

British Orienteering Selection Policies 2025



WUOC 2024 Mixed Sprint Relay, gold medal team



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Change log

Date	Version name	Changes
16/01/2025	V1.7	Original document published on British Orienteering website
24/03/25	V1.8	Updates to sections: 5.3.2 (new closing date for WOC test races), 5.4.1/5.5.1/7.3.1 (add link to Sprint Scotland races), 7.3.1 (clarification of selection races), 9.2.1/9.3.1 (updated name of L4 coach)

1. Purpose

- 1.1. This document outlines the selection policy for athletes to the Great Britain team for all international competitions into which British Orienteering enters teams.

2. Aim of the British Orienteering Performance Programme

- 2.1. The overall aim of the Performance programme is **to maximise GBR success at the World and European Orienteering Championships (WOC and EOC)**. WOC and EOC are our two “focus” competitions.
- 2.2. The objectives of the Performance programme are to:
- Support and prepare our athletes to deliver medals and top-10 positions at WOC/EOC 2025
 - Develop athletes towards medal performances at major championships in 2026 and beyond
- 2.3. The only other competition with a performance focus is the Junior World Orienteering Championships (JWOC), although this is secondary to WOC and EOC.
- 2.4. The purpose of each competition in a season, along with any relevant targets, is listed in Section 4.

3. General information

3.1. General

- 3.1.1. Selection is made by either the senior or junior selection panel. The selection panels are responsible for selecting athletes for specific competitions and ensuring that the process is carried out fairly and without bias.
- 3.1.2. The primary focus of the team selections is to achieve the aims described in section 2. Selections will be made to optimise performances at international competitions in this priority order: WOC, EOC, JWOC, WUOC/The World Games (in relevant years), World Cups, EYOC, JEC.
- 3.1.3. All eligible athletes (see section 3.6) who submit an availability form will be considered equally for selection against the stated selection criteria of a competition regardless of club, home training location, age, home nation, and regardless of membership or not of one of the [GBR training squads](#) (L5 Performance, L4 Development or L3 Talent).
- 3.1.4. With the aims of the Performance programme in mind (section 2), **British Orienteering is under no obligation to fill all available places**. It is the responsibility of the Performance programme to use available resources to meet the programme aims. This may mean that some competitions are prioritised above others, and places may not be filled if athletes are not of sufficient quality, or if to do so would diminish the quality of the coaching support that can be provided. Guidance on team sizes for specific competitions is provided in section 4 of this document.
- 3.1.5. Selection for performance competitions (e.g. WOC) will primarily be based on performance in nominated selection races. When assessing the performance of an athlete in a nominated selection race, the selection panel will consider the athlete’s placing and percentage time-behind-winner. Only if necessary to separate athletes, or if something unforeseen occurs (e.g. a misplaced control due to organiser-error), will additional information be used. This may include consideration of split times, GPS traces, and performance in secondary races.

- 3.1.6. Where the purpose of a competition includes the provision of competition experience and development opportunities, athlete progression may be considered alongside selection race performance when selecting the team. The selected team may comprise a mix of performance and development athletes. It is at the discretion of the selection panel to decide how many athletes to take from each group.
- 3.1.7. For each competition a Team Manager will be identified. From the point of arrival at the competition, the Team Manager has a duty of care to the athletes and may, in the best interests of the athletes and team, and in consultation with other staff in attendance at the competition, rest or withdraw an athlete from a race. Another athlete may be substituted if the Team Manager believes this is appropriate. Where practical, the Team Manager should seek agreement from the Performance Pathway Manager prior to making any team changes.
- 3.1.8. International Orienteering Federation (IOF) Foot O disciplines are sprint (S), knock-out sprint (KOS), mixed sprint relay (MSR), middle (M), long (L) and forest relay (FR). The selection panel may, at their discretion, choose to consider all sprint format selection races for sprint selections, and all forest format selection races for forest selections. For example, S results may be used for KOS and MSR selection, but not for M or L selection. Or, in another example, M results may be used for L or FR selection, but not for S selection. This applies for all competitions unless explicitly stated otherwise in sections 5 and 7.

