



England Regional Talent Squad

Categories;

Youth D (Upper YOB 2012, U12)
Youth C (U14), Youth B (U16), Youth A (U18) & Junior
(U20)

Selection Framework 2023

Disciplines;
Lead
Boulder

1. Purpose of this Selection Framework

- 1.1. This framework outlines the approach that GB Climbing department will undertake when selecting eligible athletes to the England Regional Talent Squad, in Youth D (Upper YOB 2012, U12), Youth C (U14), Youth B (U16), Youth A (U18) & Junior (U20) in the disciplines of Lead and/or Boulder.
- 1.2. The objective of each selection decision is to:
 - 1.2.1. Select athletes with the best chance of bridging the gap from national competition success to podium finishes, in line with the objectives for the England Regional Talent Squad stated within the 2023 Annual Regional Benchmarking Strategy¹.

2. Purpose of the England Regional Talent Squad

- 2.1. The England Regional Talent Squad will support athletes in developing their performance standards and styles through the key areas of technical, tactical, physical, psychological, nutrition and lifestyle, whilst maintaining the GB Climbing core values of Health, Performance and Respect.
- 2.2. The Regional Pathway coaches will work holistically with athletes and their personal coaches to foster a creative learning environment to develop the foundations to express their own individuality and prepare young climbers ready to thrive as they navigate their youth competition climbing journey.
- 2.3. To support athletes to be the best they can be, achieving great things both on the climbing wall and in their life beyond.
- 2.4. To develop athletes with skills to enable them to have a positive impact on the climbing community and wider society.

3. Eligibility

In addition to BMC eligibility below, athletes must comply with the [UK Sport Eligibility Policy](#)² and IFSC eligibility rules³ including anti-doping:

- 3.1. Athletes must be members of the BMC;
- 3.2. Athletes must hold a current UK Passport;
- 3.3. Athletes will sign the BMC Athlete Agreement and abide by its terms and conditions. Any athlete failing to do so will see their selection being withdrawn;

¹ 2023 Annual Regional Performance Strategy, Link to be added

² [UK Sport Eligibility](#)

³ IFSC Rules 2023 - update link to be added

- 3.4. Athletes will comply with IFSC and UK Anti-Doping rules and anti-doping blood/urine testing policies. Notified athletes in the National and/or International Registered Testing Pools, or the UK Anti-Doping Domestic Testing Pool, will comply with the requirements of the World Anti-Doping Code and International Standard for Testing and Investigations with regard to ADAMS and whereabouts information;
- 3.5. All athletes must be declared as medically fit to compete by their GP (including satisfactory BMI, see [GB Climbing Welfare Support plan⁴](#)).

4. Selection

- 4.1. Selection decisions will be made following the selection events listed in the ARBS (Annual Regional Benchmarking Strategy)
- 4.2. The GB Climbing department will publish the ARBS on the BMC and GB Climbing websites which is relevant to the current season in which they are seeking selection to the England Regional Talent Squad.
- 4.3. The ARBS details the criteria which will be used in the selection decision making process.
- 4.4. Athletes who are a member of the GB National Development Squad 2022 and meet the age eligibility for the England Regional Talent Squad will receive automatic selection.

5. Selection Panel

- 5.1. The standards and criteria outlined in the ARBS are the primary input into the selection decision making process, and support the professional judgement and subjective decision-making regarding athlete selections. In order to minimise the risk of personally biased judgements, a range of people will make up the nomination and selection panels.
- 5.2. All selection recommendations are made by the following panel:
 - England Talent Manager (Chair, casting vote)
 - GB Coach (England Regional Pathway) x 3
 - Independent Observer - ClimbScotland Talent and Pathway Officer (non-voting)
- 5.3. All selection recommendations will be presented to the following panel (the **Selection Panel**), which will confirm that due process has been followed and consider whether the recommendations made by the panel in Section 6.1 are appropriate. If so, the Selection Panel will confirm those recommendations. The selection panel is as follows:
 - Pathway Manager (Talent and Performance) (Chair, casting vote)
 - England Talent Manager (non-voting)
 - GB Coach (Performance Development) (voting)
 - Independent Member (voting) - GB (Performance Development)

