

ALPINE SELECTION POLICIES FOR 2015-16

This document gives an overview of the selection policies and processes for those athletes looking to gain forms of GBR representative honours within Alpine skiing.

Main Changes for 2015/16

The main changes to the structure of representation for the 2015-16 season are as follows:

- BSS is introducing a Development Group which is designed to provide a continuous challenge and education to athletes from the ages of 14 to 20.
- BSS will be moving to increase significantly the transparency around selection for U16 international racing. An announcement regarding this should be made during January 2015.
- At the U18 level BSS is conscious that out of necessity year 1 athletes have been selected on one basis (performance within the GBR U16 system) and year 2 athletes have been selected on the same basis as our U21 and Senior squads (performance relative to the best in the world for age groups). For BSS this has led to too much movement into and then back out of the squad. For 2015-16 Y1 selections will be made on the following basis. Of 1999 FIS licence holders at the end of August 2015, the best three men and women according to their aggregate SL, GS and SG points on the final BASS point list of the 2014-15 season will be selected.

Selection

Selection policies are determined by The Alpine Business Group following consultation with a range of coaches and athletes. In particular the Coaches Advisory Group set up in September 2014 has been helpful.

Selection itself is conducted predominantly by panels that are always formed in a similar manner. Selection minutes are not made public but are circulated to the Alpine Business Group, lodged with the BSS office and available for the Alpine, Speed and Telemark Committee. Detail of the structure of these Committees is given below.

Selection to the Senior, U21 and U18 squads for the 2015-16 season will again revolve around the Athlete Tracker process which is also described below.

Codes of Conduct and Athletes Agreement

All Athletes involved in any BSS representative group may be expected to sign appropriate Codes of Conduct. Athletes in the Senior, U21 and U18 squads will also be expected to sign the BSS Athletes Agreement which covers obligations relating to the commercial sponsorship of these squads

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BSS ALPINE DEVELOPMENT GROUP

For 2015-16 BSS is introducing the BSS Alpine Development Group, a co-ordinated approach to the development of Alpine athletes within the British system from U16 through to U21. The main purposes of this initiative are to help prepare our U16 athletes properly for the challenges of FIS racing and to help prepare older athletes for the potential of going full time.

The three main changes that this initiative is meant to effect are:

- A significantly clearer approach to entry levels
- A significant change in emphasis to the criteria for remaining in programmes
- The ongoing development of a co-ordinated syllabus designed to help U16 athletes prepare properly for FIS racing and to help older athletes prepare properly for the prospect of going full time.

The full syllabus of this Development programme and details of weekends and other logistics will be published in early February.

The British Alpine Development Group should act as a stepping stone to representative international racing and membership of the Delancey British Senior, U21 and U18 Alpine squads.

Further detail is available in the “Formation of the BSS Alpine Development Group” announcement published alongside this document.

BSS COLLEGIATE STATUS

For 2014-15 and onwards the Alpine Business Group has launched a BSS Collegiate status. This recognises the increasing difficulty for athletes who wish to take the sport seriously but cannot commit to a full time programme while they are studying. These athletes deserve the recognition of their governing body and any support that might encourage. Conditions attached to this status will be as follows:

BSS Collegiate Status:

- Need to be in bona fide tertiary education
- Need to show evidence of continuing to take Alpine racing at the highest level seriously, including commitment to a proper on-snow programme
- Need to have been a member of the BSS U21 squad or higher
- Athletes must apply with their arguments for being considered and will be approved or otherwise by the BSS U21 selection panel.

This status will not give athletes any of the benefits related to membership of the BSS Delancey Alpine Senior, U21 and U18 squads. And athletes will not be expected to sign the Athletes Agreement.

Any questions on this should be addressed to Tony Willis at bss@teambss.org.uk.

BSS U16 INTERNATIONAL RACING

For the 2015-16 season BSS has decided to reform significantly the process by which it allocates U16 races. An announcement on this subject should be made during January 2015. It is likely to involve much greater clarity on early season selections at a much earlier stage of the year. It will also attempt to increase significantly the transparency of processes used to rank athletes for selection purposes.