3.2. Relay teams

- 3.2.1. Depending on the competition (see Sections 5 and 7), the selection panel will either name a relay team in advance, or they will name a relay pool. All athletes in the relay pool will have the opportunity to run in a relay. If a relay pool is named, teams will be selected from this pool at the competition by the Team Manager, in consultation with athletes, coaches and/or the Selection Panel. The relay pool may include athletes not selected to compete in any individual discipline at the competition. Changes to the relay pool may take place prior to a competition or at a competition. The selection of relay teams from the relay pool at the competition is not subject to the appeals process.

3.3. Reserves

- 3.3.1. For each competition the selection panel will consider, in the same selection meeting, what, if any, reserves should be named. These may be traveling or non-travelling reserves.

3.4. Testing & Substitution

- 3.4.1. Selected athletes may be required to agree their preparation programme with their Squad Manager or designated person. This stipulation is not to 'interfere' with athletes' preparation, but to ensure athletes are supported and challenged in optimising their preparation.
- 3.4.2. All athletes who declare themselves available for selection may be required to undergo physiological and/or medical assessments. This will be to monitor development and confirm fitness following injury, illness, any other period where the athlete has been prevented from training and/or competing normally, or a period of marked under-performance.
- 3.4.3. British Orienteering reserves the right to require a medical examination by a medic nominated by British Orienteering.

- 3.4.4. British Orienteering reserves the right to de-select any athlete who does not fulfil the necessary fitness, medical, or performance standard, or who does not agree and then follow their agreed preparation programme, or who does not meet the standards of behaviour expected.

3.5. Anti-Doping

- 3.5.1. All selected athletes must comply with the UK Anti-Doping Rules as published by UK Anti-Doping Limited (or its successor): [The Anti-Doping Rules | UK Anti-Doping \(ukad.org.uk\)](https://www.ukad.org.uk)

3.6. Eligibility

- 3.6.1. To be eligible to be selected for a competition, each athlete must:
- Hold a valid British passport and be eligible to represent Great Britain in accordance with the rules of the IOF
 - Hold a valid and current membership of British Orienteering
 - Meet the age class requirements of the competition on 31st December in the year of competition
 - Not be serving a period of ineligibility because of an anti-doping rule violation
 - Complete anti-doping training as requested by British Orienteering and/or the IOF
- 3.6.2. Any athlete who is the subject of an outstanding disciplinary matter is ineligible for selection until the matter reaches an agreed resolution. The selection panel must be satisfied that the selection of any athlete will not jeopardise the efficient, safe and orderly management of the group and/or individual during the competition.

3.7. Availability

- 3.7.1. All athletes who wish to be selected for a competition must declare their availability for that competition. **This is done by completing an online form:** <https://forms.office.com/e/VPB9Y4Kq9n>
- 3.7.2. Competition-specific deadlines for the submission of the availability form are given in the table below. Athletes may return to the form at any time and update their responses, for example, to submit their availability for races later in the year. The form may include the option for athletes to declare discipline preferences. The selection panel will have regard to, but not necessarily accede to, these preferences.
- 3.7.3. The selection panel will not chase up athletes to submit their availability. **If you do not complete the form, you will not be considered for selection.**

Competition(s)	Availability deadline (all at 23:59)
The World Games	Friday 31 st January 2025
EYOC and JWOC	Thursday 17 th April 2025
WC1 and WOC	Friday 9 th May 2025
EOC	Friday 1 st August 2025

JEC	Friday 1 st August 2025
WC3	Friday 29 th August 2025

3.7.4. The dates of the individual selection meetings for each competition are listed in sections 5 and 7. Any deviation from the dates listed in this document will not invalidate any selection decision.

