

Alpine Squads and Teams Selection Policy

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1. Introduction

The aims of the British Alpine selection processes are to support a long-term performance pathway, the development of Athletes and the delivery of programmes to produce consistent World Class performances, most notably at the FIS World Alpine Championships, Alpine World Junior Championships, the Olympic Winter Games, European Youth Olympic Festival and the Youth Olympic Games.

This document describes the selection policy and process for selection of Athletes to be invited to join British elite squads and/or to represent the United Kingdom in Alpine skiing events. Selection will be made without bias or discrimination. The policy and processes are agreed and overseen by the Alpine Discipline Committee of British Ski and Snowboard (BSS), the National Governing Body for ski and snowboarding in the United Kingdom. The policy and processes are approved by the Board of BSS. BSS aims to identify a clear performance pathway with defined selection criteria and processes for selection to BSS Squads and Teams in the appropriate age categories.

1.1. Aim

The aim of this document is to identify the selection criteria and process for selection to the British Alpine Ski Squads and Teams. Criteria are laid out within the age group categories as defined by the International Ski Federation (FIS) and identified within this document. BSS selection will be adopting a multi factor approach by considering achievement in competition, ski skills/racing, athletic capacity.

1.2. Remit

The BSS Alpine Selection Committees are defined, and the Chairmen appointed, by the Alpine Discipline Committee. They are tasked with selecting the British Squads for the age categories as defined by FIS. The Alpine Selection Committees will also select the Teams for the World Senior Championships or World Junior Championships and other events which are age specific for Senior or Junior British Squads and Teams which are run under the auspices of the International Ski Federation (FIS). The Selection Committees will recommend athletes to the British Olympic Association for selection to teams for the various events run under the Olympic banner.

For Olympic events BSS will agree and publish the Selection Criteria and Procedures in co-operation with the British Olympic Association (BOA) for the Olympic Winter Games, the European Youth Olympic Winter Festival and the Youth Olympic Winter Games.

The Alpine Selection Committees will select Athletes in the following categories to the following British Squads:

1. BSS World Cup Squad –those who can compete credibly at World and Olympic Level and are offered a comprehensive supporting programme.
2. BSS Europa Cup Squad — those who are working toward top 20 Europa Cup and are offered a supporting programme.
3. British FIS Squad – those working towards competing in Europa Cup and may be offered attendance at training camps or a supporting programme.
4. British U21 Squad – athletes in their first five years of FIS racing who will be offered race entry priority.
5. British U16 Squad – athletes selected to a squad that will contribute to the bulk (if not all) of athletes who represent Great Britain at the FIS Children’s races that BSS chooses to attend.

Athletes who are U21 but are capable of skiing in higher Squads (WC, EC or FIS) will be invited to join the higher

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squad.

2. Formation and Members of Alpine Selection Committees

The BSS Alpine Discipline Committee will appoint the Chair of the various Alpine Selection Committees and the pathway representatives. The pathway representatives may change dependent upon availability and the selection being carried out. The Chairmen may invite others with specialist knowledge to contribute for all or part of a meeting. Committee members must be free from all external conflicts of interest in the selection process.

The role of the Chairman is to adjudicate the process, to be equitable to all Athletes, and to ensure that the process is applied with respect to meeting the objectives of BSS, as stated at the top of this document. The BSS Alpine Discipline Committee may substitute an individual in place of any of the roles that are not filled at the time of the selection. Such nomination must be agreed by email of meeting with 75% of committee voting members in agreement.

2.1 BSS Selection for Olympic or World Championships

The quorum for a meeting of this selection committee shall be all four voting members

Chairman of Selectors: legally qualified or experienced in multiple Olympic selections appointed by BSS Board

- BSS Performance Director
- Alpine Head Coach
- Alpine Discipline Chair or his appointed representative
- For Olympic events - Olympic Team manager (non-voting)

2.2 BSS Selection for Youth Olympic or World Alpine Junior Ski Championships

The quorum for a meeting of this selection committee shall be all four voting members

Chairman of Selectors: BSS Performance Director

- Head of Talent and Pathways
- Home Nation Performance Leads
- Alpine Discipline Chair or his appointed representative
- For Olympic events - Olympic Team manager (non-voting)

2.3 BSS Alpine WC/EC/FIS and U21 Squad Selection Committee

The quorum for a meeting of this selection committee shall be a minimum of four voting members

