

**Selection Panel Review Meeting 11/2/2019 –  
GB Development Squad Selection Policy Review**

**BRITISH MOUNTAINEERING COUNCIL**

177-179 Burton Road  
Manchester M20 2BB  
www.thebmc.co.uk

Tel: 0161 445 6111

Email: office@thebmc.co.uk

**GB National Development Squad Selection Policy Review Meeting**

Minutes of the GB National Development Squad selection meeting held at The Climbing Works, Monday 11 February 2019 at 10.30am.

Present:	Zoe Spriggins (ZS)	Competitions Program Manager
	Nick Colton (NC)	Deputy CEO
	Lucinda Whittaker (LW)	Talent Development Co-Ordinator
	Tim Cunnington (TC)	Talent Development Co-Ordinator
	Kevin Howett (KH)	Mountaineering Scotland (KH) via Skype
	Toni Minichiello	Independent Advisor

1. **Apologies for absence** – Kevin Howett wasn't able to Skype.
2. **Conflicts of Interest** – Non declared
3. **Minutes of the previous meeting**
4. **Agree key Philosophies**
5. **Selection Policy Review and agreed outcomes**

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Feedback Areas	Agreed Outcome
What is the GB National Development Squad Philosophy.	This will be detailed in the policy document under section 1 'Purpose'
What is the Aim/purpose of the GB National Development Squad	This will be detailed in the policy document under section 1 'Purpose'
Size of the Squad	The categories will have 6 athletes per age, per gender. This will have implications on the squad membership fee and international selection. To accommodate an increase in athlete numbers on the squad, volunteer aspirant GB Dev squad coaches will be recruited to support the coaches at the events and the increase in cost will help to cover the extra paid coaches that will be required to manage the increased numbers. The squad's purpose is to develop the talent we have in all categories.
Provision for single discipline athletes	A National Ranking system will make provision for single discipline athletes as part of selection in Youth A and Junior categories.
Speed athletes	Speed times were updated for 2019 selection and will be updated for 2020 international speed selection policy. Due to a lack of facilities in England and Wales, the selection process will remain as it is currently for 2020, but will use the official speed holds and use a ranked result at the selection event.
Pre-selection pathway 1 – <ul style="list-style-type: none"> <li>- Youth C top roped competitions</li> <li>- Open nature of this part of selection</li> <li>- Different sized fields at International Comps making it easier/harder to qualify at different comps</li> </ul>	<p><i>Field Quality</i> - A field may be considered small, but this does not mean it is of a lesser quality. Less IFSC youth cup events will see fields become more consistent, but this is an area which is out of our control.</p> <p><i>Age Categories</i> – The IFSC determine the rules with regard to age categories. At international competition the event is not scored on year of birth and older athletes are not given priority in the rankings.</p> <p><i>Final placings</i> are determined by the Sport England metrics the BMC has to achieve funding for the Talent development pathway. This cannot be reviewed until the next talent development funding cycle.</p> <p>National Rankings system will provide another entry pathway to the squad.</p> <p><i>IFSC Promo Events at Youth C</i> - These events are promoted by the IFSC as they are considered to be run to a high standard. These events are important to give young athletes an experience of international travel and international competitions. Whilst some of them include top roped elements this is still a useful marker, as lead climbing can be introduced and developed through the</p>

