

British Orienteering Selection Policies 2024



EOC 2023 Mixed Sprint Relay team. Photo credit: Rob Lines



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Change log

Date	Version name	Changes
08/12/2023	V2.6	Original document published on British Orienteering website
21/03/2024	V3.0	<ul style="list-style-type: none"> • Section 3.8: Availability form added and guidance about how athletes give availability ahead of selection meetings • Section 4: National quota updated from IOF, i.e. the number of places that GBR may enter at each competition. This is calculated at 1st January each year, and published by the IOF in February. • Section 6.5: WUOC eligibility criteria added after discussion with BUCS. • Section 10.2: Further details of British Orienteering organised selection races added: <ul style="list-style-type: none"> ○ 12 April: York University (for EYOC and JWOC) ○ 31 August / 1 September: MAROC areas, Scotland (for JEC and WC4) • Minor corrections
10/04/2024	V3.1	<ul style="list-style-type: none"> • Update to the membership of the selection panels • Change of availability date for EOC to 15th April

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 Programme¹

- 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. The targets for these competitions are **to win medals and achieve top-10 places**.²
- 2.2. The only other competition with a performance target is the Junior World Orienteering Championships (JWOC), although this is secondary to WOC and EOC. The JWOC target (1 x extended-podium finish (top-6) and 4 x top-20 finishes) is set as an aspiration; the real measure of our junior programme is how many athletes transition to the senior elite ranks.
- 2.3. For all other competitions, athletes are entered primarily for development and competition experience. There are no set performance targets.
- 2.4. The underpinning aims of the Performance programme, which contribute to our overall aim, are:
- **Attitude:**
 - A professional programme of coaching, training and race preparation
 - Athletes see themselves as ‘performance athletes’, committed to their improvement and working towards performance goals
 - **Progression:**
 - Junior athletes are prepared and supported to make the transition to senior competitions and squads
 - Senior athletes continue to their build skills, fitness and experience to improve their competitive performance
 - **Welfare:** Athletes, coaches, volunteers, British Orienteering, universities
 - are engaged and enjoy their involvement with the programme
 - feel valued and in control of their involvement and contributions
 - understand what they need to do to get selected, and how the Performance Programme works

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 rationally having regard to the objectives of the selection policy and without bias.

¹ These are the overall aims of the Performance Programme. These set our philosophy, to answer such questions as “which are our target competitions?” and “are we selecting only the best team, or are we filling additional spots for development too?”

² Both WOC and EOC now the alternate sprint-year then forest-year IOF calendar is established

- 3.1.2. The primary focus of the team selections will be 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, World Cups, EYOC, JEC.
- 3.1.3. This document contains information for both seniors and juniors. The policies seek to select the best athletes in a transparent way that prioritises optimal athlete preparation time.
- 3.1.4. Selection will be primarily based on results in nominated selection races and will be subject to an assessment of performance standards.
- 3.1.5. All eligible athletes will be considered equally for selection against the stated selection criteria 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). Being a member of a GBR training squad conveys no advantage for selection to competitions. **Selection is open to all who are eligible** (see section 3.7).
- 3.1.6. With the aims of the Performance programme in mind (section 2), the selection panel may choose not to select for all available positions at a competition. **British Orienteering is under no obligation to select all available places**; the number of athletes selected for teams is at the complete discretion of the selection panel.
- 3.1.7. When assessing the performance of an athlete, the selection panel will consider their placing and 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 such as split times and GPS traces be used.
- 3.1.8. Unless specified, the criteria in this document are not listed in any order of priority and some or all may be used when considering selections.
- 3.1.9. For seniors, in situations where all factors have been considered and it remains difficult to split athletes, the athletes' World Ranking scores may be considered.
- 3.1.10. The selection panel may consider (and may require) additional evidence of athlete fitness. In particular, where 2022 or 2023 performances play a role in selection, athletes may be asked to demonstrate that their fitness is at a similar level to their prior fitness.
- 3.1.11. Where competitions have targets attached, the Team Manager will discuss with each athlete the tactics that will be deployed to maximise the opportunity of achieving the target. For example, an athlete may be rested, or given an alternative training opportunity, rather than fill a space in any other discipline that arises at the competition.
- 3.1.12. The Team Manager at a competition has a duty of care to the athletes and may, in the best interests of the athletes and team, withdraw athletes from disciplines or races prior to, or during, an event. Other athletes at the event may be substituted if the Team Manager believes this is appropriate.