3.8. Mitigating circumstances or missing a selection race

3.8.1. If an athlete has a valid reason for not participating in a selection race, or if there are mitigating circumstances which may affect their performance, e.g., illness, injury, or issues at a selection race (e.g. voided course, misplaced control etc.), the athlete should inform the selection panel in writing:

- L3 Talent Squad athletes should contact the relevant L3 manager (Scotland, North or South)
- L5 Performance Squad athletes should contact Andy Kitchen andykitchen6@gmail.com
- L4 Development Squad athletes, and all other athletes, should contact Pippa Archer parcher@britishorienteering.org.uk

3.8.2. Deadlines for the submission of mitigating circumstances are the same as the competition-specific deadlines listed in section 3.7. If an athlete experiences mitigating circumstances during a selection race (e.g. injury) they should notify the selection panel within 24 hours of the race.

3.8.3. The responsibility to inform selectors of any mitigating factors which would support a discretionary case for selection lies with the athlete. It is not the role of the selection panel to construct cases to support individual athletes, and therefore no assumptions should be made regarding prior knowledge. Athletes must submit their case in writing, describing the situation in their own words, even if they know that their squad coach is already aware of the issue(s).

3.9. Force Majeure

3.9.1. British Orienteering reserve the right to withdraw all or part of a team, or change the selection policy, in response to abnormal situations beyond the control of the sport, including, but not limited to pandemics, terrorist threats or environmental disasters.

3.10. Embargos

3.10.1. Athletes are reminded that they must comply with embargos. For UK-based selection races, the list of embargoed areas can be found here: https://www.britishorienteering.org.uk/embargoed_areas. Typically, all selection race areas are embargoed as soon as the race is announced.

4. Competitions 2025

4.1. IOF international Foot O disciplines are sprint (S), knock-out sprint (KOS), mixed sprint relay (MSR), middle (M), long (L) and forest relay (FR). National quotas for senior IOF races are given [here](#); senior athletes are recommended to read the IOF document to understand how entry slots are allocated.

World Orienteering Championships (WOC) Forest 7 th to 12 th July 2025 Kuopio, Finland	Purpose: Annual focus competition: to win medals and achieve top-10 placings. Measures the level of performance of our athletes and programme. The best team possible will be selected: this is a performance competition, and it is not expected to select athletes for development. Target: Medals and top-10 places Age Class: Open Disciplines: M, L, FR Places per discipline: • M: 3 men and 3 women • L: 2 men and 3 women • FR: 1 men's team of 3, 1 women's team of 3 Team size: up to 6 men and 6 women, likely that the team will be smaller due to athletes being selected to run multiple disciplines
European Orienteering Championships (EOC) Sprint 27 th to 31 st August 2025 Hasselt, Belgium	Purpose: Annual focus competition: to win medals and achieve top-10 placings. Measures the level of performance of our athletes and programme. This competition will be treated as EOC first and a World Cup competition second. Athletes may be selected for competition experience and development opportunities. Target: Medals and top-10 places Age Class: Open Disciplines: MSR, KOS, S Places per discipline: • MSR: 1 team, comprising 2 men and 2 women • KOS: 8 men and 8 women • S: 8 men and 8 women Team size: up to 8 men and 8 women, may not select a full team
IOF World Cup 1 Forest 18 th to 22 nd June 2025 Idre, Sweden	Purpose: Prepare athletes for WOC 2025 and provide competition experience and development opportunities for other athletes. Target: Competition experience & development Age Class: Open Disciplines: Qualification race, L, M, FR Places per race/discipline: • Qualification race: 9 men and 9 women • L: 9 men and 9 women (same athletes, A or B final) • M: 9 men and 9 women (same athletes, A or B final) • FR: 3 teams of 3 men / 3 teams of 3 women Team size: up to 9 men and 9 women, likely to select a full team
IOF World Cup 2	See above for European Orienteering Championships
IOF World Cup 3	Purpose: Prepare athletes for WOC 2026 and provide competition experience and development opportunities for other athletes.

