



## **British Shooting London 2012 Selection Policy**

## **Glossary**

BS	British Shooting
OPG	Olympic Performance Group
BOA	British Olympic Association
ISSF	International Sport Shooting Federation
MQS	Minimum Qualification Score (ISSF minimum score for Olympic start)
MCS	Minimum Consideration Score (BOA/BS minimum standard for consideration for team selection)

# 1 Introduction

All athletes wishing to be considered for selection to TeamGB for the 2012 Summer Olympic Games in London (the Games) agree to adhere to this Selection Policy, and agree to facilitate the various procedures laid out and to provide such assistance and information as BS or BOA shall reasonably require.

Under International Sport Shooting Federation (ISSF) Rules, Olympic quota places are granted to the ISSF Member Federations and their respective National Olympic Committees, and not to the athletes who obtain them. The ISSF Member Federation for Great Britain for shooting is British Shooting (BS).

Only athletes with ISSF Minimum Qualifying Scores (MQS) will be eligible to take up a quota place at the Games. The British Olympic Association (BOA) sets out and agrees the Olympic Qualification Standard (MQS) with each National Governing Body in advance of the Games. In this case, the MQS is the equivalent score required to have finished in the top half of the field at the Beijing Olympics 2008 (see Appendix 2)

The BOA is ultimately responsible for Team GB selection based on nominations made by BS. Therefore although BS carries out the selection process which leads to nomination being made to the BOA, it is for the BOA to endorse nominations and to finally confirm the Great Britain and Northern Ireland Olympic team known as Team GB.

Once selected, both athletes and staff will be bound by the BOA Team Members Agreement, and any other rules and regulations which BS from time to time may impose. This must be signed and returned by the individual before selection is confirmed. It is a legally binding document the purpose of which is to protect individuals and the BOA as well as the integrity of the Games as a whole. Selection is confirmed by the BOA only after the successful resolution of any Appeals (see Appendix 3 and Selection Timeframe).

An athlete already selected in one event may also be entered in additional events, provided they have obtained an MQS in that event, subject to the maximum participation rule, and in consultation with and subject to the consent of the Team Leader/Head Coach

This policy includes selection procedures for athletes and reserves (if any). Athletes nominated or selected as a reserve should continue in full-time training and hold themselves in readiness until the Delegation Registration Meeting (DRM) in London prior to the Village Opening. After the DRM, deselection and selection of a replacement athlete(s) is only allowed in accordance with the IOC's Late Athlete Replacement Policy – or any revised or amended IOC policy dealing with athlete replacement.

## 2 The Event

This selection policy details the methods by which an athlete may be selected on to the British Shooting team as part of Team GB for the Games.

## 3 Aims

The aim of BS is to win at least one medal at the Games, and ensure athletes are prepared to achieve best possible placings in their respective disciplines.

## 4 Selection Panel

Selection of athletes to Team GB for the Games will be decided by a Selection Panel who will act as experts and will exercise their judgement as to which of the eligible athletes has the greatest medal winning potential for the Games in each discipline.

The Selection Panel comprises

### *Voting (The OPG)*

- Chairman – currently Roger Moreland
- Rifle and Pistol Representative – currently Phil Scanlan
- Shotgun Representative – currently Ian Peel
- Independent Athlete Representative – currently Leon Taylor

### *Non-Voting*

- UK Sport Performance Advisor – currently Phil Gallagher (independent observer with no voting rights)
- BS Performance Manager – currently Tim Newenham

The Performance and Development coaches will input their professional opinion and advise of athlete performances in training and competition to the OPG. This information will be considered by the Selection Panel in determining their decisions

The Selection Panel may consult specialists including the squad physiotherapist and other consultants and coaches as appropriate.

In the event of an even number of people on the panel and a resulting split decision, the BS Performance Manager will have the casting vote, provided always the BS Performance Manager shall be free from bias and any conflict of interest.

