

British Orienteering Selection Policy



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1. Overview

The British Orienteering Selection Policy ("The Policy") outlines British Orienteering's commitment to the basic principle of sport ethics and fair play. Selection is the most visible expression of the way in which we conduct our affairs; because of its wide reaching effects on athletes' careers and their confidence in the system; and because of the associated legal implications and risks to British Orienteering.

The Policy is owned by the Board of British Orienteering, and that body is responsible for approval of the Policy and any future changes to it. Normally the Performance Committee will make recommendations to the Board regarding changes to the Policy in accordance with Section 7.

Over a number of years the world of sport, sport in the UK and orienteering have changed. Many factors impact on how the Talent & Performance Programme ("The Programme") of British Orienteering is managed and "The Policy" needs to reflect these changes.

Changes in the orienteering landscape over the last decade impacting on the Programme include:

- The inclusion of the sprint discipline leading to Foot Orienteering being viewed as a 3 discipline sport, traditional/long (70-100 minutes winning time), middle (35 minutes) and sprint (12-15 minutes).
- The relay becoming a team of 3 competitors.
- The successful bid to stage the World Orienteering Championships in 2015 and the associated need to perform well and to use the Championships to produce a legacy.

Changes in the sporting landscape impacting on the Programme include:

- The significance of government funding and of meeting the criteria attached to funding.
- The acceleration of knowledge and understanding resulting from the need to achieve success in the 'home' Olympics of London 2012; the consequent need to match the good practice that has resulted.
- The understanding of and acceptance that UK Sport and the home nation sports councils require national governing bodies of sport to adopt good practice.
- The increase in appeals and subsequent potential litigation and claims made by performers as a consequence of selection decisions.
- The understanding of Long Term Athlete Development and how application of this understanding can lead to improved performances and increased sustainability of success.
- Greater understanding of the components of a successful talent pathway and the need to develop what is loosely termed a performance culture in athletes, 'staff' and governing bodies.
- Increased understanding of the knowledge, skills and experience that staff (including coaches, sports scientists and managers) working in a talent/performance programme require.

These changes demonstrate the need for regular, annual reviews of The Policy and of the principles underpinning The Policy.

Selection and review procedures are designed to comply fully with funding award conditions in regard to such matters as non-discrimination, fair procedures and notification, and may be reviewed at any time should those conditions change.

2. Scope of The Policy

The Policy will be used for selections (including camps, squads and competitions) undertaken by British Orienteering across The Programme.

The competitions and camps covered by The Policy each year are:

- The competitions within the Programme; these are The World Games, World Orienteering Championships (WOCs), World Cups (WCs), Junior World Orienteering Championships (JWOCs), European Youth Orienteering Championships (EYOCs), World University Orienteering Championships (WUOCs), European Orienteering Championships (EOCs) (the 'competitions'); and
- The coaching camps, racing camps and training camps (the 'camps') in The Programme, published on the web site by November of each year for the following year.
- The international competitions that are IOF endorsed and where athletes are representing British Orienteering; these include Eurometing, Junior European Championships (JECs).

The Programme does not include Regional Squads, Home International competitions, any other competitions selected by the Home Nations such as Interland, or any School Competitions.

3. Purpose of The Policy

The Policy is intended to:

- Provide athletes with a clear understanding of what is required of them to merit selection.
- Provide staff and volunteers working in the Programme a clear understanding of the procedures they must follow.
- Provide objective criteria against which selections will be made.
- Ensure that selection decisions are transparent and fair and that no selection decision should come as a surprise to an athlete.
- Communicate the procedure for appeals against selection or de-selection decisions.

4. Objective of The Policy

The objective of The Policy is to support The Programme in the achievement of its targets. In particular The Policy aims to support the development of athletes who show the ability or potential to produce top ten results at the World Orienteering Championships in the current season or in future seasons.

