

BF SELECTION POLICY FOR GBR REPRESENTATION

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Author: Ian Lichfield,
Steve Kemp, Georgina
Usher

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1. OVERVIEW

1.1 PURPOSE OF POLICY

This document sets out the BF Selection Policy for individual, teams and squad selection for representing Great Britain in international competition for the 2021-2022 season. It covers selection for Cadets (U17), Juniors (U20), Under 23s, and Seniors, for all International Competitions and Major Championships.

This does not include selection for

- the Olympic Games or the Olympic Zonal Qualification Events which is covered under a separate policy
- Veteran representational fencing which is operated by British Veterans Fencing.
- Home Nation representational fencing (for example Commonwealth Championships) which are operated under Home Nation policies.

1.2 OWNER

Responsibility for the administration of the BF Selection Policy lies with the Head of Pathways who is responsible for the BF Athlete Development Programme (ADP).

1.3 PURPOSE OF SELECTIONS

The overall aim and purpose of selection is to maximise the opportunities to:

- Win individual or team medals at International Competitions and Major Championships.
- Provide appropriate development opportunities for individual athletes and teams on their journey to future Olympic qualification and medal success (Paris 2024 & Los Angeles 2028 and beyond).
- Support the overall development strategy of individual weapons and GBR fencing as a whole.
- Promote time on task at appropriate competitions in the development pathway of an individual athlete or team.

1.4 APPLICATION

This policy applies to all selections for the 2021/2022 season.

1.5 SELECTIONS & COVID

In light of current COVID risks, the decision to enter GBR athletes in any representational event remains with the Board of BF. Selection decisions are independent of the decision to allow a squad to travel or any team or individual to be entered. All such decisions will be taken by the BF Board in light of guidance from relevant bodies (DCMS, FCO, UK Sport) and subject to ongoing risk assessments. Selection confers no rights to be permitted to travel or to be entered. BF reserves the

right to withdraw previously entered individuals/teams in response to changing situations. Athletes and anyone travelling in support are expected to have travel insurance in place to cover the cost of travel disruption due to COVID. BF is not liable for any costs associated with decisions in this regard.

Selection dates may be subject to change if events are cancelled or postponed due to COVID. Any changes will be published on the BF website.

1.6 EXCEPTIONAL & CHANGED CIRCUMSTANCES

BF reserves the right in exceptional circumstances to adjust:

- the number of athlete **or team** selection spaces available for any event
- the status of a competition (eg from nominated to non-nominated)

Circumstances might include (but are not limited to) impact or risk in relation to covid, security, **lack of resources (staff, officials, coaches, volunteers), cost,** safeguarding and welfare.

Notwithstanding anything written in this document, British Fencing (BF) reserves the right to amend the document in the light of changed circumstances. All changes will be communicated on the BF website as soon as reasonably possible.

2. DEFINITIONS & ACRONYMS

The following words or expressions shall have the following meanings:

ADP	The BF Athlete Development Program
Athlete Development Team (ADT)	A team of people nominated by the Athlete Development Programme (ADP) which includes ADP executive team members, Weapon Leads and coaches
BF	British Fencing
British Junior Ranking	The Junior ranking list compiled by BF according to the published associated ranking scheme document. For the avoidance of doubt, unless specifically stated otherwise, this is a rolling ranking
British Senior Ranking	The Senior ranking list compiled by BF according to the published scheme. For the avoidance of doubt, unless specifically stated otherwise, this is a rolling ranking
British Cadet Ranking	The Cadet ranking list compiled by BF according to the published scheme. For the avoidance of doubt, unless specifically stated otherwise, this is not a rolling ranking
Cadet	Under 17 on or after 1st of January of the year when the next Cadet World Championships are to be held. Athletes must be at least 11 on 1st January to compete in any UK cadet events in that calendar year
Calendar	The BF, FIE or EFC Calendar

Championships Selection Panel	The panel of selectors that perform Major Championships selection. (CSP). Different CSPs may be in place for different championship events
Competition	A contest between a group of individuals using a single type of weapon (e.g., “Men’s Foil”, “Women’s Sabre”) organised in accordance with governing body (BF, EFC, FIE) rules
Development International Competition (DCs)	The EFC events or other selected international events that have been identified for the purposes for gaining international development experience. Performances in these events will be eligible for Cadet or Junior ranking points
Disciplinary Record	The record of a) the status, outcome and resulting sanction of any disciplinary cases and complaints relating to breaches of BF Codes of Conduct and/or BF Policy within the last 18 months. b) any current disciplinary sanction imposed by BF, Home Country Associations, FIE and/or any other relevant authority where a set date has been provided where the sanction is still considered active.
Discretionary Factors	Specific subjective and/or objective measures used to inform selection decisions for individuals and teams
EFC	European Fencing Confederation
EFC Competition	EFC U17 and U23 Circuit events including those held in the UK and the European U23 Championships
Event	One or more Competitions typically held in the same venue, under the same organising committee over a period of no more than a few consecutive days (e.g., UK Opens, FIE Competitions)
FIE	International Fencing Federation
Junior	Under 20 on or after 1st of January of the year when the next Junior World Championships are to be held
Major Events/Championships	World or European Championships (all age groups), World University Games
Member	A BF member in good standing holding a licence to compete in the relevant age group
Nominated International Competitions (NCs)	International competitions in which performances (in the individual, team or both) will be considered for GB selection for the category in which they are nominated. Senior World Cups (individual and team) and Grand Prix’s (individual) are considered as nominated individual events for Senior for purposes of this document. There are exceptional circumstances (eg COVID, security) where these competitions may be deemed non-nominated. Performances in these individual nominated events will be eligible for BF Ranking points in accordance with the appropriate schemes.
Non-nominated International Competitions	International competitions where performances in these events will not be eligible for BF ranking points. (e.g. The non-nominated Junior World Cup individual events are not eligible for Junior BF Ranking points).

Open	A single weapon (from the 6 Weapon categories), individual Competition held in the UK which any Senior Member is permitted to enter on payment of the appropriate fee.
Overdue debt	An unsatisfied debt that is not paid within 30 days of notification and remains owed to BF, by BF or one of the authorised Team Managers.
Senior	All athletes that are aged 13 or over on or before the first day of the Competition. "Senior" applies to all fencing events which are not Cadet (U/17), Junior (U/20), U23 or Veteran (over 40).
Squad	The group of athletes competing in a Development or Nominated International Competition or Major Championship, including any reserves.
Under 23 or U23	Aged 23 years on or after 1st of January of the year when the next European Championships are to be held.
Weapon Selection Panel (WSP)	The panel of selectors that perform individual weapon selections for Nominated Events where entry numbers are limited. There will be a minimum of three Weapon Selection Panels (Foil, Epee and Sabre) with a minimum of three Weapon Selectors on each panel. An individual WSP may select for more than one age group. The BF Athlete Development Programme can nominate an individual to sit on the WSP in an advisory capacity.
Weapon Strategy	Weapon specific strategic document authored by the ADT outlining the aims and objectives of the individual weapons.

3. GOVERNANCE

The BF Board delegates the implementation and execution of the policy including any related selection processes, procedures, and structure to the CEO.

