



**GB Surfing Progression Squad Selection Policy 2024-25**



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## Definitions

“ADRV”	means Anti-Doping Rule Violation
“Appeal”	means an appeal against a Selection decision under the Policy;
“Appeal Panel”	means the panel which addresses Appeals once they go beyond the capacity of the Selection Panel;
“Appeal Process”	means the process for addressing Appeals within the Policy;
“Appellant”	means any athlete or Authorised Representative who makes an Appeal against a Selection decision;
“Authorised Representative”	means any party who is authorised to accompany the Appellant at certain stages of the procedures outlined within the Policy;
“BLU”	means British Long Board Union
“Chairperson”	means the Chairperson of GB Surfing
“Chair of the Appeal Panel”	means the individual whose role is to have leadership responsibilities over the Appeal Panel;
“Existing Athletes / Retained Athletes”	Athletes previously selected to the GB Surfing Progression Squad who have previously fulfilled the entry selection criteria
“Entry Selection Criteria”	A list of competition results an athlete must have attained before being selected into the Progression Squad for the first time.
“GBR”	means the United Kingdom of Great Britain and Northern Ireland;
“GB Surfing”	means GB Surfing Ltd.;
“GB Surfing Progression Squad”	means the squad selected by GB Surfing in line with the Progression Strategy funded by UK Sport
“Notice of Appeal”	means the notice given by the Appellant to initiate Appeal proceedings;
“Second Appeal Notice”	means the notice received by the Appeal Panel once the Appeal Process has advanced beyond the Selection Panel’s deliberations;

“Selection”	means the process of selecting athletes to represent GBR to GB Squads
“Selection Panel”	means the GB Selection Panel; a standing committee of the GB Board responsible, inter alia, for the Selection or nomination of GB Squads or GB Teams;
“ISA World Games Squad”	means a set of Athletes selected from which the final ISA World Games Team will be selected
“ISA World Games Team”	means a set of Athletes selected to travel and represent Great Britain at the ISA World Games;
“ERQS”	means World Surfing League European Regional Qualifying Series
“WSL”	means World Surfing League
“RQS”	means Regional Qualifying Series



## 1. Objectives and Approach

- 1.1. This document outlines the Selection Policy ('Policy') which GB Surfing will follow when selecting athletes to the GB Surfing Progression Squad for Season 2024-25
- 1.2. The Policy sets out the overarching Selection process which will be applied to GB Surfing Progression squad selections 2024-25. Section 6 in the policy specifically outlines the athlete selection criteria for the GB Surfing Progression Squad.
- 1.3. The Policy also describes an Appeal Process. Any Appeal against a decision of the Selection Panel must follow strict procedures laid down in the Appeal Process. Adherence to the process ensures that all Appellants are treated equally. There is a financial charge for making an Appeal to discourage frivolous Appeals.
- 1.4. The Policy and/or the Selection Criteria contained herein may be amended from time to time by GB Surfing, for example, if new event and squads are added to the responsibility of GB Surfing or in the event that COVID-19 materially impacts any matters related to the Policy. Changes may also be made in the event of any events changes.

## 2. The Purpose of the Selection Policy

- 2.1. The purpose of this Selection Policy is to:
  - 2.1.1. Provide the basis for selecting athletes for specific GB Surfing Progression Squad against the criteria outlined in Section 6.

## 3. The Selection Panel

- 3.1. The Selection Panel, which is responsible for the implementation of the Policy, will be chaired by an individual nominated by the GB Surfing Board.
- 3.2. The Progression Squad Selection Panel will consist of the:
  - GB Surfing Executive Performance Director (Chair / voting)
  - GB Surfing Chairperson (voting)
  - GB Surfing Team Manager (voting)
  - GB Surfing Performance Pathway Manager (voting)
  - GB Surfing Performance Coach (voting)
- 3.3. The Panel is therefore composed of 5 voting members, and shall be quorate if 3 members are present, provided one is the GB Surfing Executive Performance Director. If the result of any voting is a tie the GB Surfing Executive Performance Director shall have the casting vote.
- 3.4. Selections will be made without bias or discrimination, and, as such, any conflicts, real or perceived, must be declared and recorded at the start of the meeting. The

existence of a disclosed conflict will not preclude a Selection Panel member, or attendee, from participating in deliberations. Depending on the nature of the conflict a Selection Panel member may have to abstain from voting if a vote is required.

- 3.5. The Selection Panel has total discretion to make Selections but in accordance with the purpose of the Policy stated above. It will use, in conjunction with its own assessment, the Selection criteria as a guide to their deliberations and conclusions. Any Appeal made against a decision of the Selection Panel cannot challenge the exercise of discretion unless the Appeal can demonstrate that the discretion has not been exercised in a reasonable manner and that such discretion was exercised in such a way as to be prejudicial to the Appellant.
- 3.6. Further to 3.5, the Selection Panel will not give any preference to athletes who work or train, or who are in any other way associated with partners of, or entities associated with, GB Surfing, and all Selections will be made in accordance with the rules and procedures laid down in the Policy.

