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## **CONSULTATION PAPER - British Canoeing Paracanoe Selection Policy 2020 Including Tokyo 2020 Paralympic Team Selection**

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*Following a successful 2019 World Championships at which Paracanoe athletes secured 7 of the 9 available Paralympic quota places and returned with 5 medals, the focus now shifts towards the 2020 season and the Tokyo Paralympic Games.*

*The international Panel has developed this draft policy in conjunction with the British Paralympic Association and this draft is now open for consultation.*

*The consultation process invites all interested parties to provide comment on the policy ahead of its publication in December this year.*

***Please provide feedback through this link  
by Midday Monday 28<sup>th</sup> October 2019***

[https://britishcanoeing.formstack.com/forms/paracanoe\\_selection\\_feedback](https://britishcanoeing.formstack.com/forms/paracanoe_selection_feedback)

Third Draft for Consultation  
7<sup>th</sup> October 2019

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DEFINITIONS	
BC	British Canoeing
British Canoeing Member	An individual holding current British Canoeing ‘on the water’ membership or National Association equivalent membership
IP	International Panel (appointed by the British Canoeing Board)
HPP	Holme Pierrepont, National Watersports Centre, Nottingham
WITTW	‘What It Takes To Win’ – an evidence based tool to assess athletes in a number of performance parameters compared against the world’s best.
ICF	International Canoe Federation
IPC	International Paralympic Committee
NPC	National Paralympic Committee (British Paralympic Association)
Va’a	Is an outrigger craft propelled by a single bladed paddle in a sitting position.

## SECTION 1 – INTRODUCTION

### 1.1. Purpose

The purpose of this selection policy is to clearly outline the processes which will lead to the selection of the GBR Paracanoe Team for the 2020 Paracanoe World Championships and 2020 Paralympic Games. The policy also outlines the process of selection for the 2020 Paracanoe European Championships, in order to support the development needs of athletes not selected for the Paracanoe World Championships and Paralympic Games.

### 1.2. Paracanoe Strategy for Tokyo 2020 Paralympic Games

The target agreed with UK Sport is for athletes within British Canoeing to win a minimum of five medals at the Tokyo Paralympics and to continue to build a strong base for targeting more medal success in 2024.

#### **The Vision:**

To be the world leading and world inspiring Paralympic sport programme

#### **Medal Target:**

To target Paralympic events and to win at least five medals at the Tokyo Paralympic Games.

#### **2020 Priority - Selection of individual athletes to optimise medal delivery at the 2020 Paralympic Games**

The 2020 Paracanoe Team for the Tokyo 2020 Paralympic Games will be selected purely from results achieved in 2020.

*The 2020 selection policy is designed to secure the two remaining NPC quota slots for the Tokyo 2020 Paralympic Games and to position the GBR Paracanoe Team to achieve the maximum number of medal opportunities including through the doubling up process at the 2020 Paralympic Games in Tokyo.*

NPC Quota Slots Secured in 2019	KL1M	KL3M	KL1W	KL2W	KL3W	VL3M	VL2W
NPC Quota Slots to be Secured in 2020	KL2M	VL2M					

### 1.3. British Canoeing Paracanoe International Panel

The Paracanoe International Panel (IP), which is appointed by and reports to the Board of British Canoeing, is responsible for all aspects of developing, approving and managing the implementation of the Paracanoe selection policy. The Terms of Reference can be found [here](#). This includes the annual policy for all Great Britain Paracanoe representative teams and also the Paralympic Selection policy for 2020. The IP will consult with athletes, coaches, clubs and the Sprint Racing Committee in the formulation of policies.

The Paracanoe IP for 2020 consists of the following voting members:

**Chair:** Paul Dimmock (Independent)

**Core members:** Paul Ratcliffe (Performance Director), Barney Wainwright (Independent), Andy Maddock (British Canoeing), Scott Simon (Head Coach Paracanoe), Hayleigh Mason (Independent).

**Non-voting member Sprint Racing Committee Non-Voting Observer:** TBC (SRC)

Additional non-voting contributors: At each meeting of the IP, the Panel may at its absolute discretion invite additional individuals (e.g. coach(es)/medical practitioner/parent/BPA) who have specific class knowledge, in order to advise and provide evidence on athlete performance or to observe the process. These invitees will have no voting rights.