In turn, the CEO delegates the responsibility to the Athlete Development Programme (ADP) to administrate the selection policy.

The ADP is responsible for putting in place the structures, processes, and procedures in accordance with this policy.

This includes but is not limited to:

- Putting in place a structure, overseeing and ratifying the Selection Panels for International Competitions and Major Championships (see Appendix B & C)
- Defining the selection processes
- Setting out clear roles and responsibilities of all individuals involved in the selection process
- Ensuring consistency of application of any discretionary selections across the weapons and between athletes
- Ensuring that the Selection Panel members are kept up to date and informed with individual Weapon Strategies.

The ADP is responsible for ensuring that all athletes being put forward for consideration by the Selection Panel are eligible under the policy.

The ADP will assign an individual within the ADP (normally the Weapon Lead) to create the list of athletes nominated for selection to the relevant Selection Panel in accordance with this Policy.

The names of the individuals involved in the selection process (including the members of the Selection Panels and ADP Coaches) will be published on the BF website.

This document is approved by the BF Board and published on the BF website. This document will be reviewed annually, and any changes will be approved by the BF Board.

BF reserve the right for more regular periodic reviews to ensure that it takes account of any external rule or policy amendments; and to ensure it includes any relevant feedback. There is an increased likelihood of such periodic review leading to amendment in the current circumstances where COVID and measures to control it by Governments/FIE/EFC and/or BF may affect events and competition opportunities and/or athletes' participation in them.

The BF Board reserves the right to make changes to this policy in exceptional circumstances.

4. EVENTS

The following selections are covered by this policy:

4.1 MAJOR CHAMPIONSHIPS (MCs)

Include:

- Senior, Cadet & Junior World Championships 2022 – Individual and Team Selection (no Cadet Team event)
- Senior, U23, Cadet & Junior European Championships 2022 – Individual and Team Selection
- World University Games (Nominations to BUCS) – Individual and Team Selection

Selections for all European & World Championships performed by: Championships Selection Panel.

Details of the WUGs Nomination process can be found in section 11.

4.2 NOMINATED INTERNATIONAL COMPETITIONS (NCs)

Include:

- *All Senior FIE World Cups – Individual and Team – Senior Nominated
- *All Senior Grand Prix's – Individual Only – Senior Nominated
- Identified FIE Junior World Cups – Junior Nominated
- Identified EFC Cadet Events – Cadet Nominated
- Identified EFC U23 Events – U23 Nominated
- Identified FIE Satellite Events – U23 Nominated
- Other identified events – Senior, U23, Junior or Cadet

*Subject to locations passing Security & COVID risk assessments

An identified competition may be nominated in more than one category. For example, an EFC U23 Event could be nominated for both U23 and Juniors.

A full list of Nominated International Competitions and the categories of BF rankings they count towards will be published on the BF website.

Selection

Selection performed by: Weapons Selection Panel.

Selections for team events and discretionary places proposed by: The ADT.

For Senior & U23 Nominated Competitions where entry numbers are not limited (e.g. FIE Satellites) the selection/entry process will be managed by the ADT.

4.3 DEVELOPMENT INTERNATIONAL COMPETITIONS (DCS)

Competitive development opportunities available to athletes on the development pathway. Points will be available for BF rankings (but in most cases fewer than for NCs).

Include:

- Identified Junior World Cups for Juniors
- Identified EFC Cadet Events & U23 Events – Individual Only
- Identified FIE Satellite Events for Juniors/U23s
- *FIE Satellite Events and EFC Under 23 events (which have not already been identified as Nominated) for Seniors & U23s
- Other identified events

A full list of Development International Competitions and the categories of BF rankings they count towards will be published on the BF website.

GBR eligibility criteria and minimum standards will apply to these events.

Where entry restrictions exist, priority will be given to pathway athletes.

*Subject to locations passing Security & COVID risk assessments

Selection/Entry Process performed by: **ADT**

Non-Nominated International Competitions

There will be no formal selection process for the following events – there will be minimum standards (see below) and an entry process managed and published by the Athlete Development Programme in conjunction with Head Office to support athlete entry and manage demand for places in the unlikely event that it exceeds supply.

- Junior World Cups and other international Junior events which are not already Nominated or Development Competitions
- EFC Cadet Events and other international Cadet events which are not already Nominated or Development Competitions

GBR eligibility criteria will still apply to these events. Entries subject to locations passing Security & COVID risk assessments

Entry Process managed by: **ADT**

5. SELECTION PANELS

Selection panels should be constituted and run according to Appendix B & C.

Selection panels are responsible for selecting squads plus any reserves after scrutinising the information provided by the ADT in accordance with the selection process, including any proposed use of discretionary places (individual and team)

Selection panels will be published on the BF website in advance of selection.

5.1 THE WEAPON SELECTION PANEL

The WSP performs selection for Nominated International Competitions with restricted entry numbers according to this policy.

The Weapon Selection Panel (WSP) will consist of a minimum of 3 members, one of whom will be the Chair.

Members of the WSP cannot be personal coaches of any athletes being nominated for selection.

GBR Team Managers cannot be selectors, they may attend selection meetings in non voting roles.

The ADP will nominate a member of the ADT to propose selections to the panel in accordance with this policy.

5.2 THE CHAMPIONSHIPS SELECTION PANEL

The selection panel will consist of an odd number of members. All voting members must have a fundamental technical understanding and experience of the event being selected for, and the athletes under consideration.

A typical Championship Selection Panel will consist of:

	How many	Do they vote?	Example
Chair	1	Y	Head of Pathways
ADP Performance Rep	1	Y	Head of Olympic Teams
ADP Weapon Rep	3 (min)	Y*	Weapon Leads
Panel Members	3 (min)	Y	Normally taken from members of WSPs
Independent Member	1	Y	
ADP Sport Science & Medicine Rep	1	N	
Independent Observer	1	N	
Data Analyst & Note taker	1-2	N	
*Stand-In	1-2	N	

* A selector who has a personal coaching relationship (even in the recent past) with any of the athletes under consideration provides a risk of allegations of bias. Where this is unavoidable, the coach will not have a vote in regard to this athlete(s) and may only be present to give their opinion on the respective merits of each eligible athlete with others making the final decision. Stand-ins can be co-opted by the Chair to act in a voting capacity should this situation arise.

6. GENERAL CRITERIA FOR SELECTION

6.1 GENERAL ELIGIBILITY CRITERIA

1. Athletes must be eligible to represent Great Britain.
2. Athletes must hold a **current BF Compete Membership** at the time of selection and/or the key selection dates. An athlete who does not have a current membership will not be considered for selection.
3. Athletes must have suitable medical and travel insurance.
4. Athletes have read and agreed to abide by all **BF Policies and Codes of Conduct**.
5. Athletes have read and agreed to abide by the **BF Athlete Commitment**, created by their fellow athletes.
6. Athletes will only be considered for selection if they have a **satisfactory disciplinary record** where any ban or measures that were sanctioned at the time, have been completed. The ADT, in conjunction with BF Equality and Safeguarding Manager, reserve the right to omit an athlete from selection for any event if they deem that the risk of the athlete's inclusion to that event, exceeds an acceptable level of risk and would negatively impact on the other athletes or staff invited.

