

# GB CLIMBING SQUAD SELECTION FRAMEWORK



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# GB CLIMBING SQUAD SELECTION FRAMEWORK



## WHO IS IT FOR?

This document relates to the following groups.

- ▶ GB Climbing Squad

This document relates to the following disciplines.

- ▶ Lead
- ▶ Boulder
- ▶ Speed
- ▶ Combined

This document relates to the following categories.

- ▶ Senior
- ▶ Junior (U20)
- ▶ Youth A (U18)
- ▶ Youth B (U16)

# GB CLIMBING SQUAD SELECTION FRAMEWORK



## 1. OBJECTIVES OF THIS SELECTION FRAMEWORK

- 1.1. This framework outlines the approach that the British Mountaineering Council (BMC) will use when selecting eligible athletes to the 2024 GB Climbing Squad.
- 1.2. This framework must be read in conjunction with the GB Squad and Team Annual Performance Strategy (APS) 2024.
  - 1.2.1. The APS provides detailed information to assist athletes, parents, and primary coaches in understanding the relevant discipline specific performance standards and capabilities that will be used by the GB Climbing coaching team and Selection Panel (see 8.4).
- 1.3. This selection framework also describes the appeal process, any appeal against a decision of the Selection Panel must follow the procedures detailed in the appeal process. Adherence to the process ensures that all appellants are treated fairly and equitably.
- 1.4. Upon meeting the selection criteria for the GB Climbing Squad, athletes are eligible for and will be invited to participate in the program.
- 1.5. Selection to the GB Climbing Squad makes you eligible for the 2024 GB Climbing Team selection processes for all disciplines (see GB Climbing Team Selection Framework).
- 1.6. This framework and the APS will be reviewed and updated at least annually and will be communicated by the BMC and GB Climbing via website and social media channels.

## 2. DEFINITION AND PURPOSE OF THE GB CLIMBING SQUAD

- 2.1. The GB Climbing Squad is a selected group of elite athletes who have either attained a high level of performance at an international level or who can demonstrate future potential. Athletes within the squad should be working towards or already have achieved medal winning performances at international competitions including The Olympic Games, World Championships, Youth World Championships, European Championships and European Youth Championships.
- 2.2. GB Climbing hopes for the impact of the GB Climbing Squad to go beyond a singular focus on competition. GB Climbing strives to inspire the nation, promote participation in our sport, and foster the growth of role models within communities. GB Climbing athletes should not only be exceptional climbers but also individuals who positively contribute to society, representing the very best of British competition climbing.
- 2.3. The purpose of the GB Climbing Squad is to provide comprehensive support to the selected athletes and their primary coaches. This will include a focused pre-season training camp and competition program and the development of a holistic Individual Athlete Development Plan (IADP) with the aim of ensuring progressive standard exposure in readiness for the GB Climbing Team selection process and the 2024 International season.

## 3. PURPOSE OF SELECTION DECISIONS

The purpose of the selection decisions, in priority order:

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- 3.1. To select athletes who have achieved named places on the Olympic Qualification Series (OQS) and are most likely to deliver the GB Climbing Performance Objectives at the Paris 2024 Olympic Games to achieve Olympic qualification and medal success.
- 3.2. To provide opportunities and experiences for the long-term development of athletes who have an upward trajectory, and the ability to deliver podium success in Lead and/or Boulder and/or Speed at future competitions (including but not limited to the Los Angeles 2028 and Brisbane 2032 Olympic Games).

## 4. ELIGIBILITY

In addition to BMC eligibility below, athletes must comply with the UK Sport Eligibility Policy<sup>1</sup> and the International Federation of Sport Climbing (IFSC) Rules<sup>2</sup>.

- 4.1. Athletes must be members of the BMC, Mountaineering Scotland or Mountaineering Ireland (together the Home National Climbing Associations).
- 4.2. Athletes must hold a current UK Passport.
- 4.3. Athletes will comply with IFSC and UK Anti-Doping rules and anti-doping blood/urine testing policies. Notified athletes in the National and/or International Registered Testing Pools, or the UK Anti-Doping Domestic Testing Pool, will comply with the requirements of the World Anti-Doping Code and International Standard for Testing and Investigations regarding Anti-Doping Administration & Management System (ADAMS) and whereabouts information.
- 4.4. Supporting athletes and ensuring their health and well-being are the foundations of GB Climbing. Athletes require various forms of support, and the GB Climbing Athlete Health Policy will play a crucial role in safeguarding athletes' physical and mental health.
  - 4.4.1. Current procedures can be found in the BMC GB Climbing Welfare Support Plan <https://www.thebmc.co.uk/gb-climbing-welfare-support-plan>
  - 4.4.2. The GB Climbing Athlete Health Policy is in development and will be available by 31 Jan 2024.
- 4.5. Northern Irish athletes who hold both Irish and British passports,
  - 4.5.1.1. Have an option to declare national allegiance to the UK.
  - 4.5.1.2. To be eligible to be considered under this policy, an athlete will be required to declare their national allegiance to the UK prior to the selection processes commencing.
  - 4.5.1.3. In the interest of fair play in sport, this declaration will be for an agreed period of time.
  - 4.5.1.4. If the athlete had previously competed internationally for Ireland, we would follow the rules as set out by the International Federation of Sport Climbing (IFSC) in respect to changing nationality.
  - 4.5.1.5. If this is the first declaration of allegiance to a nation for the athlete, there is an expectation that an athlete will declare allegiance for a period of two years.

