

1. Selection Policy Aims

This Policy for selection to British Cross-Country Ski squads and teams shall apply with effect from 1 May 2016 until further notice.

This Policy aims to:

- ensure that fair and just criteria and practices are employed in the selection of athletes for entry into squads, teams and individual athlete events;
- support the overall competition and development objectives of British Ski and Snowboard (BSS);
- ensure transparency and accountability in the selection process.

2. Mandatory requirements

All athletes wishing to be considered for British squads and teams (excluding British Masters Team) or to compete as an individual British athlete at FIS points qualifying events must:

- hold a valid UK passport;
- be registered with a home nation governing body (Snowsport England/Scotland/Wales);
- be registered with FIS as British and 'active';
- sign a current BSS Athlete Agreement and continue to abide by the terms of that agreement if they are to remain eligible for selection to Squads or Teams;
- pay all outstanding fees as required.

3. General Requirements and Restrictions

- a) The maximum size of each squad may vary according to the programme resources available.
- b) Squad selection made in May each year for training and support will be based on the previous 12 months' performance* prior to the date of selection, and FIS points' criteria in Section 4 below. Athletes will normally remain in their squad for a season, but promotion to a higher squad may be considered during the mid-season selection review in late December or early January of the following year.
*Athletes transferred to GB from another nation must have competed in non-team events, excluding all events listed in 3n), for at least the first 3 of the 12 months. Contact the Head Coach for a programme of the season's team events.
- c) Selection to a team to compete in a particular competition or event (race) will, as far as possible, be based on selection races, camp attendance and form in the current Northern Hemisphere snow season (current form/season). Only where this is impractical will selection be based on other factors: to include previous season's performance, recent training records, and Head Coach's assessment, among others. The Head Coach will have discretion to consider mandatory attendance at a camp or selection race.
- d) Reasons for not selecting an athlete can include, for example: illness or injury; lack of form in performance or training; suspension for doping or other disciplinary offence; failure to attend required selection camp or race without justifiable cause; and failure to pay required fees.



- e) Selection to a squad or team requires athlete agreement to follow a training and performance pathway plan and attend selected training (to include run/strength testing) camps.
- f) Final application dates for selection will be announced in each year that the Policy applies. For logistical and competition reasons, qualification deadlines may be set well in advance of the competition date. The Selection Panel may extend the qualification period if circumstances allow. Where possible an extension to the qualification period may be considered from an athlete for valid reasons on written request to the Selection Panel seven days prior to the qualification deadline.
- g) By the beginning of the Northern Hemisphere winter season, athletes must inform the Head Coach of their intention to be considered for competitions or events where selection criteria apply.
Selection to a team is open to all squad and non-squad athletes who meet the given requirements and standards defined in this document.
- h) Selection to a squad or team does not imply that any funding/support is always available to selected athletes. Should funding be made available, the amounts allocated to each squad will be based on a four-year Olympic cycle. This means an even distribution of funds for each squad in year one but with scaled increases in subsequent years for athletes preparing for the next Olympic Winter Games (excluding the Youth Olympic Games). The BSS Nordic Committee reserves the right to alter this policy at any time if dictated by financial circumstances.
- i) The Head Coach will apply the factors in 3j) to decide on selection for an event where there are more GB athletes than allowed by FIS or competition organisers.
- j) The Selection Panel will apply the factors below as part of the discretionary selection criteria for given events:
- athlete's previous results matched against the type (e.g. distance) and technique (e.g. classic) of the event to be competed in;
 - readiness to compete, including, where appropriate, run and strength test results;
 - performance pathway targets;
 - consistency of training;
 - Head Coach assessment of athlete's performance potential.
- k) For other FIS points qualifying events where there are no selection criteria defined below, all athletes must consult the Head Coach before they enter. If there are more athletes than places, then the Head Coach will select using the factors in j) above.
- l) A commitment is required of both the parent/legal guardian and an athlete under the age of 18 at the time of selection to a British squad or team.
- m) For reasons of force majeure an athlete may be considered for Review Status with their existing squad. In making such a decision, the Selection Panel will look for evidence that the athlete has agreed a recovery programme of training with the Head Coach in anticipation of the next season's Squad selection. The Selection Panel



reserves the right to deselect an athlete for failing to carry out the agreed programme without justifiable cause.