"Disciplinary record" means the record of

- the status, outcome and resulting sanction of any disciplinary cases and complaints relating to breaches of BF Codes of Conduct and/or BF Policy within the last 18 months.
 - any current disciplinary sanction imposed by BF, Home Country Associations, FIE and/or any other relevant authority.
7. No athlete will be eligible for selection if, at the relevant selection date, that individual has **an overdue and unauthorised debt to BF**. An "overdue debt" will be considered one that has not been paid within 30 days of notification of an amount that is owed to BF, by BF or one of the appointed Team Managers.
 8. Athletes are expected to maintain a **satisfactory level of training and fitness** and be able to evidence this if necessary (for example on production of a training diary). The selection panel(s) reserves the right to request a fitness test or omit an athlete from selection for any event if they deem that their fitness or training record is unsatisfactory.
 9. In making any selection decision the selection panel(s) shall not be obliged to have regard to the fact that selection (or non-selection) may affect an athlete's ranking in any ranking scheme.
 10. Any athlete wishing to be selected for Great Britain at any International, FIE or EFC competitions must **compete in the most recent National Championships in the relevant category** – Cadet, Junior, U23 or Senior. **For example, for 2021-22 selections this means competing in the 2021 Cadet and Junior Championships, the 2021 Senior Championships and so on.**

- In the event an athlete is unexpectedly injured or ill, a doctor's note will be required to be submitted to Head Office within one week of the date of the Championships.
 - Only in exceptional circumstances will an exemption request be granted. Requests for exemption must be submitted using the GBR National Championships Exemption Form, found on the BF website, two weeks in advance and have received official confirmation of acceptance from the CEO.
 - **Additionally exemptions after the event can be made in the following circumstances:**
 - ~~The only exception would be~~ If an athlete does not have British Nationality at the point of the National Championships but subsequently receives British Nationality.
 - **If an athlete can demonstrate that they were unable to compete and at the time did not intend to/expect to participate in subsequent international fencing.**
 - **At the discretion of the Head of Pathways in consultation with the CEO.**
11. Athletes must be compliant with the **BF Anti-Doping Policy**. Failure to comply will normally result in non-selection or de-selection.
 12. Entry to any competition will be governed by the conditions of the competition and the relevant and appropriate governing bodies (National Federation, EFC and/or FIE). Any athlete must meet any such conditions/regulation to be considered for selection. Athletes will need to hold **a current EFC/FIE licence as applicable** to be entered for following the events:
 - a) FIE: Junior World Cups, Senior Satellites, Senior Grand Prix, Senior World Cup and Cadet, Junior, EFC Under 23 Championships, Senior World Championship
 - b) EFC: EFC Cadet competitions, Cadet European Championships, EFC Under 23 events.
 13. If any conflict occurs between the above eligibility rules and anything published or appearing on the BF website these rules will have precedence.

6.2 GENERAL GROUNDS FOR DISCRETIONARY SELECTION

14. **Discretionary factor/s** that may be considered include but are not limited to:
 - a) Performance Trajectory – recent significant improvements in performances and results. Priority will be given to athletes on demonstrable performance trajectories to qualify for Paris 2024 or Los Angeles 2028.
 - b) Previous GBR team/individual performance identified by the ADT.
 - c) Specific Weapon Strategies in relation to the development of that weapon.
 - d) Current or historic participation in any relevant performance pathway programme including those run by Home Nations, BF, or any other relevant institution.
 - e) Evidence of an appropriate standard of training and fitness
 - f) Commitment to a documented training plan which is shared with the ADP.

- g) Team strategy – e.g., skills to perform a specific role within the team event, the opportunity to trial new team members. Includes consideration of athlete’s ability to respond to coach feedback during matches.
 - h) Regular attendance and engagement at ADP camps (virtual and/or physical).
 - i) Demonstrable commitment to BF values and ability to uphold and role model the Athlete Commitment.
 - j) Evidence of ability to act as a supportive squad member and have a positive impact on the team mentality and overall professional culture of the GB team.
 - k) The ability of an athlete to seek out, listen to and act on feedback from the ADT or ADP coaches as evidenced by demonstrable steps to address the feedback as documented in the athlete’s individual training plan.
 - l) As part of a rotational plan, to provide development opportunities for a group of athletes within the squad - decided by the ADT.
 - m) Injury/illness – e.g., athlete returning from serious injury, returning from long COVID.
 - n) Return from a long period of absence (such as Pregnancy) which was notified to the ADT before taking the period out from training or competing.
 - o) *BF Pathway Stage Assessment and development trajectory to 2024/2028/2032 Olympic Games
15. *The decision-making process will include reviewing the submitted Athlete Assessment which is based on the published BF Pathway Stages and components. Athletes will be assessed against the minimum Pathway Standards:
- T2 for the Cadet age category
 - T2/3 for Juniors and Under 23’s age categories
 - T3 or T4 for Senior athletes
16. Any athlete selected in the discretionary places may be given individual performance and training targets, which will be used in determining further discretionary selection opportunities as the season progresses.
17. The ADT reserves the right to consider the international performances of identified athletes that are residing abroad, who have not competed in sufficient competitions in the UK (Note – athletes must still compete in the National Championships). Athletes will be expected to evidence that they are regularly training at a high level, competing at comparable competitions and has a ranking sufficient in their residing country, to compete for GBR at international events. These athletes may be required to attend an EFC or FIE satellite event to further evidence consideration for selection.

6.3 RESERVES

18. Reserves may not necessarily be identified for every competition.

19. Any reserves identified may be prioritised in number order by the Selection Panels. There will be no right to appeal this order. The Selection Panel may change the order of reserves if it believes this best serves the Weapon Strategy. If the requirement to use a reserve athlete does arise, there will be no subsequent right of appeal for any unused reserves.
20. The number of reserve places offered will be at the discretion of the Selection Panel. Any reserves will be selected using the same criteria listed above.

6.4 TEAM SELECTION

21. For International Competitions (not Major Championships) the top 2 individually selected athletes will normally be selected for the team. The remaining places and reserve (if identified) will be at the discretion of the WSP with advice from the ADT in accordance with this policy.
22. The Selection Panel is not obligated to recognise the BF Ranking Schemes when selecting the team or choosing the team order.
23. When making its decision, the Selection Panel will consider various factors set out above, in any order and with appropriate weighting that the ADT and the Selection Panel reasonably sees fit in order to achieve the aims set out in the policy.

