Draft Policy for Consultation open until Friday 29th November 2019.

The International Panel thanks those people that took time to provide feedback on the 2019 policy during last year and invites the opportunity to receive constructive feedback on the proposed draft 2020 Canoe Sprint U23 & Junior Selection Policy.

The policy has been developed for the 2020 season and the final policy will be published by the end of December 2019.

The panel seeks constructive feedback on the following link by Midday on Friday 29th November 2019. Please feel free to point out errors, gaps, typos or suggest new ideas on how the policy can be achieved.

The draft policy suggests a late April Junior selection based upon previous consultation where there has been significant feedback that junior selection should avoid the May/June period of exams. There are a number of proposals made to the panel that would prefer selection in early June 2020 so there is a specific question to seek opinion in this area.

The link to feedback can be found here or manually below:
https://britishcanoeing.formstack.com/forms/junior_and_u23_sprint_selection_policy_feedback

The Draft Senior & Olympic Policy is also published for consultation with a separate link for consultation. Please keep feedback specific to each policy.

12th November 2019
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<td>Appeals Procedure</td>
<td>Pages 11 - 13</td>
</tr>
</tbody>
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## DEFINITIONS

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<thead>
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<th>Abbreviation</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>BC</td>
<td>British Canoeing</td>
</tr>
<tr>
<td>British Canoeing Member</td>
<td>An individual holding current British Canoeing ‘on the water’ membership or National Association equivalent membership</td>
</tr>
<tr>
<td>IP</td>
<td>International Panel (appointed by the British Canoeing Board)</td>
</tr>
<tr>
<td>HPP</td>
<td>Holme Pierrepont, National Watersports Centre, Nottingham</td>
</tr>
<tr>
<td>ICF</td>
<td>International Canoe Federation</td>
</tr>
</tbody>
</table>

## IMPORTANT INFORMATION

Any athlete putting themselves forward for selection to a British Team in 2020 should be aware that there may be significant costs to attend any event(s) to which they are selected if they are not on a funded UK Sport programme. For this reason the International Panel have published approximate costs for all competitions to assist athletes and families to prepare. Some support may be available through the Sprint Racing Committee and/or National Associations but almost certainly some costs will have to be funded by the selected individuals.
SECTION 1 – INTRODUCTION

Purpose

The Purpose of this Selection Policy is to outline the processes which will lead to the selection of athletes to represent Great Britain at the identified U23 & Junior international canoe sprint competitions in 2020. The Selection Policy is designed to allow athletes to maximise preparations and performances at the U23 & Junior European & World Championships 2020 through a clear selection process.

Canoe Sprint Olympic strategy Tokyo 2020 through to 2028

The target agreed with UK Sport is for British Canoeing to win one medal and an additional A finalist at the Tokyo Olympic Games and to demonstrate a stronger base for targeting more medal success in Paris 2024.

The Junior & U23 selection policy aims to prioritise performances at the Junior & U23 World & European Championships towards future senior level performances.

The Junior & U23 Selection policy will also support the optimal performance delivery in Tokyo 2020 Olympic events as Junior and/or U23 athletes selected for the Olympic team will be required to prioritise Olympic team activity. International Events and Olympic Hopes will be used to provide additional International opportunities to developing junior athletes.

The Vision:
To be the World Leading Canoe Sprint Nation, Inspiring people to paddle.

2020 Mission:
To target Olympic events and to win 1 medal and an additional final at the Tokyo Olympic Games.

Clarification of Responsibilities

It is important to understand the two distinct stages within the identification, nomination and selection of crews for crew boats:

- This document relates to the selection of crew boats at identified selection regattas which is the responsibility of the International panel and is detailed in this selection policy.
- Identification and nomination of crew boats to be put forward for selection races by the British Canoeing World Class Programmes is the responsibility of coaches within the British Canoeing World Class Programmes and not part of the remit of the IP.
- The IP is separate from the British Canoeing performance department and constituted as below:

**British Canoeing Canoe Sprint International Panel (IP)**

The Terms of Reference of the Canoe Sprint IP can be found on the British Canoeing Website. The 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 selection policy. This includes the annual policy for all Great Britain Canoe Sprint representative teams at Senior, Under 23 and junior levels and also the Olympic Selection policy for 2020.

The IP has consulted with athletes, coaches, clubs and the Sprint Racing Committee in the formulation of policies.