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<p>Preselection Pathway 2 –</p> <ul style="list-style-type: none"> <li>- Selection Event entry criteria</li> <li>- Numbers of remaining places after pathway 1 selections</li> <li>- Should squad members have an automatic invite to selection?</li> <li>- Non GB squad members in B/A/Junior should have more than open selection opportunity</li> <li>- Should preselected athletes be eligible to attend the selection event</li> </ul>	<p>GB National Development Squad training events.</p> <p>Introduction of a National Ranking system will provide another selection pathway using national competition results for lead and boulder. The selection event will be used to set field factors for the rankings for the forthcoming season alongside being used a selection tool for the squad. This will make the event valuable for those pre-selected for the squad and will count towards the rankings system for the following season as it will set the initial field factor.</p>
<p>Selection Event –</p> <ul style="list-style-type: none"> <li>- Format 1day/2 day</li> <li>- Parents and coaches present?</li> <li>- Should it be a combined event</li> <li>- Route setting considerations</li> <li>- Time in between disciplines</li> <li>- Use of the official speed route/holds</li> <li>- EYC qualification or final format</li> </ul>	<p>The selection event will be a 2 day event in 2019. This will also address the timing issues from the previous timetable.</p> <p><i>Coaching athletes at the selection event</i> - An accredited coach/parent scheme will be introduced, for access to the cordoned off coaches/parents area in front of the wall.</p> <p><i>National Rankings system field factor</i> will be set at this event for the following season.</p> <p><i>Route setting</i> - there is at least 1 IFSC route setter at the event to ensure quality of the setting and that it is in the style of international events. It is the only combined event on the UK calendar for these age categories.</p> <p><i>EYC qualification format</i> - this will remain as it is a challenging format and the squad system is placed to develop these skills along with the skills for the EYC final format.</p> <p><i>Location</i> will be determined by the costs applied by the facility and whether it is feasible in terms of size and wall provision.</p> <p><i>Combined nature of event</i> - In response to comments around training and the selection event the concept of ‘bandwidth’ was discussed when training for multi discipline events and that the goal is to fall within a performance area, which will not be the highest in one discipline, but at a level at which an athlete can maintain training at a safe level, which may mean they are not performing at their absolute personal best in every discipline. This is part of the skill of coaching and this is to be raised in coach education reviews. It was the panel’s view that planned correctly training for a combined event would lessen the load on individual disciplines, by keeping training volume the</p>

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	<p>same it will increase the variety of the climbing being undertaken in training, therefore lessening the specific load on athletes.</p> <p>In addition the combined format is the Olympic format and the panel felt it was important we address this and acknowledge this as part of our talent pathway.</p>
<p>Possible selection pathway 3 – National rankings</p> <ul style="list-style-type: none"> <li>- Ranking calculations</li> <li>- How could the rankings system be used (combines, individual disciplines, points)</li> <li>- Some competitions are poorly attended, strength of field considerations.</li> </ul>	<p>A ranking system will be used for 2019 to inform the 2020 selection with a field factor applied to account for smaller fields or less competitive fields. The field factor for each season will be set from the selection event. Each the ranking system will be re-set to account for changes to categories as athlete’s age through the system.</p>
<p>Selectors discretion</p>	<p>Athletes eligible to compete must have met the criteria to be a member of the GB National Development Squad.</p> <p>Discretionary measures cannot be included due to the following reasons:</p> <ul style="list-style-type: none"> <li>-The are subjective.</li> <li>-They are very difficult to justify without defined metrics.</li> </ul> <p>The only area they may be needed is when an athlete may be injured and have to leave the squad – in which case there will be a clause in the policy for this.</p>
<p>Injury Policy</p>	<p>The injury policy will remain as it is as the BMC does not have funding or resources for a Medical Officer. The BMC will explore the available options such as a doctor on site at events to determine whether an athlete is fit to compete in the event of an injury.</p>
<p>GB Nat Dev Squad and Internationals</p> <ul style="list-style-type: none"> <li>-Un filled quotas</li> <li>- Midyear selection opportunities</li> </ul>	<p><i>Backfilling of international spaces</i> - Those selected for the development squad have met criteria to be there, athletes who have not met the criteria to be on the squad cannot take their place at an international event.</p> <p>All sports have a talent pathway and a National Squad as the transition into International Competition. It is an athlete’s choice to be a part of the GB National Development Squad. It follows the same model where an athlete on the Senior Team must be member of the National Squad to attend international events. An athlete not on the squad can enter other international promo events on the IFSC calendar without a license.</p>
<p>Regional Academies</p>	<p>Regional provisions are currently being developed as part the wider BMC</p>

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	Talent Development Strategy.
Independent Observer	This always takes place.
Appeals Procedure	There was an appeals process as outlined in the appeals procedure document. This is a standard document from UK sport. The 2020 selection policy will have more information about appeals.