3.2. Disciplines

- 3.2.1. 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).

- 3.2.2. Senior athletes will be selected to compete in specific disciplines (e.g. M or L) for most competitions, and should not expect to be selected to compete in all disciplines. To be selected, athletes will have demonstrated proficiency in specific disciplines, or will be selected to gain appropriate experience in a specific discipline.
- 3.2.3. Senior athlete views on their preferred race disciplines should be communicated to the selection panel when giving their availability ahead of the selection meeting; this will be asked of the athletes on the availability form (see section 3.8). The selection panel will have regard to, but not necessarily always accede to, these preferences.
- 3.2.4. **All selection races will influence selection to all disciplines**, divided between sprint and forest. For example, S results will be used for KOS and MSR selection, but not for M or L selection. Or, in another example, M results will be used for L and FR selection.
- 3.2.5. Junior athletes selected for a competition will have the opportunity to run, subject to fitness and welfare, in all disciplines at that competition.

3.3. Relay teams

- 3.3.1. Athletes will be selected to relay teams or a relay pool at the time of selection, or at the competition itself, with any changes at the discretion of the selection panel or a delegated person (normally Team Manager). Selection criteria will include all disciplines and selected teams may include athletes not selected to compete in the individual disciplines at a competition. Changes to relay teams may take place prior to a competition or at a competition. Selection for the relay teams is entirely at the discretion of the Selection Panel/Team Manager and as such is not subject to the appeals provisions.

3.4. Reserves

- 3.4.1. 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.

3.5. Testing & Substitution

- 3.5.1. 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.
- 3.5.2. Selected athletes and athletes in squads 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.
- 3.5.3. British Orienteering reserves the right to require a medical examination by a medic nominated by British Orienteering.
- 3.5.4. 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.

3.6. Anti-Doping

- 3.6.1. 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)
- 3.6.2. Selected athletes will be required to complete anti-doping education and training as requested by British Orienteering and/or the IOF.

3.7. Eligibility

- 3.7.1. To be eligible to be selected for a competition, each athlete must:
- a) Hold a valid British passport and be eligible to represent Great Britain in accordance with the rules of the IOF
 - b) Hold a valid and current membership of British Orienteering
 - c) Meet the age class requirements of the competition on 31st December in the year of competition
 - d) Not be serving a period of ineligibility because of an anti-doping rule violation
 - e) Attend and complete anti-doping education programmes
 - f) Sign the athlete handbook
 - g) Additional eligibility requirements apply for WUOC; see details in sections 4 and 6.5
 - h) Justify, in the opinion of the selection panel, that their selection will not jeopardise the efficient, safe and orderly management of the group and/or individual during the competition

3.8. Availability

- 3.8.1. All athletes who wish to be selected must declare their availability for the upcoming competitions. This is a binary “yes, available” or “no, not available” for the individual disciplines in the competition.
- 3.8.2. **This is done using the online form here:** <https://forms.gle/6obmLho8CL5rnEds5>. No other kind of application is required; only availability information is required.
- 3.8.3. All British athletes who enter a selection race and submit their availability will be equally considered.
- 3.8.4. The deadline for submission of the availability form is given in the table below. Athletes may return to the form at any time ahead of the deadline and update their responses. We do not expect all athletes to give their full availability for all competitions at the beginning of the year; it is allowed if athletes wish to first give availability for races earlier in the year, then update their later availability in due course.
- 3.8.5. Once the athlete submits the availability form, they will receive an email link to their responses; please keep that email safe and use that link to update as required. If you lose the link, you can submit the form again; if you make multiple submissions we will ignore all previous information and we will only consider your latest responses (note, you will have to rewrite any comments in full, as we will not look back at previous submissions).