The Canoe Sprint IP for 2020 consists of the following voting members:

- **Chair:** Paul Dimmock (independent)
- **Core Members:** Paul Ratcliffe (British Canoeing), Barney Wainwright (Ind), Hayleigh Mason (Ind), Rene Olsen (British Canoeing), Andy Maddock (British Canoeing).
- **Non-voting member Sprint Racing Committee Observer:** Alan Laws (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) who have specific class knowledge, in order to advise and provide evidence on athlete performance. These invitees will have no voting rights.

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

Conflicts of Interest

Any member of the IP shall declare any conflicts or potential conflicts of interest 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.
SECTION 2  ELIGIBILITY & PRE SELECTION FOR GBR SELECTION 2020
To be eligible to be selected to any 2020 GBR Team, athletes/crews 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 as outlined below
2. Be a full member of British Canoeing or Home Nation Association that enables participation in competition
3. Athletes on a funded programme need to have signed their 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 two weeks before travelling to the first competition and settled any outstanding payments prior to travel.

International Eligibility
Selection will be subject to eligibility in accordance with competition rules laid down by the International Canoe Federation (ICF) and the European Canoe Association (ECA).
- The first year a junior can compete at World and European Senior/U23/Junior Championships is the year of their 15th birthday.
- The last year an U18 may compete in World and European Junior Championships is the year of their 18th birthday.
- The last year an U23 may compete in World and European U23 Championships is the year of their 23rd birthday.

Where athletes compete in more than one eligible selection event, the policy will be applied in isolation for each specific event.

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.

SECTION 3 - SELECTION PRINCIPLES 2020:

1. This selection policy provides the process to all athletes/crews on how selection decisions will be made and which competitions will be used to determine selection for International race(s) outlined in this policy.
2. The primary focus of National Team Selection will be to optimise performance in targeted Olympic events. Supportive events may be used as athlete development events from athletes included within the selected squad of athletes.
3. The selection policy will be transparent and objective. Competition results at the nominated selection competition combined with published performance standards (where appropriate) are taken into consideration when making selections. Subject to mitigating circumstances athletes achieving the minimum performance standards are automatically selected (including reserves).
4. Selection of crew boat pool will be selected early, finalised crews to be placed on start lines will be developed through the season. This is to optimise opportunities to put the best crews forwards for the right events. It will involve a process of objective as well as subjective processes.
5. The selection policy seeks to select the best athletes in an objective way that prioritises optimal preparation time for achievement of International success.
6. It is acknowledged that Canoe Sprint 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 4 of this policy. This decision will made at the total discretion of the IP in consultation with appropriate individuals.
7. 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.
8. Where possible, the weather will be monitored throughout a domestic and international selection regatta to provide more information to the IP on conditions experienced for each individual event in the regatta programme.
9. Athletes putting themselves forward for crew boat selection are also able to put themselves forward for individual boat selection through the identified single boat selection competition.
10. A non-travelling reserve may be named in each individual event based solely on position in the identified selection. In order of selection, named reserves will only travel in the event of injury or illness to a selected athlete or where a place(s) is declined. For Crew boat reserves see the crew boat process.
11. The selection policy may be amended at any time by British Canoeing for one or more of the following circumstances:
   1. Any changes in rules governing a particular event
   2. Any change in ICF eligibility, rules or programme of events
   3. To give effect to the selection process in case of a drafting error or oversight
   4. To clarify any ambiguity to the intended meaning of the selection policy
   5. Any other reason determined by British Canoeing at its total discretion that is in the best interest of British Canoeing and in line with the principles outlined for selection

SECTION 4 - GREAT BRITAIN U23 & JUNIOR TEAM SELECTION POLICY 2020

Team Selection is based upon performances in 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;

Table 2 - 2020 JUNIOR & U23 TEAM

<table>
<thead>
<tr>
<th>Competition/Regatta</th>
<th>Venue</th>
<th>Date</th>
<th>Date of Selection Announcement by IP</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2020 Competitions U23 Teams</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U23 European Championships (Performance Team)</td>
<td>Moscow, RUS</td>
<td>2nd – 5th July 2020</td>
<td>9th June 2020</td>
</tr>
<tr>
<td>U23 World Championships (Performance Team)</td>
<td>Brandenburg, GER</td>
<td>16th – 19th July 2020</td>
<td></td>
</tr>
<tr>
<td><strong>2020 Competitions Junior Teams</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>International Regatta, (Development team),</td>
<td>Brandenburg, GER</td>
<td>15th-17th May 2020</td>
<td>28th April 2020</td>
</tr>
<tr>
<td>Junior European Championships (Perf &amp; Dev't Team)</td>
<td>Moscow, RUS</td>
<td>2nd – 5th July 2020</td>
<td></td>
</tr>
<tr>
<td>Junior World Championships (Performance Team)</td>
<td>Brandenburg, GER</td>
<td>16th – 19th July 2020</td>
<td></td>
</tr>
</tbody>
</table>