Chairman of Selectors: Alpine Discipline Chair or his appointed representative

- BSS Performance Director or his appointed representative
- Head of Talent and Pathways
- Alpine Head Coach
- Two pathway representatives (with suitable experience)

2.4 BSS Alpine U16 & U14 Selection Committee

The quorum for a meeting of this selection committee shall be a minimum of four voting members

Chairman of Selectors: Alpine Discipline Chair or his appointed representative

- BSS Performance Director or his appointed representative
- Alpine Head Coach and or U16 Head Coach
- Head of Talent and Pathways
- Two pathway representatives (with suitable experience)
- BCST Team Manager and/or GBR FIS Youth committee rep may attend (without vote)

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3. Process and timing

Squad selections will be made in between March and May of each year, and finalised following the last qualifying competition, which shall be the British Alpine Championships. The selectors reserve the right to add athletes to squads during the year following outstanding performances or remove athletes from squads for lack of performance or progress. Discussions on squad programme participation will take place in March and April.

The U16 Selection Committee will hold additional meetings in the Autumn and immediately after the New Year to evaluate progress and improvement, and to consider race allocations for U16 & U14 athletes. Athletes who are not already in the U16 and U14 may be considered at these meetings.

Selection minutes are not made public but are circulated to the Alpine Discipline Committee. Redacted versions are available to any athlete who wishes to appeal the selection process results (see appeals process).

4. BSS Squad selection criteria

BSS supports a multi-factor approach to selection to define and select the athletes with the greatest potential. The major factor will be performances on snow.

4.1 Criteria for all FIS Licensed athletes

The factors are as follows:

- Athletes must hold a British passport
 - Athletes must be registered with FIS as British
- 1) For 2nd year FIS and beyond, the Athlete Tracker and FIS points relative to the best in the world (%Behind Best ten in the World) will be used to establish the athletes standing within the world. The %BBW will be set at the start of each selection window and will be calculated upon the historical data of podium athletes.
 - 2) For athletes entering 1st year FIS, the Athlete Tracker will be replaced by an analysis of performance in the British Alpine Championships. For athletes unable to attend the British Championships because of injury, or excused in advance by the Alpine Head Coach or Performance Director for reasons considered acceptable by them, comparative data from races immediately prior to their injury and the Championships may be used if the Selectors deem it appropriate.
 - 3) For WC, EC and FIS Squad athletes physical capacity assessments will be considered. The Alpine Head Coach will consult with Coaches of potential WC, EC and FIS squad athletes to obtain their assessments of potential athletes physical capacity. If available, then the results of Pathway Athletic Capacity tests will also be considered. Suitable athletic capacity tests will include a range of physical challenges designed to indicate true athleticism.
 - 4) For U21 Squad athletes physical capacity assessments will be considered. The Head of Pathways will report to the Alpine Head Coach after consulting with Coaches of potential U21 squad athletes to obtain their assessments of potential athletes physical capacity. If available, then the results of Pathway Athletic Capacity tests will also be considered. Suitable athletic capacity tests will include a range of physical challenges designed to indicate true athleticism. For details of Athletic Capacity evaluation search the BSS website under "ACE": <http://www.teambss.org.uk/search/node/ACE>

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4.2 U16 and U14 Squad Selection

Criteria are set according to the age group that Athletes will be in for the following season and only Athletes within the required FIS definition of age group are eligible to be selected to the U16 and U14 Squads.

The BSS Alpine U16 selection committee will select athletes for the U16 teams that will represent Great Britain at FIS international Children's races. Selections for the early season races will be made in the Autumn of each season preceding the events. Selection for races in March and April will be made in January of that season. Selection will be based on the following criteria:

- 1) Performance in all events at the British Alpine Ski Championships in year of birth; Athletes who do not achieve a top three place in any one run/race in their year of birth at the British Children's Championships are unlikely be considered for selection. Note: In the unlikely event that the British Championship races are cancelled (force majeure), BSS will announce an alternative selection process.
- 2) Athletic Capacity evaluations will be considered subject always to the discretion of the Selection Committee. It is unlikely that athletes who have not passed an ACE test will be considered for selection. For details of Athletic Capacity evaluation search the BSS website under "ACE":
<http://www.teambss.org.uk/search/node/ACE>

The Home Nations will nominate the members of the BSS U16 and U14 squads in the summer preceding the season.