Sprint 26th to 28th Sept 2025 Uster, Switzerland	Target: Competition experience & development Age Class: Open Disciplines: S, MSR, KOS Places per discipline: • S: 8 men and 8 women • MSR: 4 teams, each comprising 2 men and 2 women • KOS: qualification via individual sprint (top 36) Team size: up to 8 men and 8 women, likely to select a full team
The World Games (TWG) Sprint and Forest 8th to 11th August 2025 Chengdu, China	Purpose: The best team possible will be selected: this is a performance competition, and it is not expected to select athletes for development. Target: Medals and top-10 places Age Class: Open Disciplines: M, S, MSR Places per discipline: all athletes run all disciplines Team size: 2 men and 2 women, a full team will be selected
Junior World Orienteering Championships (JWOC) 28th June to 3rd July 2025 Italy	Purpose: Annual focus competition. Measures the level of performance of our athletes and programme. The best possible team will be selected, it is not expected to select athletes for development. Target: 1 x extended-podium finish (top-6) and 4 x top-20 finishes Age Class: 20 (younger athletes may run-up) Disciplines: MSR, S, L, M, FR Places per discipline: all athletes run all disciplines Team size: up to 6 men and 6 women, likely to select a full team
European Youth Orienteering Championships (EYOC) 17th to 20th July 2025 Czechia	Purpose: Competition experience & development of athletes Target: Competition experience & development Age class: 16 & 18 Disciplines: L, S, FR (details tbc) Places per discipline: all athletes run all disciplines; athletes not selected for a GBR FR team may run in a mixed-nation team Team size: up to 4 men and 4 women in each class, likely to select a full team of 16 athletes
Junior European Cup (JEC) 3rd to 5th October 2025 Scotland	Purpose: Competition experience & development of athletes Target: Competition experience & development Age Class: 18 & 20 Disciplines: S, L, FR (details tbc) Places per discipline: all athletes run all disciplines Team size: up to 6 men and 6 women can be entered for each class. British Orienteering has the capacity to fund up to 16 athletes – 3 in each class and an additional 4 athletes at the discretion of the selection panel. As an exception for 2025, due to the UK-based nature of the competition, an additional 8 athletes may be selected (giving a total of 6 in each class); this is dependent on the availability of additional funding.

5. Seniors: Process and Timeline 2025

5.1. The World Games

TWG (M/S/MSR) Chengdu, China, 8th to 11th August 2025

- 5.1.1. Selection will be based on known sprint form, subject to fitness. Sprint results are prioritised over forest results for the purposes of selecting the TWG team.
- 5.1.2. Known sprint form will be determined from results in the following competitions:
 - 2024 World Championships
 - 2024 World Cup 1 (Switzerland)
 - 2024 World Cup 2 (Italy)
 - 2024 World University Orienteering Championships (Sprint disciplines)
 - 2024 Junior World Orienteering Championships (Sprint disciplines)
- 5.1.3. The selection meeting will be held in early 2025.

5.2. World Cup 1 (forest)

WC1 (L/M/FR), Idre, Sweden, 18th to 22nd June 2025

- 5.2.1. Athletes are required to submit their availability for WC1 and WOC at the same time, including justification for their priorities and preferences. Prior to submitting their availability, athletes should discuss their season priorities with personal coaches and/or programme managers.
- 5.2.2. Selections will be based on results in the following primary selection races:
 - JK Middle (19th April 2025, Tankersley)
 - JK Long (20th April 2025, Wharnccliffe)
 - British Long Championships (10th May 2025, Grizedale)
- 5.2.3. Results in forest races at WOC, EOC and World Cups 2023-2024 may be considered as secondary information.
- 5.2.4. Athletes selected for WC1, who have also indicated that they are available for selection for WOC, will be asked to discuss with Performance programme staff whether they should aim to compete in both WC1 and WOC, or whether they should step down from the WC1 team if selected for WOC, noting that it is a stated aim of the Programme to prioritise performance at WOC over World Cups.
- 5.2.5. Relay teams will be selected from the relay pool, at the competition, following the process outlined in section 3.2.
- 5.2.6. The selection meeting will be held as soon as possible after the British Long Championships.