BSS expects to continue to co-ordinate a full season of U16 and U14 racing on the same principles as used in recent years probably involving 6-7 race meetings subject to calendar clashes.

While we would hope that most, if not all of the U16 athletes selected to represent BSS internationally will join the BSS Alpine Development Group, membership of that Group will not be a condition of athletes' international selection.

However, BSS will expect all U16 selections to have passed the fitness test that would gain them entry to the BSS Alpine Development Group. Details for this test will be announced in early February.

All athletes representing BSS at international races will be expected to sign an appropriate Athletes Code of Conduct that will also need to be countersigned by their parents.

BSS CIT SQUAD

The BSS CIT Squad gives formal recognition to Alpine athletes for competing in the Arnold Lunn World Cup, which is a tour within the CIT racing programme. Athletes have to compete in the ALWC and fulfil one of three conditions:

- Before they compete in an ALWC race have reached a certain standard
- Ski to a certain standard in an ALWC race
- Score a certain number of ALWC points on behalf of GBR over the course of a season.

During 2013-14 GBR awarded this status to 30 athletes. Notifications are issued during the season as athletes compete. Certificates are issued at the end of the season.

Selection to this Squad is mechanistic and there is no separate selection process. Appeals will initially heard by the Alpine Business Group.

Further details of the 2014-15 BSS CIT Squad programme can be found at:

<http://www.teambss.org.uk/news/latest-news/bss-alpine-cit-squad-announcement/>

BSS DELANCEY U18 ALPINE SQUAD

For the 2015-16 season athletes born in 1998 and 1999 will be eligible for this squad.

BSS believes that the principle of the Athlete Tracker has been a significant success and will continue to use this process as the basis for Year 2 U18 squad selection.

For Y1 U18s BSS is conscious that out of necessity athletes have historically been selected on one basis (performance within the GBR U16 system) and year 2 athletes have been selected on the same basis as our U21 and Senior squads (performance relative to the best in the world for age groups). For BSS this has led to too much movement into and then back out of the squad. For 2015-15 Y1 U18s will be selected on the following basis. Of 1999 FIS licence holders at the end of August 2015, the best three men and women according to their aggregate SL, GS and SG points on the final BASS point list of the 2014-15 season will be selected.

All squad members will need to commit to a significant on-snow programme which will need to be shared with the Alpine Business Group and cleared by the U18 Selection Panel. Additionally all squad members will need to pass the fitness tests that will form a condition of being a part of the BSS Alpine Development Group for that age.

Following the substantial revisions to the “F” factors used by FIS to calculate FIS points there have been changes to levels used in the Athlete Tracker. More details are given in the section below and a separate document on the methodology and detail of the Athlete Tracker will be published either during December 2014 or early in 2015.

Selections to the U18 squad will be overseen by the BSS Alpine U18 Selection panel. Details of how this committee is structured are outline below in the section on Selection Panels. Appeals will initially be heard by the BSS U18 Selection Panel.

BSS Delancey U18 Alpine Squad members will be expected to sign a Code of Conduct and an Athletes Agreement. More details on these documents are given below. Both of these documents will need to be countersigned by the Athlete’s parents.

BSS DELANCEY U21 ALPINE SQUAD

For the 2015-16 season athletes born in 1995-97 will be eligible for this squad.

BSS believes that the principle of the Athlete Tracker has been a significant success and will continue to use this process as the basis for U21 squad selection. All squad members will need to commit to a significant on-snow programme which will need to be shared with the Alpine Business Group and cleared by the U21 Selection Panel. Additionally all squad members will need to pass any athletic assessments that are a condition of being a part of the BSS Alpine Development Pathway for that age.

Following the substantial revisions to the “F” factors used by FIS to calculate FIS points there have been changes to levels used in the Athlete Tracker. More details are given in the section below and a separate document on the methodology and detail of the Athlete Tracker will be published either during December 2014 or early in 2015.

Selections to the U21 squad will be overseen by the BSS Alpine U21 Selection panel. Details of how this committee is structured are outlined below in the section on Selection Panels. Appeals will initially be heard by the BSS U21 Selection Panel.

