



BRITISH ROWING

British Rowing Selection Policy 2021 - 2024

International Teams

27 November 2020

TEAMWORK | OPEN TO ALL | COMMITMENT

1. Purpose of this policy

- 1.1. Following extensive consultation with senior rowers and coxes currently training with the GB Rowing Team, British Rowing has designed this Selection Policy to facilitate a transparent selection process.
- 1.2. This Selection Policy should be read in conjunction with:
 - 1.2.1 the Annual Performance Strategy document for the event; and
 - 1.2.2 any other guidance or strategy issued by British Rowing.
- 1.3. There is also a Selection Appeals Procedure, which sets out the exclusive means by which selection decisions can be challenged. The Selection Appeals Procedure may be accessed through the British Rowing website or requested from gbrt.trials@britishrowing.org

2. Subjective nature of selection decisions

- 2.1. British Rowing does not consider it is desirable to select crews based on hard-edged criteria (for example by saying that the top four women's pairs in the Olympic Trials will form the women's 8+ at the Olympic Games). Such an approach would not take into account factors such as injury or illness which may have prevented performance at one or more sets of trials, crew dynamics or potential performance.
- 2.2. As such, British Rowing recognises that selection decisions should be made on a subjective basis, taking into account a variety of factors. A comprehensive list of factors which may be taken into account in selection decisions is set out at paragraph 11.12 below.
- 2.3. In recent years, the subjective selection decisions have been taken solely by the Chief Coach of the relevant squad. Commencing in the 2021 season, the selection decision will be made by a Selection Group, as described further in paragraphs 9, 10 and 11 below.

3. Purpose of selection decisions

- 3.1. The objective of each selection decision is to:
 - 3.1.1 pick the crew/crews with the best chance of achieving the highest placed finish at the relevant championship or event; and/or
 - 3.1.2 achieve any further sporting goals set out in the relevant Annual Performance Strategy document or as communicated by British Rowing.
- 3.2. It is also recognised that prior to the major Championship in each season, other events (such as the World Cup Regattas) may be used to test crew combinations.

4. Who this policy applies to

- 4.1. This Selection Policy applies to all scullers, sweep rowers and coxes who:
 - 4.1.1 have signed the GB Rowing Team Commitment Agreement in the relevant season; and
 - 4.1.2 are a member of British Rowing, Welsh Rowing or Scottish Rowing, (the "**Rowers**").
- 4.2. Persons who have not signed the GB Rowing Team Commitment Agreement in the relevant season and/or who are not current members of British Rowing, Welsh Rowing or Scottish Rowing, are not eligible for selection.

5. Events this policy applies to

- 5.1. Subject to any restrictions set out in this Selection Policy, it applies to the following events:
 - 5.1.1. Olympic Games;
 - 5.1.2. Paralympic Games;
 - 5.1.3. World Rowing Championships;
 - 5.1.4. European Rowing Championships;
 - 5.1.5. World Cup Regattas;
 - 5.1.6. World Rowing Under 23 Championships;
 - 5.1.7. World Rowing Junior/Under 19 Championships; and
 - 5.1.8. Coupe de la Jeunesse.

6. Events this policy does not apply to

- 6.1. This Selection Policy does not apply to any selection decision other than in relation to those events listed in paragraph 5.1 above. It therefore does not apply to selection decisions for events prior to the Selection Date, which will be made by the Lead or Chief Coach for the relevant squad, as nominated from time to time by the Director of Performance of British Rowing (the “**Nominated Coach**”).
- 6.2. This Selection Policy does not apply to the decision not to nominate a Rower to UK Sport for participation in the World Class Performance Programme.