5.3. World Orienteering Championships (forest)

WOC (M/L/FR), Kuopio, Finland, 8th to 12th July 2025

5.3.1. Selections will be based on results in the following primary selection races:

- WOC 2025 Middle distance selection race (7th June 2025, Puijo, Finland)
- WOC 2025 Long distance selection race (8th June 2025, Tahko, Finland)

5.3.2. Entries to the WOC 2025 selection races must be made via the [WOC 2025 website](#) by 23:59 on 1st June 2025.

5.3.3. Results in the primary selection races will be used to select athletes likely to achieve the competition targets (medals and top-10 places). Athletes targeting the Long/Middle will not be penalised if they choose to only enter the WOC 2025 Long/Middle-distance selection race. Results from either race may be used to select athletes for any discipline at WOC 2025.

5.3.4. Remaining places in the team will be allocated based on results from the primary selection races or, in the case where the primary selection race results provide insufficient evidence to differentiate between athletes, results in the secondary selection race and/or past international forest races.

5.3.5. The secondary selection race is:

- British Long Championships (10th May 2025, Grizedale)

5.3.6. Past international forest races are defined to be:

- WOC 2023
- EOC 2024
- World Cup Final 2024

5.3.7. Athletes will be selected for specific disciplines; Long, Middle, and Relay. Selections may specify leg order in the relay. An athlete can be selected to run the relay even if they are not selected for an individual race.

5.3.8. The selection meeting will be held as soon as possible after the Finland selection races.

5.4. European Championships, including World Cup 2 (sprint)

EOC/WC2 (MSR/KOS/S), Hasselt, Belgium, 27th to 31st August 2025

5.4.1. The primary selection races will be organised by [Sprint Scotland](#) on 3rd August 2025.

5.4.2. The Sprint Scotland races will consist of two individual sprint races. The results of both races will be used to select the team.

5.4.3. Due to the proximity of the primary selection races to TWG, athletes due to travel to TWG may be selected for EOC without competing in the primary selection races.

5.4.4. Results in the following races may be considered as secondary information:

- WOC 2024
- World Cup 1, 2024
- World Cup 2, 2024
- JWOC Sprint 2025

5.4.5. All selected athletes will be entered for all individual races unless they request otherwise.

5.4.6. The selection panel will select the MSR team. Note that nations are only allowed to enter one team.

5.4.7. The selection meeting will be held as soon as possible after the Sprint Scotland selection races.

5.5. World Cup 3 (sprint)

WC3 (S/MSR/KOS) Uster, Switzerland, 26th to 28th September 2025

5.5.1. Results from the following races will be considered when selecting the team:

- The two individual sprint races organised by [Sprint Scotland](#) (3rd August 2025)
- 2024 World Championships
- 2024 World Cup 1 (Switzerland)
- 2024 World Cup 2 (Italy)
- 2025 JWOC Sprint
- 2025 World Games
- 2025 European Championships
- British Sprint Championships (East Anglia, 31st August 2025)¹

5.5.2. All selected athletes will compete in the individual sprint. Participation in the KOS depends on the results of the individual sprint (top 36 athletes in men and women qualify for the KOS).

5.5.3. Relay teams will be selected from the relay pool, at the competition, following the process outlined in section 3.2.

5.5.4. The selection meeting will be held as soon as possible after the British Sprint Championships.

6. Juniors: Introduction 2025

6.1. The following section describes how athletes are selected to the Great Britain team for all junior international competitions into which British Orienteering enters teams.

6.2. Junior athletes selected for a competition will have the opportunity to run, subject to fitness and welfare, in all individual disciplines at that competition.