All correspondence regarding selection should be addressed to [andy.maddock@britishcanoeing.org.uk](mailto:andy.maddock@britishcanoeing.org.uk) and then it will be passed to the chair and other members.

The International Panel will accept athlete nominations from the British Canoeing Paralympic appointed representative along with any other relevant supporting evidence (Performance standards and/or Mitigating Circumstances). Performance times and tabled results for Paracanoe competitions will be used as evidence to support nomination for Paracanoe Team selection.

#### **1.4. Conflicts of Interest**

Any person who sits on 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 material conflict of interest. If a person has any queries in this area they should consult the British Canoeing Head of Governance and Compliance.

#### **1.5. Further Important Points to the Selection Process**

British Canoeing recognises that Paracanoe events are subject to review at any time by the ICF and IPC. These Paralympic Events are based on the ICF Paracanoe Rules and Regulations and any rule changes imposed by the ICF/IPC may result in modifications to the Selection Policy. This selection policy is subject to these conditions and may need to be modified to adapt for these changes. Any modifications will be made and openly published on the British Canoeing website at least 1 month prior to selection competitions.

### **SECTION 2 ELIGIBILITY**

2.1. To compete at National Regattas including Paracanoe Selection Regattas - Subject to any Mitigating Circumstances, athletes must:

- Race in National selection competitions as identified in this policy
- Must have achieved the 2020 Paracanoe Regatta Qualification Time (see Table 5- Paracanoe Regatta Qualification Times) in a Paracanoe specification boat at any of the below:
  1. A **UK** National or International Regatta 2019 (World Championship, European, Championship, World Cup or UK National Regatta)
  2. March Regatta – 28<sup>th</sup>/29<sup>th</sup> March 2020\*
  3. Talent Programme athlete with evidenced 200m training data

Or:

4. Athlete with Mitigating Circumstances with a proven track record of performance
- In addition, athletes must hold a National Classification in the sport class they are going for selection in or be no more than 2 points over the defined cluster score for one test (leg, trunk or on-water) and also be within the correct cluster scores for the other tests for the sport class they wish to compete in (see classification overview for details of scores, clusters and sport classes) to be eligible for selection in that event.

\*There will be a national classification offered prior to the March 2020 regatta on Friday 27<sup>th</sup> March 2020. This is open to anyone and no performance standard needed. To register for classification, athletes should contact *(Details TBC in final policy)*

Note - Athletes wishing to be entered into the 2020 Paracanoe selection competition (April 25<sup>th</sup> to 27<sup>th</sup>) who have not achieved the Paracanoe Regatta Qualification Time in a 2019 Official competition should enter the Paracanoe event at the March regatta 2020. If an athlete achieves the Paracanoe Regatta Qualification Time at the March 28<sup>th</sup>/29<sup>th</sup> regatta, they will be eligible to enter the Paracanoe selection competitions in April 25<sup>th</sup>-27<sup>th</sup> regatta. Athletes with mitigating circumstances approved by the International Panel who have achieved the Regatta Qualification Time for their event outside of 2019/20 Official Regattas may be entered into selection competitions. Athletes wishing to apply for mitigating circumstances for selection events must do so, in writing, up to 1 hour prior to the regatta race start time by notifying the Paracanoe Head Coach stating the grounds for mitigating circumstances. The Paracanoe Head Coach will then submit an application to the International Panel who will consider along with evidence of performance based on the criteria in Table 1 on page 11 of this document. Subject to any Mitigating Circumstances, only athletes approved by the International Panel are able to enter into the Paracanoe Selection Regattas.

A list of athletes who have achieved the qualification time will be published on the BC website at least 1 month before the March regatta.

### **ELIGIBILITY FOR SELECTION TO A BRITISH TEAM IN 2020**

2.2. To be eligible to race in any 2020 GBR Team Paracanoe Selection regatta athletes must meet the following conditions (full detail can be found in British Canoeing's [Eligibility Policy](#)):

1. Meet age and nationality criteria for international competitions, including additional *BPA* criteria for the Paralympic Games *(There will be a link to the BPA eligibility policy once published by BPA)*.