5. Principles & Good Practice Underpinning The Policy

The principles and good practice underpinning The Policy are:

- The principles of human rights, which will protect the interests of all parties involved.
- The athlete being at the centre of the selection process; decisions being taken in the best interests of the athlete wherever feasible while recognising that British Orienteering has a need to deliver success both in the current year and in future years.
- There should be no surprise for any athlete; good practice dictates that athletes should understand where they stand in The Programme.
- There will be a 'balance' between selecting athletes for
 - a. Performance at current World Orienteering Championships; and
 - b. Development and investing in success at future World Orienteering Championships.
- The importance of athlete attitude and the need for athletes to engage with the performance culture engendered within The Programme.
- Timeliness in the selection process; ensuring that selected athletes are able to be fully prepared for competition.

6. The Programme Pathway

The Programme pathway in orienteering consists of 4 interlinked levels:

- Talent identification: identifying athletes with potential
- Talent development: the Talent Development squad is focussed on building the foundations for future success; the squad includes athletes aged 16 to 20
- Elite development (Podium Potential): the Elite Development squad is focussed on preparing developing athletes to achieve Top 10's at World Orienteering Championships in two to five years
- Performance (Podium): the Performance squad is focussed on preparing experienced athletes to achieve Top 10's at the next World Orienteering Championship

7. Responsibility for the Selection Process and Selection

The British Orienteering Talent & Performance programme is a nationally managed programme led by either a Performance Director (PD) or a National Talent & Performance Manager (NTP Manager). Currently the programme leader is the NTP Manager; for clarity this Policy uses the term NTP Manager to represent the programme leader.

If circumstances such as funding dictate there is no staff position to fill the role of programme leader, the position will be filled by the appointment of a suitable and committed volunteer. In such a case the volunteer will take the title of either a Performance Director or NTP Manager with the respective responsibilities.

The responsibility for selection lies with the NTP Manager who may delegate authority for implementing this selection process to another person. Delegation does not absolve the NTP Manager from responsibility for the implementation of this selection process. In the case of the authority for selection being delegated, the NTP Manager will inform affected athletes of the name of the person with delegated authority for selection prior to the selection process commencing for that season. The NTP Manager will be held accountable for the appropriateness of any person to whom authority to select is delegated and for ensuring the person understands the objectives of The Programme and The Policy.

The NTP Manager is responsible for implementation of The Policy, including making all selections in accordance with The Policy, the recording of all selection meetings, and communicating decisions. Where delegation of authority for selection occurs, the proposed selections will be presented to the NTP Manager for ratification to ensure that the proposed selections meet The Policy. All final selection decisions are the responsibility of the NTP Manager. The NTP Manager shall ensure that appropriate records of decisions (and the data supporting them) are kept and stored securely.

For the purposes of The Policy 'The Selector' refers to the programme leader, currently the NTP Manager or the person to whom authority to select is delegated for a particular squad, camp or competition.

It is important that a robust system is in place to both support and challenge selection decisions. To this end an advisory panel of 'selection advisors' will be appointed. Identification of Selection Advisors is the responsibility of the NTP Manager in consultation with the Selector if delegated. The NTP Manager will ensure that the advisory panel covers a range of talents and experiences, including coaching, international competition experience, good understanding of elite international orienteering, the objectives of the GB orienteering team, and The Policy. A range of geographical location, gender and age should be represented. The Selector will chair advisory panel meetings.

If the Selector relinquishes the role for any reason, the advisory panel may be required by the NTP Manager to assume the role of selection panel for that process until revised arrangements are put in place using the procedure specified above.

The Selector will seek input from the advisory panel regarding selections before putting forward his or her selection decisions. The advisory panel will challenge the proposed selection decisions to ensure they meet The Policy and criteria. If the advisory panel disagree that The Policy is being followed, and cannot resolve the matter with the Selector, the final decision is the responsibility of the NTP Manager.

The Selector and Selection Advisors that will make up the selection advisory panel are listed in the Season Selection Schedule attached to The Policy.

The NTP Manager is responsible for carrying out an annual review of The Policy (with the exception of the appeals process) and recommending changes for approval to the Performance Committee prior to them being recommended to the Board of British Orienteering. The NTP Manager may also pass comment on the published appeals process to the British Orienteering Board where they feel it is appropriate to do so.

Any amendments to The Policy will be communicated to all members of The Programme and any updates to The Policy will be notified on the British Orienteering website.