6.3. The objectives of the selections are to:

- Underpin an individual athlete's long-term development to the senior ranks. The focus is on the development of athletes towards future senior success.
- Provide high-level international race opportunities for junior athletes who are on a strong trajectory for international success at major competitions.

¹ The 2025 British Sprint Championships take place on the same day as the European Championships (Individual Sprint). Participation in BOC Sprint is an opportunity for athletes not selected for EOC to demonstrate their current form.

7. Juniors: Process and Timeline 2025

7.1. JWOC

JWOC (MSR/S/L/M/FR) Italy, 28th June to 23rd July 2025

7.1.1. Five selection races will be considered:

- British Middle Championships (15th March 2025, Holmbush and Buchan Country Park)
- Sprint, organised by British Orienteering (16th March 2025, tbc, SEOA)
- JK Sprint (18th April 2025, Sheffield)
- JK Middle (19th April 2025, Tankersley)
- JK Long (20th April 2025, Wharnccliffe)

7.1.2. Places will be nominated at the complete discretion of the selection panel. To support an individual's selection, the selection panel will consider:

- Primarily, performances at the selection races named in section 7.1.1
- Secondly, individual progression and race performances at national and international competitions within the 2024 and 2025 seasons²
- Secondly, the athlete's potential to successfully race for GBR at senior level

7.1.3. Relay teams will be selected from the relay pool, at the competition, following the process outlined in section 3.2. As an outcome of the selection meeting, the selection panel may provide guidance on which athletes should run in the first team of the FRs and the MSR.

7.1.4. The selection meeting will be held as soon as possible after the JK.

7.2. EYOC

EYOC (L/S/FR) Czechia, 17th to 20th July 2025

7.2.1. Five selection races will be considered:

- British Middle Championships (15th March 2025, Holmbush and Buchan Country Park)
- Sprint, organised by British Orienteering (16th March 2025, tbc, SEOA)
- JK Sprint (18th April 2025, Sheffield)
- JK Middle (19th April 2025, Tankersley)
- JK Long (20th April 2025, Wharnccliffe)

7.2.2. Places will be nominated at the complete discretion of the selection panel. To support an individual's selection, the selection panel will consider:

- Primarily, performances at the selection races named in section 7.2.1
- Secondly, individual progression and race performances at national and international competitions within the 2024 and 2025 seasons²

7.2.3. Athletes will not be selected to 'run-up', i.e. M/W 16s will not be selected to compete in the M/W 18 category.

² National races are defined as any JK S, JK M, JK L, BOC S, BOC M, BOC L race. International races are defined as any EYOC, JWOC or JEC race.

- 7.2.4. Athletes may be considered for selection to both JWOC and EYOC. An athlete may only compete in both competitions if this an agreed decision between the athlete, their personal coach(es), and Performance programme staff.
- 7.2.5. Relay teams will be selected from the relay pool, at the competition, following the process outlined in section 3.2.
- 7.2.6. The selection meeting will be held as soon as possible after the JK.

7.3. JEC

JEC (S/L/FR) Scotland, 3rd to 5th October 2025

- 7.3.1. Places will be nominated at the complete discretion of the selection panel. To support an individual's selection, the selection panel may consider:
- Primarily, performances at the five selection races listed in section 7.1.1, JWOC 2025, and EYOC 2025
 - Secondly, individual progression and race performances at national and international competitions within the 2024 and 2025 seasons², the 2025 Scottish Championships (3rd May 2025), the 2025 Scottish 6 days (this does not include the sprint on 30th July 2025), and the [Sprint Scotland](#) races on 3 August 2025
 - An athlete's potential to successfully race for GBR at senior level
- 7.3.2. Athletes are not expected to attend all the races listed in section 7.3.1. The list is designed to provide a range of opportunities for athletes to demonstrate their ability to perform.
- 7.3.3. Athletes who secure an individual top-20 place in JWOC 2025 or EYOC 2025 will be automatically selected, if available.
- 7.3.4. M/W 18s will not be selected to compete in the M/W 20 category.
- 7.3.5. Relay teams will be selected from the relay pool, at the competition, following the process outlined in section 3.2.
- 7.3.6. The selection meeting will be held the week after the Scottish 6 days.