3.8.6. There is a separate availability route for WUOC that must be made via BUCs; see details in section 6.5.

3.8.7. The deadline for availability forms to be completed are in the table below. Any non-response will be taken as a firm “no” and the selection panel will not chase up athletes to reply. **If you do not complete the form, you will not be selected.**

Competition(s)	Availability deadline (all at 23:59)
EYOC and JWOC	Monday 15 th April 2024
EOC	Monday 15 th April 2024
WC 1 and WC 2	Friday 3 rd May 2024
WOC stage 1 selection	Wednesday 22 nd May 2024
WOC stage 2 selection	Wednesday 26 th June 2024
WC 4	Friday 30 th August 2024
JEC	Friday 30 th August 2024

3.8.8. The dates of the individual selection meetings are listed in section 6 for each competition. Any deviation from the dates listed in this document will not invalidate any selection decision.

3.9. Mitigating circumstances or missing a selection race

3.9.1. Sometimes mitigating circumstances occur that are outside of the athlete’s control, such as illness, injury, or issues at a selection race (e.g. voided course, misplaced control, loss of SI dibber etc).

3.9.2. If an athlete has a valid reason for not participating in a specified selection race, or has any mitigating circumstances, then the athlete needs to inform the selection panel of their reasons. They should do this in writing via:

- L3 Talent squad athletes should contact their respective L3 manager (Scotland, North or South)
- L4 Development Squad athletes should contact Tom Bray tbray@britishorienteering.org.uk
- L5 Performance Squad athletes should contact Andy Kitchin andykitchin6@gmail.com
- All other athletes should contact Tom Bray tbray@britishorienteering.org.uk

3.9.3. This should be done in advance of the race. If an athlete experiences mitigating circumstances during the race (e.g. injury) they should notify the selection panel within 24 hours of the race. The final deadline for any mitigating circumstances to be submitted are the same as the availability deadlines given in the table in section 3.8 (and 16th April 2024 for WUOC).

3.9.4. The responsibility to inform selectors of any mitigating factors which would support any discretionary case 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 in writing, to describe the situation in their own words, even if they know that their squad coach is already aware of their issue(s).

3.10. Force Majeure

- 3.10.1. 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.

3.11. Embargos

- 3.11.1. 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 2024

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). The national quota (i.e. the number of athletes we can enter at each race) for senior IOF races is given [here](#); senior athletes are recommended to read document as a clear description of how entry slots are allocated.

World Orienteering Championships (WOC) Sprint 12 th to 16 th July 2024 Edinburgh	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 (2024): S, KOS, MSR Places per discipline (2024): <ul style="list-style-type: none"> S: 3 men and 3 women. In addition, Megan Carter-Davies has a personal place as reigning Sprint World Champion, hence GBR may select 4 women in total. KOS: 3 men and 3 women MSR: 1 team, comprising 2 men and 2 women
European Orienteering Championships (EOC) Forest 15 th to 20 th August 2024 Hungary	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. Often EOC is run alongside a World Cup, as in 2024. It will be treated as EOC first and a World Cup second. Target: Medals and top-10 places Age Class: Open Disciplines (2024): M, L, FR Places per discipline (2024): <ul style="list-style-type: none"> M & L: 6 men and 6 women FR: up to 3 x men's teams of 3 men each, and up to 3 x women's teams of 3 women each
IOF World Cups 1 & 2 Sprint WC #1: 25 th to 26 th May 2024 Switzerland WC #2: 1 st to 2 nd June 2024 Italy	Purpose: Prepare athletes for the World Championships 2024 ³ . It is intended that one team will be picked for both World Cup rounds 1 & 2. Target: Competition experience & development ahead of WOC 2024 Age Class: Open Disciplines: KOS, 2 x S, MSR Places per race/discipline: <ul style="list-style-type: none"> S: 6 men and 6 women. In addition, Megan Carter-Davies has a personal place as reigning Sprint World Champion, hence GBR may select 7 women in total.

³ This differs from paragraph 2.3, as World Cup 1 & 2 will be used primarily as a preparation competitions for WOC 2024, and not purely 'development' competitions. This is because the home WOC in 2024 is a larger focus for the Performance programme than any other normal WOC.