BSS Delancey U21 Alpine Squad members will be expected to sign a Code of Conduct and an Athletes Agreement. More details on these documents are given below.

BSS DELANCEY SENIOR ALPINE SQUAD

For the 2015-16 season athletes born in 1994 or earlier will be eligible for this squad.

BSS believes that the principle of the Athlete Tracker has been a significant success and will continue to use this process as the basis for Senior squad selection. All squad members will need to commit to a significant on-snow programme which will need to be shared with the Alpine Business Group and cleared by the U18 Selection Panel. Additionally BSS may require squad members to reach specific Strength & Conditioning targets

Following the substantial revisions to the “F” factors used by FIS to calculate FIS points there have been changes to levels used in the Athlete Tracker. More details are given in the section below and a separate document on the methodology and detail of the Athlete Tracker will be published either during December 2014 or early in 2015.

Selections to the Senior squad will be overseen by the BSS Alpine Senior Selection panel. Details of how this committee is structured are outlined below in the section on Selection Panels. Appeals will initially be heard by the BSS Senior Selection Panel.

BSS Delancey Senior Alpine Squad members will be expected to sign a Code of Conduct and an Athletes Agreement. More details on these documents are given below.

BSS ALPINE ATHLETE FUNDING PROGRAMME

For some time BSS has provided funds to programmes to support our most successful athletes. This has been partly through the provision of programmes and partly through the distribution of financial support to athletes for their own privately run programmes.

During the Summer of 2014 the parameters around this Athlete Funding Programme were updated and the results of the 2014 round were published during October 2014.

BSS hopes to repeat this funding process, but it will be subject to continuing availability of finance and annually updated guidelines.

The original announcement can be found at:

<http://www.teambss.org.uk/news/latest-news/bss-announcement-alpine-athlete-funding/>

The announcement covering the results can be found at:

<http://www.teambss.org.uk/news/latest-news/bss-announces-athlete-funding-programme-for-201415/>

BSS expects to make an announcement covering the process for the 2015-16 season during February 2015, although completion of the process will need to be co-ordinated with the finalisation of overall and Alpine specific BSS budgets and may take some time.

CRITERIA FOR MAJOR CHAMPIONSHIPS

Criteria for major championships are published separately and overseen by the relevant age group's selection panel.

For 2014-15 there is separate documentation on the BSS website for:

- European Youth Olympic Winter Festival: subject to one update in September
- World Junior Championships
- World Championships

For 2015-16 there is separate documentation on the BSS website for:

- Winter Youth Olympic Games
- World Junior Championships

<http://www.teambss.org.uk/media/144065/eyof%20criteria%20draft%20-%20june%2025.pdf>

<http://www.teambss.org.uk/media/144069/world%20juniors%20criteria%20draft%20-%20june%2025.pdf>

<http://www.teambss.org.uk/media/144067/world%20champs%20criteria%20draft%20june%2025.pdf>

<http://www.teambss.org.uk/media/169258/yowg%202016%20criteria%20draft%20-december16.pdf>

<http://www.teambss.org.uk/media/169255/wjc%202016%20criteria%20draft%20december%2016.pdf>

STRUCTURE OF SELECTION PANELS

The structure of the two main selection panels is given below. Where appropriate, Chairs may invite others with specialist knowledge to contribute for all or part of a meeting. All committee members must declare any external conflicts of interest in the selection process and may be excluded from specific voting decisions accordingly.

The BSS Alpine U18/U16 Selection Committee

This committee is made up of the following members:

- Chairman of selectors, appointed by the Alpine Business Group

- Snowsport Scotland nominated coaching expert
- Snowsport Wales nominated coaching expert
- Snowsport England nominated coaching expert
- BSS nominated coaching expert
- BSS Performance Director or alternate appointed by Alpine Business Group
- BSS Youth & Children's consultant (non-voting)
- BSS CEO may attend (non-voting)
- BSS Alpine Business Manager or alternate appointed by Alpine Business Group (non-voting)

The quorum of voting members for this committee shall be four.

BSS will work constructively with the Home Nations to ensure that at any given selection meeting there are as many individuals as possible present who have had direct experience of watching relevant athletes perform. It is possible that specific roles on the Committee will be filled by different individuals over the course of a year.