8. Juniors: Additional guidance for athletes

- 8.1. The selection panel will primarily consider placings and percentage time-behind-winner in domestic selection races. These are calculated as follows:
- **For JWOC selections:** where multiple age classes run the same course, **the course results** (not the age class) will be considered. This recognises 18s who beat 20s on the same course.
 - **For EYOC selections:** individual age classes will be compared separately, i.e. 16s and 18s.
 - **For JEC selections:** individual age classes will be compared separately, i.e. 18s and 20s.
 - Foreign athletes will not be counted when comparing placings or time-behind-winner.
- 8.2. Generally, when comparing 18s and 20s, if two athletes achieve very similar results at selection races and cannot be separated on their performances, preference will normally be given to the younger

athlete over the older athlete (e.g. a first-year 20 over a second-year 20). For EYOC, all 16s are considered together (i.e. no distinction is made between first-year and second-year 16s).

9. Selection panels 2025

9.1. Description of the selection panels

9.1.1. The purpose of this section is to outline the positions within the panel and their specific roles.

9.1.2. The Selection Panel will consist of the following (not exclusively):

- Chair
- Performance Pathway Manager
- Selectors
- Selection Advisors
- Scrutineer

9.1.3. The role of the **Chair** is to:

1. Coordinate Selection meetings and ensure all members are fully briefed in advance.
2. Chair the Selection meetings and ensure a formal record of the meeting is taken.
3. **This is a voting position.**

9.1.4. The role of the **Performance Pathway Manager** is to:

1. Ensure selections reflect the Performance programme's aims set by British Orienteering.
2. Ensure up-to-date information is available to the Selection Panel for all relevant athletes, including from Squad Managers, coaches, and other experts (e.g. medics) as appropriate.
3. Maintain a full record of all performance information relevant to the selection criteria, and make sure this is available at Selection meetings.
4. As requested, provide support to the Chair in matters of selection. This may include providing selection proposals ahead of the meeting.
5. **This is a voting position.**

9.1.5. The role of a **Selector** is to:

1. Provide advice to the Panel, based on the criteria described in this document, regarding selection of athletes to international events at which GBR competes.
2. Challenge the selections presented to the Panel and ensure selections reflect and apply the selection philosophy, overview and criteria set by British Orienteering.
3. As requested, provide support to the Chair in matters of selection.
4. **This is a voting position.**

9.1.6. The role of a **Selection Advisor** is:

1. As per the Selector, but **this is a non-voting position**. In short, advisors advise, but selectors decide.

9.1.7. The role of the **Scrutineer** is to:

1. Ensure selections accurately represent the data presented.
2. Ensure that the selection philosophy, overview and criteria set by British Orienteering is fairly and consistently applied.
3. As requested, provide support to the Chair regarding the interpretation and application of the selection policy.
4. **This is a non-voting position.**

- 9.1.8. Any panel member must declare any conflicts, or potential conflicts, of interest and shall refrain from participation in the discussion of, or any vote, in respect of any selection matter in which they have a material conflict of interest.
- 9.1.9. The selection panel will exercise discretion fairly and without bias.
- 9.1.10. The Selection Panel may choose to delegate selection to an appropriate person(s) but will retain responsibility and accountability for all selection decisions.
- 9.1.11. British Orienteering reserves the right to identify possible future Selection Panel members and involve them as observers in meetings, so they may familiarise themselves with the selection process.
- 9.1.12. **Meetings:** The Panel may conduct the meeting by means of a telephone or video conference, allowing all persons to hear each other at the same time. Such participation shall constitute presence in-person at such meetings.
- 9.1.13. **Quorum:** The quorum for every decision is a minimum of three members.
- 9.1.14. **Voting:** The Chair only has one vote. The Chair may choose not to vote despite being entitled to do so as a member. If there is not a majority, the Chair of the meeting has the casting vote.
- 9.1.15. **Communication:** It is the responsibility of the Performance Pathway Manager to communicate selection decisions to all athletes who declared themselves available for selection. The communication of decisions will take place within 24 hours of the selection meeting. It is important that members of the panel do not become involved in communicating with athletes and personal coaches any matters of selection other than to refer any queries to the Performance Pathway Manager.
- 9.1.16. **Other:** British Orienteering will reimburse panel members for their actual and reasonable expenses incurred in attending the meeting following approval of a properly completed expense claim in accordance with British Orienteering policies.