	<ul style="list-style-type: none"> • KOS: 6 men and 6 women • MSR: up to 4 x MSR teams of 2 men and 2 women each
IOF World Cup 3	See above for European Orienteering Championships
IOF World Cup 4 Forest 25 th to 29 th Sept 2024 Finland	Purpose: Prepare athletes for the World Championships in 2025. Competition experience & development of athletes. Target: Competition experience & development Age Class: Open Disciplines: M, L, FR Places per race/discipline: <ul style="list-style-type: none"> • M & L: 6 men and 6 women • FR: up to 3 x men's teams of 3 men each, and up to 3 x women's teams of 3 women each
FISU World University Orienteering Championships (WUOC) Held every two years, in even years Bansko, Bulgaria, 1 st to 5 th August 2024	Purpose: Competition experience & development of athletes. The selection process is by agreement with BUCS. Target: Competition experience & development Age Class: Aged between 18 and 25 & in higher education. See section 6.5 for more details Disciplines: S, MSR, M, FR Team: max 6 men & 6 women overall; 6 men & 6 women in each of S & M; 2 x MSR teams; & 2 men's & 2 women's FR teams
Junior World Orienteering Championships (JWOC) Pilzen, Czechia, 30 th June to 7 th July 2024	Purpose: Annual focus competition. Measures the level of performance of our athletes and programme. Target: 1 x extended-podium finish (top-6) and 4 x top-20 finishes Age Class: 20 (although younger athletes may run-up) Disciplines: MSR, S, L, M, FR Team: max 6 men & 6 women overall, and in S, L, M; 2 men's & 2 women's FR relay teams; 2 or 3 MSR teams of 2 men & 2 women (tbc by JWOC organiser)
European Youth Orienteering Championships (EYOC) Szczecin, Poland, 21 st to 24 th June 2024	Purpose: Competition experience & development of athletes Target: Competition experience & development Age class: 16 & 18 Disciplines: S, L, FR Team: max 4 men & 4 women per age class in S and L. In FR: 1 x M16 FR team of 3 men, 1 x M18 FR team of 3 men, 1 x W16 FR team of 3 women and 1 x W18 FR team of 3 women. Any remaining athletes, from the maximum team size of 16, not selected for a GBR FR team may run in an unofficial mixed-nation friendship relay.
Junior European Cup (JEC) Austria, 27 th to 29 th September 2024	Purpose: Competition experience & development of athletes Target: Competition experience & development Age Class: 18 & 20 Disciplines: M, L, FR (tbc) Team: max 6 men & 6 women per age class in M & L; max 4 teams in FR. FR is run in mixed-age M and W classes. British Orienteering intends to send a team of 12-16 athletes.

5. Seniors: Introduction 2024

5.1. The aims of the senior selection process are to:

- Support and prepare our athletes to deliver medals and top-10 positions at WOC 2024 and EOC 2024
- Develop athletes towards medal performances at major championships in 2025 and beyond
- To improve the GBR ranking in the [IOF Federation league table](#)⁴

6. Seniors: Process and Timeline 2024

6.1. World Cup 1 & 2 (sprint)

WC1 (KOS/S), Olten Switzerland (25th to 26th May 2024) and WC2 (S/MSR), Genova, Italy (1st to 2nd June 2024)

6.1.1. **Purpose & Targets:** see section 4. To prepare athletes for WOC 2024.

6.1.2. The intention is that one team will be picked for both World Cup rounds 1 & 2. It is intended that reserves may be named; in case an athlete becomes injured at WC1 and a reserve could make WC2.

6.1.3. **Pre-selection:** In line with the 2024 programme focus and aims, the selection panel have preselected the following athletes for WC1 and WC2 to all disciplines:

- Megan Carter-Davies
- Ralph Street

These athletes have, in the opinion of the Selection Panel, delivered exceptional results at international sprint races during the 2022/2023 season. Their selection is subject to their health & fitness.

6.1.4. Other selections to the team will be based on the results from the following competitions:

- The primary selection races will be **Sprint Scotland**, Fife (4th and 5th May 2024)
- As secondary information, results will be considered from **JK Sprint** (29th March 2024)
- As secondary information, sprint races at WOC, EOC and World Cups 2022-2023 will be considered⁵

6.1.5. The JK Sprint will be considered to be a secondary source of data as it falls very early in the year. Athletes are encouraged to structure their season in a way that optimises their performance at WC1&2.