**Olympic Hopes Regatta** To Be Confirmed w/c 6th July 2020

- British Canoeing may select up to 1 boat per event at the ICF/ECA Junior and U23 World & European Championships.

Notification of Selection and announcement of 2020 Great Britain U23 & Junior Teams

Following a meeting of the International Panel, 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.

Team Selection Overview (all Junior & U23 teams)

All 2020 Team selections will originate from domestic selection competitions which will be used to select athletes/crews to the Junior & U23 European and World Championship Teams.

Domestic selection will be split into two open competitions on identified dates:
Overview of 2020 U23 & Junior Team Selection Regatta Detail (All races at Holme Pierrepont Regatta course unless stated)

Note: Domestic selection will be used to select the Junior & U23 World & European Championship Teams. There will be no second stage of competition. Because of the proximity of competitions, the same athletes will be selected to the Junior & U23 World & Europeans.

<table>
<thead>
<tr>
<th>2020 Date</th>
<th>Regatta</th>
<th>Selection Detail</th>
<th>Team Selection For</th>
</tr>
</thead>
<tbody>
<tr>
<td>28th/29th March</td>
<td>March Regatta</td>
<td>Start of U23 &amp; Junior Team Crew Boat Selection Process: U23 Team - K1/C1 500m performances may be used for crew boat process (Only if needed for contingency) Junior Team - K1/C1 500m performances used for crew boat process - Top 10 Junior K1 500m athletes will go into crew boat seat trials, Top 6 C1 500m athletes will go into crew boat seat trials. SEE PUBLISHED PROCESS FROM HOME NATIONS LINK TO BE INSERTED HERE ONCE PUBLISHED</td>
<td>Start of the crew boat process</td>
</tr>
<tr>
<td>25th/26th April</td>
<td>April Regatta</td>
<td>U23 Crew Boat Process – U23 Kayak Men/Women - K1 and K2 500m performances being used for crew boat process – Top K2 500m and top 6 K1 500m (if any of the top 6 K1 500m athletes are in the top K2 500m, the places will be distributed to the next athletes in the K1 500m event to fill the crew boat squad) LINK TO BE INSERTED HERE ONCE PUBLISHED U23 Canoe Women – top 6 C1 500m U23 Canoe Men – top 4 C1 1000m Junior Selection for all events To be considered for selection to the 2020 Junior World &amp; European Championship Team, athletes are required to race at the regatta on 25th &amp; 26th April 2020.</td>
<td>Junior World &amp; European Championship Teams</td>
</tr>
<tr>
<td>6th/7th June</td>
<td>June Regatta</td>
<td>U23 Selection in all events* To be considered for selection to the 2020 U23 World &amp; European Championship Team, athletes are required to race at the regatta on 6th/7th June 2020. Note performances from the April regatta may be used in the event of contingency</td>
<td>U23 World &amp; European Championship Teams</td>
</tr>
<tr>
<td>4th/5th July</td>
<td>July Regatta</td>
<td>Olympic Hopes Selection Regatta (U15, U16 &amp; U17 athletes) – see detail later in document Athletes are encouraged to use the regatta as valuable race training opportunities.</td>
<td>Olympic Hopes Regatta (see specific selection detail)</td>
</tr>
<tr>
<td>2nd-5th July</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16th – 19th July</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5th/6th Sept</td>
<td>Sept Regatta</td>
<td>No Planned Selection activity but athletes are encouraged to use the regatta as valuable race training opportunities.</td>
<td></td>
</tr>
<tr>
<td>TBC</td>
<td></td>
<td></td>
<td>Olympic Hopes Regatta, Venue tbc (Junior Development Team)</td>
</tr>
</tbody>
</table>