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<sup>1</sup> [UK Sport Eligibility Policy](#)

<sup>2</sup> [IFSC Rules](#)

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## 5. GB CLIMBING SQUAD SELECTION TIMEFRAME

- 5.1. Athletes who have achieved an Olympic quota place at the World Championships or have been allocated an OQS named quota place will be pre-selected to the 2024 GB Climbing Squad and GB Climbing Team.
- 5.2. GB Climbing Squad selection will occur week commencing **16 October 2023**

Date	Day / Time	Description
16 October 23	Monday	Nomination Panel Meet
17 October 23	Tuesday	Selection Panel Meet
18 October 23	Wednesday by 17.00	Selection letters confirmed and athletes informed
20 October 23	Friday by 17.00	Deadline for notice of appeal
26 or 27 October 23	Thursday or Friday	Appeal panel convene
31 October 23	Following Tuesday (if not sooner)	Appellants notified of the appeal panel decision

**Table 1** | Timetable of selection / GB Climbing Squad

## 6. SELECTION CRITERIA

- 6.1. After the conclusion of the 2023 IFSC competition season, GB Climbing will conduct a comprehensive analysis of all relevant athlete performances and information. This analysis will serve as a basis for selecting eligible athletes to be included in the 2024 GB Climbing Squad.
- 6.2. Competition performance in section 6.3 and the standards and capabilities outlined in the APS will be the information used to develop this objective analysis and used by the Selection Panel in the decision-making process.
- 6.3. Guideline competition performances which will be used (alongside the APS) in the selection decision-making process.

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	Senior	U20-Junior	U18-Youth A	U16-Youth B
World Championships	Semi Final	Semi Final	Semi Final	
World Cup	Semi Final	Semi Final	Semi Final	
Continental Cup (Europe)	Final	Final	Final	
Youth World Championships		Semi Final	Semi Final	Semi Final
Continental Youth Championships (Europe)		Semi Final	Semi Final	Semi Final
Continental Youth Cup (Europe)		Final	Final	Final
British Championship 2023 in Lead, Boulder and or speed	Podium	Final	Final	
British Junior Championships in Lead, Boulder and/or Speed		Winner	Winner	Winner

## 7. SUBJECTIVE NATURE OF SELECTION DECISIONS

7.1. The GB Climbing does not consider it desirable to select the GB Climbing Squad purely based on hard edged criteria. The panels will use the selection criteria and APS to inform the decision-making process.

8.1.

## 8. NOMINATION AND SELECTION PANELS

To minimise the risk of personally biased judgements, a range of sporting professionals will make up the Nomination and Selection panels.

8.2. Minutes from all meetings of both the Nomination Panel and the Selection Panel will be taken by a non-voting, independent observer.

8.3. All selection nominations are made by the following panel, or their equivalent if in exceptional circumstances they are unavailable:

▶ **(The Nomination Panel)**

- 8.3.1. GB Climbing Head Coach (Olympic) (Chair, casting vote)
- 8.3.2. Minimum of two GB Climbing Coaches (Performance Development) (voting)
- 8.3.3. GB Climbing Coach (England Talent) (voting)
- 8.3.4. Climb Scotland Talent and Pathways Officer (voting)
- 8.3.5. GB Climbing Performance Analyst (voting)
- 8.3.6. Independent Observer with High Performance Sport knowledge (non-voting)

8.4. All selection nominations will be presented to the following panel, or their equivalent if in exceptional circumstances they are unavailable:

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## ▶ (The Selection Panel)

