

BRITISH MOUNTAINEERING COUNCIL

177-179 Burton Road
Manchester M20 2BB
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Final Document Approval GB Youth and Junior Team International Selection Policy 2020

Process outlined below;

1. GB Youth and Junior Team International Selection Policy 2020 Review Process
 - a. The 2019 policy was reviewed by a panel meeting on the 17 December 2020 (minutes attached) Mountaineering Scotland invited, but unable to attend, but send feedback document on previous policy.
 - b. The draft 2020 policy document prepared after the review meeting was presented to athletes and parents and published as a draft on the BMC website on the 10 January 2020.
 - c. There was then a further athlete and parent consultation period where feedback was provided to the BMC and the Parents representative.
 - d. The draft 2020 policy was then reviewed by a panel meeting on the 21 January 2020 (minutes attached)
 - e. The final draft document was prepared in consultation with the Parents representative.
 - f. The board of directors suggested edits were made.
 - g. Document published as a final version.

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GB Youth and Junior Team International Selection Policy BMC Board of Directors Feedback

Board Members Feedback

1. Feedback Review and actions

Feedback	Selection Panel Discussion Points	Agreed Outcome
Question about what does 'self funded' mean	To make clear to parents and athletes that any competition they attend is on a self-funded basis as there is no finding available for individual athletes to attend these events through the BMC.	Phrase removed
Substitution should be removed as don't have a process	Agreed	Term removed
Typos	Typos corrected	Typo's corrected

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GB Youth and Junior Team International Selection Policy Review Meeting 2

Present: Lucinda Whittaker (LW) Talent Development Co-Ordinator
Tim Cunnington (TC) Talent Development Co-Ordinator
David Xiberras Parents representative

2. Apologies for absence

- a. Zoe Spriggins (ZS)
- b. Nick Colton

Competitions Program Manager
Deputy CEO

3. Minutes of the previous meeting

- a. NA

4. Agree key Philosophies

A second review meeting to review the draft GB Youth and Junior Team Selection Policy 2020 following a consultation period with athletes and Parents.

5. Feedback Review and agreed outcomes

Feedback Review

Feedback	Selection Panel Discussion Points	Suggested Outcomes	Agreed Outcome
Any criteria in any part of the policy that rewards attendance without identifying performance should be removed.	Those that can attend (money and / or time) will have a permanent, unfair advantage under the current draft.	Ensure that all over subscription criteria is performance focused. Allocate places rather than use oversubscription criteria.	Over subscription is Performance Focused.
The 4-week rolling deadline for EYC causes huge issues for planning comp attendance.	Late booking reduces travel and accomm options. Late bookings results in higher prices being paid for the same transport / accomm. Booking time off at 4 weeks' notice is impossible for some. Chaperoning arrangements are virtually impossible to make because you have to wait for confirmation that all in the proposed group have places. Most parents won't wait for others to be confirmed if it means additional unnecessary costs for their own family. Best value is not being secured for families.	Select for / allocate athletes to all EYCs at the start of the season ASAP only move to PP and PPP after the last EYC (Puurs).	Rolling Deadline is removed and athlete pathway allocation and EYC's is agreed at February Squad Training on the 8&9 Feb at the Birmingham Depot.
The BMC is not 'enabling Development' if Development Pathway athletes do not have the opportunity to compete at	The current criteria will prevent a number of athletes across all categories from accessing representative, international comps. We had our most successful year	Scrap all oversubscription criteria and go back to coach allocated. Scrap oversubscription criteria for DP but retain it for PPP and PP.	Development Pathway will be able to agree through discussion who will take the remaining places. If a resolution can not be found, a criteria

<p>one (or two?) EYCs in their strongest discipline or both.</p>	<p>ever last year. Preventing everybody from competing will prevent the Squad from building on that.</p>		<p>will be applied. If this does not work random allocation will be used.</p>
<p>Priority 1 – Performance Pathway Plus Combined medal - are they PPP in that discipline? Combined performance has been omitted from both policies but a PPP place has been awarded for a Combined medal.</p>	<p>This is not reflected in the current draft. Concerns that when it comes to YWCh and EYCh this will prevent the Priority order from being applied in line with the Policy for single discipline athletes (notional problem for YWCh as we only have one Combined medallist but may theoretically be an issue for EYCh)</p>	<p>Add criteria specific for Combined medal only.</p> <p>As there are no Final for Combined criteria based on final ranking for comps (Top 6 / 8 / 10/ 15?)</p> <p>Any solution would need to evidence whether Combined or single discipline performance takes priority and would need to be consistent through the policy.</p>	<p>Combined medal winners will have to meet a criteria to compete in single disciplines.</p>
<p>Priority 2 – Performance Pathway EYCh Semi Final above EYC Final is wrong.</p> <p>EYCh L Voronezh was poorly attended for a Championships (distant location and end of season) and affected quality and depth of field. Reduction of field from Qualis to Semis was minimal, e.g. 4 athletes didn't make Semi (check)</p>	<p>A EYC Finalist will lose out to an athlete who has made an EYCh Semi Final when EYC Final is the better result due to the reasons given. The distance issue could happen again this year as both YWCh and EYCh are long haul trips and field size and quality is likely to be reduced compared to Arco 2019 and Brixen 2019.</p>	<p>Move EYCh Semi Final down the oversubscription criteria placing EYC Final 2020 and EYC Final 2019 above it.</p>	<p>World Semi final result will remain above an EYC final for the the following reasons –</p> <p>This aligns with the Senior Policy which prioritises World and European Championships over European Cup events.</p> <p>The review panel did agree that this is an areas where a full data analysis need to be done in the future to map all countries results – the BMC will look at options where this work can be carried out in 2020 using a sports data analyst.</p>

