

Meeting of
INTERNATIONAL COMMITTEE

Held on 19th November 2005 at Plas Y Brenin, Capel Curig, North Wales

Management Committee is asked to NOTE:

05/05 International Committee Composition, Communication and Responsibilities.

Staff members being formally recognised as non-voting members of the International Committee

06/06 Review of Selection procedures

Minutes of the meeting of
INTERNATIONAL COMMITTEE

Held on Saturday 19th November at Plas Y Brenin, Capel Curig, North Wales.

05/01 Members Mark Saunders (Chair), Derek Allison (Programme Director), Dave Harrison (Senior Selector), Helen Winskill (Athletes Representative), Dave Rollins (Senior Team Manager), Jon Musgrave (Senior Coach) and Chris Poole (Junior Team Manager/Coach)
Observer Robin Field BOF CEO

05/02 Apologies for Absence. Jon Duncan (Athletes Representative), Jason Inman (Junior Coach), Dave Peel (Senior Coach), Cerys Manning (junior Athlete Representative), Bill Stevenson (Junior Selectors), Hilary Bloor (Programme Administrator) and David May (International Events)

05/03 Minutes of the Meeting held on Nov 11th 2004.

These were accepted as a true record.

05/04 Matters arising not included as agenda items.

04/22 It was agreed not to proceed with a 'Lakes Training Centre'.

04/23 It was reported that the IOF had eventually agreed to use the UKSC system.

04/24 Dave Peel had commented on the special 2005 World Cup Rules.

04/26 The athletes had discussed Medal targets at a squad weekend.

05/05 International Committee Composition, Communication and Responsibilities.

Mark had recently contacted Robin with regards the staff members being formally recognised as non-voting members of the International Committee. He suggested the following addition to the document:

"members (non-voting) - other International programme staff members as agreed between Chair of International Committee and International Programme Director"

With regards the hosting of International Events it was suggested that the following be added:

"Member - representative with specific remit with regard to international event hosting. Proposed by international committee and approved by Management committee and Council. Could also be an Association representative"

Action MS/RF

David May had agreed to be the International Event hosting volunteer member of the committee.

Mark still felt that with the attendance of professional staff; the Chairman remained in charge of the Committee and Programmes.

From the previous meeting; the Committee were happy with the discrepancy between the Operational Plan actions on marketing/promoting the sport and the lack of an explicit remit on the subject for the committee. We felt that there was an implicit understanding amongst all involved in the International Programme that each and everyone of us has a responsibility to market/promote the sport in a positive manner and this was something that everyone was striving to do anyway.

05/06 Review of Selection procedures

Mark's paper on the appeals procedures document had been incorporated in the General Policies Document along with the UKSC advice that in most NGB's the appeals panel were the final arbiters.

Derek presented the Senior Selection Committee's season review; this is appended to the minutes along with the Committee's comments in italics.

There were some questions for clarification; the responses have been incorporated in the document.

There had been some problems with the Junior Selections in not making it clear whether the FCC series or the Final results were to be used in some selections.

Further discussion on the Senior Appeal took place but would remain confidential.

05/07 Funding for 2006 onwards

A meeting with UKSC to discuss the future funding of both the World Class Performance Programme and the Federation's exchequer funding had taken place on 16th November and a letter supporting our funding had to be delivered by 2nd December.

Further information may be available after that.

05/08 International and Tour manual.

Dave Rollins agreed to start producing a draft before the next International Committee meeting. It was thought that it would be a ring binder to enable additions. It was to be an aide memoir/checklist document. **Action DR**

A disaster planning strategy document was also needed. Robin agreed to contact the Derbyshire Education Authority in the first instance. **Action RF**

05/09 IOF Elite Events proposals.

The document was discussed briefly. Questions on the viability of events being held throughout the World were raised as were questions on the allocation of places in the races. Further details were awaited.

05/10 BOF future International Event hosting

Until the WOC 'rotation' had been established and published it was not easy to plan applications. It had however been agreed in Japan that a small working party comprising Robin Field, Brian Porteous and one other pursue the possibility of the 2012 WOC being in the UK and attached in some way to the Olympics.

Action RF

The SOA had been approached by Event Scotland and subsequently had approached BOF Council to ask for support for International Events to be hosted in Scotland. Council had stopped just short of suggesting international events would be held in Scotland 'every time'.

05/11 BOF 2005 medal targets.

Derek was to ask the athletes to discuss this at a future training camp.

Action DA/DP

05/12 Any Other Business.

Mark Saunders tendered his resignation. Robin Field thanked him on behalf of the Federation.

Dave Harrison agreed to have his name put forward to the Management Committee. **Action RF**

05/13 Date of next meeting

Chris asked if it was possible for the juniors to have more input into the future programme for the inaugural weekend. **Action DA/DP**

Jon Musgrave felt that the communication between the staff could be improved. **Action DA/DP**

Derek reported the excellent response to the advert for a replacement physiotherapist for the senior programme. Two excellent candidates were to be offered part time positions.