6.1.6. The selection meeting will be held by 9th May 2024.

⁴ Used to determine the number of start slots that GBR has at World Cups

⁵ These define the limits of previous "all known form"

6.2. World Orienteering Championships (sprint)

WOC (S/MSR/KOS), Edinburgh, Scotland, 12th to 16th July 2024

- 6.2.1. **Purpose & Targets:** see section 4. To win medals and achieve top-10 placings.
- 6.2.2. Selection is split into two stages:
 - 1. Podium-potential selections, made after World Cup 1 & 2
 - 2. Remaining selections, made after WOC test races
- 6.2.3. **Stage 1: Podium potential.** Selections will be made after World Cup 1 and World Cup 2 based on athletes demonstrating they have the potential to finish in the top-10 positions at the World Sprint Championships. The number of places selected at this stage is at the complete discretion of the selection panel, and athletes may not be selected at this stage if the selection panel wish to gather more data.⁶
- 6.2.4. The selection meeting will be held by 5th June 2024.
- 6.2.5. **Stage 2: Any remaining selections.** Will be made after the WOC 2024 Test Races, Edinburgh area (29th and 30th June 2024).
- 6.2.6. Entries to the WOC test races will be made centrally by British Orienteering, as the WOC organisers will only accept entries from national federations. Any athlete who wishes to enter must contact Rachael Handley (rhandley@britishorienteering.org.uk) by 23:59 on 14th June 2024. This is open to all British Orienteering members eligible to represent Great Britain. An invitation will be made on the British Orienteering website to advertise this opportunity. The final invitations will be at the discretion of the selection panel if there are more applications than available start slots.
- 6.2.7. The mixed sprint relay team (plus reserves) will be selected as early as possible, not during the championships, so that athletes can best prepare.
- 6.2.8. As secondary information, sprint races at WOC, EOC and World Cups 2022-2023 will be considered at stages 1 and 2.⁷
- 6.2.9. The final selection meeting will be held as soon as possible after the test races.

6.3. European Championships, including World Cup 3 (forest)

EOC/WC3 (M/L/FR), Mor, Hungary 15th to 20th August 2024

- 6.3.1. **Purpose & Targets:** see section 4. To win medals and achieve top-10 placings.
- 6.3.2. The primary selection races will be:

⁶ It is envisioned that most of the WOC 2024 selections will be made after WC1&2, with an option to use the WOC test races in June if not enough athletes have shown podium potential. This is because WC2 finishes 6 weeks before WOC, and the WOC 29th-30th June test races only 2 weeks before. Athletes need time to prepare, and 2 weeks only allows for a final taper; whereas 6 weeks will allow for a final training block and a taper. Also, if athletes are selected earlier, they will be better prepared for their specific discipline(s).

⁷ These define the limits of previous "all known form"

- Spring Spartacus Cup, 6th April and 7th April in Hungary (official training races for EOC)
- British Long Championships, 13th April, Mulgrave Woods

6.3.3. As secondary information results will be considered from:

- JK Middle, 30th March, Beaudesert
- JK Long, 31st March, Beaudesert
- Forest races at WOC, EOC and World Cups 2022-2023⁸

6.3.4. The selection meeting will be held by 19th April 2024.

6.3.5. Athletes should note that the JK is secondary to the Spring Spartacus Cup the following week. If targeting EOC, the athlete is encouraged to prioritise the Spring Spartacus Cup over the JK.

6.4. World Cup 4 (forest)

WC4 (FR/M/L) Kuopio, Finland 25th to 29th September 2024

6.4.1. **Purpose & Targets:** see section 4:

- Prepare athletes for the World Championships in 2025 (*experience of terrain*)
- To provide development opportunities for transitioning athletes from Junior to Senior categories who have demonstrated the ability to achieve the stated programme aims within 5 years (stated in section 2)

6.4.2. The primary selection races will be two British Orienteering organised test races on 31st August (Middle) and 1st September (Long). More details on these races, including how to enter them, are given in section 10.2.