⁴ GB Climbing Welfare Support Plan, link to be added

- Observer (non-voting) - Development Manager, ClimbScotland
- Independent Observer with high performance and elite sports knowledge/experience (non-voting)

5.4. The selection panel is responsible for:

- 5.4.1. Confirming that due consideration and process has been followed and that the athlete nominations made by the nomination panel are free from bias and/or conflict.
 - 5.4.2. Ensuring nominated athletes are on an upward development and performance trajectory towards either the Paris 2024, LA 2028 or Brisbane 2032 Olympic Games.
 - 5.4.3. Ensure selections appropriate to the squad are made in accordance with the purpose of the selection framework as stated. In conjunction with its own assessment, it will use the most recently published ABS document as a guide to their deliberations and conclusions to ratifying the nominations from the nomination panel.
- 5.5. A non-voting Independent Observer will form part of the selection panel who has high performance and elite sports knowledge/experience. Providing confidence to athletes about the fairness and objectivity of the process. Their role is to act as an observer, scrutinising the process while holding both panels accountable to the selection policy and its criteria as set out in the framework and the supporting APS. Ensuring the principles of fairness and acting without prejudice are upheld. The Independent Observer must have no current or previous relationship (personal or financial) with GB Climbing, the athlete, or the athlete's support personnel, which could be perceived as biased.
- 5.6. Other expert advisors or observers such as representatives from the British Olympic Association, UK Sport, British Athletes Commission may be invited to attend.
- 5.7. Conflicts of interest (if any) will be declared at the start of the meeting. In the event of a conflict of interest, the person will remove themselves from the decision-making process.
- 5.8. Each voting member of the selection panels shall have one vote as regards each selection decision. In the event of a tie, the Chair will have the casting vote.
- 5.9. There is no obligation on the Nomination Panel nor the Selection Panel to select a specific number of squad members. The total squad sizes will be subject to the number of quota place available for each competition, available funding determined by the Pathway Manager (Talent and Performance) and validated by the selection panel.

6. Confidentiality

- 6.1. Athletes and officials must not disclose any information regarding any selection decisions, Annual Regional Benchmarking Strategy or appeals until such information is publicly announced or disclosed by the GB Climbing Department at the BMC.

7. Subjective nature of selection decisions

- 7.1. The GB Climbing department does not consider it desirable to select the England Regional Talent Squad purely based on hard edged criteria. Such an approach would not consider factors such as injury or illness which may have affected attendance at events, future performance potential or squad dynamics.
- 7.2. Selection decisions will be based on the factors set out in Section 7 of this document.
- 7.3. All selection decisions will be made by the Selection Panel outlined in Section 6 of this document.

8. Exceptional circumstances

- 8.1. The selection panel has the sole discretion to invoke the provisions in this clause and any decision is final.
- 8.2. Should an athlete miss an event or fall ill during or prior to elements of the 2023 selection process; or have any other mitigating circumstances, the selection panel reserve the right to provide an opportunity for an athlete to compete and challenge for selection under the following conditions:
 - 8.2.1. Certificated evidence of illness or injury circumstance must be provided in writing prior to the commencement of a benchmarking event and/or selection event competition via email to the Pathway Manager (Talent and Performance), chair of the selection panel.
 - 8.2.2. In such a case the Selection Panel may identify another selection opportunity whereby the athlete can provide the necessary performance data to support a selection decision.
 - 8.2.3. Where an athlete is seeking for the Selection Panel to consider any other mitigating circumstances, the athlete must satisfy the criteria stated below:
 - 8.2.3.1. In the case of an incident occurring during a benchmarking event and/or selection event competition used in the selection process, then details must be provided in writing to the chair of the selection panel within two hours following the end of the event in which the incident occurred.
 - 8.2.3.2. In all other cases certified details must be provided to the Selection Panel no later than 1 hour prior to a benchmarking event and/or selection event competition via an email to the Chair of the selection panel.
 - 8.2.3.3. The athlete must be able to demonstrate an established consistent track record in competition climbing performance that objectively demonstrates their performance

above other athletes based upon performance analysis and training data (from GB Climbing performance analysis data) and other objective data.