8. Selection Criteria

An assessment will be completed on each athlete being considered for selection. The criteria to be used for selection are:

	Factor	Assessment of the factor
Outcome	Competition Form	Based on facts (% behind winner, placing in relevant competitions, etc.) from performances in relevant competition, as defined in section 9. Appendix 3 contains the scoring mechanism to be used
Process	Technical Competence	As assessed by coaches and based on the technical competencies specified in the Orienteering Development Pathway. To be marked on a scale of 1-5.

	Professional Attitude	<p>The athlete demonstrates:</p> <ul style="list-style-type: none"> - the ability to manage their time - the commitment to and execution of an appropriate lifestyle - the commitment to training and the programme - a good attitude to interactions with support professionals and fellow competitors <p>Score should be substantiated by exemplars and third party evidence.</p>
	Physical Preparation	The athlete's work ethic in training. Score should be substantiated by exemplars and third party evidence.
	X-Factor	<p>Reflects the athlete's ability to 'produce the goods' in relevant competition and other pressure situations.</p> <p>Score should be substantiated by exemplars and third party evidence.</p>

Athletes unattached to a squad will be required to register their interest in being selected before the 28 February of the year in which competition will take place (other than for competitions in the first quarter of the year, when an earlier expression of interest will be required). Selection of such unattached athletes will be based primarily on their competition form as defined in section 9. Squad athletes are not required to register their interest, it is presumed.

All athletes, both squad members and unattached, will be required to inform the Selector of their availability when requested.

British Orienteering reserves the right to require athletes to meet minimum standards of competence and fitness and may choose not to send a team or not to send the maximum number of team members to a competition if such minimum standards are not met. Minimum standards will change dependent on the competition and will be established by the NTP Manager on behalf of the programme as required. Athletes wishing to determine the minimum standards for a competition should communicate directly with the NTP Manager.

9. Competition Relevant To Selection

Current form is determined by performances in the competitions as stated in Section 2.

Selection to squads is based on performances in competition and the potential of the athlete. The relevant competitions considered for each squad are:

Performance Squad	Achieved top-15 at the last 2 World Champs			
Elite Development Squad	Performance demonstrating progress at the last 2 WOCs	Performance demonstrating progress at WC's in the last 2 years	Achieved top-20 at JWOC or WUOC in the last 2 years, relay performances not formally taken into account	Achieved required Domestic Performance Standards in races specified in the season schedule
Talent Development Squad	Performance at the last 2 JWOC	Performance at EYOC in years when EYOC is scheduled	Achieved required Domestic Performance Standards in races specified in the season schedule	

Appendix 3 contains two tables, one used to assess performance in events and the second stating the levels of performance required in each squad. Athletes being considered for selection to the Elite

Development Squad and the Talent Development Squad are not required to compete in all competitions but must be able to demonstrate performance at a sufficiently high standard across the relevant competitions. For example an Elite Development athlete could demonstrate performance at a WOC and in WCs and does not need to compete in JWOCs.

Performances in domestic and international relays may be taken into account when considering an athlete's 'Current Form' in relation to selection for relay teams.

Currently selection criteria takes into account performance across all disciplines that is, long, middle, sprint and relays races. This may be changed in future updates to the Policy.

In exceptional circumstances the Selector may agree with an athlete contending for selection to a squad or competition the inclusion of other domestic or international competition results in the selection process. In such a case agreement must be reached prior to the competition commencing.

10. The Selection Process

10.1 Schedule for selections

Selection of squads will be a continuous process with athletes selected into and deselected from squads as appropriate. Squads will be confirmed twice yearly through the issuing of a news item on the British Orienteering website by the end of September and the end of April each year.

Normally teams selected for competitions will be announced on the British Orienteering website 83 clear days prior to the start date of the competition. A 2-stage selection may be used, with early selection 83 clear days prior to the start of the competition being used to select a pool of athletes, who would either be pre-selected, or who would then undertake a final selection process 2-3 weeks ahead of the competition. Limiting the number of athletes able to be considered in the second stage of selection makes the selection more focused, as compared to having a large group of athletes take part in a single selection race shortly before the competition. Where later selection decisions are necessary selection announcements dates will be confirmed in the Annual Selection Schedule attached to The Policy.