The BSS Alpine Senior/U21 Selection Committee

This committee is made up of the following members:

- Chairman of selectors, appointed by the Alpine Business Group
- Snowsport Scotland nominated coaching expert
- Snowsport Wales nominated coaching expert
- Snowsport England nominated coaching expert
- BSS nominated coaching expert
- BSS Performance Director or alternate appointed by Alpine Business Group
- BSS CEO may attend (non-voting)
- BSS Alpine Business Manager or alternate appointed by Alpine Business Group (non-voting)

The quorum of voting members for this committee shall be four.

Again, BSS will work constructively with the Home Nations to ensure that at any given selection meeting there are as many individuals as possible present who have had direct experience of watching relevant athletes perform. It is possible that specific roles on the Committee will be filled by different individuals over the course of a year.

DETAILS OF ATHLETE TRACKER

The BSS Athlete Tracker uses FIS points to calculate the progress a GBR athlete is making against the best athletes in the world.

In principle the Athlete Tracker looks at the average FIS points of the top 10 athletes in the world for a given discipline and a given age and then produces a selection line which is based on a reducing percentage difference as athletes get older. The idea has been that at the average age of medalling at Olympic Winter Games the difference between the selection line and the average of the top 10 in the world becomes zero.

Since its introduction BSS believes that the Athlete Tracker has been successful in setting targets for GBR athletes that are realistic if significant international success is to be achieved. However in recent years there have been a number of changes that affect its use: notably the significant moves in “F” factors announced by FIS for the 2014-15 season.

BSS believes it is appropriate to revisit the Athletes Tracker and ensure that the methodology is properly up to date. BSS hopes this document can be published later in December 2014 or in early January 2015 and expects to make it available on the BSS website.

In principle the Athlete Tracker has been used as a FIS point cut off for the BSS Delancey Alpine squads at Senior, U21 and U18 level. Athletes within the selection line gain automatic selection subject to other criteria. The relevant selection panels can consider athletes that are close to the selection line, particularly if their rate of progress has been substantial.

CODES OF CONDUCT AND ATHLETES AGREEMENT

Athletes representing BSS and GBR in any capacity may be expected to sign either or both of a Code of Conduct and an Athlete’s Agreement. Where appropriate these are compulsory.

The text of these agreements is available from the BSS office through the following email address: bss@teambss.org.uk.

Codes of Conduct for U18 and U16 athletes will be reviewed for the 2015-16 season in conjunction with the BSS lead welfare officer during the first quarter of 2015.

The Athlete’s agreement applies particularly to members of the BSS Delancey Alpine squads for Senior U21 and U18 athletes and covers obligations relating to the commercial sponsorship of these squads. This Agreement will also be reviewed by the Alpine Business Group during the first quarter of 2015.

INJURY STATUS

For the BSS Alpine Development Group and the Senior, U21 and U18 BSS Delancey Alpine squads there will be injury status provision. FIS athletes will need to have successfully applied for injury status as defined by FIS rules

Injury status will also have to be cleared by the relevant selection body, which may require medical certification and may also require specific clearance from a BSS accredited Medical Officer.

Once back on snow athletes will be given a period of time by the relevant selection body to prove fitness and return to adequate levels of performance. Each case will be considered individually and there will be no automatic re-selection.

APPEALS PROCESSES

The BSS appeals processes are structured to conform to UK Sport guidelines. All appeals must be made in writing, with accompanying additional information to the BSS office.

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 outcome of this stage of appeal they may opt to refer the matter to an internal appeals committee.

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

In the case of appeals against non-selection to the BSS Development Group or the three BSS Delancey Squads, those making appeals should understand that an Internal Appeals Panel is not tasked to substitute its own view for those of the original selection panel. The Internal Appeals Panel is only asked to determine whether, on all of the facts they had – or should have had – before them, the original selection committee made a reasonable and fair decision using the currently applicable selection policies.

In the case of international race selection BSS may foreshorten this appeals process to recognise the potentially short time spans between BSS selection meetings and final nominations. Such exceptions should be outlined in the relevant selection documents.