | 04:00.4 | 04:17.3 | 04:24.5 | 04:36.5 | | U18 | 00:50.3 | 00:53.8 | 00:55.3 | 00:57.8 |
| | U17 | 04:11.7 | | | 04:49.5 | | U17 | 00:54.4 | | | 01:02.6 |
| | U16 | 04:13.1 | | | 04:51.1 | | U16 | 00:55.5 | | | 01:03.8 |
| | U15 | 04:22.8 | | | 05:02.2 | | U15 | 00:57.7 | | | 01:06.4 |
| MC1 500 | U19 | 01:52.4 | | 02:03.7 | 02:09.3 | | | | | | |
| | U18 | 01:55.5 | 02:03.5 | 02:07.0 | 02:12.8 | | | | | | |
| | U17 | 01:56.7 | | | 02:14.2 | | | | | | |
| | U16 | 01:57.3 | | | 02:14.9 | | | | | | |
| | U15 | 02:02.4 | | | 02:20.8 | | | | | | |

Environmental adjustments. '0' time

This year the environmental adjustment '0' time will be used as a guide to the level of performance rather than a definitive marker to be met.

Appendix 1 provides a guide to the performance standard required to be selected for each international expressed in terms of a finishing position and/or a time gap to the podium. This selection process aims to select athletes who meet these standards in the identified selection events, through a combination of objective race performance data and coaching insight.

To aid this process a Medal Winning Time (MWT) has been calculated for each event based on the actual gold, silver and bronze medal winning times at the last four World Junior Championships, combined with knowledge about the Championship, and expected age related progression.

This provides a guide to the performance required in good conditions to win a medal at the World Championships.



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In our experience, it is not possible to assess the actual race times recorded at National Regattas against the world championship MWT's, due to the impact of the environment.

A better assessment can be achieved by assessing what these performances equate to under environmentally normalised conditions. Weather data together with coach observation of the racing conditions will be used to with help quantify the performance level, and compare these with the MWT's.

12 October 2017