7. Other relevant documents

Annual Performance Strategy

- 7.1. British Rowing will issue to all Rowers (except for Junior/Under 19 Rowers) an Annual Performance Strategy relevant to the event they are seeking selection for. The Junior/Under 19 Annual Performance Strategy document will be issued to all coaches registered with British Rowing in that specific season and parents of Juniors/Under 19's on request. It is the aim of British Rowing to issue Annual Performance Strategy documents prior to the first Open Trial in each season, however this will not always be possible, in which case the Annual Performance Strategy documents will be issued at the earliest opportunity.
- 7.2. The Annual Performance Strategy documents will contain:
 - 7.2.1. the Trials Rowers are obliged to compete in;
 - 7.2.2. any criteria for selection not contained in this Selection Policy;
 - 7.2.3. relevant performance parameters and standards;
 - 7.2.4. calendar and training requirements for each squad; and
 - 7.2.5. any other information British Rowing considers should be communicated as part of the Annual Performance Strategy.
- 7.3. An Annual Performance Strategy document may be amended by the Director of Performance with the approval of the CEO of British Rowing and Rowers will be informed in writing of any change that affects them.

Selection Appeals Procedure

- 7.4. The Selection Appeals Procedure is available on the British Rowing website or from gbrt.trials@britishrowing.org

Rower Commitment Agreement

- 7.5. Acceptance and signature of the GB Rowing Team Commitment Agreement in each season is a pre-requisite for Rowers to be considered for selection for any GB Rowing Team crew covered under this Selection Policy.
- 7.6. Pursuant to the GB Rowing Team Commitment Agreement, Rowers agree to the terms of this Selection Policy, the Annual Performance Strategy for the event and the British Rowing Selection Appeals Procedure.

8. Boat priority for Olympic/Paralympic and Senior World Rowing Championship crews.

- 8.1. The decision as to the priority order for boats within a squad (or any other priority for a squad in any season) will be taken by the Director of Performance, following consultation with Nominated Coaches and the British Rowing Performance Leadership Team.
- 8.2. The boat priority for each squad will be communicated to rowers at the earliest opportunity in each season. The timing of communication of boat priority is likely to vary in each season and in each squad. It is envisaged that sometimes the communication may be early in a season (where for example a British 4- has dominated that event for a number of years), or could be communicated late in a season (for example if it is desirable to test combinations and boat priorities through the season).
- 8.3. The communicated boat priority in any season may be amended at the discretion of the Director of Performance, for example if the Director of Performance considers during the course of a season that a different boat priority may lead to greater success.

9. Selection Group

- 9.1. Selection decisions for all crews for all events listed in paragraph 5.1 above will be taken by a Selection Group comprising of 3 Selectors.
- 9.2. A Selection Group will be appointed for each squad.
- 9.3. Selection Groups will be appointed in or around January 2021 for a term ending automatically on 31 August 2024. Thereafter, Selection Groups will be appointed in the three-month period after the Olympic or Paralympic Games (whichever is later) for a period until the end of the subsequent Olympic or Paralympic Games (whichever is later).
- 9.4. Each Selection Group will consist of the following 3 Selectors:
 - 9.4.1. the Nominated Coach for the relevant squad at the time of the selection meeting;
 - 9.4.2. the Director of Performance of British Rowing (or his or her nominee, who shall be a member of the British Rowing Performance Team), who shall chair the selection meeting; and
 - 9.4.3. an External Selector.
- 9.5. An External Selector may be appointed to sit on more than one Selection Group, provided they have the necessary expertise.
- 9.6. The External Selector for each Selection Group will be appointed by a panel made up of the CEO, the Director of Performance, and the Board member responsible for the oversight of Performance, following an open recruitment process. The CEO may invite any other person or persons with relevant expertise to assist in such recruitment process.
- 9.7. The External Selector for each Selection Group:
 - 9.7.1. must not be an employee of British Rowing.