10.2 Gathering of selection information

The Selector will be responsible for gathering relevant information for athletes from domestic and international competition.

For competitions held abroad, it is the responsibility of athletes to ensure that the Selector is made aware of any results or other relevant information the athlete would like to have taken into account.

In using information gathered for selection purposes there are a number of extenuating circumstances that may be taken into account by the Selector:

- Void courses: Where a race has been voided, the Selector may still use the race as evidence of an athlete's form where it seems appropriate to the Selector to do so.
- Weather-affected courses at races used for selection: Where a race used for selection has been adversely affected by the weather, particularly where this has the potential to cause unfairness, the Selector will communicate by email to squad and registered athletes whether the Selector intends to treat the race any differently. Where possible this communication will take place in advance. However, the Selector may still use the race as evidence of an athlete's form where it seems appropriate to the Selector to do so.
- Use of split times: In exceptional circumstances the Selector may consider the split times from races used for selection where it seems appropriate to the Selector to do so.
- Cancellation/postponement of a race used in the selection process: Where any cancellation/postponement (or other similar problem) of a race used for selection arises, any changes to the Annual Selection Schedule and/or races used for selection will be communicated to athletes as early as possible via email and news item.

In all cases the Selector will determine the relevance of the information gathered.

10.3 Eligibility

To be considered for selection, all athletes must be members of British Orienteering.

Only athletes free from any doping ban will be considered for selection.

For selection to participate in any specific competition, athletes must meet any specific eligibility criteria of that competition.

Being a squad member of "The Programme" does not itself provide automatic selection for competitions and camps. Selection places at all competitions and camps are subject to the selection criteria within The Policy.

Selection for camps or competitions is likely to be from identified athletes within the current squads of The Programme. There may be circumstance in which unattached athletes outside of the selected squads may be considered for selection to camps or competition. To be clear, an athlete not attached to a squad will need to demonstrate current form in competition as specified in Section 9 and be able to demonstrate a high level of competence against the criteria identified in Section 8.

10.4 Number of selection places to a competition or camp

There are a maximum number of places available for competitions and camps, which will be determined by a number of factors including: the IOF competition rules, the levels of finance available, the coach/athlete contact time desired.

Not all available places for all competitions will necessarily be filled, whether for the World Orienteering Championships, World Cups, Junior World Orienteering Championships, or other competitions.

The 'balance' of selection to a squad or competition is integral to the vision for the programme and will include consideration of the mix of athletes selected to achieve success at the competition as compared to the number of athletes selected to be developed for future success. The NTP Manager will determine the 'balance' of selection for a competition or camp and will communicate this to the Selector as appropriate.

Selections will be taken to accommodate the balance determined using the following sequence:

- a) Athletes who have demonstrated the ability to achieve a top 10 place in World Orienteering Championship in the current or previous year
- b) Athletes with the potential to achieve a top 10 place at WOC in the next 2 to 5 years
- c) Athletes who have demonstrated a high level of performance at the level of competition being selected for
- d) Athletes who have demonstrated a high level of performance just below the level of competition being selected for and who can justifiably be expected to either perform well or improve their performance by competing in the event
- e) Athletes who, in exceptional circumstances, may be required to create a balanced team of athletes to attend a competition

10.5 Pre-selection

The Selector may consider athletes with demonstrated top 10 or medal potential for pre-selection. Pre-selections will normally be for the team rather than for specific disciplines, and no athlete is guaranteed a run in all disciplines.

10.6 De-selection

An athlete may be de-selected from a previously announced squad or team if:

- They are found to have contravened the rules of British Orienteering or the International Orienteering Federation.
- They no longer meet the necessary criteria laid down in The Policy (for example, they become ineligible for the competition in question).
- They are unable to demonstrate their fitness or form is of a level appropriate to the selection.
- They suffer illness or injury which the Selector believes will affect their level of performance to an unacceptable level.
- Their selection is affected by the decision of an appeals hearing (in exceptional circumstances only).
- After consultation, they have repeatedly failed to demonstrate their progress towards becoming a podium level athlete.