Home Nations may revise their nominations prior to the late season allocation meeting (mid Jan). Additional nominees must achieve a top three place in any one race in their year of birth at any BASS calendared event from the start of the season in question until 17 Jan. Such mid-season nominations may be put forward without an ACE score, where none is available.

Results from all registered athletes in this race series will be considered for late season race allocation.

- *Amendment added 13th Dec 17*

Wild Card selections can be made at the behest of the BSS U16 Head Coach or BSS Head of Pathways, reasons for inclusion to be detailed in the minutes of the relevant Alpine Selection meeting.

5. BSS squad objectives, programmes and privileges

BSS will not typically run programmes for Men and Women in all three programme levels (WC/EC/FIS) and in both speed and technical Disciplines. If there are no economies of scale to be achieved by bringing together British athletes in a squad then BSS may choose to try to support an athlete competing at the requisite level through other mechanisms. In such circumstances they will be entitled to the privileges commensurate with the level that they are selected for.

BSS will provide selected squad members with preferential race allocation where it is required. This can help our more talented younger athletes gain entry in to races that might be unavailable to them on a crude "FIS points first" basis. For details of [BSS's race allocation policy](#) see the relevant documentation on the BSS website. Enter Race Allocation in the website search bar.

5.1 World Cup Squads

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The BSS World Cup squads will provide development and support for athletes who can compete credibly in World Cup, World Ski Championship and Winter Olympic events. Athletes selected for these squads are expected to be capable of scoring World Cup points and should be able to meet the BOA Olympic Qualification Standards for their events.

BSS intends to provide coaching, transportation, ski tech support and accommodation whilst training or competing and administrative back up to athletes who are on World Cup programmes. Privileges will include preferential race entry (if required), inclusion on the BSS website, comprehensive technical clothing, free entry to British Championships for attendees at the previous FIS World Alpine Ski Championships.

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Athletes who are competing at this level and are selected to the squad but who choose not to join the programme are unlikely to receive any financial support from BSS. They will however receive the commensurate level of privileges. They will also be judged on an equal basis with programme athletes for selection for events.

5.2 Europa Cup Squads

The BSS Europa cup squads will provide development and support for athletes who can compete credibly in Europa Cup and other Continental Cup events. Athletes selected for these squads are expected to be capable of scoring Continental Cup points and should be able to meet the BSS World Ski Championship Qualification Standards for their events. Athletes in this squad will be expected to progress towards the WC squad.

BSS intends to provide coaching, transportation, ski tech support, accommodation whilst training or competing and administrative back up to athletes who are on Europa Cup programmes. Privileges will include preferential race entry (if required), inclusion on the BSS website, comprehensive technical clothing, free entry to British Championships for attendees at the previous FIS World Alpine Ski Championships.

Athletes who are competing at this level and are selected to the squad but who choose not to join the programme if offered are unlikely to receive any financial support from BSS. They will however receive the commensurate level of privileges. They will also be judged on an equal basis with programme athletes for selection for events.

5.3 FIS Squads

The BSS FIS squads will provide development and support for athletes who have shown good progress towards being able to compete effectively in Europa or Continental Cup events. Athletes selected for these squads are expected to be capable of scoring Continental Cup points within the next three seasons.

In 2017 2018 BSS intends to invite athletes selected to these squads to take part in some of the training events that will be arranged for the WC and EC squads. Privileges will include preferential race entry (if required), inclusion on the BSS website, a race suit and opportunity to purchase jacket and salopettes, free entry to British Championships for attendees at the previous FIS World Alpine Ski Championships.

Athletes who are competing at this level and are selected to the squad but who choose not to join the programme if offered are unlikely to receive any financial support from BSS. They will however receive the commensurate level of privileges. They will also be judged on an equal basis with programme athletes for selection for events.

5.4 U21 Squad

BSS will select a small number of athletes to join the BSS U21 squad. These will typically be the athletes who have shown clear leadership of their age group in their final year of U16 racing and in particular at the British Alpine Championships and those whose progress is above the required standard when measured against the %BBW on the athlete tracker.

U21 squad athletes will not typically be provided with a programme by BSS although some may occasionally be invited to train with the more senior squads. Athletes aged U21 who ski at the required level may be selected for FIS, EC or even WC squads.