- 9.7.2. may be a former coach, athlete, or staff member of British Rowing.
- 9.7.3. shall have expertise and knowledge in the sport of rowing.
- 9.7.4. shall not have any real or perceived conflicts with those seeking to be selected.
- 9.8. Nominated Coaches and the Director of Performance shall be re-appointed to the relevant Selection Groups for as long as they are employed in those roles by British Rowing and shall be removed upon termination of their roles with British Rowing.
- 9.9. External Selectors may serve for more than one term, but must participate in, and be appointed following, the open recruitment process following each Olympic/Paralympic Games.
- 9.10. If an External Selector stands down or is removed by British Rowing, he or she will be replaced following the same process set out at paragraph 9.6 above.
- 9.11. In the event a selector is unavailable, stands down or is removed and there is insufficient time to undertake an open recruitment process prior to a selection meeting, the CEO of British Rowing shall appoint a replacement for the remainder of the season.
- 9.12. The Selection Groups for each squad will be published on the British Rowing website.
- 9.13. Selectors shall:
 - 9.13.1. be expected to attend all Selection Trials, unless the Director of Performance communicates that attendance is not required;
 - 9.13.2. participate in all meetings of the Selection Group, which shall be called by the Director of Performance or his/her nominee;
 - 9.13.3. with the approval of the Director of Performance, be permitted to attend training sessions (reasonable notice shall be given to the Rowers and coaches involved in the training sessions);
 - 9.13.4. comply with any terms of reference issued to them by British Rowing; and
 - 9.13.5. immediately declare any matter which may give rise to a conflict or the perception of a conflict.
- 9.14. In the event of an actual, potential or possible conflict relating to any selector, the actual, potential or possible conflict shall be reported by the Selection Group to the CEO of British Rowing who shall determine whether the selector in question should be permitted to take part in relation to any selection decision(s). The CEO may appoint an alternative selector if necessary.
- 9.15. In relation to Nominated Coaches with roles other than for British Rowing, it is anticipated conflicts may arise. This is particularly likely to be the case with Nominated Coaches for the Junior/Under 19 squads who may coach a school or club which is putting junior rowers forward for selection. In relation to Junior Selection Groups, the Nominated Coach shall make the other selectors aware of any conflict but shall continue to participate fully in selection decisions unless they are told not to do so by the CEO of British Rowing.

10. Selection - Minimum criteria

- 10.1. In order to be considered for selection for the events in paragraph 5.1, Rowers must fulfil minimum eligibility criteria. He or she must:
 - 10.1.1. be a British citizen;
 - 10.1.2. at all times hold a valid Passport and be able to travel to events and training camps;
 - 10.1.3. be eligible under the IPC / IOC / World Rowing Nationality Regulations;
 - 10.1.4. be eligible to compete under the IPC / IOC / World Rowing Gender Regulations;

- 10.1.5. in the case of the Paralympic squad, comply with the World Rowing / IPC Classification Regulations in force;
- 10.1.6. have a current British Rowing, Scottish Rowing or Welsh Rowing membership;
- 10.1.7. not be subject to any current disciplinary proceedings or ban;
- 10.1.8. not be subject to any period of ineligibility or provisional suspension due to an anti-doping rule violation;
- 10.1.9. attend at the National Training Centre or other venue notified by British Rowing when required;
- 10.1.10. compete at the Selection Trials as set out in the Annual Performance Strategy for the event;
- 10.1.11. be available for any crew formation process or ad hoc trial notified by British Rowing;
- 10.1.12. comply with any requirements or criteria set out in the Annual Performance Strategy or communicated by British Rowing;
- 10.1.13. fulfil any other eligibility rule or requirement from the IOC, IPC, BOA, BPA, WADA, World Rowing or any other relevant international or national governing body or organisation;
- 10.1.14. in relation to the Olympic and Paralympic Games, sign a Team Member Agreement; and
- 10.1.15. be a fit and proper person to represent British Rowing.