*Should an U23 athlete be selected to the 2020 Senior European Championships, they can be considered for selection to one of either the U23 World OR U23 European Championships only based on World Cup performances by Making the top 10 in the final results at either one of the 2020 World Cups. Any selection under this clause would be confirmed prior to the June selection regatta.
THE EVENTS: Selection will be considered in the following events for 2020:

APPLICATION OF PERFORMANCE STANDARDS IN DOMESTIC SELECTION DECISIONS: Throughout the 2020 season, Domestic selection will be based on a ‘first past the post’ system at specified races which rewards the boat(s) that can deliver on the day of competition. In selecting teams, the panel will firstly reference the finishing order of the events and secondly assess and apply performance standards for automatic selection in events in the following ways:

<table>
<thead>
<tr>
<th>Men’s</th>
<th>Women’s</th>
<th>Domestic Selection</th>
<th>Minimum Standard Required</th>
<th>Funding</th>
</tr>
</thead>
</table>
| Olympic Events | K1 200m          | Purpose: to identify the top U23 & U18 Boat in each event                           | Top U23 boat will be selected for the U23 European & World Championships. Top U18 Boat will be selected for the U18 European & World Championship Team** at April regatta | UK Programme athletes will be funded to attend all races and/or camps to which they are selected. Non UK Programme athletes selected to Great Britain Canoe Sprint Teams in 2019 will be subsidised to attend and will be required to pay an athlete contribution towards the actual costs of:  
- Junior/U23 World Championships £600  
- Junior/U23 European Championships £700  
- International Regatta £500  
- Olympic Hopes £500 including OH training camp |
| K1 1000m       | K2 500m          |                                                                                     |                                                                                           |                                                                       |
| K2 1000m       | K1 500m          |                                                                                     |                                                                                           |                                                                       |
| C2 1000m       | C1 200m          |                                                                                     |                                                                                           |                                                                       |
| C1 1000m       | C2 500m          |                                                                                     |                                                                                           |                                                                       |
| Olympic Events (subject to inclusion in event programme) | K1 500m          | Top U23 & U18 Boat selected to the U18 & U23 European & World Championship Team** Note that in event where there are less than five boats contesting selection, the IP has sole discretion to select an athlete/crew based on available performance data. | Athletes selected to the junior European & World Championships also have the option to attend the Brandenburg Int Regatta. Selected athletes remaining U18 for the 2021 season will also be selected to attend Olympic Hopes. |                                                                       |
| K1 200m        | C2 200m          |                                                                                     |                                                                                           |                                                                       |
| C1 1000m       | K1 1000m         |                                                                                     |                                                                                           |                                                                       |
| K4 500m        | K4 500m          | Junior Crew Boat Process – Based upon performances at the March regatta to identify a squad prior to trials and selection at APRIL regatta. Any athletes may also assemble their own K4 crew to contest selection at the April regatta. **U23 Crew Boat Process** – Based upon performances at the April regatta to identify a squad prior to trials and selection at the JUNE regatta. After the April regatta a K4 squad will be nominated to race the selection event in June. This will include training in K4 and further K1 sessions to establish the best crew to race for selection to the U23 World European Team. The crew will be based on crew performances in training, individual training performances in training and racing. The K4 will be named at least 1 week prior to the selection race. |                                                                                           |                                                                       |

*Should an U23 athlete be selected to the 2020 Senior European Championships, they can be considered for selection to one of either the U23 World OR U23 European Championships only based on World Cup performances by Making the top 10 in the final results at either one of the 2020 World Cups. Any selection under this clause would be confirmed prior to the June selection regatta.*

**Note other places are available at International Regatta & Olympic Hopes through policy detailed later in the document.

Note: In order to enable athletes to prioritise performances through the 2020 season, selected U23 Athletes/crews who are also selected to the 2020 Olympic Team are required to turn down one of either the U23 World Championships or U23 European Championships if taking up an Olympic Team Place.
SECTION 5 Junior International Regatta (15th-17th May 2020)

International Regatta serves primarily to provide an opportunity for elite junior athletes to compete at an International regatta in preparation for the European & World Championships. Where team size allows it also provides a developmental opportunity for younger juniors in the pathway.