- n) Following FIS Council approval for transfer to GB, an athlete must submit to the BSS Office a valid application for a GB FIS licence by 1 January preceding the start of the next European winter season and have competed for GB as an individual in non-team events in that year before being considered for team selection to the following: European Youth Olympic Winter Festival, Youth Olympic Winter Games, World U23 and Junior Championships, and World Senior Championships. A deadline for the Olympic Winter Games will be notified separately.
- o) A transferred athlete submitting a first GB FIS licence application between 2 January and 1 January of the following year will not be considered for selection until the second European winter season after application; e.g. an athlete making a licence application on the 1 September 2016 will not be accepted for team selection until the 2017/18 season.

4. GB Squads

See Section 3 General Requirements and Restrictions above.

4.1 GB Elite Squad

Athletes will be considered for selection if they gain the following in the previous 12 months:

Men = 85 sprint or 87 distance FIS points or better in one event.

Women = 91 sprint or 97 distance FIS points or better in one event.

Athletes should have the potential to achieve Olympic selection.

4.2 GB Performance Squad

Athletes who have gained 120 FIS points or better in one distance or sprint event in the previous 12 months will be considered for selection.

4.3 GB Senior Squad

Athletes who have gained above 121 up to and including 200 FIS points in one distance or sprint event in the previous 12 months will be considered for selection.

Athletes who have not met the standard in the previous 12 months may be invited to train with the squad.

All athletes must also achieve separately issued run and strength standards.

4.4 GB Junior Squad

Athletes under 20 years of age can be considered for selection if they obtain 260 FIS points (men) or 270 FIS points (women) in one distance or sprint event in the previous 12 months.

All athletes must also achieve separately issued run and strength standards.

4.4 GB Youth Squad

Athletes 16-17 years of age can be considered for selection if they meet separately issued run and strength standards, and demonstrate appropriate technical skills.



4.5 British Nordic Development Squad

The British Nordic Development Squad (BNDS) is primarily a squad for younger athletes who are dedicated to a performance pathway programme leading to GB squad/team status. Athletes are selected for admission to one of the development groups based on their results in run and strength tests, along with such other factors as skiing potential, adherence to training plans, and motivation. Further details can be found by contacting the BNDS through its website: www.britishnordic.org/.

5. GB Teams

See Section 3 General Requirements and Restrictions above relevant to team selections.

5.1 Olympic Winter Games (OWG)

The next OWG will be held in Pyeongchang, S. Korea between 9 and 25 February 2018. The BOA want selected athletes to finish within the top two-thirds of an OWG event. Detailed selection criteria will be issued separately but will require athletes to be World Cup qualified.

5.2 World Cup

Qualification standards are set by FIS*. See FIS International Competition Rules (ICR) for Cross-Country. An athlete is required to qualify in either Distance or Sprint to be eligible to compete in both types of events. An athlete remains qualified for World Cup competition for 12 months following qualification in any one FIS points' event.

* For direct entry the FIS points required in one distance event are 60 for men and 90 for women. Alternatively men and women can qualify for both types of events by gaining 120 FIS points in one sprint event.

An athlete's current form will be taken into account when there are more athletes asking to be considered for an event than Britain has places.

The FIS points gained in the 12 months prior to the final date of application will be taken into consideration.

5.3 Senior World Championships (WCh)

The WCh 2017 will be held in Lahti, Finland between 20 February and 5 March 2017.

Competition events:

Interval start competitions: Men: 15 km C/F Ladies: 10 km C/F*

Mass start competitions: Men: 50 km C/F Ladies: 30 km C/F*

Skiathlon: Men: 15 km C – 15 km F; Ladies: 7.5 km C – 7.5 km F

Relay competitions: Men: 4 x 10 km C/F Ladies 4x5kmC/F*

Individual Sprint competitions: Men: 1.0 – 1.8 km C/F; Ladies: 0.8 – 1.6 km C/F*

Team Sprint competitions Men 1.0 – 1.8 km C/F; Ladies 0.8 – 1.6 km C/F

*Interval starts and sprint events will alternate techniques between competitions.



FIS WCh. Rules (Rules for the Organisation of FIS World Championships) require athletes to reach at least one result better than or equal to 90 FIS points Distance for the men and 120 FIS points Distance for the women during the last 365 days, to be allowed to start in the distance competitions (Interval Start, Skiathlon and Mass Start).

Again FIS WCh. Rules state that men and women who do not meet the direct entry requirement must finish within the top 10 of the FIS qualification race, and achieve better than 180 FIS points for women and 140 points for men to be allowed to compete in the distance events (Interval Start, Skiathlon and Mass Start).