6.4.3. As secondary information, results will be considered from:

- EOC 2024
- JWOC 2024 forest races (Middle, Long, Forest relay)
- WUOC 2024 forest races (Middle, Forest relay)
- Forest races at WOC, EOC and World Cups 2022-2023⁹

6.4.4. The selection meeting will be held by 4th September 2024.

6.5. World University Orienteering Championships

WUOC (S, MSR, M, FR) Bansko, Bulgaria, 1st to 5th August 2024

6.5.1. **Purpose & Targets:** see section 4. Competition experience & development of athletes

6.5.2. As a FISU organised event (not IOF), BUCS enters the GBR team, not British Orienteering; however in practice BUCS and British Orienteering work together. The primary selection races are:

⁸ These define the limits of previous "all known form"

⁹ These define the limits of previous "all known form"

- BUCs individual championships, 9th March, Cambridge
- JK Sprint, 29th March, Loughborough university
- JK Middle, 30th March, Beaudesert
- JK Long, 31st March, Beaudesert

6.5.3. As secondary information, results will be considered from:

- JWOC, WOC, EOC and World Cups in 2023-2024¹⁰

6.5.4. Athletes must be aged between 18-25 and in higher education. Athletes who graduated in 2023 are eligible for 2024 as former students who obtained their qualification in the calendar year preceding the event. For the full BUCS selection criteria, which any interested athlete **must read**, is available [here](#).

6.5.5. All athletes who wish to be considered for selection must submit an online registration form on the BUCS website by **11.59pm on Sunday 7 April**. See <https://www.bucs.org.uk/resources-page/fisu-world-university-orienteeing-championships-2024.html>

6.5.6. The date of the selection meeting is 18th April 2024.

7. Seniors: Additional information which may be considered

7.1. In addition to all the above, the selection panel can consider:

- a) If an athlete has clearly demonstrated the potential to podium at WOC/EOC
- b) Development opportunities for athletes who are potentially top-10 athletes in future WOCs and who will benefit from the experience
- c) Evidence of athlete progression (or otherwise) over the last two years
- d) Adherence to the Code of Conduct / Athlete Handbook and any outstanding disciplinary matters
- e) Demonstration of behaviour that indicates a commitment to a positive team environment

8. Juniors: Introduction 2024

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

8.2. The objectives of selections are to:

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

¹⁰ These define the limits of previous "all known form"

9. Juniors: Team Size 2024

- 9.1. To reiterate the team sizes given in section 4:
- 9.1.1. **EYOC**: Up to a maximum of 16 athletes. 4 in each class M16, M18, W16 and W18.
- 9.1.2. **JWOC**: Up to a maximum of 12 athletes. 6 in each class M20 and W20. *Note, athletes younger than M20 or W20 can be selected to run-up.*
- 9.1.3. **JEC**: Up to a maximum of 24, made-up of up to 6 athletes in each class M18, M20, W18, W20. British Orienteering intends not to fill all spots but intends to send no more than 16 athletes (between 12 to 16). The team size is restricted to enable the team to be fully supported and have a quality experience.
- 9.2. British Orienteering is under no obligation to select all available places (see paragraph 3.1.6).
- 9.3. Selection to all competitions is independent of membership of either the L3 Talent or L4 Development squads. Selection is open to all athletes eligible to represent Great Britain (see paragraph 3.1.5).

10. Juniors: Process and Timeline 2024

10.1. EYOC and JWOC

- 10.1.1. Five selection races will be considered:
- JK Sprint, 29th March 2024, Loughborough University
 - JK Middle, 30th March 2024, Beaudesert
 - JK Long, 1st April 2024, Beaudesert
 - Sprint, organised by British Orienteering, 12th April 2024, York University (enter at <https://pre-entries.co.uk/>)
 - British Long Championships, 13th April 2024, Mulgrave Woods
- 10.1.2. **EYOC**
- 10.1.2.1. To support an individual's selection, the selection panel will consider:
- Primarily, performances at the five nominated selection races
 - Secondly, individual progression and race performances at national and international competitions within the 2023 and 2024 seasons¹¹
- 10.1.3. **JWOC**
- 10.1.3.1. There are up to two male and two female places available by automatic selection:
- The first British finisher in the combined M18 / M20 course, and the first British finisher in the combined W18 / W20 course at the **JK Sprint** will be selected.

¹¹ 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

- The first British finisher in the combined M18 / M20 course, and the first British finisher in the combined W18 / W20 course in the **JK overall ranking** (i.e. Middle and Long race times combined) will be selected.