The selection process is an exercise of judgement and is guided by, but not determined by, results in competitions and trials (see Section 8 for selection competitions). The selection decision is necessarily subjective and an exercise of expert opinion.(see Section 7). As such, selection decisions are not subject to the legal process of an 'appeal' although a process whereby an athlete can request a 'review' of the decision is provided for in Section 9.

The selection of athletes will be based on the opinion of the Selection Panel who will together decide who, in their combined opinion, has the greatest medal winning potential for the Games in each discipline. If, in the opinion of the Selection Panel, none of the eligible athletes has a realistic prospect of medalling at the Games, then the Selection Panel may go on to consider whether any eligible athlete(s) has, in their view, significant medal winning prospects for Rio 2016 and would consequently benefit from selection for the Games

BS may select an athlete or athletes who fulfil the '2016' criteria ahead of an athlete who arguably could place higher in the Games, but only after the Selection Panel (acting as experts) have determined that none of the eligible athletes, not already selected for the discipline in question, has a realistic prospect of medalling at the Games and that the lower ranked athlete or athletes have a better prospect of medalling in Rio 2016.

## **5 Selection Timeframe**

ISSF selection criteria for London states that to be eligible for selection, an athlete must have achieved the stated Minimum Qualification Score (MQS) as published in the London 2012 Olympic Games Qualification Guide ([www.issf-sports.org](http://www.issf-sports.org))

There will be an Initial Selection Meeting in August 2011. The purpose of this meeting is to prepare a long list of athletes for consideration for nomination to the BOA. before the end of August 2011. No final decisions will be made in this meeting and all nominations will be decided in the Final Selection Meeting.

After the final qualifying competition in February 2012, the number of quota places available by event will be reviewed, and a decision will be taken by the OPG as to whether or not to apply to the ISSF to change any quota places for a different event to the one held.

The date for the Final Selection Meeting is 2<sup>nd</sup> May 2012. Athletes will be informed by telephone and email and confirmed in writing by letter on 3<sup>rd</sup> May 2012.

<b>Dates</b>	<b>Action</b>	<b>Parties Involved</b>
20 Feb 2012	End of time period for countries' athletes earn quota places at nominated ISSF Qualifying competitions	
27 Feb 2012	ISSF Issues list of all quota places obtained to NOC/Member federations	ISSF - BS
29 Feb 2012	Initial Selection Meeting and submission of Short List to BOA	BS Selection Committee
7 Mar 2012	BOA/BS confirms in writing use of quota places to ISSF including possible exchanges	BS - ISSF
2 May 2012	Final Selection Meeting to be held.	BS Selection Committee
3 May 2012	Athletes to be informed of nomination by email/post	BS Selection Committee
11 May 2012	Last day for an athlete to submit an Appeal to Sports Resolutions (UK)	Athletes, if appropriate
25 May 2012	Last day for Sports Resolutions (UK) to assess any dispute	Sports Resolutions (UK)
30 June 2012	Final date for BS to submit athlete nominations to BOA	BS
8 July 2012	Deadline for LOCOG to receive sport entry form from BOA	BOA

## **6 Athlete Eligibility for Selection**

To be eligible for selection, athletes must:

- Hold a British Passport, and be eligible under ISSF and IOC rules
- Be a member of the relevant discipline governing body
- Hold a current ISSF MQS for their event
- Be of a level of fitness and health to be able to compete competitively as determined by BS Sports Science and Medicine practitioners
- Have no outstanding or existing doping offences, or be ineligible to compete by virtue of the operation of the BOA's bye-law on 'Eligibility of Membership of Team GB of Persons Found Guilty of a Doping Offence'.
- Sign the BOA Team Members Agreement.