Selection standard

- 10.2. The predicted Gold Medal Times of each event will be reviewed annually and published in the Annual Performance Strategy. Crews who do not perform at, or very close to, the Predicted Gold Medal Times may not be selected for events.
- 10.3. Subject to paragraph 10.6 below, to be selected to represent Great Britain a boat must, in the opinion of the Selection Group, be of at least a standard to finish in the top half of the predicted entry. Where the entry is likely to be 8 or less, it must be capable of contending for a medal.
- 10.4. Where there is no boat in a particular event capable of achieving the standards in paragraph 10.3 above, exceptionally, a boat comprised of rowers with future prospects may be selected.
- 10.5. In relation to any World Rowing Championships and the Olympic and Paralympic Games, a boat must be the fastest British boat in that boat category to be selected.
- 10.6. For events where more than one Great Britain crew can be selected, the Selection Group may select more than one crew, provided they either meet the criteria in paragraph 10.3 above or the boat is comprised of rowers with future prospects.
- 10.7. Olympic and Paralympic Games
The BOA or BPA have responsibility for the selection of boats which have qualified for the Olympic and Paralympic Games under the IOC / World Rowing or IPC / World Rowing quota. British Rowing's responsibility is to nominate rowers for selection to the BOA and BPA. An observer from the BOA / BPA will be invited to the Selection Group meeting where nominations are determined. The criteria applying to selection set out in this Selection Policy, and the Selection Appeals Procedure, will apply to the British Rowing nomination only.

Weights for Lightweights and Coxes

- 10.8. To remain eligible for selection, lightweights and coxes are required to weigh in at Selection Trials, other trials and Regattas and at other times upon request by the Nominated Coach of their squad within the weights set out in the Annual Performance Strategy, and demonstrate that they can race within their summer racing weight without impairing their performance or physical and/or mental health.

Factors affecting performance

- 10.9. A Rower will be expected to produce his or her best performance at all Selection Trials, other trials and races. If there is a medical or other reason why a rower or crew cannot perform at their best, the Director of Performance must be notified in writing in advance, together with a medical certificate if appropriate. The nature of the illness or injury or other reason will be established and monitored at an early stage by the Team Doctor or his or her nominee, who will advise the relevant Nominated Coach and Director of Performance accordingly.
- 10.10. While the Selection Group may take account of any factor affecting performance, British Rowing is not bound to delay or alter the selection process as a consequence.

11. Selection process

Timeline

- 11.1. The timeline for the selection process for each squad will be published in the Annual Performance Strategy. This will provide a date or date range during which selection for the crews for each event in paragraph 5.1 will take place (“**Selection Date**”). In exceptional circumstances, British Rowing may need to amend a Selection Date, which shall be decided upon by the Director of Performance and Nominated Coach and communicated to the Rowers.
- 11.2. Selection for one event (for example a World Cup Regatta) does not guarantee selection for a subsequent event.
- 11.3. In relation to the senior squads (Olympic and Paralympic), following all Selection Trials and Crew Formation, the Selection Groups will select crews for the first event after the Selection Date. The Selection Group will then convene following each event (for example between World Cup Regatta 1 and 2) to confirm selection for the next event. The Selection Groups will meet after the World Cup Regattas (or the last event before the World Championships or Olympic Games) to select crews for the World Championships or for nomination to the BOA / BPA for the Olympic / Paralympic Games.
- 11.4. World Cup Regattas and other events before the major Championship in each season may be used to test crew formations.
- 11.5. Following selection, the Director of Performance or Nominated Coach may call a further selection meeting where it is considered that a change to selection is required.
- 11.6. Other than as anticipated in this Selection Policy, no selection decision may be taken by any person or persons other than the Selection Group.
- 11.7. The Nominated Coach or Director of Performance or his/her nominee may call a meeting of the relevant Selection Group where it is considered desirable to select a crew or certain Rowers for a crew in advance of the Selection Date. In the event a crew or Rower(s) is selected in advance of the Selection Date, the Rowers in the relevant squad will be informed.