10.1.3.2. If the same athlete would be selected under both bullet points in section 10.1.3.1 (i.e. the same athlete wins the JK Sprint and JK Overall), there is no 'count-back' to automatically select any second-placed athlete.

10.1.3.3. The remaining 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 five nominated selection races
- Secondly, individual progression and race performances at national and international competitions within the 2023 and 2024 seasons¹²
- Secondly, the athlete's potential to successfully race for GBR at senior level

10.2. JEC

10.2.1. The primary selection races for JEC and WC4 will be two domestically organised test races: 31st August (Middle) and 1st September (Long). These will be on MAROC areas in Scotland: Muir of Dinnet & Linn of Dee. Enter via <https://pre-entries.co.uk> in due course; entries will open in the summer.¹³ There are local MAROC event(s) in Spring 2024 on one of the areas; athletes are reminded that all selection race areas are embargoed (see the British Orienteering embargo list [here](#) and section 3.11) and so any orienteering on these areas before the selection races will result in disqualification.

10.2.2. There are up to 12 places available by automatic selection:

- The top-3 in the W18 class and the top-3 in the M18 class
- The top-3 in the W20 class and the top-3 in the M20 class

10.2.3. The "top-3" in paragraph 10.2.2 will be calculated by combining finish positions over the two selection races, for example a 4th in the Middle and a 3rd in the Long equals a combined result of 7. Total time (Middle and Long race times combined) will be used as a tie-breaker.

10.2.4. The decision to take additional athletes (i.e. to make the team size 12, 13, 14, 15 or 16) is entirely at that selection panel's discretion. Any extra athletes in addition to the auto-selected 12 are in effect "the selection panel's picks" based upon a myriad of different factors:

- Performances over the two nominated selection races in section 10.2.1
- Performances at EYOC 2024 and JWOC 2024
- Performances over the five selection races in section 10.1.1

¹² 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

¹³ It is anticipated that these races will be a combined event for juniors (JEC selection races) and seniors (WC4 selection races). It is hoped that 18/20/21 classes will all have the same course. At the end of the combined 18/20 course the 18s/20s will finish, and the 21s will run a final loop after a spectator run through. This will allow results to be compared across age groups, which will be a motivator for the juniors and seniors to see where everyone is at. If juniors wish to run the full senior course, their time will be taken at the end of the junior course for comparison with the other juniors going for JEC selection. This will allow them to still qualify for JEC via the automatic selection route.

- Individual progression and race performances at national and international competitions within the 2023 and 2024 seasons¹⁴
- The athlete's potential to successfully race for GBR at senior level

10.2.5. After auto-selection, the remaining (up to) 4 spots may not be equally divided across the age classes. For example, 3 x M20 and 1 x W18 may be chosen.

10.2.6. To guarantee selection, athletes must finish in the top-3 places in their age class at the selection races in section 10.2.1. Any selections for spots #13-16 are at the discretion of the selection panel.

10.3. Juniors: Selection notification 2024

10.3.1. Athletes selected for EYOC and JWOC will be notified by 19th April 2024.

10.3.2. Athletes selected for JEC will be notified as soon as practically possible after the selection races on 31st August and 1st September 2024.

11. Juniors: Additional guidance for athletes

11.1. Athletes will be compared via their 'performances' at selection races: 'performances' are defined as results, split times, or GPS traces. Primarily, the selection panel will consider placing and time-behind-winner. Only if necessary to separate athletes, or if something unforeseen occurs (e.g. a course is voided due to organiser-error), will information such as split times and GPS traces be used.

11.2. Placings and time-behind winner are calculated as follows:

- **For JWOC:** where multiple age classes run the same course, **the course results** (not the age class) will be considered. For example, traditionally the JK and BOC Long have 18s/20s run the same course; here only one combined course results list will be considered. This recognises 18s who beat 20s on the same course.
- **For EYOC:** individual age classes will be compared separately, i.e. 16s and 18s.
- **For JEC:** individual age classes will be compared separately, i.e. 18s and 20s.
- Foreign athletes will not be counted when comparing placings.

11.3. 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).