Privileges will include preferential race entry (if required), inclusion on the BSS website and a race suit.

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5.5 Athlete Agreements and Programme Agreements

Athletes who are selected to a squad must sign a current BSS Athlete agreement and continue to abide by the terms of that agreement if they wish to avail themselves of the privileges associated with selection to the squad.

All athletes selected to and taking up places in the WC, EC and FIS programme must enter in to an athlete programme agreement. This document sets out the costs of the programme and what an athlete can expect in return for their commitment to meet some of those costs.

6 Major Championships

Selection to represent the United Kingdom at major championships will be made without bias or discrimination, and is open to any British Athlete who meets relevant criteria.

6.1 Event Long Lists

The Performance Director and Alpine Head Coach (or nominated representatives) will meet at the start of the season or earlier and prepare a list of athletes who they believe may meet the selection criteria for the major events that will occur during the coming season. The athletes selected to that list will be written to and they will be asked to confirm that they will attend the event if selected. Athletes who confirm their intention to attend will be included on a long list and if they are selected then they will be expected to attend that event unless suffering an injury.

Any athlete included on the long list who subsequently does not attend an event they are selected for may lose squad status as a result.

6.2 Olympic Winter Games

Any athlete wishing to compete at an Olympic Winter Games must first meet the Olympic Qualification Standards (OQS) that are set out in a document that is agreed for each Olympic Winter Games between the British Olympic Association and BSS. This document can be found on the BSS website.

The selection process and criteria for athletes who meet the OQS referred to above are also set out in a separate document that can be found on the BSS website shortly. BSS does not directly select athletes for TeamGB. BSS's role is to make recommendation to the BOA for the athletes for inclusion in TeamGB.

6.3 FIS World Alpine Ski Championships

Selection for FIS World Alpine Ski Championships (WSC) is open to any British athlete who meets the following eligibility criteria:

- Athletes must hold a British passport
- Athletes must be registered with FIS as British
- Athletes must meet or exceed the BSS selection criteria set out below in one or more of the Alpine disciplines

Athletes will not be eligible for nomination if:

- They are currently serving a suspension for a doping or other disciplinary offence
- The BSS medical officer considers after a medical examination, or report from the official medical support team, that an athlete is not physically fit to compete.

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6.3.1 Selection Criteria

BSS will select athletes for the WSC based upon the following criteria:

Men	FIS points
Slalom	30
Giant Slalom	35
Super G	40
Alpine Combined	45*
Downhill	45*
Women	
Slalom	30
Giant Slalom	35
Super G	40
Alpine Combined	45*
Downhill	45*

The Alpine major events selection committee (as described in section 2.1) will select the team considering the FIS list published immediately prior to the selection meeting. The Alpine major events selection committee will also need to confirm all nominations are adequately supported by current form.

If there are more athletes qualified on these criteria than there are quota spots for specific events or than GBR has overall allocations for, the Senior Alpine selection committee will need to make choices. These choices should be led primarily by considerations of world rankings on the FIS list published immediately prior to the final selection meetings, but the selectors may need to consider other factors as they see fit and are specifically allowed to do so. Any such other factors will need to be detailed in the minutes of that selection meeting.

6.3.2 Crossover in technical events

An athlete who is awarded a quota slot in one technical event but has not met criteria in the other technical event will automatically be deemed to have passed qualifying criteria in the other technical event and may be considered for selection for the second technical event if there are available quota spots.

6.3.3 Crossover in speed events and Downhill selection *

Selectors are cognisant that the severity of the Downhill courses at World Championships varies. Given this context there may be no automatic crossover selection between SG, SC and DH. It is also possible that athletes will not have their selection for AC or DH finally confirmed until after training runs in the resort. Athletes wishing to race either AC or DH who have met SG criteria but not the AC or DH criteria above are advised to discuss this with BSS well in advance of selection meetings. BSS will try to be in touch with athletes for whom this is an issue.

6.3.4 Team Parallel Slalom

If it is clear that GBR will be awarded a spot in the Team Parallel Slalom event, and selection for the individual events will not produce a satisfactory team, then the selectors have the rights to select athletes to ensure a full team, possibly including reserves. These athletes will be deemed to have met eligibility criteria for both SL and GS.