10.7 Deferring a Selection Decision

Where selection of any element of a squad or team is deferred for any reason, the process for making the decision and the timing of the decision will both be communicated alongside the main selection announcement.

10.8 Communication of selection decisions

The timetable for announcement of selection decisions will form part of the Annual Selection Schedule attached to The Policy.

All selections will be published on the British Orienteering website.

Squad athletes and others who have registered an interest in being selected for a competition will be notified by email when selections are posted on the website.

10.9 Feedback

Where an athlete or the coach of an athlete requires feedback on a selection decision, or on how the athlete's progress is viewed by the programme staff, they should approach the Selector in the first instance with the option to raise the matter further with the NTP Manager if necessary.

In cases where a selection decision was close or marginal, the non-selected athlete(s) will normally receive feedback as part of the process surrounding announcement of the selected team.

10.10 Injury, Illness and Exceptional Circumstances

Where an athlete withdraws from a squad, camp or team through injury or illness, a replacement may be considered that will maintain the balance of the selected squad, camp or team and meet the objectives of the programme.

However it may be decided:

- a. not to fill the vacancy, or
- b. to fill the vacancy with an available athlete who will be able to prepare properly in the time available (for instance, in short notice cases this may be an athlete already attending a competition).

If an athlete misses a race used for selection or underperforms in such a race the Selector may argue to include such an athlete in a selection based on demonstrated competence against the selection criteria.

In exceptional circumstances, where a race that would be considered for the purpose of selection of an athlete is affected by exceptional circumstances and the Selector deems there to have been impact on the race's appropriateness for use as a race used for selection (for instance voiding, cancellation or bad weather), the Selector has the right to place increased weight on the other selection criteria.

11. Appeals

Selection decisions can be challenging for both the athlete and Selector. An athlete has the right to question a selection decision:

- a) To seek feedback on the decision from the Selector
- b) To seek feedback on the decision from the NTP Manager if responsibility for selection has been delegated to a Selector
- c) To make a formal complaint about the selection decision to the NTP Manager
- d) If the response from the NTP Manager to the complaint is considered insufficient the athlete can make a formal appeal. Any such appeal must be made to the Chief Executive according to the published British Orienteering Appeals Policy and Procedure (Appendix 1).

Appendices

12. Appendix 1: British Orienteering Appeal Policy & Procedures

This is published on the British Orienteering Federation website. [Link](#)

13. Appendix 2: Contact Information

<p>Sarah Hague National Talent & Performance Manager British Orienteering Federation Office, 8a Stancliffe House Whitworth Road Darley Dale Matlock Derbyshire DE4 2HJ Tel: 01629 734042 Fax: 01629 733769 Email: SHague@britishorienteering.org.uk</p>	<p>Mike Hamilton Chief Executive British Orienteering Federation Office, 8a Stancliffe House Whitworth Road Darley Dale Matlock Derbyshire DE4 2HJ Tel: 01629 734042 Fax: 01629 733769 Email: MHamilton@britishorienteering.org.uk</p>
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14. Appendix 3: Domestic Performance Standards

Performance Standards - Domestic		
Current Form		
Elite	M/W17-20	M/W16
Wins		
0 - 1.0%		
1.0 - 2.5%		
2.5 - 5%		
5 - 7.5%	Wins	
7.5 - 10%	0 - 1.0%	
10 - 12.5%	1.0 - 2.5%	
12.5 - 15%	2.5 - 5%	
15 - 17.5%	5 - 7.5%	Wins
17.5 - 20%	7.5 - 10%	0 - 2.5%
20 - 21%	10 - 12.5%	2.5 - 5%
21 - 22%	12.5 - 15%	5 - 10%
22 - 23%	15 - 17.5%	10 - 15%
23 - 24%	17.5 - 20%	15 - 20%
24 - 25%	20 - 25%	20 - 25%
>25%+	>25%+	>25%+

