

## GENERIC SELECTION POLICY – PERFORMANCE DISCIPLINES 2020 - 2023

<b>Selection Process</b>	<ol style="list-style-type: none"> <li>1. The selection panel will be made up of the following individuals:             <ol style="list-style-type: none"> <li>a. Head of Performance &amp; Education (Chair)</li> <li>b. Performance Manager (relative to the discipline)</li> <li>c. National Technical Advisor (or named technical panel representative for National Finals)</li> <li>d. Named Technical Panel representative (as deemed appropriate by Head of Performance)</li> </ol> </li> <li>2. The selection panel will use the discipline / event specific policy [‘eligibility’ section] to determine the athletes who are eligible for selection</li> <li>3. The National Technical Advisor or named Technical Panel representative (in absence of National Technical Advisor) will provide relevant input deemed necessary from the performance support staff / judging expertise as part of the gymnast and coach selection process.</li> <li>4. Selected gymnasts and coaches will be those, in the expert opinion of the selection panel, most able to achieve / deliver against the outcomes listed in the ‘selection principles’ section of the discipline / event specific policy</li> <li>5. In the event that the selection panel does not fill all available places on a team, the panel will document the reasoning in line with the ‘selection principles’ within the selection meeting minutes</li> <li>6. The selection panel will confirm the selection of the team (pending appeals) on or before the set date highlighted within the event specific criteria.</li> <li>7. Team announcement will be made following the confirmation of gymnasts selected to personal coaches directly; once appeals window has closed. Refer to ‘Announcement’ within this document for more information.</li> </ol> <p><b>Selection Conditions</b></p> <p>At its complete discretion, when considering gymnasts selections, the selection panel may consider the following factors:</p> <ol style="list-style-type: none"> <li>8. Present competition form and performance readiness in line with the age and stage of development of the athlete(s)</li> <li>9. Past National &amp; International results (only results within 6 months will be considered)</li> <li>10. Ability to work well within a team and as an individual in order to meet outcomes outlined within the discipline specific policy</li> <li>11. Training consistency and demonstrated athlete attitude and behaviour</li> </ol>
<b>Special Consideration</b>	<p>The selection panel may, at its complete discretion, consider the selection of a gymnast that has not met any of the selection principles set out in the disciplines / event selection policy (specific to the competition being selected for). In doing so the panel may consider the following information or circumstances;</p> <ul style="list-style-type: none"> <li>• Family bereavement</li> <li>• Injury to the gymnast</li> <li>• Illness of the gymnast</li> <li>• Travel cancellations or exceptional travel delays</li> <li>• The gymnast has had prior written agreement from the Performance manager and/or National Technical Advisor / equivalent to attend British Gymnastics squad training and/or representing Great Britain at a competitive event in place of attending squad training and/or a selection event</li> </ul>
<b>Selection decisions:</b>	<ol style="list-style-type: none"> <li>1. Gymnasts will be selected on the basis of achieving the best result for Scotland and achieving the long-term performance objectives for Scottish Gymnastics</li> </ol>