- 8.4.1. GB Climbing Head of Performance (Chair, casting vote)
  - 8.4.2. GB Climbing Pathway Manager (Talent and Performance) (voting)
  - 8.4.3. Mountaineering Scotland representative (voting)
  - 8.4.4. Independent Observer with High Performance Sport knowledge (non-voting)
- 8.5. The Selection Panel is responsible for:
- 8.5.1. Confirming that due consideration and process has been followed and that the athlete nominations made by the Nomination Panel are free from bias and/or conflict.
  - 8.5.2. Ensuring that all conflicts of interest are recorded in advance of the selection processes, ensuring selection is free from bias and/or conflict.
  - 8.5.3. Ensuring selections are appropriate and made in accordance with the purpose of this selection framework and the ABS.
  - 8.5.4. Ratification of the nominations from the Nomination Panel.
- 8.6. The role of the non-voting Independent Observer at clause 8.3.6 and 8.4.4 is to:
- 8.6.1. Act as an observer, scrutinising the process while holding both panels accountable to the selection policy and its criteria as set out in the framework and the supporting ABS.
  - 8.6.2. Ensuring the principles of fairness and acting without prejudice are upheld.
  - 8.6.3. The Independent Observer must have no current or previous relationship (personal or financial) with GB Climbing, the athlete, or the athlete's support personnel, which could be perceived as biased.
- 8.7. Other expert advisors or observers such as representatives from Mountaineering Scotland, Sport England, UK Sport, British Athletes Commission may be invited to attend.
- 8.8. Selections will be made without prejudice or discrimination, and, as such, any conflicts, real or perceived, must be declared and recorded at the start of the meeting.
- 8.8.1. In the event of a conflict the panel member will be removed from the meeting for discussions pertaining to the conflict.
  - 8.8.2. The panel member will abstain from voting.
- 8.9. Each voting member of the Nomination and the Selection Panels (the Panels) shall have one vote as regards each selection decision. In the event of a tie, the respective Chair will have the casting vote.
- 8.10. There is no obligation on the Nominations Panel nor the Selection Panel to select a specific number of squad members.
- 8.11. All endeavours will be made to conduct the Panels either on-line through video conferencing or in-person. In exceptional circumstances and only as a last resort to abide by the timelines set, it may be necessary to conduct a selection process electronically if members of the Panels are unavailable, such as if they are in different time zones.

## 9. CONFIDENTIALITY

- 9.1. Athletes and officials must not disclose any information regarding any selection decisions or appeals until such information is publicly announced or disclosed by GB Climbing. GB Climbing will make selection decisions publicly available within 1 working day of the appeal process being completed.

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## 10. EXCEPTIONAL CIRCUMSTANCES

- 10.1. The Selection Panel has the sole discretion to invoke the provisions in this clause.
- 10.2. Should an athlete have been unable to take part in IFSC or National events during 2023 due to injury, illness, or any other mitigating circumstances the Selection Panel may take this into account and consider the athlete for selection to the GB Climbing Squad under the following conditions:
  - 10.2.1. Evidence of injury or other mitigating circumstances must be provided in writing prior to 5pm on **13 October 2023** via email to the Chair of the Selection Panel ([Lorraine.Brown@thebmc.co.uk](mailto:Lorraine.Brown@thebmc.co.uk)).

## 11. APPEALS

- 11.1. Any appeal against a decision of the Selection Panel must follow the procedures detailed in this appeal process which apply to all disciplines.
- 11.2. The athlete does not have the right to appeal against any judgement or discretion exercised in the course of selections decision or against the content of the selection framework or APS.
- 11.3. Reasons for an appeal:
  - 11.3.1. There has been a failure to apply the selection criteria contained in the framework and/or the 2024 APS.
  - 11.3.2. The Selection Panel has failed to follow its procedures properly; and/or
  - 11.3.3. The Selection Panel's discretion has not been exercised in a reasonable manner, and such discretion was exercised in such a way as to be prejudicial to the appellant.
- 11.4. Appeal process: The appeals process commences when an athlete affected by a selection decision, or the athlete's authorised representative submits a formal written appeal (the Notice of Appeal) to the BMC using, [appeals@thebmc.co.uk](mailto:appeals@thebmc.co.uk).
  - 11.4.1. The Notice of Appeal must be submitted **within 48 hours** of the selection decision being communicated to the athlete.
  - 11.4.2. If the athlete fails to submit the Notice of Appeal within the time limit set out in this appeals process, they will have lost their right of appeal, save in wholly exceptional circumstances, which will be agreed by the appeal panel at their absolute discretion.
  - 11.4.3. Timetable

Date	Day / Time	Description
20 October 23	Friday by 17.00	Deadline for Notice of Appeal
26 or 27 October 23	Thursday or Friday	Appeal Panel convene
31 October 23	Following Tuesday (if not sooner)	Appellants notified of the appeal panel decision

11.4.4. The Notice of Appeal must set out full details of the athlete's ground(s) of appeal on no more than two pages and include:

- 11.4.4.1. Details of the decision the athlete is appealing.
- 11.4.4.2. Details of the grounds(s) upon which the athlete is making the appeal, including the



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precise manner in which the athlete alleges that the selection criteria have not been applied or in which the procedure set out in the selection policy has not been followed.