## 4. Eligibility

- 4.1. No athlete may be selected under or pursuant to the Policy unless they have satisfied the basic eligibility criteria.
- 4.2. The athlete must:
  - 4.2.1. hold a British Passport and be eligible under ISA rules to compete for GBR;
  - 4.2.2. be a member of a Home Nation Surfing Organisation
  - 4.2.3. be WADA compliant and not be banned or suspended from competition due to an Anti-Doping Rule violation (ADRV) ruling or Investigation;
  - 4.2.4. not be serving a suspension for any other disciplinary offence; and
  - 4.2.5. be physically and mentally fit to compete.

## 5. The Selection Process

- 5.1. The Selection Panel is responsible for Selection of all athletes to the GB Surfing Progression Squad for season 2024-25.
- 5.2. The criteria outlined in Section 6 is the main input into the Selection decision.
- 5.3. Selections are made via an **application process**. Any athlete who applies will be discussed at the Selection Meeting, and communicated with following the Selection meeting regarding their selection status. Applications are welcomed from athletes who:
  - Meet the basic eligibility criteria outlined in Section 4

- Are not already members of the GB Surfing Progression Squad
- Fulfil the minimum entry criteria outlined in Section 6.

Applications must be made in writing and sent to [Info@gbsurfing.com](mailto:Info@gbsurfing.com) within 48 hours prior to the Selection Meeting taking place (date tbc). Full details of the Application process will be shared on the GB Surfing website.

- 5.4. Following Selection Panel meetings, athletes will be notified of their Selection/non-Selection by GB Surfing and Selections will be published on the GB Surfing Website once the Appeals window has closed. Selected athletes must confirm with GB Surfing their intention to take up the place prior to the Appeals window closing.

## 6. Progression Squad Selection Criteria

- 6.1 To be proposed for the GB Surfing Progression Squad 2024-25 any athlete must meet the eligibility criteria set out in Section 4 of this Selection Policy.
- 6.2 For the Season 2024-25 the Progression Squad athlete cohort will be limited to a maximum of **6** athletes. GB Surfing always retains the right not to select the maximum number of athletes. GB Surfing also retains the right to make selections with individual conditions attached.
- 6.3 Selection to the Progression Squad is made annually in October.
- 6.4 **Retention:** Athletes who are current members of the GB Surfing Progression Squad will be retained or released from the programme based the criteria outlined below. Current programme membership does not entitle an athlete to continued membership for following year. When considering an athlete's continuance with the Progression Squad the panel shall consider, but not be limited to the following
- Attainment of results / targets agreed with the programme
  - Progression made during the athlete's time with the programme
  - Attitude and commitment shown to the programme and their individual progression
  - Continued Coachability
  - Continued performance tracking in line with LA 2028 qualification
  - Coaching reports from 2023-24
  - The number of athlete places remaining on the GB Progression Squad pursuant to clause 6.2
- 6.5 **New Athletes:** For athletes not already members of the GB Surfing Progression Squad to be considered for selection, they must have achieved the following minimum entry criteria. Athletes must have attained at least 3 of the following competition results in the last competitive season (Season 2023-24 and results up to and including October 2024)
- WSL Junior Qualifying Series Event Top 5
  - WSL Regional Qualifying Series Event Top 5
  - U16 ISA Junior World Games Top 15

- U18 ISA Junior World Games Top 11
- U16 Euro Junior Top 8
- U18 Euro Junior Top 4
- Overall winner of the GB Cup Open Division
- End of season WSL Regional Qualifying Series Top 20 (male) or Top 16 (female)
- An 8 Point Single Wave Score at a single WSL, ISA competition or Euro-Surf (including WSL Junior Qualifying Series events and ISA Junior World Games)
- A 12 Point Total Heat Score at a single WSL, ISA competition or Euro-Surf (including WSL Junior Qualifying Series events and ISA Junior World Games)

*\*In exceptional circumstances the Selection Panel can look at results from Non-ISA/WSL sanctioned events as part of their deliberations.*

6.6 In addition to the results-based criteria outlined in clause 6.5, GB Surfing will also use the following criteria to inform their selection decisions for athletes not yet members of the Progression Squad.

- The Technical profile of the athlete
- The Physical profile of the athlete
- Stage of Career – entry to the progression squad is targeted at those athletes who are in their early years of inclusion in high-performance sport (i.e typically under 21 years of age) and targeting Olympic performances in the next Olympiad or beyond.
- Coachability
- Ability to commit to the GB Surfing Progression Squad Programme and exhibit the behaviour required to pursue medal success at the Olympic Games

*\*Only in exceptional circumstances will the panel consider entry to the Progression Squad above 21 years of age.*

*\*Attainment of the minimum entry criteria does not guarantee an athlete membership of the progression squad. GB Surfing will only offer places to a maximum of 6 surfers and for 2024-25 could be made up of both existing and new athletes.*

6.7 Selection or retention to the Progression Squad does not entitle an athlete to a UK Sport Athlete Personal Award. Support for athletes selected into the GB Surfing Progression Squad 2024-25 is outlined in the GB Surfing Progression Squad Athlete Handbook.