## **7 Considerations for Selection**

The following factors will be taken into consideration for athlete selection for the Games:

- All athletes must have shot a minimum MCS in their event in the ISSF major international competitions nominated in Appendix 1
- Any additional quota places won during the qualification period will not necessarily be allocated to the athlete winning the quota place, but will be added to the total number of Team GB places available
- Progression in training as measured by
  - Coach reports
  - Documented progression in training (training diaries)
  - Consistency of verified training scores
- Attitude and Commitment
- Demonstrated ability to perform under pressure
- Potential to win a medal at the Games
- Depth of field and strength of competition in their event
- Ability to perform credibly in more than one event
- Competition results and consistency
- Potential to medal in Rio 2016 based on projected trajectory

The Selection Committee reserves the right not to select as many athletes as there may be quota places/host nation places available should they not fulfil the above considerations.

## **8 Selection Events and Required Scores**

- Domestic results and rankings will not be taken into consideration for selection purposes except, if necessary, to adjudicate between two or more otherwise similarly qualified nominees as a guide to current form.
- The Selection Panel reserve the right to organise or nominate a final trial between similarly qualified athletes as a guide to current form. Eg London World Cup

- The MCS required for consideration for selection can only be achieved at the major International ISSF events listed in Appendix 1
- The MCS required by event is listed in Appendix 2

## 9 Changes to the Selection Process

There will be no substantive changes to the selection policy after publication. Any changes will be agreed with BOA and circulated in appropriate time frames to maintain the integrity of the process.

## 10 De-selection

The Delegation Registration Meeting (DRM) will take place on 8 July 2012. This is the date that Team GB is formally entered by the BOA with the London Organising Committee (LOCOG).

Prior to the date of the DRM, BS retain the right to recommend to the BOA the de-selection of any athlete in accordance with this selection policy. The nomination of a replacement athlete must also conform with this selection policy and must be an individual who has been named on the short list.

*After the DRM has been completed, de-selection and selection of a replacement athlete is only allowed in accordance with the IOC's Athlete Late Replacement Policy (or any revised or amended IOC policy dealing with athlete replacement). This primarily provides for replacement of a selected athlete on the basis that they are unfit to compete due to injury and/or illness. An athlete is unfit to compete if due to injury and/or illness he or she is unable to compete to the best of their ability. In the event of there being a query over the ability of an athlete to be able to compete to the best of his/her ability due to an injury or illness the following procedure will be adhered to:*

- (i) the Chief Medical Officer can require an athlete to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the Team's Chief Medical Officer, or another doctor delegated by him/her. If the athlete fails the medical examination he/she will be withdrawn from the Team and BS may (if appropriate) nominate a replacement athlete in accordance with its selection policy.
- (ii) if the athlete passes the medical examination carried out in accordance with (i) above but BS and/or the BOA still have concerns over whether or not the athlete is able to compete to a level which would ordinarily have been expected of the athlete due to the underlying injury or illness, the Chef de Mission (in conjunction with BS) can require the athlete to undergo a set of pre-determined sports specific performance tests. The tests will be conducted under the guidance of the sports Team Leader (or his/her delegate e.g. team physiotherapist), and a BOA representative or delegate will be present (if possible/available). If the athlete fails the test (which can be undertaken on more than one occasion and within a short time frame if appropriate), he/she will be withdrawn from the Team on medical grounds and, if appropriate, a replacement can be nominated by BS in accordance with the selection policy.

The sports specific test to be completed by the athlete will comprise completion of a qualification round under ISSF rules in the athlete's particular event(s) scoring at least the ISSF Minimum Qualification Score (MQS), see ISSF Rule Q 3.2 edition 2005.

BS retains the right either not to select or to withdraw a preliminarily nominated or selected athlete (irrespective of whether they obtained the Quota Place for Team GB at a qualifying event) on account of a loss of form (lack of medal potential) at any time from their nomination on the BOA

Long List through to final nomination to the BOA

The onus shall be on the athlete to maintain international form and fitness throughout the build-up and throughout the final selection process to the Games.