Maximum team size of 6 men and 6 women.

5.3.1 BSS Team Selection Criteria

Consideration will be given to athletes who gain the following FIS points in one race:

Men = 140 Distance or 160 Sprint

Women = 150 Distance or 170 Sprint

5.3.1 Discretionary Team Selection Criteria

If insufficient athletes meet the above, consideration may be given to athletes who gain the following FIS points in one distance or sprint race:

Men = 180

Women = 200

In addition the selectors will take into consideration evidence of an athlete's commitment to prescribed training, competition preparation and potential for credible results.

5.3.2 Other Requirements

a) Selected athletes seeking entry into the long distance events of 50 km (men) and 30 km (women) must have met the BSS discretionary criteria at least and have competed in one long distance FIS event in the 12 months previous to 15 January 2017.

b) For all BSS criteria the FIS points gained in individual events in the preceding period of 1 January 2016 to 15 January 2017 only will be considered. The end date is required to allow preparations for travel, accommodation, team confirmation and pre-competition camp.

c) Athletes who meet the BSS selection or discretionary criteria between 1 January and the end of the Northern Hemisphere winter season 2016 must demonstrate form in the period 1 October 2016 to 15 January 2017. This means in any one distance or sprint event men must score 200 and women 220 FIS points or better.

5.3.3 Event Selection

Athletes who fulfil the FIS direct entry or FIS qualification race requirements may compete in distance and sprint events. Team athletes who do not meet any of the FIS requirements may compete in the sprint event only. Final selection to any single event will be at the discretion of the Head Coach.



5.4. World U23 Championships

The U23 Championships 2017 will be held in Soldier Hollow, USA between 30 January and 5 February 2017.

Competition events:

	Ladies	Men
Interval start	10 km C/F*	15 km C/F*
Skiathlon	7.5 km C + 7.5 km F	15 km C + 15 km F
Sprint	0.8 – 1.6 km C/F*	1.0 – 1.8 km C/F*

*Interval start and sprint events will alternate techniques each year.

Maximum U23 team of 4 men and 4 women.

5.4.1 Selection Criteria

To compete in distance and/or sprint events, the required FIS points for one event in the 12 months before the selection date (to be announced) are:

Men = 150 Distance or 170 Sprint.

Women = 170 Distance or 190 Sprint.

5.4.2 Discretionary Selection Criteria

If no athlete meets the above, consideration may be given to:

Men = 190 distance or sprint FIS points plus attendance in nominated race.

Women = 210 distance or sprint FIS points plus attendance in nominated race.

5.4.3 Other Requirements

To demonstrate current form, athletes (men and women) who have met the selection or discretionary criteria in the previous Northern Hemisphere winter season, must score 220 distance or sprint FIS points or better in one event between 1 October 2016 and the final date of application for selection.

5.4.4 Event Selection

Athletes who qualify in Distance or Sprint through selection or by discretionary selection are eligible to compete in both types of events in the competition. Final selection for an event will be at the Head Coach's discretion.

5.5. World Junior Championships (WJC)

The WJC 2017 will be held together with the WU23 Championships in Soldier Hollow, USA between 30 January and 5 February 2017.

Maximum junior team of 6 men and 6 women.

The FIS points gained in the 12 months prior to final date of application for selection (to be announced) will be taken into consideration.



Competition events

	Ladies	Men
Interval start	5 km C/F*	10 km C/F*
Skiathlon	5 km C + 5 km F	10 km C + 10 km F
Sprint	0.8 – 1.6 km C/F*	1.0 – 1.8 km C/F*
Relay	4 x 3.3 km C/F	4 x 5 km C/F

*Interval start and sprint events will alternate techniques each year.

5.5.1 Selection Criteria

Consideration is given to men with 200 and to women with 220 FIS points gained in one distance or sprint event in the 12 months before the final date of application for selection. Attendance at a nominated selection race will be at the discretion of the Head Coach.

5.5.2 Discretionary Selection Criteria (1)

If insufficient athletes meet the selection criteria then consideration may be given to athletes with 260 (men) and 280 (women) FIS points for one distance or sprint event. Attendance at a nominated selection race, e.g. Norwegian Junior Trials, is also required. The nominated selection race will be announced by late October 2016.

5.5.3 Discretionary Selection Criteria (2)

If insufficient athletes meet the selection and discretionary criteria (1), consideration may be given to men who have scored 280 FIS points and to women with 300 FIS points or better in one event between 1 October and the final date of application for selection. Attendance at a nominated selection race is required. A Head Coach assessment of an athlete's performance potential in the competition is also required.