<p>EYCh B again lacked quality as it came very soon after YWCh and some athletes stayed away.</p>			<p>Please note Parents rep declared a conflict of interest on this discussion point.</p>
<p>Priority 3 - Development</p> <p>Any EYC attendance (any result even last!) trumps NRS ranking.</p>	<p>If the next comp's deadline is after the preceding comp, the athlete who has simply attended (or attended EYC 2019) will have priority over those that haven't because NRS sits below EYC attendance.</p>	<p>Scrap attendance only based criteria.</p> <p>Allocate all EYC places from the start of the season and only allow movement onto PPP / PP when all EYCs for given discipline have ended.</p>	<p>Allocation Criteria will be adjusted to reflect this issue.</p>
<p>For EYCs, 'highest rankings in EYC 2020' simply rewards attendance.</p>	<p>This means that if a Development athlete can attend an early EYC in a given discipline where others can't, they will automatically be given priority over those that can't attend due to exams or simply being lower down the Priority order for selection to the first EYC in the discipline.</p>	<p>See 'General' above.</p>	<p>As above.</p>
<p>NRS shouldn't be used in the oversubscription criteria because:</p> <ol style="list-style-type: none"> 1) Clashes caused issues with attendance. 2) The Policy was released late which affected attendance and results. 3) There was reduced attendance in A and Jnrs overall which makes comparing athletes results from two different 	<p>High potential for an athlete in the lower half being selected over an upper half athlete who has a better chance of doing well at a given comp.</p>	<p>Remove NRS from the criteria for all, at least for this year.</p> <p>Use Selection Event results instead.</p>	<p>The use of NRS has been reviewed in the policy.</p> <p>The selection event will not be used to select for International events. The event is a combined score and does not always reflect performance in individual disciplines.</p>

<p>categories (e.g. Upper A and Lower Jnrs) problematic to the point that the comparison is pointless.</p>			
<p>YWCh Semi Final is given a higher priority than EYC Final. This could possibly stop on form athletes who achieve an EYC Final 2020 from accessing later EYCs and also puts them further down the priority list when it comes to YWCh place allocation.</p>	<p>Potentially an athlete who came 24th in a YWCh Semi Final 2019 could have priority over another athlete who came 4th in an EYC Final 2020.</p>	<p>Move EYC Final 2020 above YWCh Semi Final.</p> <p>Use a YWCh final placing instead (Top 10 / 12/ 15 / 20?)</p> <p>When looking at results, consider only European athletes results in YWCH Semi Final.</p>	<p>World Semi final result will remain above an EYc final for the following reasons –</p> <p>This aligns with the Senior Policy which prioritises World and European Championships over European Cup events.</p> <p>The review panel did agree that this is an areas where a full data analysis need to be done in the future to map all countries results – the BMC will look at options where this work can be carried out in 2020 using a sports data analyst.</p>

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GB Youth and Junior Team Selection Panel Meeting

Present:	Lucinda Whittaker (LW)	Talent Development Co-Ordinator
	Tim Cunnington (TC)	Talent Development Co-Ordinator
	Rob Bishop	BMC Partnerships Manager
	David Xiberras	Parents representative

6. Apologies for absence

- | | |
|-----------------------|--|
| a. Zoe Spriggins (ZS) | Competitions Program Manager |
| b. Nick Colton | Deputy CEO |
| c. Kevin Howett (KH) | Mountaineering Scotland (KH) via Skype |

7. Minutes of the previous meeting

- a. NA

8. Agree key Philosophies

A review of the 2019 International Youth and Junior selection policy. Feedback was requested from squad parents and 3 submitted points for review. All of which have been considered in this process along with the parents representatives' feedback.

