

EUROPEAN GAMES NOMINATION POLICY

Last Updated: November 2022

Author: Georgina Usher, Steve Kemp

Approved by Board: 13th December 2022

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1. INTRODUCTION

The objective of this policy is to nominate fencers to the British Olympic Association (BOA) to represent Team GB at the 3rd European Games 2023 to maximise the chances of success.

Selection for the European Games will be made by the BOA following the nomination by BF in accordance with this policy.

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 to the fencers as soon as reasonably possible.

2. GOVERNANCE

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

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

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

The ADP is responsible for ensuring that all athletes being put forward for consideration by the Nomination 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 to be put forward to the Nomination Panel in accordance with this Policy.

This document is reviewed by the BOA prior to being approved by the BF Board and published on the BF website. Any changes will be approved by the BF Board and agreed with the BOA.

BF reserve the right to undertake regular periodic reviews to ensure that it takes account of any external rule or policy amendment; and to consider including 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.

3. ELIGIBILITY

Athletes are eligible for consideration for nomination provided they:

- are a British citizen with a valid British passport valid for at least six months after the European Games in 2023;
- are a member of British Fencing (BF);
- satisfy all eligibility criteria of the BOA and/or the International Olympic Committee (IOC) from time to time, including (but not limited to) in respect of anti-doping and nationality requirements;
- have satisfied all eligibility criteria under the FIE rules including national eligibility and minimum age as may be adopted by the FIE from time to time; and
- satisfy all eligibility rules as contained within the British Fencing GBR Selection Policy (section 6.1)
- satisfy any other eligibility rules as may be imposed by BF from time to time.

4. NOMINATION PANEL (NP)

BF will form a European Games Nomination Panel (NP) to deal with all nominations, non-nominations and de-nomination/selection issues.

The Nomination Panel should be constituted and run according to Appendix B & C.

The Nomination Panel is responsible for nominating squads plus any reserves after scrutinising the information provided by the ADT in accordance with the nomination process, including any proposed use of discretionary places (individual and team).

The members of the NP will be appointed by the Board and will be published on the BF website in advance of selection.

The NP will be made up of a minimum of:

	How many	Do they vote?*	Example
Chair	1	Y	BF Pathways Director
ADP Performance Rep	1	Y	BF Head of Olympic Teams
ADP Weapon Rep	3 (min)	N	BF Weapon Leads
Weapon Selectors	3 (min)	Y	Normally taken from members of BF Senior Weapon Selection Panels. Min one from each of the 3 weapons. Foil Epee, Sabre
ADP Sport Science & Medicine Rep	1	N	
Independent BOA Observer	1	N	
Independent BF Board Observer	1	N	
Data Analyst & Note taker	1-2	N	
*Stand-In	1-2	N	

*Any person with a close relationship with any eligible athlete or their coach or any person with a conflict of interest (perceived or otherwise) that is considered by the BF Board to be unmanageable will not be eligible to be a voting member of the panel or an independent observer.

Stand-ins can be co-opted by the Chair to act in a voting capacity should this situation arise.

The NP may request information from Team Managers or Coaches but all such information must be presented to the NP in writing.

Decisions of the NP will be subject to the BF Appeals Policy and Procedures. The BF Conflict of Interest Policy will apply.

5. NOMINATION STANDARDS & PROCEDURE

5.1 INDIVIDUAL EVENT

1. The qualifying performance standards for European Games nomination are:
 - a) an individual medal winning performance at one of the Senior Nominated International Competitions during the current season; or
 - b) an individual medal winning performance at a Senior Major Championship in the previous season; or
 - c) a final individual placing percentage less than or equal to 8%* at one of the Senior Nominated International Competitions during the current season plus previous season's Senior European and World Championships; or
 - d) an athlete's final individual placing percentages average less than or equal to 40%* from their best three (of a minimum of three) Senior Nominated International Competitions from competitions held during the current season plus previous season's Senior European and World Championships.

* percentages calculated based on actual number athletes who started the competition, not on athletes entered or those who failed to appear at start.

2. Nominations will initially be made from those eligible athletes who have reached the necessary qualifying standard, subject to the provisions of the following Paragraphs:
 - a) If more than **three** eligible athletes have reached the qualifying standard for the European Games, then: the first **three** athletes on the respective BF ranking list will be nominated.
 - b) If fewer athletes qualify than places available, and the decision is made not to nominate a team, the ADT reserve the right to propose additional individual athletes to the NP based on discretionary factors (section 6.2, GBR Selection Policy).

5.2 TEAM EVENT

3. 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, will be nominated as a full team of four athletes.
4. Where three nominated athletes meet the individual qualifying standard for that weapon, a full team of four athletes will be nominated for that weapon, subject to the nominated athletes who have met the standard being able to take up their places.
5. 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 to the NP.

6. Where the decision is taken to nominate a team, athletes nominated for the individual event will be automatically nominated to fence in the Team event.
7. Remaining team places will be proposed to the NP by the ADT who may consider any discretionary factors and results that they feel to be relevant in making the proposal. For the avoidance of doubt, for the remaining team places an athlete that does not meet the individual qualification standard can be proposed over an athlete that does meet the individual qualification standard.
8. The ADT may propose a named non travelling reserve.
9. Athletes selected for the Team events will be nominated for the individual event, even if not qualified as per 5.1 above.

6. APPENDIX B - CONSTITUTING NOMINATION PANELS

Voting members. The 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/nomination panel member. The chair of the selection/nomination panel for Major Championships is responsible and accountable to the Chief Executive for the operation of the selection/nomination panel. For other International Competitions the chair is responsible and accountable to the Pathways Director.

Recording of decisions and outcomes. Decisions and outcomes of the selection/nomination panel must be recorded. Major Championships selection/nomination 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/nomination 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/nomination panel.

7. APPENDIX C - GOOD PRACTICE FOR SELECTION/NOMINATION PANELS

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

Apply selection/nomination 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/nomination using all the criteria identified in the selection/nomination 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/nomination 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/nomination, as consistent with the overall aims set out for the selection/nomination.

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/nominated.
- 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.

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Communicating decisions respectfully. The outcome of a selection/nomination decision can be life changing for an athlete. For example, selection/nomination 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/nomination 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/nomination 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/nominated.

For all Major Championships:

- The Chair of the Selection/nomination Panel must give careful consideration about how the decisions are communicated, especially to those who are not selected/nominated.
- 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 dependent on the proximity of the selection/nomination 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/nomination 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 (support@britishathletes.org) for any athlete thinking of making an appeal.

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

*British Fencing, 1 Baron's Gate, 33 Rothschild Road, London W4 5HT
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