5.5.4 Event Selection

Athletes who qualify in either Distance or Sprint in any of the selection criteria are eligible to compete in both types of events. Final selection to an event will be at the Head Coach's discretion.

5.6 Continental Cup and Other FIS Events

To take account of the varying standards in Continental Cup events across the world selection criteria for the groupings below will apply. The FIS points gained in the 12 months prior to final date of application will be taken into consideration.



5.6.1 Group 1 – Scandinavia, OPA and East Europe

5.6.2 Selection Criteria

Consideration given to FIS points gained in one event: Men = 150 Distance or 170 Sprint and Women = 170 Distance or 190 Sprint.

5.6.3 Discretionary Selection Criteria

An athlete who does not meet the above criteria but who demonstrates performance potential under General Requirements and Restrictions 3j), may be considered for selection. In this instance an athlete is allowed to compete in one race at one Group 1 event.

5.6.4 Group 2 – Nor-Am, Australia/New Zealand, Far East, Balkan and Slavic Continental Cup

Selection will be at the discretion of the Head Coach.

5.7 Other FIS Events

Other FIS events exclude those events that do not count for FIS qualifying points. Team selection will be at the discretion of the Head Coach and athletes must meet the mandatory requirements.

Individuals who meet the Mandatory Requirements (2) and General Requirements and Restrictions 3g), but who are not selected for GB Team membership, may compete as individuals only, providing the Head Coach is notified in advance of an event.

5.8 Loppet/Marathon Cup

Team selection for athletes who meet the mandatory requirements is at the discretion of the Head Coach. For both team selection and individual athlete entry, see also General Requirements and Restrictions 3f), g), and h).

There are no selection criteria for athletes who meet the mandatory requirements and who are not seeking team status but intending to compete as individuals, providing the Head Coach is notified in advance of an event.

For an athlete to be considered for selection under World Loppet/Marathon Cup GB Team status and hence national team start position, evidence of previous experience in long distance races, and of the potential to be able to finish within 10 % of the winner in a World Loppet/Marathon Cup event, is required.

5.9. European Youth Olympic Winter Festival (EYOWF)

The EYOWF 2017 will be held Erzurum, Turkey between 11 and 18 February 2017, and will be open to athletes born between 1999 and 2000.

5.9.1 Selection Criteria

Pending any announcements by the BOA on credible finishes within a race, consideration will be given to athletes who finish within 20 % (men) and 23 % (women) or under of the winner's time in nominated races between 1 July and 31 December 2016 (see 3c above if there are no events during this period). In addition, athletes will need to demonstrate commitment to a prescribed training programme.



5.9.2 Discretionary Criteria

If there are places available consideration may also be given to athletes who fail to meet the percentage time in the selection criteria, but who can show evidence of the potential to finish with a credible result in a competition event, that is, within the top 90 % of the field or better. Athletes must demonstrate commitment to a prescribed training programme and attend a nominated selection race if arranged.

5.9.3 Event Selection

Final selection for an individual event will be at the Head Coach's discretion.

5.10 World University Games (Universiade)

The Universiade is not included in the BSS programme. An athlete wishing to compete in these Games must apply to the Head Coach who will decide on selection.

6 Appeals

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

Regarding British Team selections, notification of appeal must be made within five days of the announcement of the team. Appeals relating to major events may have a shorter timescale; this will be advised.

All appeals will be considered on an individual basis. Appeals will first be reconsidered by the original Selection Panel, who will explain their reasons in writing for the decision to the athlete. If the athlete is not happy with the process or the outcome of the Selection Panel, the athlete may then opt to refer the appeal to an internal Appeals Panel.

The BSS Nordic Committee Appeals Chairman will constitute an internal Appeals Panel made up of at least three people who did not sit on the original Selection Panel.

The athlete may submit further written evidence to the Appeals Panel in support of their appeal, once they have been notified of the reasons for the selection decision.

It is not the task of the Appeals Panel to substitute its selection views for those of the original Selection Panel. The Appeals Panel are asked only to determine whether the original Selection Panel made a reasonable and fair decision based on all the facts which they had, or should have had, before them and using the currently applicable Selection Policies (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). Both parties will undertake to execute in good faith any decision of the SDRP.

An appellant has the right to be heard by the Appeals Panel, but he/she will have to meet any travel and subsistence expenses for themselves or their representative.