6.5 PRE SELECTION

24. It is the responsibility of the athletes (and the parent/guardian for a minor) to keep athlete details complete and up to date on the Pathway/ADP database and the BF Membership Platform (<https://bf.sport80.com/>). Specifically they must ensure the accuracy of their email address and contact details in the BF membership platform as these will be used in the event that an athlete (or their parent/guardian) needs to be contacted in relation to a selection issue. Any issue that results from a failure to keep these details up to date will not be grounds for an appeal against non-selection.
25. It is the athlete's responsibility (and the parent/guardian for a minor) to check rankings. Applications for the correction of errors in the calculation of ranking points should be sent to rankings@britishfencing.com and BF Head Office headoffice@britishfencing.com within 48 hours of the ranking points being published. Please refer to the published GBR Ranking Scheme for full details.
26. The ADP will put in place a mechanism to opt-in to selections. This ensures that selection decisions for individual and teams are focussed on those athletes that wish to attend.
27. For all Major Championships for all ages, JWCS, EFC Under 23, and SWC's and GP's, athletes will be expected to submit their most recently updated Athlete Assessment form as part of the process for selection. This will be based on the Pathway Stage appropriate to the competition.
28. Athletes that have missed the deadline for confirming their acceptance of selection (the 'entry window') as set by BF and published on the website, will be automatically de-

selected and no longer entitled to enter the respective events. Their place will be passed to the first reserve unless there has been a technical issue with the platform or entry system. The failure to keep the BF Membership Platform up to date with the correct email address and contact details will not be classed as a 'technical issue'.

29. Where the Selection Panel believes that selection of an athlete would either contravene the duty of care owed to that athlete or would pose an unreasonable, as determined by the Selection Panel, risk to that individual, other individuals/groups of individuals or BF, it shall be under no obligation to select an individual, squad, or teams to which it is entitled in any International Competition or Major Championships.

6.6 ACCEPTING SELECTION

30. In accepting selection an athlete (and the parent/guardian for a minor) is agreeing to be bound by the Terms and Conditions of selection and all relevant BF Codes of Conduct, policies and procedures as published on the BF website.
31. Athletes are expected to ensure that they have all the appropriate level of equipment and clothing to compete. This not only means fencing equipment/clothing that meets international standards but also the correct National Tracksuit as identified by BF as appropriate for that event.
32. It is the responsibility of the athlete (and the parent/guardian) to review selections and take appropriate action. For International events selected athletes will receive an email with instructions about accepting their place which may include completing a 'Acceptance of Selection form'). If a payment is due, a selection will not be considered as accepted until the payment is made in full.
33. BF will not be responsible for following up with athletes who have not confirmed their places and paid by the published closing date. Athletes who have not accepted and paid within the 'entry window' will be deemed to have forfeited their place. Their place may then be offered to the named reserves or allocated to the ADP for a further discretionary selection if all the named reserves have been invited and accepted.
34. Athletes who are not intending to accept their place are encouraged to decline their selection as soon as possible and, in any case, no later than 7 calendar days of the invitation. This allows BF to plan to invite any reserve athletes and reduces the potential for increased cost that might be associated with any delay to the selection process.
35. Athletes selected for Major Championships must be available to attend any pre-Championships GBR Team Development Camps (where provided) unless they have received an authorised exemption.
36. Athletes selected for Major Championships must be available to fence if selected, in any nominated pre-Championship team events unless they have received an authorised exemption.

6.7 POST SELECTION

37. According to EFC & FIE rules, a significant financial penalty can be imposed if an athlete fails to turn up to an event, unless they are injured and can provide a medical certificate, or there are exceptional circumstances for the absence. The athlete will be solely liable for the entirety of this penalty and is required to inform BF and the EFC/FIE the reasons for any absence. Athletes must inform BF at the earliest opportunity of any illness or injury likely to require withdrawal (or no-show) at an event.
38. Athletes that decline their selection for any team event, before the entries to that event have closed, may be required to forfeit their individual place to allow another athlete to compete in that individual event.
39. All post-selection issues (including insufficient training and preparation evidenced against the agreed training plan, injury, illness, loss of performance, and disciplinary issues) will be considered by the BF Pathway Leadership Team who will decide whether an athlete is to be de-selected. This includes issues where athlete's circumstances change and they are no longer able to meet the terms and conditions of the selection or follow the individual development plan they submitted as part of the selection process.
40. De-selection decisions based on injury and/or illness should be taken in consultation with appropriate medical professionals, ADP Sports Science & Medicine team, and the BF Chief Medical Officer. Athletes may be required to undergo medical assessments (at their cost) and/or physical testing.
41. Agree and comply with any BF COVID Regulations, which for all selected athletes including reserves will include the requirement to undergo a COVID Test. Should any athlete test positive for COVID the athlete's selection will be rescinded with no right of appeal.
42. De-selection decisions based on disciplinary issues/breaches of BF Codes of Conduct will be taken in consultation with the Disciplinary Chair/CEO.
43. An athlete whose Compete membership expires will be removed from the selection and will forfeit their place.
44. Athletes that are selected as reserves will be expected to maintain an appropriate level of preparation for the competition.
45. Any athlete who is participating in a team match that deliberately forfeits their matches, or refuses to participate in a team match, negatively impacting on the result of the team or the opportunity for the team members to compete and gain experience; **may forfeit their right to compete at the Major Championships that season and may be subject to disciplinary proceedings.** There will be exceptions where the welfare of the athlete/s was at risk.

6.8 APPLICATIONS TO BE CONSIDERED FOR DISCRETIONARY SELECTION

46. To be considered for discretionary selection athletes must complete an online 'GBR Discretionary Selection Form' found on the BF website) by the published date. Any mitigating circumstances or discretionary case which an athlete wishes to be considered in the selection decisions should be submitted in writing using this form. This includes uploading the most recent BF Athlete Assessment document, which is expected to be completed by the athlete and their personal coach.
47. All discretionary applications for events other than EFC Cadet Circuit events must be accompanied by a current Individual Development Plan which should set out the individual development goals for the attending event.
48. There will be a charge of £30 per event for any discretionary application where the athlete's ranking falls outside of the criteria for automatic or eligible discretionary selections except in the circumstances outlined in item 49.
49. The following discretionary applications will not be subject to a charge:
 - a) Those based on injury or illness or a period of agreed absence (e.g. Pregnancy), or
 - b) Those invited by the ADP to apply, or
 - c) Those fencers nominated by the ADP

6.9 TIMING AND ANNOUNCEMENT OF DECISIONS, RANKING, PUBLICATIONS & SELECTIONS

50. For all selections, the aim is to publish updated rankings within 4 working days of the event, subject to any corrections required. Please refer to BF Ranking Scheme for further information.
51. The ADP will publish a calendar of selection cut off dates for all competitions on the BF website.
52. The aim is to announce selection decisions within 3 working days of the published selection date on the BF website.
53. Athletes will have 48 hours to appeal, starting from the date of publication of the selection decision on the BF website.
54. Athletes may request further feedback for non-selection. For clarity, this would not be considered as initiating an appeal but to support athlete development only.
55. Once the window for appeals has passed, athletes will receive confirmation that they can proceed with (for example) booking accommodation and flights.

7. WORLD & EUROPEAN CHAMPIONSHIPS SELECTION

7.1 AVAILABLE PLACES PER WEAPON

- a) Cadet European Championships – up to 4 Individual places plus 1 Team
- b) Cadet World Championships – up to 3 Individual places. Individual Event only, no Team event.
- c) Junior European Championships – up to 4 Individual places plus 1 Team
- d) Junior World Championships – up to 4 Individual places plus 1 Team
- e) U23 European Championships - up to 4 Individual places plus 1 Team
- f) Senior European Championships – up to 4 Individual places plus 1 Team
- g) Senior World Championships – up to 4 Individual places plus 1 Team

The following applies to the required qualifying standards that are achieved during the current season, within the respective age category.

