

## Selection Principles – Team staff

### Representative Competitions & Regional Team Finals Updated January 2020

The document outlines the criteria Scottish Gymnastics performance and events staff and discipline specific technical committees will use in the selection of team coaches and team manager/head of delegation for representative events and/or regional team finals where gymnasts/coaches will represent Scotland as a region of British Gymnastics.

For representative events, this should be read in conjunction with the discipline specific event policy, generic selection policy and appeals process which can be found on our website or on request to [performance@scottishgymnastics.org](mailto:performance@scottishgymnastics.org). For regional team finals, this should be read in conjunction with the discipline specific competition handbooks (Scottish Gymnastics/British Gymnastics).

### Essential criteria and minimum operating standards for coaches and team staff selected by Scottish Gymnastics for representative competition duties:

- Active British Gymnastics membership
- Up to date PVG obtained through Scottish Gymnastics (or DBS if coach in England)
- Up to date safeguarding qualification obtained through Scottish Gymnastics
- Have been resident in the UK for a minimum period of two years leading into selection, unless employed or deployed by Scottish Gymnastics or British Gymnastics
- Coaches must be qualified to the level of skills being performed by gymnasts selected.
- For representative events, in most instances, this will be a minimum Level 4 in the required discipline
- For regional team finals, this will be a minimum Level 2 in the required discipline
- An active coach responsible for preparing and supervising the training and competition programme for named gymnasts in the Scottish system
- Individuals will not be considered if there are any unresolved conduct in sport issues
- Individuals will not be considered if action has been taken under the conduct in sport code where the conduct is considered to be detrimental to the best interests of the sport of gymnastics.
- Positively represents Scottish Gymnastics and the sport at club, national and international level

### Process for team staff selections:

#### Coaches:

- For representative events, at the time of notifying Scottish Gymnastics performance department that their gymnast(s) would like to be considered for the named event, personal coaches should put themselves forward for being considered for team coach selection. By putting themselves forward, the coach is confirming they are available to carry out the pre-competition duties/team training and attend the event.

- For regional team finals, personal coaches should put themselves forward for being considered for team coach selection as per the discipline specific competition handbooks (Scottish Gymnastics/British Gymnastics). By putting themselves forward, the coach is confirming they are available to carry out the pre-competition duties/team training and attend the event.
- Selection panel, when discussing gymnast selection, will select coaches from the list of nominated coaches (unless competition rules state personal coach attendance)
- Selection panel will use the below principles to support them in their selection of team coach(es)
- In line with the appeals process, selection of team staff is not open to appeal

#### Team Manager:

- The Scottish Gymnastics performance/events department (depending on the level of event) will make selection of team manager for all representative events
- Selection from a pool of pre-approved and recruited individuals who have received the Scottish Gymnastics team manager training
- In line with the appeals process, selection of team staff is not open to appeal

### Selection principles for Team Coaches

#### Purpose

The purpose of the coach selection principles is to identify the coaches who possess the qualities deemed by Scottish Gymnastics as those which are essential to our representative competition programme/regional competitions and who are most qualified according to the selection criteria to fulfil the coaching positions for each of our representative events where a Scottish delegation will attend. In addition, the coach selection criteria attempts to provide avenues for active coaches to gain experience at a representative competition level. The specific needs of the gymnastics team and individual gymnasts are the primary concern when selecting coaching staff.

#### Provisions

- All team coaches (unless nominated on a development opportunity) must be an active coach of at least one athlete who is selected in the relevant team. Exemption to this may be at major games/international events i.e. Commonwealth Games, or if the coach has been employed/deployed by Scottish Gymnastics/British Gymnastics
- There are three categories of coaching positions which the selection panel will consider the need for depending on the event in question: head coach, team coach and assistant coach
  - where it is not possible to send a delegation of all these positions to a representative event, the selection panel will select at least a head coach and determine, at its discretion, which/how many of the other coaching positions are essential to the success of the team and apply the criteria to select other coaches accordingly

## Selection criteria

### 1 Experience related criteria

- British Gymnastics recognised qualification and appropriate to the level of skills being performed by the gymnasts selected
- Previous experience in coaching at regional, national and international events (representative events specific) indicates a coach's knowledge and competence to perform the duties of team coach for representative events
- Their ability to lead, organise and control under situations of high responsibility and stress

### 2 Activity related criteria

- Experience in coaching athletes of particular levels of performance, as determined by the Scottish Gymnastics levels of gymnast criteria, indicates a coach's ability to understand and meet the needs of athletes in different stages of their development. The assessment of coaches' involvement with the coaching of athletes is relative to the make-up of the selected team

### 3 Selection criteria weighting

- Head Coach (70% Experience 30% Activity)  
The head coach is the leader of the coaching staff selected and should be the most experienced in the areas of team coaching, competition procedure, time management, human resource management and communication with Team Manager and competition officials.

The head coach is required to gain knowledge of the team members' current training regimes and fitness levels and provide advice, where necessary, to the gymnasts preparing to compete in the team in partnership with their personal coach. Head coaches should also be actively coaching gymnasts selected in the team.

- Team Coach(es) (20-50% Experience 50-80% Activity)  
The coach(es) requires sufficient experience to support the head coach at the event in areas related to team coaching and should also be substantially active in the regular coaching of gymnasts selected in the team
- Assistant Coach(es) (100% Activity)  
The assistant coach will be mostly engaged in assisting the other coaches in the practical coaching of gymnasts at the event and should be substantially active in the regular coaching of competitive gymnasts either selected in the team or within the Scottish system but has demonstrated potential to have future gymnasts selected for this event

## Additional Principles

- There is no limit to the number of times a person can be appointed into representative event team coaching positions
- Having the most number of gymnasts named in the team/attending the event will give no greater priority on coach selection unless this will impact on the performances/results as determined by the selection panel