2. Be a full member of British Canoeing or Home Nation Association enabling participation in competition.
3. Athletes on a funded programme need to have signed the Programme Athlete Agreement. Athletes outside Programme funding will also be expected to sign up to the British Canoeing Great Britain Team participation agreement on accepting selection at least 2 weeks before travelling to the 1<sup>st</sup> competition.
4. Athletes attending the Tokyo Paralympic Games will need to sign the Paralympics GB Team agreement and have a confirmed sport class classification as per 2.3 below.
5. 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.

Selection to represent Great Britain at International Paracanoe competitions will be based on the ICF sport events. The current events raced internationally are 200m K1 Men, V1 Men, K1 Women, and V1 Women:

Table 1: Paracanoe Events:

	Men's Events		Women's Events	
Paralympic Events	K1 KL1	V1 VL2	K1 KL1	V1 VL2
	K1 KL2	V1 VL3	K1 KL2	
	K1 KL3		K1 KL3	
Non Paralympic Events		V1 VL1		V1 VL1 V1 VL3

**2.3. Classification Overview:** For accuracy see the [ICF website](#) for up to date detail of the classification system: These Paralympic Classifications are based on the ICF Paracanoe Classification Rules and Regulations and any rule changes imposed by the ICF supersede this document. Athletes must have an ICF International Classification status for the sport class in which they are selected of confirmed or fixed review, dated post 2020 Paralympic Games to be eligible to secure NPC quota slots in 2020 or be eligible for Paralympics GB nomination.

### SECTION 3 - SELECTION PRINCIPLES 2020:

- 3.1. This selection policy provides clear guidance to all athletes on how selection decisions will be made and which competitions will be used to determine selection for a given International race(s).
- 3.2. The primary focus of 2020 National Team Selection will be to obtain the 2 outstanding NPC quota places for the Tokyo 2020 Paralympic Games, and to position the GBR Paracanoe Team to achieve the maximum number of medal opportunities at the 2020 Paralympic Games in Tokyo, including through doubling up.
- 3.3. Performance in targeted Paralympic events, based on achieving the performance standard. (See table 5)
- 3.4. Enable the best athlete in each sport class\* to optimise their preparation for the 2020 Paralympic Games, through a single selection event from April 24<sup>th</sup> to 27<sup>th</sup> 2020.
- 3.5. The selection policy will be as transparent and objective as possible. Competition results at the nominated selection competition combined with performance standards (where appropriate) are taken into consideration when making selections.
- 3.6. The selection policy seeks to select the best GBR Paracanoe Team in an objective way that prioritises optimal preparation time for achievement of International success, and secures the maximum number of medal opportunities at the Tokyo 2020 Paralympic Games.
- 3.7. It is acknowledged that Paracanoe is an outdoor sport where results can be affected by environmental conditions and lane draws. Where conditions may hamper holding a fair selection competition, contingency measures may be considered as outlined in Section 5 of this policy.
- 3.8. All eligible athletes will be considered equally for selection against the stated selection criteria regardless of club, training location, age, Home Nation and programme status.
- 3.9. To create opportunities to gain race experience and confirm International classification.
- 3.10. Non-travelling reserves will be named based solely on their ranking in the identified selection race where performance standards have been achieved\*\*. This is to recognise achievement of athletes achieving performance standards who are outside the finishing position(s) required for selection. In order of selection, named reserves will only travel in the event of injury or illness to an athlete and in line with the strategic objectives of this policy.

\*Subject to achieving performance standard

\*\*Paralympic Games, reserves are subject to ParalympicsGB conditions (*Reserves will not be recognised by Paralympics GB until the point at which they are selected onto the team following deselection of another athlete.*)

## SECTION 4 – GREAT BRITAIN TEAM SELECTION POLICY 2020

4.1. Team selection is based upon performances at identified selection regattas and at international competitions. In order to be considered for selection, athletes must participate in all applicable regattas and events. GBR teams will be selected for the following competitions in 2020:

<b>Table 2: 2020 Competitions - Paracanoe</b>			
<b>Competition/Regatta</b>	<b>Venue</b>	<b>Date</b>	<b>Date of Selection Announcement by IP</b>
Paracanoe Team Selection	Holme Pierrepont, GBR	25 <sup>th</sup> – 26 <sup>th</sup> April (& 27 April Back Up)	
Senior World Championships	Duisburg, GER	21 <sup>st</sup> – 24th May 2020	Tuesday 28th April 2020
<b>Paralympic Games</b>	Tokyo, JPN	3 <sup>rd</sup> – 5 <sup>th</sup> Sept 2020	IP Meeting, Date tbc, Following 2020 Paracanoe World Championships in Duisburg
European Championships*	Bascov, ROU	4 <sup>th</sup> – 7 <sup>th</sup> June 2020	Tuesday 28 <sup>th</sup> April 2020

Subject to policy detail and performance standard, British Canoeing may select up to 1 boat per event for Paralympics GB nomination and up to 2 boats per event at the ICF World Championships and ECA European Championships.