BS retains the right to withdraw a nominated or selected athlete on account of failure to adhere to an agreed training programme, proven disciplinary infringement (subject to a separate BS Appeals Procedure) or doping irregularity incompatible with membership of Team GB.

## **11 Team Agreement/Code of Conduct**

All selected athletes will be bound by the BOA's Team Agreements, and any code of conduct in place from time to time, contravention of which may result in withdrawal of selection.

Specific detail can be found within the relevant documents which will be published and circulated by the BOA.

## **12 Announcement/Ultimate Authority**

Selected team members are not to make any announcements to the media or general public in any form whatsoever of their possible or confirmed selection or non-selection prior to official announcement by the BOA of such selection

The BOA has ultimate authority in final selection decisions relating to the Olympic Games. BS has drafted this Selection Policy in consultation with the BOA. BS agrees to abide by all selection decisions made by BOA.

Should the BOA choose not to endorse a nomination made by the Sport, it is BS, not the individual that has responsibility to pursue any appeal in accordance with the BOA's appeals policy

Policy ends

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## **APPENDIX - 1 ISSF Major COMPETITIONS**

Approved for setting MCS

### **2010**

29July – 11Aug ISSF World Championships Munich

### **2011**

1 -9 Mar ISSF World Cup Concepcion  
1 -7 Mar European Air Championships Brescia  
21Mar – 1Apr ISSF World Cup Sydney  
7Apr – 15Apr ISSF World Cup Changwon  
19Apr – 28Apr ISSF World Cup Beijing  
14May – 23May ISSF World Cup Fort Benning  
16Jun – 23Jun ISSF World Cup Munich  
7Jul – 16Jul ISSF World Cup Maribor  
31Jul – 14Aug European Championships Belgrade  
3Sept – 14 Sept World Championships Belgrade  
2Oct – 9Oct World Cup Final Shotgun Cairo  
1Nov – 8Nov World Cup Final Al Ain

### **2012**

14Feb – 20Feb European Championships Vierumaeki

Note: scores must be achieved in qualification rounds only. Scores achieved in MQS matches and elimination rounds are not eligible

## **APPENDIX - 2**

### **Minimum Consideration Scores**

<b>10m Air Pistol Men</b>	<b>577</b>
<b>25m Rapid Fire Pistol Men</b>	<b>576</b>
<b>50m Pistol Men</b>	<b>552</b>
<b>10m Air Pistol Women</b>	<b>379</b>
<b>25m Pistol Women</b>	<b>578</b>
<b>10m Air Rifle Men</b>	<b>590</b>
<b>50m Rifle Prone Men</b>	<b>591</b>
<b>50m Rifle 3 Positions Men</b>	<b>1163</b>
<b>10m Air Rifle Women</b>	<b>393</b>
<b>50m Rifle 3 Positions Women</b>	<b>577</b>
<b>Double Trap Men</b>	<b>135</b>
<b>Skeet Men</b>	<b>115</b>
<b>Trap Men</b>	<b>115</b>
<b>Skeet Women</b>	<b>66</b>
<b>Trap Women</b>	<b>63</b>

## APPENDIX 3 - APPEALS

The Parties agree to exclusively submit any dispute concerning any matter connected with or arising out of this Selection Policy and procedure to binding arbitration to be conducted by an arbitrator (or panel) appointed by Sport Resolutions (UK) and pursuant to any rules as to the conduct of the arbitration laid down by Sport Resolutions (UK) (or the Arbitrator so appointed).

The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this Procedure to any court of law or any other dispute resolution procedure. The outcome of the Sport Resolutions (UK) arbitration shall be final and binding.