Selection meetings

- 11.8. Selection meetings shall be called by the Director of Performance to coincide with the Selection Dates set out in the Annual Performance Strategy, as anticipated by this Selection Policy, or when they are required.
- 11.9. Selection meetings may take place in person or via video conference. Where selection meetings are called on short notice, they may take place via telephone.
- 11.10. Selection meetings shall be attended by the Selection Group, who may also invite a note-taker to be present and a representative of the British Athletes Commission to observe.
- 11.11. The Selection Group may request reports from, or the presence of, any person it considers will assist it, including but not limited to the Team Doctor, Head of Performance Support or a coach, but the selection decisions must be taken by the Selection Group and not by any other person or persons.

Selection decisions

- 11.12. The factors that may be taken into account by the Selection Groups in making their selection decisions include the following:
 - 11.12.1. Results from crew formation races;
 - 11.12.2. Performance in the Selection Trials;
 - 11.12.3. Performance in ad hoc trials;
 - 11.12.4. National and international racing results in the current or previous seasons;
 - 11.12.5. Training performance including inter squad racing and trials;
 - 11.12.6. Ergometer results;
 - 11.12.7. Ability to maintain training loads;
 - 11.12.8. Making and maintenance of weight targets (lightweights and coxswains);
 - 11.12.9. Technical proficiency, level of skill and fitness;
 - 11.12.10. Any past, current or recurring injury or condition (physical or otherwise) which has or may have the potential to inhibit the performance of an athlete (or group of athletes);
 - 11.12.11. Factors relevant to an athlete's combination within a crew, including but not limited to compatibility, personal attributes and attitudes, technical compatibility, crew balance and harmony;
 - 11.12.12. Factors relevant to team balance and harmony;
 - 11.12.13. Ability or willingness to train and compete within the British Rowing programme at times and places required or designated by British Rowing;
 - 11.12.14. Adherence to British Rowing procedures, programmes, and policies;
 - 11.12.15. Adherence to contractual obligations (past and current) with British Rowing;
 - 11.12.16. Findings from consultations with relevant coaches;
 - 11.12.17. Findings from medical examinations or physiology analysis;
 - 11.12.18. Potential for future development as an individual or combination; and
 - 11.12.19. Any extenuating circumstances that may have impaired a Rower's performance or excluded a Rower from an event or trial.
- 11.13. In making their selection decisions, the Selection Group, in their sole discretion, may give what they consider to be appropriate weight to any one or more of the factors in 11.12 above.
- 11.14. In relation to the selection of coxes, Selection Groups may take into account the factors at paragraphs 11.12.8 to 11.12.19 above, as well as those set out in Appendix I.

- 11.15. In relation to the selection of spares for events, the Selection Groups shall take into account the needs of the team as a whole. This may mean, for example, picking a spare who is able to sweep row and scull efficiently, rather than the next best sculler or rower. The role of the spare rower is to support the training needs of the team. If a substitution is required at an event the needs of the racing crew will be prioritised and the next best available rower will be selected. This will not necessarily be the named spare.
- 11.16. Decisions of the Selection Group must be unanimous.
- 11.17. Where there is disruption to Selection Trials and/or other events (for example due to COVID-19 or adverse weather conditions), selection shall be made using the factors available to the Selections Groups.

Selection feedback

- 11.18. Selection decisions shall be communicated to Rowers promptly in an appropriate manner by the Nominated Coach and/or Director of Performance.

12. Appeals

- 12.1. Rowers may appeal certain selection decisions in accordance with the British Rowing Selection Appeals Procedure.