<b>Gymnasts and Team Coaches</b>	<ol style="list-style-type: none"> <li>2. Selected gymnasts and personal coaches agree to be bound by the provisions of this policy and the athlete / coach agreements and code of conducts</li> <li>3. Gymnasts meeting the eligibility criteria within the event specific criteria are automatically considered for selection.</li> <li>4. A number of non-travelling reserve(s) may also be identified, as appropriate, to cover all replacement eventualities.</li> <li>5. Selected gymnasts and coaches (including the reserve(s)) will be expected to undertake training days laid out by the selection panel as part of the preparations for the event to prove their readiness to compete</li> <li>6. Selected gymnasts and coaches (including the reserve(s)) must also agree to observe all obligations outlined within the Scottish Gymnastics athlete agreement &amp; code of conduct / coaches &amp; officials code of conduct and any subsequent codes of behaviour adopted by Scottish Gymnastics</li> <li>7. Team Coaches and Team Manager will be selected based upon the following criteria: <ul style="list-style-type: none"> <li>• The number of available positions / accreditations</li> <li>• The coaches which will best meet the needs of the team</li> <li>• Their ability to lead, organise and control under situations of high responsibility and stress</li> <li>• Their international experience and proven ability to achieve performance results</li> <li>• Their attendance at all required meetings, performance programme or training and events</li> <li>• Providing opportunities for 'developing' coaches, if accreditations and finances permit</li> </ul> </li> <li>8. Team Judges will be selected by the Technical Panel judging organiser in conjunction with the National Technical Advisor and/or Performance Manager (Olympic / Non-Olympic). The decision will be based on the needs / requirements of the designated competition and number of accreditations available</li> </ol>
<b>Appeals</b>	<ol style="list-style-type: none"> <li>1. Appeals can only be submitted on the basis of the Selection Appeals Process.</li> <li>2. Appeals should be made following the Scottish Gymnastics selection appeals process (details can be found <a href="#">here</a>)</li> </ol>
<b>Injury &amp; Replacement</b>	<ol style="list-style-type: none"> <li>1. In the event of an injury and/or need for replacement, any gymnast / reserve may be called upon to join the team at any time</li> <li>2. Once team selections have been confirmed by the selection panel, all selected gymnasts (including reserves) &amp; personal coaches must declare any changes to training fitness, injury status or illness that could affect training or competition at any time until point of the event</li> <li>3. A gymnast / coach may be removed from the team in the event of non-compliance in training, a breach of responsibility to the team or a violation of the codes of conduct set out by Scottish Gymnastics. Prior to removal, the gymnast or coach(s) must be presented with the opportunity to attend a removal interview with the Head of Performance and Performance Manager. Written justification must be provided for all removals. Decisions on these matters are not open to appeal.</li> <li>4. At any stage following the announcement and leading up to the event, should any gymnast fail to reach performance expectations in training / competition, the National Technical Advisor / technical panel representative / appointed head coach may recommend de-selection to the selection panel. The selection panel will consider the recommendation and provide an opportunity for the gymnast / personal coach to make a counter-argument, and then pass judgement. Written justification must be provided for all removals. Decisions on these matters are not open to appeal.</li> <li>5. At any stage following the arrival of the team at the competition or during the event, should any gymnast fail to reach performance expectations in training / competition, the team coaches may discuss de-selection with the Team Manager. They will provide an opportunity for the gymnast / personal coach to make a counter-</li> </ol>

	<p>argument, and then pass judgement. The Performance Manager has the right to step in and override the decision. Written justification must be provided for all removals. Decisions on these matters are not open to appeal.</p> <p>6. At any stage following the selection announcement, should there be a doubt over the ability of a gymnast to compete to the best of their ability due to an injury / illness, the gymnast may be withdrawn following recommendation by the relevant National Technical Advisor (or equivalent) to the selection panel.</p> <p>7. Any replacement(s) required will be made by the National Technical Advisor or selection panel (in the event of no technical lead being in place) on the basis of the needs of the team and normally (but not exclusively) come out of the pool of nominated non-travelling reserves. Decisions on these matters are not open to appeal</p>
<b>Team Organisation</b>	<ol style="list-style-type: none"> <li>1. The team travel dates will be outlined within the discipline / event specific policy (where possible)</li> <li>2. Personal coaches of gymnasts who are not selected as a 'team coach' but wish to attend to spectate can contact Scottish Gymnastics to enquire about ticket availability / details</li> <li>3. In the event that they have not done so, all gymnasts within the team will be required to sign and comply with the Athlete agreement and codes of conduct</li> <li>4. In the event that they have not done so, all coaches within the team will be required to sign and comply with the Coaches &amp; Officials codes of conduct</li> </ol>
<b>Announcement</b>	<ol style="list-style-type: none"> <li>1. Selected team members agree not to make any announcements to the media or public in any form (including social media) regarding their selection until after Scottish Gymnastics have announced the team selection on the Scottish Gymnastics website (<a href="http://www.scottishgymnastics.org">www.scottishgymnastics.org</a>)</li> </ol>
<b>Any additional matters not covered by this Policy</b>	<ol style="list-style-type: none"> <li>1. Any matters arising from the selection process not covered within this policy shall be determined by the High Performance Advisory Group (HPAG) acting at their sole discretion</li> </ol>