British Orienteering Performance Squads – Performance Standards (Domestic)		
Elite Performance (Being World-Class)	Elite Development (Development of High Performance) Expected age of athletes 19-26	Talent Development (Development of In-depth Specialisation) Expected age of athletes 16-20
Senior Average % behind - up to 105%	Senior (up to 26) Average % behind - 105-115% M/W17-20 Average % behind - up to 110%	M/W17-20 Average % behind - 110-117.5% M/W16 Average % behind - up to 115%













2013 Selection Schedule

Camp/ Competition	Dates	Funded	Disciplines	Selection Principles				Current Form Races
				3 months selection; announcements by	2-3 Weeks selection; announcement by	Current Form	Squad Athletes	
WC 1-3 (W Cup 2013 - Round 1) New Zealand	06/13.01	Self	Middle; Sprint; Middle Prologue/ Chase	Selected		✓		2012 World Cups; WOC 2012
WC 4-8 (W Cup 2013 - Round 2) Oslo, Sigtuna, Turku	01/08.06	Part	Sprint; Middle; Knockout Sprint; Sprint; Long Chase		11/05/2013	✓		JK Sprint; JK Middle; JK Long British Sprint; British Middle
Junior Worlds 2013 Hradec Kralove, Czech Republic	30/07.07	Part	Long; Middle Q; Middle F; Sprint; Relay	08/04/2013		✓		JK Sprint; JK Middle; JK Long
WOC - WC 9-11 (W Cup 2013 - Round 3) Vuokatti, Finland	04/14.07	Part	Sprint*; Long; Middle; Relay	12/04/2013	24/06/2013	✓		JK Sprint; JK Middle; JK Long Finnish Test Races; Sprint race*
Talent Development Camp Badaguish, Scotland	20/27.07	Part	Coaching Camp	28/04/2013		✓	TDS	JK Sprint; JK Middle; JK Long British Sprint; British Middle
EuroMeeting & EDS Camp Inverness, Scotland	27/05.08	Part	Racing Camp	05/05/2013		✓	EDS PERF	JK Sprint; JK Middle; JK Long British Sprint; British Middle
The World Games Cali, Columbia	30/05.08	Full	Sprint; Middle; Mixed Relay	08/05/2013		✓		JK Sprint; JK Middle; JK Relay British Sprint & middle
WC 12-13 (World Cup 2013 - Round 4) Baden, Switzerland	05/06.10	Part	Middle; Sprint		14/09/2013	✓	EDS PERF	2013 World Cups; WOC 2013
Junior European Cup 2013 France	04/06.10	Part	TBC	13/07/2013		✓		Scottish 6-Days, races tbc
European Youth 2013 Venue / dates to be confirmed	tbc	Part	Sprint; Long; Relay	tbc		✓		tbc

In red – to be confirmed (tbc);

* Arrangements for selection of the WOC Sprint athletes to be confirmed by mid January 2013

2013 Selectors & Selection Advisors

Competitions	EYOC JEC	JWOC EuroMeeting	World Cups	WOC World Games
Summer Coaching Camps	Talent Development Camp	Elite Development Camp		
Responsibilities	Talent & Performance Manager Reviewing selections, communicating with athletes and posting news releases implementing & reviewing the Selection Policy			
				
Selector Collating data, organising selection meetings, making selections decisions, implementing Selection Policy	Talent Development Coach (Jackie Newton)	Talent Development Coach (Jackie Newton)	Elite Development Coach (Liz Campbell)	Performance Lead (tbc by 28 Feb 2013)
	 	 	 	 
Selection Advisors Gathering information, analysing information, check & challenge according to the selection policy	tbc by 28 Feb 2013	Helen Marsden	Jon Cross	Jon Cross
	Elizabeth Furness	Duncan Archer	Duncan Archer	Duncan Archer
		Elite Development Coach (Liz Campbell)	Talent Development Coach (Jackie Newton)	Elite Development Coach (Liz Campbell)

Confirmation of the appointment of a Performance Lead for the Performance Squad and of a selection advisor for EYOC/JEC to be made by 28 Feb

The Selection Advisors are a mix of programme staff and key volunteers reinforcing the 'checks and challenges' within the system.