7.2 INDIVIDUAL EVENT

56. The qualification standards for all European & World Championships are:
 - a) a medal winning performance at one of the Nominated International Competitions; or
 - b) their final placing percentage is less than or equal to 5% at one of the Nominated International Competitions; or
 - c) Top 4 athletes on the respective BF Rankings, provided that their final placing percentages average less than 40% (correct to two decimal places) from their best three (of a minimum of three) Nominated International Competitions.
57. For the Cadet World Championships only, the same criteria as above will apply, but c) applies only for those ranked within the top 3 of the BF Cadet Rankings.
58. Selection to fence in the individual events at European & World Championships will initially be made from those eligible athletes who have reached the necessary qualifying standard, subject to the provisions of the following paragraphs.
59. If more than **three** eligible athletes have reached the qualifying standard for the European & World Championships, then the first **three** athletes on the respective BF ranking list will be selected. The fourth athlete and any non-travelling reserve will be selected/proposed by the ADT, at their discretion. These will normally be selected from any remaining qualified athletes, except in Seniors where in the case that an athlete with recent Senior qualification form fails to make a qualification standard due to significant injury/illness or pregnancy, the ADT reserve the right to propose that athlete for either place (instead of a qualified athlete), subject to that athlete being able to demonstrate a return to fitness.

60. As the selection date is often before the European Championships, if places remain unfilled with athletes qualified by right, a strong performance at the European Championships can be considered if the planning for the World Championships allows.
61. If fewer athletes qualify than places available, and the decision is made not to select a team, the ADT reserve the right to propose additional individual athletes based on discretionary factors (section 6.3)

7.3 TEAM EVENT

62. Notwithstanding the qualifying standard for individual events, any weapon which stands in the Top 16 of the respective FIE senior world cup team rankings as of the date of selection, may send a full team of four athletes to the senior European or World Championships.
63. Notwithstanding the qualifying standard for individual events, the ADT may use its discretion to propose inclusion of a team or propose adding team members to compete at the Team event.
64. Athletes selected for the individual event shall not automatically be selected to fence in the Team event.
65. Athletes for the Team events will be proposed by the ADT who may consider any discretionary factors and results that they feel to be relevant in making the selection.
66. Athletes selected for the Team events may fence in the individual event, even if not qualified, provided that in doing so they do not displace a selected qualified athlete from competing in the individual event.
67. The ADT/CSP will delegate decisions regarding order and substitutions to a named coach who will also be the tactical coach for that event, where physically in attendance.

Cadet World Championships only

68. If more than three eligible athletes have reached the qualifying standard for the Cadet World Championships, the three athletes with the highest positions on the BF Cadet Ranking (including points from events up to the published cut-off date) will be selected. The next highest ranked qualified athlete will be selected as a non-travelling reserve.
69. If fewer than three eligible athletes have reached the qualifying standard for the Cadet World Championships, **the qualified athletes will be selected.**
70. **In exceptional circumstances only**, additional athletes may be selected by the CSP with advice from the ADT. This might include injury or illness that affected part of an athlete's season, when performance history and evidence indicate an athlete might have achieved the required standard.

U23 European Championships only

71. BF reserve the right for this specific event, depending on location, to require athletes to be aged 18 or over on the date of travel. This decision will be based on safeguarding and security considerations.

8. CADET (U17) SELECTION

8.1 *NOMINATED INTERNATIONAL COMPETITIONS (INDIVIDUAL & TEAM)*

72. Cadet (U17) Nominated International Competitions are usually identified EFC Cadet Circuit competitions, but other international competitions may be nominated.
73. The Weapon Selection Panel (WSP) is responsible for selecting the squad (including reserves where applicable) according to the selection procedure up to the available places.
74. Available places:
 - a. Up to a maximum of **20 eligible athletes in the ranking lists per weapon** will be selected for these squads based on the Weapon Strategy.
 - b. For any international cadet event in the UK, however, up to **64 British athletes** can be entered.
75. Selection procedure:
 - a. Up to **4 discretionary places** and the first two reserves per weapon can be selected. The remaining places will be selected according to the BF Cadet Ranking list, including events up to the published selection cut-off date and
 - b. For any international cadet event in the UK, there will be open entry up to the entry maximum (see 57b. above)

The ADT will be responsible for providing the WSP with a list of athletes recommended for discretionary places.
76. If spaces become available through places being declined the WSP, in consultation with the ADT, reserve the right to select replacements from the top 25 eligible athletes on the British ranking list using the Discretionary Factors. Names of any selected replacements will be published in order of selection.
77. For those events which include a team event, teams must be entered by the formal deadline and via the BF office. There will be an extra levy to cover the referee and administrative costs. Allocation of athletes to teams will be the responsibility of the ADP Coach, who will also coordinate the coaching tasks for the team event. (Please note that some EFC Cadet events are introducing maximum numbers of teams, therefore not all athletes selected for the individuals may be allocated to a team. The intention is to enter as many teams as possible and allocate all athletes to a team where possible.

8.2 DEVELOPMENT INTERNATIONAL COMPETITIONS (INDIVIDUAL & TEAM)

78. U17 Development International Competitions are usually identified EFC Cadet circuit events, other international events may also be identified as Development International Competitions.
79. The ADT is responsible for selecting the squad (including reserves where applicable) according to the selection procedure up to the available places.
80. Up to **4 athletes per weapon** will be selected for these squads who are ranked between 21 and 25, with a further three non-travelling reserves, and further 4 spaces are made available to athletes wishing to compete who are ranked in the top 30 of the British Cadet Rankings.
81. Athletes may use these events to improve their EFC ranking. In such cases, priority may be given to the highest ranked athletes who are in contention for European Championships.
82. If more athletes apply than places available, the allocation will be done by order of application.
83. If more than 4 athletes wish to go, referees will be needed so the responsibility for finding/providing referees and the associated cost will be equally shared by all.
84. Up to 4 athletes, no referee is required.
85. For those events which include a team event, teams must be entered by the formal deadline and via the BF office. There will be an extra levy to cover the referee and administrative costs. Allocation of athletes to teams will be the responsibility of the ADT, who will also coordinate the coaching tasks for the team event (if required).