11.4.4.3. Any written evidence upon which the athlete relies in support of their appeal.

11.4.4.4. These documents must be relevant specifically to the athlete's grounds of appeal.

11.5. Athletes should be aware that appeals are normally conducted by reference to the Notice of Appeal and supporting documents. The athlete (or their authorised representative) will not normally be allowed to attend the meeting of the appeal panel in person. Therefore, the athlete should ensure that the Notice of Appeal is as comprehensive as possible.

## 11.6. Appeal panel

11.6.1. The Chair of the Competition Climbing Performance Group (CCPG) will appoint the appeal panel. The appeal panel will be composed of three members, namely: One BMC Board member with performance expertise, one CCPG member (who was not part of the Selection Panel) from which one shall be nominated as chair; and an external person with high performance and elite sports knowledge/experience (the Appeal Panel).

11.6.2. The Chair of the CCPG shall ensure that when selecting the Appeal Panel, those appointed do not have an actual or perceived conflict of interest in respect of the appeal.

11.6.3. In the event that any member of the Appeal Panel has any involvement with, or is related to an appellant or any athlete who might be affected by the outcome of the appeal, or had any involvement with the selection decision under appeal, or is in any way placed in a position of conflicting interests in respect of the appeal, he or she shall be disqualified from sitting on the Appeal Panel and will be replaced by an alternate who shall be nominated by the Chair of the CCPG.

11.6.4. Upon receipt of the Notice of Appeal, the Chair of the CCPG will, as soon as reasonably practical, circulate it to all members of the Appeal Panel.

11.6.5. The chair of the Appeal Panel will convene a meeting to take place as soon as practical, and in any event within **five working days** of receipt of the Notice of Appeal, at which the Appeal Panel will consider the Notice of Appeal.

11.6.6. The Appeal Panel will investigate the grounds set out in the Notice of Appeal and establish to their reasonable satisfaction whether or not there has been a failure to apply the selection criteria and/or that there has been a failure to adhere to the procedure set out in this selection policy.

11.6.7. The Appeal Panel, when considering the Notice of Appeal, shall be entitled to take advice (including legal advice) as they see fit.

## 11.7. The appeal decision.

11.7.1. The Appeal Panel shall be entitled to:

11.7.1.1. Confirm the selection decision under appeal and reject the appeal; or

11.7.1.2. Quash the selection decision under appeal and remit the matter back to the original decision-maker identifying the errors they have identified in the conduct of the selection process and requesting that a new decision be made within 3 working days; or

11.7.1.3. Rescind the selection decision under appeal and confirm the selection of the athlete.

11.7.2. The decision of the Appeal Panel shall be reached by a majority vote, and all members shall have one vote each.

11.7.3. In the case of a frivolous or vexatious appeal, the panel reserves the right to seek reasonable remuneration against the appellant to cover the costs of the appeal.

11.7.4. The Chair of the CCPG will, in writing, inform all parties about the Appeal Panel's decision to

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either uphold or reject the appeal.

11.7.5. The Appeal Panel's decision shall be final and binding on all parties.

## 12. DE-SELECTION - SUBSTITUTIONS AND INJURIES

12.1. An athlete may be de-selected from the GB Climbing Squad on the following grounds:

12.1.1. Ceasing to comply with the eligibility criteria set out in this selection policy.

12.1.2. Injuries, illness and changes in health status will be considered on a case-by-case basis where an athlete wishes to be considered for selection.

12.1.3. Repeated failure to engage with the BMC and GB Climbing as set out in the athlete contract. Particularly in respect to team training events, IADP processes, formal review processes, post competition debriefs, and team meetings.

12.2. Replacement of athletes de-selected from the squad will be considered at the complete discretion of the Selection Panel. Any replacement will be selected in accordance with section 6 of this policy.

12.3. In the case of an athlete pregnancy, UK Sport pregnancy guidance will be used.

12.4. Athletes will cease to comply with the eligibility criteria set out in this Selection policy if any of the following occur:

12.4.1. An anti-doping rule violation or receiving provisional suspension due to anti-doping infringement; or

12.4.2. A breach of the BMC code of conduct or athlete agreement; or

12.4.3. A breach of any BMC and/or GB Climbing policy.

## 13. FRAMEWORK CHANGES

13.1. The selection framework may be amended at any time by the BMC for one or more of the following circumstances:

13.1.1. Any changes in rules governing a particular event.

13.1.2. Any change in IFSC eligibility, rules or program of events.

13.1.3. To give effect to the selection process in case of a drafting error or oversight.

13.1.4. To clarify any ambiguity to the intended meaning of the selection policy.

13.1.5. Any other reason determined by BMC at its total discretion.

13.2. Any changes will be communicated on the BMC and GB Climbing websites.

## 14. QUESTIONS ABOUT THE POLICY

14.1. Questions about this policy should be directed to the [GBCadmin@thebmc.co.uk](mailto:GBCadmin@thebmc.co.uk) who will forward the query to the appropriate staff member who will ordinarily respond within 5 working days.