\*European Championships - In Paralympic events and VL3 Women, boats outside of the top 2 will be considered for selection based on Paris 2024 strategic aims. This is likely to be a small development team. Full detail will be made available prior to selection.

### 4.2. Notification of Selection and Announcement of 2020 Great Britain Paracanoe Teams:

Following a meeting of the International Panel and subject to mitigating circumstances, team selections will be announced on the news section of the British Canoeing website [www.britishcanoeing.org.uk](http://www.britishcanoeing.org.uk) by 5pm on the date specified in the table above.

### 4.3. Notification of Selection and Announcement of 2020 Paracanoe Paralympic Team:

Subject to mitigating circumstances, following the 2020 Paracanoe World Championships, nominations will be made to the British Paralympic Association for ratification and acceptance to the 2020 Tokyo ParalympicsGB Team. The Paralympic Games team announcement will be made in line with the BPA timetable and athletes are obliged to keep any notifications of selection or non-selection in respect of the Tokyo 2020 Paralympic Team strictly confidential until authorised by the British Canoeing Performance Director.

### 4.4. 2020 Paracanoe Team Selection Overview (All Teams)

All 2020 Paracanoe team selection will originate with domestic selection which will be used to select athletes.

Subject to mitigating circumstances, all selection will be based upon the results from the selection regatta on 25<sup>th</sup>-27<sup>th</sup> April 2020 and the 2020 World Championships.

Subject to any mitigating circumstances selection for International Competition incorporates a number of elements including:

1. Ranking at appropriate Paracanoe selection regatta
2. The consideration of an athlete against the Performance standard
3. Reference to the strategic priorities as set out in Section 1

#### 4.4.1. World Championships

1. Athletes who are 1st and 2nd in a Paralympic sport class, and VL3 women, and have achieved the performance criteria, will be nominated for the 2020 World Championships.

#### 4.4.2. Paralympic Games

1. All nominations for the Paralympic Games will be confirmed after the 2020 World championships when all quota slots are known. All nominations are subject to achievement of the performance standard, and Paralympics GB eligibility criteria being met.

2. In a sport class in which a quota slot was secured at the 2019 World Championships, nominations to Paralympics GB will be based on the highest position at the April regatta, subject to the achievement of the performance standard.
3. In a sport class in which a quota slot was not secured at the 2019 World Championships, nomination will be based on, qualifying the quota slot at the 2020 World Championships, and the achievement of the performance standard.
4. In the situation that an athlete is first in two sports classes, the IP will decide the sport class in which to nominate the athlete, as per strategic principle 3.2.
5. Once an athlete who finished first in two sport classes has been nominated to a sport class, the remaining nomination will be based on maximising medal opportunities, as per strategic principle 3.2. Nomination will be based on performance and proximity to medal winning zone at the 2020 World Championships.

#### 4.4.3. European Championships

1. Athletes not selected in Paralympic events for the 2020 World Championships at the April regatta, will be considered for selection to the European championships.
2. Athletes will be selected based on performance and on specific need such as classification, in line with British Canoeing Paralympic Programme 2024/28 aims.
3. This is likely to be a small development team. Full details will be made available prior to selection.

#### 4.5. Calculation of Ranking at Paracanoe Selection Regattas

Selection will consist of 3 races with the position at each race being the score awarded. **The best 2 positions achieved by each athlete will be taken into account to organise athletes into their final selection position.** In the event of a tie in best position from 2 races the best 3<sup>rd</sup> (non-counting) position will then be taken in to account to award the higher placing. In the event of a tie in position after the process above, ties will be resolved by adding the 3 race times together and the higher place will be allocated to the athlete with the lowest aggregate time. Athletes must race in a minimum of two races to count in the rankings. In the event of a tie in position (exactly the same time in a race, then all athletes on the same time will receive the points for the highest place. In the event of a tie in aggregated time, a tie will be settled with the best single first result until resolved.