9. JUNIOR (U20) SELECTION

9.1 *NOMINATED INTERNATIONAL EVENTS*

Lower age limits for junior squads

86. For Junior World Cups held in the UK e.g., Eden Cup the minimum age of 13 will apply.
87. For all other Junior Nominated International Competitions the minimum age requirement is set by birth year – athletes must have a birth year no later than 2004.
88. Exceptions to the age requirements can only be considered on the nomination of the ADT as follows:
 - a) Final year Cadets (Birth Year 2005) transitioning to Juniors.
 - b) Cadet athletes with an evidenced performance trajectory above their current competition pathway (e.g., EFC Cadets, item 89)
 - c) The development strategy for the team event supports the selection of a younger athlete.
89. Cadets who perform to a high standard at their own age group and are physically and mentally developed sufficiently to tolerate the challenge (decided by the ADT), may be considered for selection for Junior Internationals. This is dependent on them achieving a single result that places them in the top 8% or their average finish position % is less than 16% (correct to two decimal places) from their best two (of a minimum of two) Nominated International Competitions.
90. BF reserve the right for specific nominated team events, depending on location, to require athletes to be aged 18 or over on the date of travel. This decision will be based on safeguarding and security considerations.
91. BF will not guarantee accompanied travel and parents will be expected to make the arrangements for athletes under the age of 18 to meet the squad at the agreed entry point, typically at the hotel.

9.1.1 *NOMINATED INDIVIDUAL EVENTS*

92. Nominated Individual Events are usually identified Junior World Cups, but other international events may be nominated.
93. The WSP will select the squad plus reserves after scrutinising the information provided by the ADT in accordance with the selection process, including any proposed use of discretionary places.
94. Up to Twelve (12) places, based on the Weapon Strategy, will be available to:
 - a) Eligible athletes in the top 20 of the British Junior Ranking
 - b) Cadets not in the top 20 of the British Junior Ranking, proposed by the ADT as stated (item 89)

95. Exceptional circumstances can be considered for eligible Juniors outside the top 20 of the British Junior Ranking e.g. injury in the previous season (See section 6.2) above.
96. **The top eight (8) ranked athletes** in the BF Junior Ranking at the time of selection, will be entitled to be selected for the individual event if they meet the eligibility requirements set out in section 6.1. and item 87.
97. If an athlete is in the top eight but does not meet the standard lower age limit, then they must be proposed in advance by the ADT to be selected (see item 88).
98. **Four discretionary places** and the first two reserves may be filled by the ADT based on the Discretionary Factors.
99. If discretionary places are not used, **remaining places will revert to eligible athletes in BF Junior Ranking order.**
 - a) If an athlete does not meet the standard lower age limit, then they must be nominated in advance by the ADT to be selected (see item 88).
100. If spaces become available through places being declined the ADT reserve the right to select replacements from the top 20 eligible athletes on the BF Junior Ranking List using the Discretionary Factors.

9.1.2 NOMINATED TEAM EVENTS

101. Nominated Team Events usually take place at Junior World Cups, but other international events may be nominated.
102. For Team Events held with Nominated Individual Events - Athletes for these team events will be proposed by the ADT from the pool of selected individuals using Discretionary Factors.
103. Nominated Team Events held with Non-Nominated Individual Events - Athletes for these team events (4 minimum) will be selected by the ADT.
104. The ADT will delegate decisions regarding order and substitutions to a named coach who will also be the tactical coach for that event.

9.1.3 NON-NOMINATED AND DEVELOPMENT INTERNATIONALS

105. The ADT is responsible for managing the selection/entry process for Non-Nominated or Development Internationals.
106. Development International Competitions are eligible for Junior BF Ranking points. Non-nominated International Competitions are not eligible for Junior BF Ranking points.
107. Athletes wishing to compete in the Individual event of a Non-nominated or Development Competitions should complete an GBR Competition Entry Form on the BF website and submit to BF.

108. If a Non-nominated or Development JWC event has a nominated Team event attached, one referee will be allocated and all the athletes selected to be part of the Team will be entitled to fence in the Individual event. The remaining places (up to 12) will be allocated based on order of application with a minimum requirement that an athlete is in the top 25 of the BF Junior rankings. The ADT can approve at their discretion applications from athletes that do not meet these criteria if spaces are available. If more than 9 athletes wish to attend (including the team), the non-team athletes will be required to source and fund a referee.
109. If a nominated team is not attending, a referee will not be allocated to a Non-nominated or Development event. If more athletes apply than places available, allocation will be based on order of application with a minimum requirement that an athlete is in the top 25 eligible of the BF Junior Rankings. The ADT can approve at their discretion applications from athletes that do not meet these criteria if spaces are available. In the case that referees are required (e.g. for JWCs if more than 4 athletes wish to go, referees will be needed) the responsibility for finding/providing referees and the associated cost will be equally shared by all.

10. UNDER 23 GBR SELECTION

10.1 EUROPEAN U23 EVENTS

110. Athletes must meet the eligibility requirements as set out in section 6.1.
111. To be entitled to enter, athletes must be a minimum age of 18 years at the date of the event and be in the:
 - a) **Top fifty (50) ranked athletes** in the British Senior Ranking at the time of entry opening or,
 - b) **Top thirty (30) ranked athletes** in the British Under 23 Ranking at the time of entry opening or,
 - c) **Top twenty-five (25) ranked athletes** in the British Junior Ranking at the time of entry opening
112. The number of athletes that can be entered will depend on entry numbers and referee allocations/availability.
113. The ADT and/or BF Head Office will manage the entry process and any discretionary applications from athletes that fall outside of the requirements in item 111.

10.2 FIE SENIOR EVENTS

114. Please see section 12 for FIE event entry criteria.

11. WORLD UNIVERSITY GAMES GBR SELECTION

115. The ADT is responsible for administrating the BF processes which support the BUCS nomination and selection process for athletes for the World University Games individuals and teams.
116. The CSP will review the nomination process and the resulting athlete nomination list.
117. Based on the received nominations, BUCS officiate and make final selections with support from the ADT according to the performance criteria below.
118. Available Places
 - a) Each country is authorised by FISU to enter 24 athletes, with a maximum of 4 athletes in each weapon and a maximum of 1 team per weapon.
 - b) BUCS reserve the right to reduce the available places for fencing.

11.1 ELIGIBILITY FOR WORLD UNIVERSITY GAMES 2022

119. Athletes must meet the FISU criteria which defines who may participate as a competitor in a FISU Sporting Event.
120. Athletes must meet the BUCS criteria which includes the minimum level of study.
121. The BF Performance criteria are subject to agreement with BUCS.
122. BF Performance Criteria - To qualify for consideration for selection Athletes must have achieved either:
 - (1) A L64 in an FIE Senior World Cup or Grand Prix Individual Event between 1st September 2019 and 13th April 2022 or a L64 at the Senior European or World Championships 2021; OR
 - (2) A L8 place in a nominated Junior World Cup Individual Event, Junior World Championships or Junior European Championships between 1st September 2019 and 13th April 2022; OR
 - (3) A L8 place as part of a Team competing in an FIE Senior World Cup Team Event between 1st September 2019 and 13th April 2022 or at the Senior European or World Championships 2021; OR
 - (4) A Medal in the Team event at the Junior World or European Championships between 1st September 2019 and 13th April 2022.
 - (5) In addition, BF may select athletes from its Athlete Development Programme as part of their development towards 2024 and 2028.
123. Codicils to the above Fencing Performance Criteria are:
 - a. Qualification via criteria (1) and (2) are on the proviso that these results have led to the athlete finishing at least in the top half of the entered field.