- 8.2.3.4. An athlete wishing the Selection Panel to consider exceptional circumstances related to Covid-19 must notify the Selection Panel at least 14 days prior to the first scheduled day of team trails or the selection event competition unless the Covid-19 exceptional circumstance arose after this time, in which case the athlete must notify the selection panel as soon as possible.
 - 8.2.3.5. All decisions under mitigating circumstances that relate to injury, illness (including Covid-19) or medical conditions will be determined by the Head of Performance, Head Coach (Olympic) and the GB Climbing Chief Medical Officer (CMO) or appointed doctor to ensure a transparent process that also considers the medical needs of the athlete involved. When assessing if an athlete is fit to compete, the CMO or appointed doctor's decision is final.
- 8.3. Any request for exceptional circumstances should be directed to the Selection Panel Chair via email.

9. Appeals

- 9.1. Any appeal against a decision of the selection panel must follow the procedures detailed in this appeal process and applies to all disciplines (men and women's Lead and/or Boulder and/or combined).
- 9.2. Reasons for an appeal:
 - 9.2.1. There has been a failure to apply the selection criteria contained in the framework and/or the 2023 APS.
 - 9.2.2. The selection panel has failed to follow its procedures properly; and/or
 - 9.2.3. The selection panel's discretion has not been exercised in a reasonable manner, and such discretion was exercised in such a way as to be prejudicial to the appellant. The athlete does not have the right to appeal against any judgement or discretion exercised in the course of making a selection decision or against the content of the selection framework or APS.

How to Appeal

This appeals process is commenced when an athlete affected by a selection decision, or the athletes authorised representative submits a formal written appeal ("the Notice of Appeal") to the BMC appeals email, appeals@thebmc.co.uk

- 9.3. The notice of appeal must be submitted within 72 hours of the selection decision being announced or communicated to the athlete, whichever is later.
- 9.4. If the athlete fails to submit the notice of appeal within the time limit set out in this appeals process, they will have lost their right of appeal, save in wholly exceptional circumstances, which will be agreed by the appeal panel in their absolute discretion.

9.5. The notice of appeal must set out full details of the athlete's ground(s) of appeal and include:

9.5.1. Details of the decision which the athlete is appealing.

9.5.2. Details of the grounds(s) upon which the athlete relies, including the precise manner in which the athlete alleges that the selection criteria have not been applied or in which the procedure set out in the selection policy has not been followed.

9.5.3. Any documents of written evidence upon which the athlete relies in support of their appeal.

9.5.4. These documents must be relevant specifically to the athlete's grounds of appeal.

Athletes should be aware that appeals are normally conducted by reference to the written notice of appeal and supporting documents. The athlete (or their authorised representative) will not normally be allowed to attend the meeting of the appeal panel in person. Therefore, the athlete should ensure that the notice of appeal is as comprehensive as possible

Appeal Panel

The BMC CEO will appoint the appeal panel. The appeal panel will be composed of three members, namely:

9.6. Two BMC board of directors (who were not part of the selection panel) from which one shall be nominated as chair; and

9.7. An external person with high performance and elite sports knowledge/experience.

9.8. The BMC CEO shall ensure that when selecting the appeal panel, those appointed do not have an actual or perceived conflict of interest in respect of the appeal.

9.9. In the event that any member of the appeal panel has any involvement with, or is related to an appellant or any athlete who might be affected by the outcome of the appeal, or had any involvement with the selection decision under appeal, or is in any way placed in a position of conflicting interests in respect of the appeal, he or she shall be disqualified from sitting on the appeal panel and will be replaced by an alternate who shall be nominated by the BMC CEO.