Action DA

Selection Panel Review of 2005 Season.

The selection panel were awaiting the outcome of the possible External Review of Selection Procedures.

Policy principles.

It was agreed that we would continue with the procedure of issuing general policy, season policy and specific policy until and unless the Review body suggested otherwise.

The general and seasonal documents would be presented to the athletes at the inaugural pointing out that this would be the policy document at least until the Review body reports. The latest guidance from UK Sport covering selection policy and procedures was only in draft form but was expected by the end of November. The General document would reflect the UKSC guidance.

As the UKSC document had not been completed these documents would be presented to the athletes once complete.

General selection criteria.

It was agreed that the existing document; currently additionally covering other policies, would be split into a 'Selection/Appeal policy' and 'Communications and other policies' document.

An addition to the General Policy was needed to cover the possible problem of voided courses. Where a race is voided; the selectors may still use the race as evidence of form where it seems appropriate to them to do so. For example; if a control near the end of a course was in the wrong place the results to that point may be used; if it was the first control in the wrong place they may not.

A comment on the status of performances in domestic and international relay competitions was also needed; it was agreed that they would be considered as 'All Known Form' along with results in WRE. Athletes were asked to keep the selectors informed of such results.

Appeals Procedure.

It was proposed that squad athletes would be asked to 'sign up' to abide by all squad policies including the Appeals procedure as a condition of membership. That would mean that the Appeals Panel would be the final arbiter of any selection decision.

It was also proposed that appeals would only be allowed from athletes on behalf of themselves.

Although the WOC 2005 appeal had been rejected there was a recommendation that the existing communications policy be followed even if that meant delaying the announcement of selections. It was recognised that this was not what the selected athletes preferred. This would allow an explanation to be prepared to accompany the announcement and an effort be made for disappointed athletes to be personally contacted. It was recognised that such athletes must make themselves available for contact.

It was agreed that a specific date and time would be identified for such announcements.

With regards the proposal of 'every place in every discipline will be filled'. It was agreed that it was not practical to insist someone took to the start line and that a team could always be selected on paper. It was agreed that 'our strong expectation' was that all places would be filled. *It was noted that a number of athletes under performed at the selection races.*

It was agreed that 'under performance' at the selection race was a problem and that we would include an additional paragraph in the specific selection criteria as follows:

If an athlete with recent world class results underperforms at the final selection races but is otherwise known to be fully fit and in good form then the selectors reserve the right to make selections on the basis of those recent world class results. Such results are likely to carry more weight than a set of lower placings by any athlete in the selection races.

It was suggested that it may be better to have the Chair of the Appeals panel further removed from the International Committee to be more independent. It was also felt useful to publish the panel of names from which the appeals panel could be selected. Mark Saunders as the retiring International Committee Chairman was suggested.

Quality control of the WOC selection races.

It was agreed that the local support had not delivered the high quality of races required in 2005. It was agreed that for 2006 we would identify areas for the WOC selection races and declare them 'out of bounds' as soon as possible. We would propose a sprint, middle and long race. We would obtain permissions, plan/vet the courses and review the maps. If by the end of March it was not clear that the races in Denmark would be satisfactory; consideration to hosting them in the UK would be given. Dave Peel will lead on this assisted by Lorna Eades.

Pre selections.

A recent letter from UKSC had indicated that funding levels for the period 2009-13 would be dependant upon medal & top 10 results in 2006 and 2007 World Championships.

As some athletes see the selection procedure as an 'opportunity to slip up', it was agreed that it was important to give our best athletes a 'clear run' into major events; including the European and World Championships. This had proved successful in 2003.

It was noted that selection races are important preparation races and that 'all 2003 pre-selection athletes' had run in them that year.

There had to be a balance of selecting athletes 'not too early' and 'not too late'. It was also important not to select too many so that 'late performing' athletes were not blocked.

It was important to select athletes of a particular standard rather than a specific number. If no athletes satisfied the criteria then no pre-selections would be made.

It was agreed that athletes with demonstrated top 10/medal potential would be considered for pre-selection and that they would be selected for the team rather than a specific discipline. Pre selected athletes are not guaranteed a run in all

disciplines if their 'pre event' form does not warrant it. Decisions on disciplines would be made following the selection of the remaining members of the team.

Time Trials

Speed and fitness levels were going to be a particularly important factor in the next four World Championships. It was recognised that every member of the team would benefit from increased fitness levels.

It was agreed that we will give the athletes an opportunity to demonstrate their fitness levels and improvement by using a series of 'time trials' as part of 'All known Form' in the selection process. The men's course would be approximately 40 minutes and women 30 minutes.

There will be time trials for the athletes on the 4th February and 3rd June during the domestic training weekends, and the 3rd April, the Monday following the British Championships weekend; the later two being over the same course. Maps outlining the courses would be available for athletes to train over the courses; the date for the maps availability would be announced at the Inaugural.

Derek Allison, Senior Selector's Chairman.