Any appeal against the decision(s) made the BS London 2012 Selection Panel must be submitted to Sport Resolutions (UK) no later than 4pm Tuesday 8<sup>th</sup> May 2012. The process to be followed is as outlined:

1. An athlete ("the Appellant") may appeal against the decision of the BS London 2012 Selection Panel to Sport Resolutions (UK), 1, Salisbury Square, London EC4Y 8AE
2. The Appellant shall lodge an appeal in writing ("Notice of Appeal") to Sport Resolutions (UK) after being notified in writing of the final decision of the BS London 2012 Selection Panel against which the Appellant wishes to appeal and not later than 4pm 8<sup>th</sup> May 2012. The Notice of Appeal should set out in full the basis on which the Appellant wishes to appeal and the remedy sought, and should be accompanied by all relevant documentation which the Appellant wishes to rely on in support of the Appeal. A non-refundable deposit of £50 payable to BS, for administration costs, shall also be sent with the Notice of Appeal.
3. Sport Resolutions (UK) shall appoint a single arbitrator drawn from the SPORT RESOLUTIONS (UK) Panel of Arbitrators ("the Arbitrator) to consider the appeal.
4. Sport Resolutions (UK) shall notify BS and the Appellant in writing of the identity of the Arbitrator within two working days of receiving the Notice of Appeal. A party may challenge the appointment of the arbitrator where there are justifiable doubts as to the Arbitrator's impartiality or independence or where the party raises a material objection. Such challenge must be made in writing to SPORT RESOLUTIONS (UK) within two working days of the party being notified of the Arbitrator's appointment. Unless the Arbitrator elects to withdraw, SPORT RESOLUTIONS (UK) shall decide on the validity of the challenge within two working days. The decision of SPORT RESOLUTIONS (UK) shall be final. A replacement arbitrator shall be appointed by SPORT RESOLUTIONS (UK) as appropriate and not later than 14<sup>th</sup> May 2012.
5. BS shall have three working days to make its written response to the Notice of Appeal ("the Response"). BS may inform athlete(s) whose selection may be impacted by a successful appeal. These athletes may request being party to the Appeal.
6. The Appeal shall be heard by way of written submissions unless the Appellant requests an oral hearing at the time of giving Notice of Appeal or the

arbitrators so directs. Such hearing shall take place on a date and at a place to be determined by the Arbitrator normally within seven working days of the Notice of Appeal being lodged and no later than 25<sup>th</sup> May 2012.

7. The Arbitrator may give such directions as he/she deems appropriate regarding the arrangements for, and the conduct of, the Appeal.
8. Where the Appeal is considered by way of written submissions the Arbitrator shall give his/her written decision within three working days of BS's Response being received.
9. Where the Appeal is considered by way of oral hearing, the Arbitrator shall give his/her written decision within three working days of the hearing. The hearing shall be held in private. SPORT RESOLUTIONS (UK) and BS may publish the written decision after it has been received by the parties.
10. The decision of the Arbitrator shall be final and binding on the parties.

11. Costs

The costs of the Appeal will be met as follows (excluding the £50 non returnable administration fee)

Written Submission:

Successful Appeal £400

Unsuccessful Appeal £800

Oral Hearing:

Successful Appeal £600

Unsuccessful Appeal £1200

Where an Appeal has been heard by way of oral hearing at the direction of the Arbitrator then the contribution payable by the Appellant shall be the same as if the Appeal had been dealt with by way of written submissions.

Each party will be responsible for its own costs, including travel and representation.

12. The Appeal shall otherwise be governed by the SPORT RESOLUTIONS (UK) Arbitration Rules (see Note 2 below).

Note 1 The Appellant is required, when lodging the Notice of Appeal, to forward a cheque to SPORT RESOLUTIONS (UK) for £800 or £1,200 as applicable to be held on account pending the outcome of the Appeal. In successful appeals the held cheque will be returned once a new cheque for the relevant amount has been received by SPORT RESOLUTIONS (UK) (£400 or £600)

Note 2 A copy of the SPORT RESOLUTIONS (UK) Arbitration Rules may be found on the SPORT RESOLUTIONS (UK) website at [www.sportresolutions.co.uk](http://www.sportresolutions.co.uk)