9.10. Upon receipt of the notice of appeal, the BMC CEO will as soon as reasonably practicable circulate it to all members of the appeal panel.

9.11. The chair of the appeal panel will convene a meeting to take place as soon as practical, and in any event within five working days of receipt of the notice of appeal, at which the appeal panel will consider the notice of appeal.

9.12. The appeal panel will investigate the grounds set out in the notice of appeal and establish to their reasonable satisfaction whether or not there has been a failure to apply

the applicable selection criteria and/or that there has been a failure to adhere to the procedure set out in the selection policy.

- 9.13. The appeal panel, when considering the notice of appeal, shall be entitled to take advice (including legal advice) as they see fit.

The Decision

The appeal panel shall be entitled to:

- 9.14. Confirm the selection decision under appeal and reject the appeal; or
- 9.15. Quash the selection decision under appeal and remit the matter back to the original decision-maker identifying the errors they have identified in the conduct of the selection process and requesting that a new decision be made within 72 hours; or
- 9.16. Rescind the selection decision under appeal and confirm the selection of the athlete.
- 9.17. The decision of the appeal panel shall be reached by a majority vote, and all members shall have one vote each.
- 9.18. In the case of a frivolous or vexatious appeal, the panel reserves the right to seek remuneration against the appellant to cover the costs of the appeal.
- 9.19. The BMC CEO will, in writing, inform all parties about the appeal panel's decision to either uphold or reject the appeal.
- 9.20. The appeal panel's decision shall be final and binding on all parties

10. De-selection – Substitutions and Injuries

- 10.1. An athlete may be de-selected from the England Regional Talent Squad on the following grounds:
- 10.1.1. Ceasing to comply with the eligibility criteria set out in this Selection Policy;
- 10.1.2. Injuries, illness and changes in health status (e.g. pregnancy) will be considered on a case by case basis where an athlete wishes to be considered for selection.
- 10.1.3. Failure to engage with England Regional Talent Squad programs and IADP processes.
- 10.2. Replacement of athletes de-selected from the squad will be considered at the complete discretion of the Selection Panel. Any replacement will be selected in accordance with section 6 of this policy.
- 10.3. Athletes will cease to comply with the eligibility criteria set out in this Selection policy if any of the following occur:

10.3.1. An anti-doping rule violation or receiving provisional suspension due to anti-doping infringement; or

10.3.2. A serious misconduct or suspension due to misconduct; or

10.3.3. A breach of any BMC and/or GB Climbing Department Policy.

11. Disclaimer

- 11.1. Should this document require amendment due to a change in any competition or selection event, these amendments will be made public via an updated version of this document, made available (including the date on which any amendment was made) on the BMC and GB Climbing websites²
- 11.2. This policy is subject to periodic review to ensure that the selection policy: remains fair and efficient; considers any external rule or policy amendments; and includes any relevant feedback from the selectors, athletes, coaches and appeal panels.

12. Timeframes

- 12.1. The selection process will take place after the selection events listed the Annual Benchmarking Strategy with decisions announced as soon as is reasonable to do so.

13. Framework Changes

- 13.1. The selection framework may be amended at any time by the BMC for one or more of the following circumstances:
 - 13.1.1. Any changes in rules governing a particular event;
 - 13.1.2. Any change in IFSC eligibility, rules or programme of events
 - 13.1.3. To give effect to the selection process in case of a drafting error or oversight
 - 13.1.4. To clarify any ambiguity to the intended meaning of the selection policy.
 - 13.1.5. Any other reason determined by BMC at its total discretion that is in the best interest of BMC and in line with the APS.
 - 13.1.6. Circumstances arising from Covid-19 restrictions.
 - 13.1.7. Any changes will be communicated on the BMC and GB Climbing Websites

14. Questions about the policy

- 14.1. Questions about this policy should be directed to office@thebmc.co.uk where a staff member who was not involved in the selection process will respond.