A team of up to 26 athletes will be selected, made up of the following in order:

1. All athletes selected to the 2020 Junior European & World Championships Team are automatically selected to the International Regatta Team if they wish to use this as championship preparation.
2. Subject to remaining spaces, up to 10 places may be allocated to the winning Junior U16 boat(s) at the April regatta 25th & 26th April. In the following events in priority order:

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kayak</td>
<td>Canoe</td>
</tr>
<tr>
<td>K1 500m</td>
<td>C1 500m</td>
</tr>
</tbody>
</table>

These additional places will be decided by reference to male/female split of the Junior European & World Championship Team to build a balance across classes and genders. For example if 22 athletes have been selected to the Junior European & World Championship Team which splits 13 Males and 9 female, then the remaining four places will be allocated in Female events as above.

Olympic Hopes Regatta, tbc

Principles & Purpose:
The Olympic Hopes Regatta serves primarily as a performance event for the best U15/U16/U17 athletes as well as a development event for younger juniors in the pathway.

- The maximum team size will consist of up to 31 athletes in total
- The event will offer racing opportunities for U15, U16 and U17 athletes
- All athletes who are selected for the Junior Europeans and/or Junior Worlds team who remain U18 for 2021 are automatically selected to the 2020 Olympic Hopes team. Note it is the athlete not the boat that is selected.
- Remaining athletes will be selected based upon their performances at the British Canoeing regatta on July 4th and 5th 2020.

The makeup of the team should consist of the following (including those eligible athletes selected through the Junior Europeans &/or Junior Worlds team):

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kayak</td>
<td>Canoe</td>
</tr>
<tr>
<td>U17 - Up to 4 athletes</td>
<td>U17 - Up to 1 athlete</td>
</tr>
<tr>
<td>U16 - Up to 6 athletes</td>
<td>U16 - Up to 1 athlete</td>
</tr>
<tr>
<td>U15 - Up to 2 athletes</td>
<td>U15 - Up to 1 athlete</td>
</tr>
</tbody>
</table>

Subject to remaining spaces within the maximum team size (30) any vacant places will be allocated to the relevant highest placed boat(s) at the Regatta July 4th and 5th in the following classes in U16, U15 and U17 priority, in order to achieve a balance across classes and genders:

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kayak</td>
<td>Canoe</td>
</tr>
<tr>
<td>K1 500m</td>
<td>C1 500m</td>
</tr>
</tbody>
</table>

Competition entries for all events will be finalised at the Olympic Hopes Camp at Holme Pierrepont on 5-7th August 2019. Camp attendance is strongly advised for forming crew boats for events.

Following the conclusion of the 2020 Junior Team selection on 25th & 26th April 2020, the age and class distribution of those already selected will be considered and a policy stating clearly in which events and age groups remaining selection places will be determined at the July Regatta 2020. Subject to not requiring the early June regatta as a back-up competition, the policy will be published by 5pm Friday 15th May 2020.
SECTION 6  GENERAL INFORMATION – 2020 GBR TEAMS

Contingency
The IP retains the right to adapt racing to ensure a fair process in line with the following principles and procedures:

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 or International 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 reserve competition (as described below)
- Changing the location of racing
- Amending lane draw for direct comparability of performances

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.

Should weather conditions at a domestic or international selection regatta be such that it would not be possible to complete fair racing within that regatta then the competitions below are reserved as a back-up selection regatta. A back up is only required in the event of racing conditions being declared inappropriate during or in advance of competition and will be made by a minimum of two IP Members plus a member of the National Regatta Competition Committee and communicated at the earliest opportunity through British Canoeing channels.

<table>
<thead>
<tr>
<th>Senior Team Back Up</th>
<th>U23 Back Up</th>
<th>Junior Back Up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rescheduled to the April regatta 25th/26th Apr</td>
<td>Results from the April regatta 25th/26th Apr will be used to determine team selection</td>
<td>Regatta June 6th/7th</td>
</tr>
</tbody>
</table>

For IP announcements refer to 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.

Mitigating circumstances Junior, U23 & Senior Teams 2020
Should an athlete miss an event 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 injury other significant mitigating circumstance must be presented to the IP prior to the commencement of the selection competition.
- In such a case the IP may identify a single race opportunity whereby the top boat of the selection series and the identified athlete(s) would compete for a 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/crew must satisfy the criteria stated below:

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

In the case of an incident occurring during racing then details must be provided in writing to the Chair of the IP within two hours following the end of the specific race in which the incident occurred (such as a broken paddle in competition).