## **7. Appeal Process**

7.1. Any Appeal against a decision of the Selection Panel must follow the Appeal Process laid down in this Selection Policy. The following procedure is applicable to all disciplines in respect of Selections.

### **Grounds of Appeal**

7.2. An athlete, or their Authorised Representative, (“the Appellant”), may make an Appeal against a Selection decision only on one or more of the following grounds:



- 7.2.1. there has been a failure to apply the Criteria contained within the Selection Policy
- 7.2.2. the Selection Panel has failed to follow its procedures properly; and/or
- 7.2.3. the Selection Panel's discretion has not been exercised in a reasonable manner and that such discretion was exercised in such a way as to be prejudicial to the Appellant.

#### The Process

- 7.3. In the first instance an Appeal is made to the Selection Panel, who will consider the Appeal and respond, either:
  - a) agreeing with the Appellant and changing the original decision; or
  - b) rejecting the Appellant's Appeal and explaining its reasons for the decision.
- 7.4. If an Appellant is not satisfied with the outcome of the Selection Panel's further deliberations, then the Appellant may make a further Appeal ("the Second Appeal Notice") to a different panel, the Appeal Panel ("the Appeal Panel"), based on the same grounds of Appeal and Appeal Notice.
- 7.5. Outcomes available to the Appeal Panel are:
  - 7.5.1. to confirm the Selection decision under Appeal and reject the Appeal; or
  - 7.5.2. to refer the Selection decision under Appeal back to the Selection Panel, identifying errors they have made in their deliberations or process, (as per the grounds outlined in clause 7.2), and requesting a new decision is made, or the original decision is confirmed correcting any errors made by the Selection Panel within a timeframe which allows their conclusions to be implemented.

#### How to Appeal

- 7.6. An Appeal Process is commenced by the Appellant, addressing an email to the Chair of the Selection Panel appealing against a decision made by the Selection Panel that resulted in the athlete not being selected. ("Notice of Appeal"). The email should be sent to [info@gbsurfing.com](mailto:info@gbsurfing.com) . The email must be sent within 2 business days of the notification of Selection/non-Selection. Please refer to the GB Surfing and home Nation Surfing websites for the publication of the Selection.
- 7.7. The Notice of Appeal must clearly set out the details of the decision which is being appealed and include full details of the Appellant's ground(s) of Appeal. The Notice of Appeal should attach any documents or written evidence relevant to the grounds of Appeal and which are relied upon by the Appellant.
- 7.8. All Appeals must be accompanied by a bank transfer of £250 which will be refunded should the Appeal be upheld under Clause 7.5.2 above.
- 7.9. Following the Appellant being informed of the outcome of the Selection Panel's further deliberations under Clause 7.4, the Appellant can raise a Second Appeal Notice if they do not agree with the outcome of the Selection Panels further deliberations. The Second Appeal Notice is reviewed by an independent Appeal

Panel. The Second Appeal Notice must be made via email to [info@gbsurfing.com](mailto:info@gbsurfing.com) and be received by GB Surfing within 1 business day of the Appellant being informed of the Selection Panel's decision under Clause 7.4.

- 7.10. In the event of any Appeal, minutes of the Selection Panel's Selection decisions or of any Appeal hearing will be made available to the Appellant upon request and will be provided within one business day of such request. In some cases, it may be necessary to redact elements of the relevant minutes.

#### The Appeal Panel

- 7.11. GB Surfing will nominate an Appeal Panel of at least 3 members, none of whom sat on the Selection Panel, and none of whom are conflicted. The members will select a Chair of the Appeal Panel.
- 7.12. The Appeal Panel must receive the Second Appeal Notice within the time frames stated in Clause 7.9. The only fee required is when the Appellant first makes an Appeal to the Selection Panel. A second fee is not required if the Appeal reaches the Appeal Panel.
- 7.13. The Chair of the Appeal Panel will convene a meeting to take place within 2 business days of the Second Appeal Notice, (Squad Selection) or, if urgent for reasons of a specific event, then to take place within a time frame which allows their conclusions to be implemented.
- 7.14. The Appeal Panel will investigate the grounds of Appeal set out in the Second Appeal Notice and establish, to their reasonable satisfaction, which of the outcomes set out in Clause 7.5 is appropriate. The Chair of the Appeal Panel will notify the Selection Panel and the Appellant of their decision immediately after the meeting.
- 7.15. The decision of the Appeal Panel, and if required, subsequent review by the Selection Panel, following the Second Appeal Notice is final. No further Appeal of the same initial grounds of appeal will be considered.

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