9.2. Senior selection panel 2025

- 9.2.1. The Senior selection panel for 2025 is:
- Bob Dredge (Chair, voting position)
 - Pippa Archer, Performance Pathway Manager (Selector, voting position)
 - Emil Wingstedt, L5 coach (Selector, voting position)
 - Jenny Peel (Selector, voting position)
 - Andy Kitchin, L5 coordinator (Selection Advisor, non-voting position)
 - Mark Nixon, L4 coach (Selection Advisor, non-voting position)
 - Ranald Macdonald (Scrutineer, non-voting position)
- 9.2.2. Additional expert guidance may be sought from specific coaches, technical experts or medical practitioners as the selection panel deem appropriate.
- 9.2.3. L5 athletes wishing to communicate with the Senior Selection Panel should do so via Andy Kitchin (andykitchin6@gmail.com). L4 athletes, and athletes outside the squads, should do so via Pippa Archer (parcher@britishorienteering.org.uk).

9.3. Junior selection panel 2025

9.3.1. The Junior selection panel for 2025 is:

- Bob Dredge (Chair, voting position)
- Pippa Archer, Performance Pathway Manager (Selector, voting position)
- Mark Nixon, L4 Coach (Selector, voting position)
- Paul Murgatroyd (Selector, voting position)
- Jenny Johnson (Selector, voting position)
- L3 Talent Scotland Coach (Selection Advisor, non-voting position)
- L3 Talent North Coach (Selection Advisor, non-voting position)
- L3 Talent South Coach (Selection Advisor, non-voting position)
- Ranald Macdonald (Scrutineer, non-voting position)

9.3.2. Additional expert guidance may be sought from specific coaches, technical experts or medical practitioners as the selection panel deem appropriate.

9.3.3. L3 athletes wishing to communicate with the Junior Selection Panel should do so via their respective Talent South, North or Scotland Squad managers. L4 athletes, and athletes outside the squads, should do so via Pippa Archer (parcher@britishorienteering.org.uk).

10. Clarification and Appeals Procedure

10.1. If you have specific questions regarding the selection policy or process, please contact Pippa Archer (Performance Pathway Manager) parcher@britishorienteering.org.uk or Peter Brooke (Acting CEO) pbrooke@britishorienteering.org.uk.

10.2. British Orienteering operates a formal appeals procedure for challenging selection decisions which can be found at www.britishorienteering.org.uk/selection, or is available on request from the British Orienteering National Office.

10.3. Section 4 of the Appeals Policy ('Grounds for Appeal') is copied below:

4.1: The only grounds of appeal against the decision of any selection panel are the following:

- a) the selection policy was not properly followed and/or implemented (for example, the selectors failed to apply the selection criteria, or did not give proper consideration to the factors identified);
- b) the selection panel failed to take into account relevant considerations, or took into account irrelevant considerations;
- c) the selection process was tainted by bias; and/or
- d) the selection decision was made in bad faith, dishonestly or perversely.

4.2: It is not the role of an Appeal Panel to review the merits of the selection policy/criteria or a selection decision (i.e. the issue is *not* whether the Appeal Panel agrees with the selection policy or selection decision in question, but only whether any of the grounds of appeal have been established). A selection panel must necessarily exercise discretion, and such exercise of discretion may not be challenged.