Example 1:

Athlete	Race 1 Result	Race 1 Time	Race 2 Result	Race 2 Time	Race 3 Result	Race 3 Time	Best 2 positions added together	Position in Selection
A	1	39.797	2	40.808	1	39.875	2	1 <sup>st</sup>
B	2	40.874	4	42.080	3	40.525	5	3 <sup>rd</sup>
C	3	41.274	3	41.675	4	41.777	6	4 <sup>th</sup>
D	4	42.413	1	40.025	2	40.125	3	2 <sup>nd</sup>

Example 2:

Athlete	Race 1 Result	Race 1 Time	Race 2 Result	Race 2 Time	Race 3 Result	Race 3 Time	Best 2 Positions added together	Position in Selection
A	2	39.823	4	42.110	3	40.887	5	4 <sup>th</sup>
B	1	39.500	3	41.565	1	39.999	2	1 <sup>st</sup>
C	3	40.002	1	39.675	4	41.455	4	2 <sup>nd</sup> (121.132)
D	4	41.334	2	40.025	2	40.475	4	3 <sup>rd</sup> (121.834)

Example 3:

Athlete	Race 1 Result	Race 1 Time	Race 2 Result	Race 2 Time	Race 3 Result	Race 3 Time	Best 2 positions added together	Position in Selection
A	4	41.297	2	39.888	1	39.235	3	2 <sup>nd</sup>
B	2	40.325	3	41.220	3	40.378	5	3 <sup>rd</sup>
C	3	41.233	1	39.455	2	39.668	3	1 <sup>st</sup> *
D	1	39.413	4	41.565	4	40.675	5	4 <sup>th</sup>

\*In example 3 there is a tie for 1<sup>st</sup> place based on best 2 positions therefore boat c is awarded the win based on best 3<sup>rd</sup> (non-counting) race position

#### 4.6. Table 3: Paracanoe Team Selection Detail 2020 (All selections subject to mitigating circumstances):

Regatta	Selection for	Selection Detail	Priority Order	Other Selection Detail
March Regatta March 28 <sup>th</sup> /29 <sup>th</sup> 2020		Opportunity to achieve Paracanoe selection race qualifying time		All athletes must have a national classification in order to race. Classification opportunity on Friday March 27 <sup>th</sup> 2020
April Regatta April 25 <sup>th</sup> - 27 <sup>th</sup> 2020	April Regatta results used for all 2020 International events (World Championships, European Championships and Paralympic Games)	At World Championships and European Championships, up to 2 boats in all Paralympic events & VL3 Women may be selected. 1 <sup>st</sup> Boat selected for World Championships and nominated for Paralympic Games. 2 <sup>nd</sup> Boat selected for World Championships European Championships selection for development boats. <small>Full detail will be made available prior to selection.</small>	<ul style="list-style-type: none"> <li>To maximise medal chances at Paralympic Games</li> <li>To obtain outstanding NPC quota slots</li> <li>Confirm maximal athlete international classifications</li> <li>To support VL3 women case for inclusion in 2024</li> </ul>	Subject to achievement of performance time
World Championships, Duisburg, GER 21-24 May 2020	Paralympic Games in sport classes where GBR has yet to qualify an NPC quota place	An athlete securing an outstanding NPC quota slot at the World Championships in Duisburg, who has achieved the performance standard, will be nominated for Paralympic Games (subject to BPA approval).	<ul style="list-style-type: none"> <li>To maximise medal chances at Paralympic Games</li> </ul>	Announcement timing to be confirmed

#### 4.7. APPLICATION OF PERFORMANCE STANDARDS IN SELECTION DECISIONS 2020

Throughout the 2020 season, selection is based on a ‘first past the post’ system at the April 25<sup>th</sup> to 27<sup>th</sup> selection regatta; which rewards the boat(s) that can deliver on the day of competition. In selecting teams, the IP will firstly reference the finishing order of events and secondly assess and apply performance standards in events in the following ways:

As part of the overall selection process, the Paracanoe coaches will assess the overall performance for each nominated athlete using the Paracanoe Performance Standards 2020 Table. This tool enables the assessment of athlete performance. A clear assessment will be made of each athlete’s eligibility with reference to a minimum performance standard as a percentage of gold medal time (GMT). **Please note that the GMT refers to a world’s best, international time (ever recorded in an official competition) and not the winning time of the selection regatta.** All of an athletes times in official regatta results over the 12 months leading up to the selection competition will be considered:

Table 4: Official Regattas	
International Competition	National Competitions
World Championships European Championships World Cups	UK National Regatta Series



Subject to any mitigating circumstances, to be automatically selected for any international competition, athletes must achieve a time less than or equal to the required actual performance standard in their event as well as fulfilling all other selection requirements.

**Table 5: Paracanoe Regatta Qualification Times (125% GMT) & Performance Standards (112%) 2020**

		Regatta Qualification Time	Team Selection Performance Time	Worlds Best ever time in official competition
Class	Classification	Performance Standard (125%)	Performance Standard (112% GMT)	Gold Medal Time (GMT)
Men K1	KL3	47.63	42.67	38.10
	KL2	50.88	45.58	40.70
	KL1	56.78	50.87	45.42
Men V1	VL3	59.28	53.11	47.42
	VL2	64.60	57.88	51.68
Women K1	KL3	58.58	52.48	48.86
	KL2	59.34	53.17	47.47
	KL1	64.79	58.05	51.83
Women V1	VL3	71.03	63.64	56.82
	VL2	70.13	62.83	56.10

If following the selection process places remain unfilled, athletes that do not achieve the performance standard may be selected at the sole discretion of the British Canoeing IP where:

Evidence can be shown displaying that an athlete has potential to medal at the international competition or that the athlete has a potential Tokyo medal profile. This may be judged on the following criteria:

- The athlete has won a World Championship or European Championship medal in a Tokyo Paralympic event within the previous two seasons.
- Performance analysis of 200m training data and evidence of ability to achieve performance times
- Past race performances- potential to achieve top 6 world championship result
- Performance trajectories against the performance funnels and WITTW
- Race components analysis will be used to assist in confirming potential performance

4.7.1. For ParalympicsGB selection athletes must have a confirmed or fixed review International Classification for 31<sup>st</sup> Dec 2020 or later. In the case that an athlete requires an international classification in order to ascertain greater certainty around classification to establish eligibility for programme status, the IP has the right to select athletes to any empty team slots for any European Championships, World Championships and ICF World Cups irrespective of performance standard and selection position. This includes selection for competitions that are not part of the 2020 British Canoeing race strategy. This decision will be based upon the following criteria:

- Proximity to the border between 2 classifications or KL3/VL3 and ineligibility
- Need to ascertain classification in order to clarify matrix results/ position on performance funnels
- Complex impairment profiles which are difficult to classify

## SECTION 5 GENERAL INFORMATION – 2020 GBR TEAMS

### **5.1. Contingency**

The International Panel retains the right to determine whether conditions provided fair racing for athletes and the right to be able to adapt racing to allow a fair process in line with the following principles:

In extreme circumstances the IP will implement contingency measures and adapt racing to ensure as fair a selection process as possible within the limited options available. The IP will observe weather conditions throughout the competition and if conditions become inappropriate to conduct a selection race, they may declare that a race(s) will not be used for selection. Where possible this will always be done in advance of the start of a race(s) that may be impacted and in consultation with the National regatta competition committee. Examples of other such amendments could include:

- Rescheduling of any affected selection race(s) to early morning/ evening racing within the same regatta (if scheduling and weather conditions permit).
- Rescheduling of any affected selection races to an alternative day and/or location
- Reducing the number of races to 2 and using the method of calculation of points from 2019 selection

This is not an exhaustive list and all other options may be considered to complete a fair selection regatta in accordance with the specific challenge(s) identified.

Selection Back Up – Monday 27<sup>th</sup> April 2020 is held as an official back up for selection and athletes should ensure that they are available should contingency measures require racing on Monday 27<sup>th</sup> April 2020.

For International Panel announcements refer to [www.britishcanoeing.org.uk](http://www.britishcanoeing.org.uk) and during the competition important information will be posted at race control on the live results messaging and on the British Canoeing Facebook/Twitter page.