For U23 & Junior events, the athlete/crew must be able to demonstrate an established consistent track record in racing performance that objectively demonstrates their performance above other athletes/crews based upon performance analysis training data (from GBR performance analysis data) and other objective data such
as performance at Olympic, World Championship, European Championship and/or World Cup races for the previous period.

Where an athlete who has met the selection criteria has been selected to the World Championship Team and withdraws or is unable to compete, the IP at its total discretion may select a replacement athlete. The IP is not obliged to replace an athlete and will make the decision in line with the time prior to competition and principles outlined.

All decisions under mitigating circumstances that relate to injury, illness or medical conditions will be determined by the Performance Director, Head Coach Canoe Sprint and British Canoeing Chief Medical Officer (CMO) to ensure a transparent process that also considers the medical needs of the athlete involved. When assessing if an athlete is fit to race, the CMO decision is final. Any request for mitigating circumstances should in the first instance be direct to Andy Maddock andy.maddock@britishcanoeing.org.uk who will then share with the panel.

**Funding and Participation**

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 Home Nation Association as applicable for consideration of support. Applicants for such support may seek guidance on funding through the Team Manager and are reminded that these funds are limited and securing other funding will be necessary.

Following a review of athlete contributions and the funding available from UK Sport to support athletes who are not named as part of a UK Sport funded programme, the funding arrangements for 2020 are outlined in the selection detail within section 4 of this document.

Alongside travel and logistics support for these competitions, team management, emergency medical treatment, race day support will be provided. Preparation/training camps for non-funded athletes are the responsibility of the individual athlete and not part of the GBR Team programme unless specified above.

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).

**Injury/Illness**

The IP 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 section coaches and/or medical reports.

**Appeals Procedure**

Please see Appendix 2 for the British Canoeing appeals process. The appeals process applies across all British Canoeing selections therefore where selection panels are mentioned, this refers to the International panel.

**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.

**Policies**

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

**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 IP, the Chair of the IP will be available to speak informally to athletes and in the case of minors, parents.

**2020 FISU University World Championships Minsk, BLR 21-23 August 2020**

Selection to the University World Championships will be determined by British Universities & Colleges Sport (BUCS) and published in early 2020. The International Panel will not be involved in the selection process and as
there is no funding from British Canoeing or BUCS to attend the event, potential athletes are advised to start talking to institutions for financial support to attend the event.

Each country may enter only one (1) competing boat per discipline in the following events:

<table>
<thead>
<tr>
<th>Men:</th>
<th>Women:</th>
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<tbody>
<tr>
<td>- Canoe 1: 200m, 500m, 1,000m</td>
<td>- Canoe 1: 200m, 500m</td>
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<tr>
<td>- Canoe 2: 200m, 500m, 1,000m</td>
<td>- Canoe 2: 200m, 500m</td>
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<tr>
<td>- Canoe 4: 200m, 500m, 1,000m</td>
<td>- Kayak 1: 200m, 500m</td>
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<tr>
<td>- Kayak 1: 200m, 500m, 1,000m</td>
<td>- Kayak 2: 200m, 500m</td>
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<tr>
<td>- Kayak 2: 200m, 500m, 1,000m</td>
<td>- Kayak 4: 200m, 500m</td>
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<td>- Kayak 4: 200m, 500m, 1,000m</td>
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**SECTION 7 - 2021 ADVANCED INFORMATION**

The 2021 Canoe Sprint team selection policy will be published by 1st January 2021.

- End of 2020 policy

**APPENDIX 1 - 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;
The Appeal Panel has shown bias or the appearance of bias or the selection has otherwise been demonstrably unfair; and/or

d) 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 exceptional circumstances which will be judged by the Chief Executive Officer of British Canoeing in their absolute discretion.

7.3. This appeals process is intended to be conclusive and therefore any Athlete who enters into this appeal process accepts that the decision of the Tribunal will be final and binding.

7.4. Each appeal will be considered on its own merits.

8. **CONFIDENTIALITY OF PROCEEDINGS AND PUBLICATION OF DECISION**

8.1 British Canoeing and the Athlete are under an obligation of confidentiality in respect of any appeal proceeding under this Procedure. Save as permitted under this Appeals Procedure none of these Parties will make any public statement or disclosure of the contents of the Notice, or any other matter referred to by any of the parties during the course of these Proceedings.

8.2 British Canoeing shall be entitled to publish the outcome of the Appeal in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published and the resulting implications upon selection.