13. De-selection

- 13.1. Following selection, a Rower may be de-selected by the Selection Group or British Rowing in the event of:
 - 13.1.1. the Rower ceasing to comply with the eligibility criteria set out in this Selection Policy, any Annual Performance Strategy or other strategy document communicated by British Rowing;
 - 13.1.2. following application of the Medical De-Selection Protocol set out in Appendix 2 to this Selection Policy;
 - 13.1.3. any anti-doping rule violation or provisional suspension;
 - 13.1.4. any serious misconduct or suspension due to misconduct;
 - 13.1.5. a breach of any British Rowing policy;
 - 13.1.6. a loss of form or fitness;
 - 13.1.7. failure to opt-in to team training or events, including during the COVID-19 pandemic; or
 - 13.1.8. where the Selection Group considers another Rower or selection decision is likely to lead to better results at an upcoming event or events.
- 13.2. In the event of de-selection, the Selection Group will meet again to decide on a replacement Rower or to re-select crews. In the event there is not time for the Selection Group to meet, the decision will be taken by the Nominated Coach and Director of Performance, with the decision of the Nominated Coach being final in the event of disagreement.

14. Amendment to this policy

- 14.1. It is anticipated that this Selection Policy will be in place until it is reviewed after the Paris 2024 Olympic and Paralympic Games. However, this Selection Policy may be amended by the Board of British Rowing at any time at its sole discretion.

15. Questions about the policy

15.1. Questions about this policy should be directed to gbrt.trials@britishrowing.org

16. Governing law

16.1. This Selection Policy shall be governed by and construed in accordance with the law of England and Wales.

17. Jurisdiction

17.1. Any dispute or claim arising out of or in connection with this Selection Policy shall be submitted for determination exclusively to arbitration under the auspices of Sport Resolutions (UK) Limited and subject to the procedural control of the English Courts.

Appendix 1 - further factors for selection of coxswains

Ability to handle a boat

- Can demonstrate the ability to steer in a straight line
- Can steer and handle the boat safely at all times

Working Effectively with Crew Members

- Crew Handling
 - Clear leadership of the boat through training and piece/racing scenarios. The crew should be left in no doubt as to what is being done and cox should retain control of the boat's actions both on water and on land.
- A focus on the individual crew members
 - Ability to tailor an approach to impact on the individual progression of each crew member.
- Group Dynamics
 - Have a positive impact on the group dynamics, facilitating a supportive and respectful environment.
 - Ability to de-escalate situations and encourage logical, rather than emotional, reactions from themselves and others.

Working Effectively with Coaching Team

- Reliable Source of Information
 - Be a well informed and reliable source of information during both training and competition environments. This can include logistics, timings, locations and contingency plans. The cox should work with the coaches to cover these areas and be in a position to act independently where required.
- Technical Model
 - Developing a clear understanding of the crew coach's vision for the crew, working closely with the coach to impact change on aligned areas for each individual and the crew.
- Coxing Progression
 - Taking responsibility for their own development and working effectively with the coaches to develop their coxing skills and impact on the crew.

Feedback from Rowers may also be considered

Appendix 2 - Medical De-Selection Protocol

- In the event of there being a query over the ability of a Rower to be able to compete to the best of his/her ability at an event due to an injury or illness, pre or post-selection, or in the case of the Olympics or Paralympics prior to the DRM, the following procedure will be followed:
 - The British Rowing Team Doctor (“**Team Doctor**”) or British Rowing Chief Medical Officer (“**CMO**”) can require a Rower to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the Team Doctor, CMO or another Doctor delegated by the CMO. If it is the opinion of the nominated doctor that the Rower is not able to compete for medical reasons, he/she will be withdrawn from the event and if appropriate, a replacement will be selected in accordance with the Selection Policy.
 - If the Rower passes the medical examination but the coaching and/or support staff still have concerns over whether or not the Rower is able to compete to the best of his/her ability due to the underlying injury or illness, the Director of Performance or Nominated Coach can require the Rower to undergo a set of sports specific performance tests where the results will be compared to the Rower’s previous relevant results. The tests can be repeated more than once and within a short timeframe if required and will be carried out by designated support personnel. If as a result of the injury or illness the Rower does not meet the required test levels, he/she will be withdrawn from the event on medical grounds and, if appropriate, a replacement will be selected in accordance with this Selection Policy.