- b. Qualification via criteria (3) is on the proviso that the team won through at least one direct elimination round.
- c. Qualification via criteria (3) and (4) is only applicable to the qualification of a team to compete in the WUG – it cannot be used to qualify an individual where no team is fencing; and
- d. Athletes selected under (5) will only be selected to fill vacancies not taken by athletes qualified under (1) to (4) above (i.e., no athlete qualified under (1) to (4) above will be displaced by an athlete selected under (5)).
- e. BF reserves the right to downgrade an event which is not deemed to be of a sufficiently high standard for the purposes of qualification.

124. The selection date will be confirmed by BUCS and published on the BF website.

12. SENIOR GBR SELECTION

12.1 FIE SATELLITE COMPETITIONS

126. Athletes must meet the eligibility requirements as set out in section 6.1.
127. To be entitled to enter, athletes must be a minimum age of 18 years at the date of the event and be in the:
 - a) **Top thirty (30) ranked athletes** in the British **Senior** Ranking at the time of entry opening or,
 - b) **Top thirty (30) ranked athletes** in the British **Under 23** Ranking at the time of entry opening or,
 - c) **Top twenty-five (25) ranked athletes** in the British **Junior** Ranking at the time of entry opening
128. The number of athletes that can be entered will depend on entry numbers and referee allocations/availability.
129. The ADT and/or BF Head Office will manage the entry process and any discretionary applications from athletes that fall outside of the requirements in item 127.

12.2 EUROPEAN U23 CIRCUIT COMPETITIONS

130. These are Senior international competitions nominated by the EFC for U23 European Ranking points.
131. Athletes must meet the eligibility requirements as set out in section 6.1.
132. To be entitled to enter, athletes must be a minimum age of 18 years at the date of the event and be in the:
 - a) **Top fifty (50) ranked athletes** in the British **Senior** Ranking at the time of entry opening or,
 - b) **Top thirty (30) ranked athletes** in the British **Under 23** Ranking at the time of entry opening or,
 - c) **Top twenty-five (25) ranked athletes** in the British **Junior** Ranking at the time of entry opening
133. The number of athletes that can be entered will depend on entry numbers and referee allocations/availability.
134. The ADT and/or BF Head Office will manage the entry process and any discretionary applications from athletes that fall outside of the requirements in item 132.

12.3 FIE GRAND PRIX AND WORLD CUP COMPETITIONS

135. The Weapon Selection Panel (WSP) is responsible for selecting squads for FIE Grand Prix and World Cup competition.
136. **The top eight (8) eligible ranked athletes** in the British Senior Ranking at the time of selection, being a minimum age of 18 years at the date of the event, will be entitled to be selected for the individual event if they meet the eligibility requirements (see section 6.1).
137. If an athlete is in the top eight but does not meet the standard lower age limit, then they must be nominated in advance by the ADT to be selected.
138. **Four discretionary places** and the first two reserves may be proposed by the ADT based on the Weapon Strategy.
139. If discretionary places are not used, **remaining places will revert to the Senior Ranking order.**
 - If an athlete does not meet the standard lower age limit, then they must be proposed in advance by the ADT to be selected.
140. If spaces become available through places being declined the ADT reserve the right to select replacements from the top 20 eligible Senior athletes or using the Discretionary Factors set in section 6.2.
141. Athletes competing in the individual event will not automatically be selected for the Team event at the associated World Cup.
142. Athletes for the team events will be selected at the same time as the individual event by the Weapon Selection Panel (WSP), taking into account any ADT team proposal. The Panel will consider any factors and results that they feel to be relevant in making their decision, and any relevant Board approved strategy for team development. Any decision not to select athletes ranked 1 and 2 for the team (other than athlete injured/unavailable for selection) should be referred to the Head of Pathways for review. Where a GBR coach or manager is nominated for a team event the Weapon Selection Panel reserve the right to select a squad of up to six athletes for the team event and delegate the final selection of athletes to that coach/manager on the day of the event.
143. Juniors (Or Cadets performing at Junior International Level) who perform to a high standard at the junior age group and are physically and mentally developed sufficiently to tolerate the challenge (decided by the ADT), may be considered for selection for Senior Internationals. This is dependent on them achieving a single result that places them in the top 8% or their average finish position % is less than 16% (correct to two decimal places) from their best two (of a minimum of two) Nominated International Competitions.

13. APPEALS & COMPLAINTS

144. Any athlete who has not achieved the eligibility criteria and qualifying performance standards for automatic selection for any International Competitions or Major Championships shall have no right of appeal against non-selection for these competitions.
145. Any athlete who has not completed and submitted a 'GBR Discretionary Selection Form', shall have no right of appeal against non-selection for these competitions.
146. Any athlete who has not provided a completed Athlete Assessment Form (submitted as part of the Selection Application Form where applicable), shall have no right of appeal against non-selection for these competitions.
147. Submitting the Selection Application Form is the opportunity for the athlete to provide any relevant data to the Selection Panel. An athlete shall have no right of appeal against non-selection on the grounds that the data supplied by the athlete was missing or inaccurate.
148. The Appeal Policy and Procedure is published on the BF website.
149. Outside of matters that fall under the Appeal Policy and Procedure, general comments and complaints relating to selection can be sent to headoffice@britishfencing.com and will be handled according to the Comments and Complaints Policy.

14. APPENDIX A - QUICK GUIDE

If any conflict exists between this table and the text above, the text above prevails. Eligibility criteria apply and may vary between competitions.

Competition	Number of Places	Min Qual Standard	Non-Disc Places filled by	Discretionary Places Available
EFC Individual competitions	Up to 20	None	Cadet Ranking List	Yes (Up to 4 places)
EFC Cadet competition in UK	Up to 64	None	Cadet Ranking List	Yes (Up to 4 places)
EFC Team events	Varies per event	None	Team proposed by ADT from selected individuals.	
Junior World Cup in UK (Eden Cup)	Up to 20 (min age criteria not applied)	None	Junior BF Ranking List	Yes (up to 8 places)
Nominated Junior World Cups (Ind)	Up to 12	None	Junior BF Ranking List	Yes (up to 4 places)
Nominated Junior World Cups (Team)	4	None	Team proposed by ADT from selected individuals.	
Senior World Cups & Grand Prix (Ind)	Up to 12	None	Senior BF Ranking List	Yes (up to 4 places)
Senior World Cups (Team)	Up to 6	None	Team proposed by ADT from selected individuals.	
European & World Championships for all ages (Ind)	Up to 4	Yes (Top 4 on ranking list, and with average finish position being top 40% from best 3 international comps)	Max 4 qualified	Yes (Up to 4 places)
European Championships for all ages (Team)	Up to 4	Yes (Top 4 on ranking list, and with average finish position being top 40% from best 3 international comps)	Max 4 qualified	Yes (Up to 4 places)
World Championships (Ind)	Up to 4	Yes (Top 4 on ranking list, and with average finish position being top 40% from best 3 international comps)	Max 4 qualified	Yes (Up to 4 places)
World Championships (Team – Junior and Senior only)	Up to 4	Yes (Top 4 on ranking list, and with average finish position being top 40% from best 3 international comps)	Max 4 qualified	Yes (Up to 4 places)

Non nominated Junior World Cups with Nominated Teams	Up to 12 (application required, referees to be found by athletes if >9 places filled, min age criteria not applied)	Yes (Top 25 in ranking)	Junior Rolling Ranking List	Team (up to six, selected by ADT) Ind – yes if spaces
Non nominated Junior World Cups	Up to 12 (application required, referees to be found by athletes, min age criteria not applied)	Yes (Top 25 in ranking)	In order of application	Yes, if spaces

15. APPENDIX B - CONSTITUTING SELECTION PANELS

Voting members. The selection panel should consist of a minimum of three voting members to prevent dead-lock. There can be more than three members but an odd number (five, seven, nine) is recommended. All voting members must have a fundamental technical understanding and experience of the event being selected for, and all of the athletes under consideration.