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6.4 European Youth Olympic Winter Festivals, and Youth Olympic Games

The selection process and criteria for athletes who wish to be selected for TeamGB for an Olympic Youth Event are set out in a separate document that will be available on the BSS website shortly. BSS does not directly select athletes for TeamGB. BSS's role is to make recommendation to the BOA for the athletes for inclusion in TeamGB

6.5 World Alpine Junior Ski Championships

Selection for World Alpine Junior Ski Championships (WJC) is open to any British athlete who meets the following eligibility criteria:

- Athletes must hold a British passport
- Athletes must be registered with FIS as British
- Athletes must meet or exceed the BSS selection criteria set out below in one or more of the Alpine disciplines

Athletes will not be eligible for nomination if:

- They are currently serving a suspension for a doping or other disciplinary offence
- The BSS medical officer considers after a medical examination, or report from the official medical support team, that an athlete is not physically fit to compete.

6.5.1 Minimum Qualification Criteria

The minimum qualification criteria are presented below. These criteria contain provision for qualification through a single FIS point score. This is designed to allow recognition for athletes who have clearly made substantial progress since the end of the previous season but have not been able to produce two completed races at the right level by the time of selection. As such and for the avoidance of doubt, the single FIS point score criteria will need to be achieved during the current season.

"A" Criteria

Men	FIS points	Single FIS point score
Slalom	50	45
Giant Slalom	50	45
Super G	55	50
Alpine Combined	55	50
Downhill	55	50
Women		
Slalom	50	45
Giant Slalom	50	45
Super G	55	50
Alpine Combined	55	50
Downhill	55	50

6.5.2 Crossover in technical events An athlete who is awarded a quota spot in one technical event but has not met criteria in the other technical event will automatically be deemed to have passed qualifying criteria in the other technical event and may be considered for selection for the second technical event if there are available quota spots.

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6.5.3 Crossover in speed events

An athlete who is awarded a quota spot in one speed event but has not met criteria in one of the other speed events will automatically be deemed to have passed qualifying criteria in the other speed events. Subject to a review of the difficulty of the Downhill course and any limitations applied by FIS, such athletes may be considered for selection for the other speed event and the AC event if there are available quota slots.

6.5.4 Team Parallel Slalom

If GBR will be awarded a spot in the Team Parallel Slalom event, and selection for the individual events will not produce a satisfactory team, then the selectors have the rights to select athletes to ensure a full team, possibly including reserves. These athletes will be deemed to have met eligibility criteria for both SL and GS.

6.5.5 Selection Process

If there are more athletes qualified on these criteria than there are quota spots for specific events or than GBR has overall allocations for, the Alpine major events selection committee (as described in section 2.1) will need to make choices. These choices should be led primarily by considerations of world rankings on the FIS list published immediately prior to the final selection meetings, but the selectors may need to consider other factors as they see fit and are specifically allowed to do so. Any such other factors will need to be detailed in the minutes of that selection meeting.

7 Appeals Process

The BSS appeals processes are structured to conform to UK Sport guidelines. All appeals must be made in writing, with accompanying evidence and additional information to the BSS office. All appeals must be accompanied by an appeals fee of £250 which will be refunded if the appeal is upheld.

An appeal in relation to British Squad Selections must be made within five days of the announcement of the Squad.

An appeal in relation to selection for a major event must be made within twenty-four hours of the announcement of the team for the event to enable an appeals hearing to be held within the appropriate selection timescales.

All appeals will be considered on an individual basis. Appeals will first be reconsidered by the original selection committee, who will explain their reasons for the decision to the Athlete or legal Guardian. If the Athlete or legal Guardian is not happy with the process or the outcome of the selection committee's final decision, then the Athlete or legal Guardian may opt to refer the matter to an internal appeals committee.

The BSS will nominate an Internal Appeals Panel made up of at least three people who did not sit on the original selection committee.

In cases of appeal against non-selection for Squad, all appellants should be aware that it is not the task of the Appeal Panel to substitute its selection views for those of the original committee. They are asked only to determine whether, on all the facts which they had – or should have had – before them, the original selection committee made a reasonable and fair decision using the currently applicable Selection Policies – the Panel has no power to alter those policies but may comment upon them - i.e. that the original decision fell within bounds of what was objectively reasonable.

If the dispute remains unresolved, it will be submitted for an exclusive, final and binding determination to the Sports Dispute Resolution Panel (SDRP). BSS understands that both parties will undertake to execute in good faith any decision of the SDRP.

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