### **5.2 Mitigating circumstances**

Should an athlete miss a competition, suffer injury or fall ill during, or prior to, elements of the 2020 selection process; or have any other mitigating circumstances, the IP reserve the right to provide an opportunity for such a boat to compete and challenge for selection under the following conditions:

- Certificated evidence of illness or other mitigating circumstance must be presented to the IP prior to the commencement of the selection race.
- In such a case the IP may identify a single race opportunity whereby the boat of the selection series and the identified athlete(s) would compete for a Paralympic Games Selection, World Cup, European Championship and/or World Championship place.
- If this situation arises more detail would be provided following the IP meeting immediately after the appropriate 2020 Selection regatta.
- Where there are other mitigating circumstances, certified details must be provided to the IP no later than 1 hour prior to a scheduled selection competition.
- The IP has the sole discretion to invoke this clause if required and any decision is final. The athlete must satisfy the criteria stated below:

For Paralympic Games World Cup, World Championships and European Championship competitions, the athlete must be able to demonstrate an established consistent track record in training and racing performance that statistically demonstrates their performance above other athletes based upon performance analysis training data (from GBR performance analysis data) and other objective data such as performance at Paralympic, World Championship, European Championship and/or World Cup races for the previous period.

### **5.3 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 athletes who are not funded through a British Canoeing UK Lottery funded Programme may apply in writing to the athlete's National Association as applicable 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 and hold a current European Health Insurance Card (EHIC) (or equivalent post BREXIT).

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 and intentional classification misrepresentation offences.

#### **5.4 Injury/Illness**

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

British Canoeing also has the right to deselect any athlete who has been found guilty of any disciplinary offence including anti-doping under the B.C rules. See Programme athlete agreement and B.C. website.

#### **5.5 Appeals Procedure**

Please see Appendix 2 for the British Canoeing appeals process.

#### **5.6 Data Protection**

British Canoeing is a privacy conscious organisation and is strongly committed to an individual's 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 selection will be used in accordance with this Statement and in particular will not be shared with any third party without appropriate consent.

#### **5.7 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.

#### **5.8 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 Panel/Committee the Chair of the Selection Panel/Committee will be available to speak informally to athletes and in the case of minors, parents.

- End of 2020 policy -

***Please provide feedback through [this link](#)  
by Midday Monday 28<sup>th</sup> October 2019***

[https://britishcanoeing.formstack.com/forms/paracanoe\\_selection\\_feedback](https://britishcanoeing.formstack.com/forms/paracanoe_selection_feedback)

**APPENDIX 1 – OVERVIEW FLOW CHART OF 2020 PARACANOE TEAM SELECTION**

NPC Sport class Quota Slot Qualified in 2019				
April Regatta 25-27 Apr 2020		2020 Worlds 18 -24 May 2020		Tokyo 2020 Games 27 Aug – 06 Sep 2020
<b>1<sup>st</sup> Boat -</b> (NPC slot qualified 2019)	*Games & Worlds Nominated		ParalympicsGB	
<b>2<sup>nd</sup> Boat –</b> Worlds Nominated & ** Games Reserve	As per strategic priority (e g Double Up)		Reserve / 2024 Trajectory	
			***4-7 June Euros (Development & Classification)	2024 Trajectory

NPC Sport class Quota Slot Outstanding in 2020				
April Regatta 25-27 Apr 2020		2020 Worlds 18 -24 May 2020		Tokyo 2020 Games 27 Aug – 06 Sep 2020
<b>1<sup>st</sup> Boat -</b> ** Outstanding Quota slots required	** Worlds Nominated	Outstanding Quota slots secured – Games Nominated	The athlete that secures the quota slot at Worlds - Gets ParalympicsGB Nomination	
			Quota slot Not Secured 2024 Trajectory	
<b>2<sup>nd</sup> Boat –</b> ** Outstanding Quota slots required	** Worlds Nominated	Outstanding Quota slots secured – Games Nominated	The athlete that secures the quota slot at Worlds - Gets ParalympicsGB Nomination	
			Quota slot Not Secured 2024 Trajectory	

\* NPC Slot attained in 2019.

\*\* NPC Slot outstanding in 2020

\*\*\*Small Development Team selected for European Championships

## 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 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 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 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 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;
    - a) if appropriate confirm the selection decision; or
    - b) 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.
    - c) 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 mitigating 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