Chair. A chair is required to lead the process (briefing members, applying the policy and criteria, and overseeing the communication of the results). The chair needs to have proven 'chairing skills' and experience of being a selection panel member. The chair of the selection panel for Major Championships is responsible and accountable to the Chief Executive for the operation of the selection panel. For other International Competitions the chair is responsible and accountable to the Head of Pathways.

Recording of decisions and outcomes. Decisions and outcomes of the selection panel must be recorded. Major Championships selection panel meetings must have a formally nominated note-taker. This can be a decision log or a full set of minutes. An audio recording can also be made, which is only used to support any appeal process. All decisions and outcomes must be agreed and recorded before the selection panel is concluded, which includes any areas of conflict of opinion. Notes must be factual and not contain personal observations.

Independent member or observer. An independent member or observer to provide confidence to athletes about the fairness and objectivity of the process. The independent member or observer must be familiar with high performance sport, either as an athlete, coach or legal expert. Their role is to act as an observer – scrutinising the process, holding the panel accountable to the policy and its criteria, and ensuring the principles of fairness and acting without bias are upheld.

Data Analysis. Where appropriate, a data analysis should support the operation of a selection panel.

16. APPENDIX C - GOOD PRACTICE FOR SELECTION PANELS

The following good practice underpins the way in which selection panels operate.

Apply selection criteria fairly and consistently. The Chair should provide a thorough briefing on the standards expected and those selectors understand and agree to their responsibilities.

- The panel must follow the published policy and not be influenced by any other interests. All eligible athletes should be given a fair chance of selection using all the criteria identified in the selection policy.
- BF (or any individual associated with delivery of the Athlete Development Programme) must not reach verbal or written agreements with any individual athlete which conflict with the published criteria.
- Acting fairly requires that where discretion needs to be exercised, then it should be restricted to the area and scope identified. For example, if no athletes have met the criteria outright or all selection places have not been filled, then the policy may allow selectors to

use their discretion to select the athlete they consider most suitable to fill the place(s), or not to make a selection, as consistent with the overall aims set out for the selection.

Act honestly, in good faith and in an unbiased manner. The selectors must act rationally and with integrity and professionalism. They must be impartial and not show bias or favouritism, or even appear to show it. They must not pre-judge the outcome but must let their consistent application of the agreed criteria and processes drive their decisions.

- Selectors should have no personal or business involvement with any of the competitors in question – they should not stand to gain (or lose) personally or financially because of the decisions. They must not be related to the competitors or have any personal preference as to which of them is selected.
- A selector who has a personal coaching relationship (even in the recent past) with any of the athletes under consideration provides a risk of allegations of bias. Where this is unavoidable, coaches must not have a vote regarding this athlete(s) and may only be present to give their opinion on the respective merits of each eligible athlete with others making the final decision.

Declare any conflict of interest. If selectors are concerned that they may have a conflict of interest (or potential conflict of interest) - including as acting as a personal coach to any eligible athlete -they should declare it. This gives the Chair and other selectors the opportunity to consider the conflict, assess the risk and agree how to manage it. Whenever possible, the person with the conflict should be replaced by another suitably qualified person. If this is not, then the other selectors will need to consider the recommendations or opinions of the conflicted selector, keeping in mind how the conflict may be influencing his/her views. The conflicted panel member cannot vote.

Communicating decisions respectfully. The outcome of a selection decision can be life changing for an athlete. For example, selection for a funded programme may be the point at which an athlete commits to around a decade of full-time training and puts their education or career path on hold. Selection for a Major Championships is often the culmination of a significant amount of time and resources from athletes (and their parents). Even when a selection policy has been well communicated in advance, the decision itself, particularly on occasions when close calls have to be made, can be devastating for athletes who are not selected.

For all Major Championships:

- The Chair of the Selection Panel must give careful consideration about how the decisions are communicated, especially to those who are not selected.
- The formal decision should be conveyed in writing and, if practical, should include the offer of a de-brief with an informed coach. The timing on this de-brief will be depend on the proximity of the selection to the event and in some circumstances may have to take place afterwards. The athlete should be invited to bring a companion. For some athletes, this will provide the necessary understanding and acceptance of the decision, for others it may provide a focus on future performances and selection opportunities.
- BF will refer athletes to additional appropriate sources of support at this time for example:
 - Performance Lifestyle (for funded programme athletes), whose advisers are specially trained to support athlete transitions.

- the BAC for any athlete thinking of making an appeal.

Selection decisions must be described as 'provisional' until the end of the appeal process relevant to the particular selection process.

17. APPENDIX D - FISU & BUCS

This appendix does not form part of the BF Selection Policy, it is provided for background context and the relevant source documents can be found on FISU and BUCS websites. BF is not responsible for the FISU and BUCS eligibility criteria and these may be subject to change.

FISU Criteria (General)

FISU WUG 2021 Regulations 5.2.1

Only the following may participate as competitors in a FISU Sporting Event:

- Students who are currently officially registered as proceeding towards a degree or diploma at the university or similar institute whose status is recognised by the appropriate national academic authority of their country (e.g., the Department of Education in the UK).
- Former students of the institutions mentioned in (i) who have obtained their academic degree/diploma in the year preceding the event. i.e., students graduating in 2021/22 are eligible to compete.

FISU Regulations 5.2.3

All competitors must satisfy the following conditions:

- be a national of the country they represent (therefore hold a full 10-year UK passport)
- be at least 17 and less than 26 years of age on January 1st in the year of the event (born between 1 January 1993 and 31 December 2003)

Students studying abroad are eligible for selection provided they satisfy FISU regulations 5.2.1 and 5.2.

Students attending courses franchised out from an institution [complying with FISU Regulations 5.2.1 (i)] are eligible for selection providing they also satisfy FISU Regulation 5.2.3.

BUCS Criteria (Academic)

The minimum level of study has been set at Level 4 of the Framework for Higher Education Qualifications in England, Wales and Northern Ireland, or equivalent. Level 4 is equivalent to Higher National Certificates (HNC) and Certificates of Higher Education (CertHE).

Exemptions to permit the selection of student athletes studying below Level 4 can be considered where:

1. The student still meets the FISU regulation 5.2.1.i) above.
2. There is no direct financial implication to BUCS.
3. It can be demonstrated that this inclusion encourages additional benefit to Level 4 students.

The inclusion of students studying below Level 4 should not be at the expense of a student studying at Level 4 or above.