12. Selection panels 2024

12.1. Description of the selection panels

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

¹⁴ National races are defined as any JK S, JK M, JK L, BOC S, BOC M, BOC L. International races are defined as any EYOC, JWOC or JEC race

- 12.1.2. The Selection Panel will consist of the following (not exclusively):
- Chair
 - Performance Programme Manager
 - Selectors
 - Selection Advisors
 - Scrutineer
- 12.1.3. 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.**
- 12.1.4. The role of the **Performance Pathway Manager** is to:
1. Nominate to the panel a pool of available athletes (whether currently within the GBR Squads or not) for selection to international events at which GBR competes, based on the criteria described in this document.
 2. Ensure selections reflect the Performance programme's aims set by British Orienteering.
 3. Ensure up-to-date information is available to Selection meetings for all relevant athletes, including from Squad Managers, coaches, and other experts (e.g. medics) as appropriate.
 4. Maintain a full record of all performance information relevant to the selection criteria, and make sure this is available at Selection meetings.
 5. As requested, provide support to the Chair in matters of selection. This may include providing selection proposals ahead of the meeting, if asked to do so.
 6. **This is a voting position.**
- 12.1.5. 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.**
- 12.1.6. 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.
- 12.1.7. 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 in matters of selection.
 4. **This is a non-voting position.**
- 12.1.8. 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.
- 12.1.9. The selection panel will exercise discretion fairly and without bias.

- 12.1.10. The Selection Panel may choose to delegate selection to an appropriate person(s) but will retain responsibility and accountability for all selection decisions.
- 12.1.11. British Orienteering reserves the right to identify possible future Selection Panel members and involve them in meetings, so they may familiarise themselves with the selection process.
- 12.1.12. **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.
- 12.1.13. **Quorum:** The quorum for every decision is a minimum of three members.
- 12.1.14. **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.
- 12.1.15. **Communication:** It is the responsibility of the Performance Pathway Manager to communicate selection decisions and rationale to athletes. 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 Programme Manager.
- 12.1.16. **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.

12.2. Senior selection panel 2024

- 12.2.1. The Senior selection panel for 2024 is:
- Bob Dredge (Chair)
 - Pippa Archer, Performance Pathway Manager (Selector)
 - Emil Wingstedt, L5 coach (Selector)
 - Jenny Peel (Selector)
 - Andy Kitchin, L5 coordinator (Selection Advisor)
 - Tom Bray, L4 coach (Selection Advisor)
 - Ranald MacDonald (Scrutineer)
- 12.2.2. Additional expert guidance may be sought from specific coaches, technical experts or medical practitioners as the selection panel deem appropriate.
- 12.2.3. Athletes wishing to communicate with the Selection Panel should do so via the Squad Managers: Andy Kitchin andykitchin6@gmail.com for L5 Performance Squad athletes, or Tom Bray tbray@britishorienteering.org.uk for L4 Development Squad athletes. Athletes outside the squads should contact Tom Bray.

12.3. Junior selection panel 2024

- 12.3.1. The Junior selection panel for 2024 is:
- Bob Dredge (Chair)
 - Pippa Archer, Performance Pathway Manager (Selector)

- Paul Murgatroyd (Selector)
- Jenny Johnson (Selector)
- Tom Bray, L4 Coach (Selector)
- L3 Talent Scotland Coach (Selection Advisor)
- L3 Talent North Coach (Selection Advisor)
- L3 Talent South Coach (Selection Advisor)
- Ranald MacDonald (Scrutineer)

- 12.3.2. Additional expert guidance may be sought from specific coaches, technical experts or medical practitioners as the selection panel deem appropriate.
- 12.3.3. Athletes wishing to communicate with the Selection Panel should do so via the Squad Managers: their respective Talent South, North or Scotland manager for L3 Talent squad athletes, or Tom Bray tbray@britishorienteering.org.uk for L4 Development Squad athletes. Athletes outside the squads should contact Tom Bray.

13. Clarification and Appeals Procedure

- 13.1. If you have specific questions regarding the selection policy or process, then please contact Tom Bray (Performance Pathway Manager / L4 coach) tbray@britishorienteering.org.uk or Peter Hart (CEO) peter.hart@britishorienteering.org.uk.
- 13.2. 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.#