9. Feedback Review and agreed outcomes

NA

Feedback Review

Feedback	Selection Panel Discussion Points	Agreed Outcome
Clashes with competitions calendar.	IFSC calendar and BMC Calendar are showing no clashes with International Events at time of meeting.	Continue to monitor IFSC calendar in case of any changes.
Clashes with exams	Clashes with EYCs were acknowledged and that this will increase demand for places at EYCs outside the exams window.	Ensure robust oversubscription criteria is included in 2020 policy.
Extra Boulder place in Youth B	Under current ruling in Youth B Males there will be an extra European place. This can only be confirmed once the 2020 IFSC rules have been released.	Check IFSC rules when released. If we have an addition place due to European champion in 2019, check which events and account for additional place.
Selection Policy Pathways	Panel agreed they should remain. Performance – Final Placing in the 2019 or 2020 season (Event in Purs will be within Visa Deadline for the World Championships). Development – Athletes who have not met the Criteria for ‘Performance’ Add an additional Tier – ‘Performance Plus’ – athletes who achieve a podium position (discipline specific)	Selection policy pathways will remain.
Financial Considerations	Difficulties for some families in sending athletes to international events as there is currently no funding support at this level for International competition. The Sport England grant that supports the National Development squad cannot	The BMC will continue to pursue commercial sponsorship and investment streams for financial support for Youth and Junior athletes.

	<p>be used for International competition events. In addition BMC GB Team Officials attending these events do so on a voluntary basis.</p>	<p>Education Sessions at GBNDS events on seeking commercial sponsorship for individual athletes and how to request financial support. Ensure fair and equitable opportunities for selection to the GB NDS through the associated policy.</p>
<p>The season will be very long in 2020</p>	<p>A long season is now required due to the number of events included in the domestic and international calendar.</p>	<p>Education sessions for athletes in planning their year appropriately at GBNDS meets. From a squad perspective we need to educate the athletes and look at relevant goal setting and how to navigate the process. GBNDS Selection policy must be released with this policy so goal setting can be done with the full picture in line with GBNDS 2021 selection processes.</p>
<p>Allocation of International competitions</p>	<p>The coach led allocation system used in 2019 will not be used. A poll will be issued to each squad member where they can rank their preference for each event. They should also be able to indicate if they cannot attend and give a reason. This will help those with exam clashes to indicate early in the season which they can attend. If a category is over subscribed, rank preference will not apply and the following priority order will be applied to the category. Priority 1 – Performance Plus Priority 2 - Performance – Ranked by World Final 2019, World Semi 2019, Euro Champs Final 2019, Euro Final 2019, 2020 best final place ranking in that discipline 2019 best final place ranking. Priority 3 – Development Priority 4 – If development is oversubscribed in Priority 3 then 2019 NRS highest overall points in the discipline the EYC will be in.</p>	<p>BMC IT to create ‘webform’ to collate ranked preferences. Webforms submitted by Fri 7th Feb (Submission by 1st week in Feb will enable selection for Trondheim to be completed by mid Feb and published. This will then give maximum time for parents / athletes / BMC to book transport and accom. Norway is expensive and booking as early as possible helps reduce costs (very important given comp costs increases)) If there are any changes to the preferences after this deadline they will need to be communicated via email to the BMC, 4 weeks before the event in question. There will be a rolling selection deadline 4 weeks before each IFSC event registration deadline.</p>

	<p>If there are restrictions on events that can be attended it will need to be made clear on the webform.</p> <p>Considerations given to using the National Ranking System and whether this would increase competition load for athletes. However the metric has been used before for the European championships in 2019, and we have to strike a balance between fielding a competitive team and offering development opportunities.</p> <p>The rolling 4 week prior to comp deadline for selection is necessary to allow movement into Performance Pathway and Performance Plus but the result is that some parents, particularly those of Development Pathway athletes, will have to hold off booking transport and accomm until BMC confirms selection. Where comps are not oversubscribed, places should be confirmed as part of the initial allocation proposed for mid Feb. This will allow at least some later trips to be booked early offering more transport and accomm options and saving families unnecessary expense.</p>	<p>Where comps are not oversubscribed, places should be confirmed as part of the initial allocation proposed for mid Feb. This will allow at least some later trips to be booked early offering more transport and accommodation options and saving families unnecessary expense.</p> <p>Make alternations to policy document.</p>
<p>European Championships Selection 2020</p>	<p>Top 20 place in Europe for European Championships and if oversubscribed then selected on a priority system.</p>	<p>Make alternations to policy document.</p>

	Facilitation of Combined (Dual Lead/ Boulder) will be reflected in the Policy.	
World Championships Selection 2020	<p>Only accessed by Performance Plus and Performance in the following order of priority (all discipline specific)</p> <ol style="list-style-type: none"> 1. IFSC Medal in 2020 2. IFSC Medal 2019 3. IFSC World Final 2019 4. IFSC Semi Worlds 2019 5. IFSC Euro Champs Final 2019 6. IFSC Euro Champ's semi 2019 7. IFSC EYC Final in 2020 8. IFSC EYC Final 2019 	<p>Make alternations to policy document.</p> <p><i>Please note parent's representative declared a conflict of interest on this point.</i></p>
Other points to note	<p>It was commented on by a parent that the parent's representative should not be involved in the review. However due to the tight timescales and budget constraints we could not bring in an outside consultant. But we were able to have present a very experienced BMC staff member who has worked in other Olympic sports.</p> <p>In addition to this very little feedback was received from the parents, in comparison to previous years so the parents representative was invited.</p>	Parents representative declared a conflict of interest.