



Selection Policy for the British Wrestling Team at the London 2012 Olympic Games

1. Introduction

- 1.1 The primary goal of the British Wrestling's Association's (BWA) World Class Performance Programme (WCPP) is to qualify athletes for and achieve success at the Olympic Games. To achieve this goal, the BWA has adopted a 'no compromise' approach which targets resources and activity solely at those athletes capable of qualifying for and delivering medal-winning performances at the Olympic Games.
- 1.2 This document, which has been approved by the BWA and the British Olympic Association (BOA), details the criteria and procedures for the selection of athletes to represent Great Britain in the London 2012 Olympic Games. No detail may be changed or varied in this policy document without the approval of both the BWA and the BOA.

2. Ultimate Authority

- 2.1 The BOA has the ultimate authority in the selection of athletes to represent Great Britain at the London 2012 Olympic Games. The BOA will select such athletes in the sport of wrestling having due regard to nominations received from the BWA, which in turn shall be made in accordance with the terms of this policy.
- 2.2 In order to be eligible for selection by the BOA to represent Great Britain at the London 2012 Olympic Games, an athlete must:
 - be a full British passport holder
 - be eligible to compete under the BOA's Bye-law on "Eligibility for Membership of Team GB of Persons Found Guilty of a Doping Offence"
 - accept and agree to abide by the conditions of the 2012 Olympic Games Team Member Agreement
 - sign an acknowledgment stating that they have read and understood and agree to abide by the terms and conditions of the 2012 Olympic Games Selection Policy & Procedures (this policy)
 - fulfil such other requirements as the BOA may reasonably determine and impose from time to time.

3. Qualification System

- 3.1 Qualification for the London 2012 Olympic Games will be conducted in accordance with the qualification system published by FILA in June 2010. This system requires *inter alia* that:
 - All athletes must conform to the provisions of the Olympic Charter currently in force, and only those who respect the Charter will be able to take part in the Olympic Games

- Only licensed wrestlers recorded in FILA's official database will be eligible to participate in the qualifying competitions and the Olympic tournament
- Competitors aged under 18 in the year of the Olympic Games will not be authorised to take part in the Olympic competition. Competitors aged 18 in the year of the Olympic Games will have to provide a medical certificate and authorisation of a parent or legal guardian
- Only wrestlers whose National Olympic Committee (NOC) has taken part in the 2011 Continental Championships will be able to take part in the 2011 World Championships

3.2 The qualification system further states that:

- Places at the Olympic Games which are secured through qualification are attributed to the NOC, and not to the athlete who secures the NOC place. (For the avoidance of doubt, the NOC for Great Britain is the British Olympic Association.)
- Each NOC may enter a maximum of one athlete per weight category.

3.3 Places will be awarded at the London 2012 Olympic Games as a result of the following performances in qualification events:

- The first six (6) athletes in each Olympic weight category at the World Senior Championships in Istanbul, Turkey, between 12 – 18th September 2011;
- The top two (2) athletes in each Olympic weight category at the continental qualification tournaments – which, in Europe, will be the European Olympic Qualification Tournament in Varna, Bulgaria, between the 18th and 22nd April 2012;
- The top three (3) athletes in each male Olympic weight category, and the top two (2) athletes in each female Olympic weight category, at the 1st International Olympic Qualification Tournament in Taiyuan, China, between the 25th and 29th April 2012;
- The top two (2) places in each Olympic weight category at the 2nd International Olympic Qualification Tournament in Helsinki, Finland, between the 2nd and 6th May 2012.

3.4 As host nation, Great Britain has reserved to it three places in three different events in freestyle or Greco-Roman wrestling at the London 2012 Olympic Games. Any place which Great Britain qualifies by right through the events listed in clause 3.3 will be counted as one of these places.

3.5 Before 1 June 2012, FILA will confirm the final attribution of the places to the NOCs. The NOCs must confirm to FILA by 15 June 2012 at the latest the participation of their athletes in the Olympic Games, failing which the unused places will be re-allocated by FILA in accordance with procedures described in the qualification system. Should Great Britain receive further places through this re-allocation, selection for these places will be in accordance with the criteria and procedures detailed on this document

4. Athlete Nomination

- 4.1 The BWA will nominate athletes to the BOA for selection to represent Great Britain at the London 2012 Olympic Games either:
- To take up places which have been secured for Great Britain through the performances of British athletes in the qualification events listed in clause 3.3; and / or
 - To take up places reserved for Great Britain as the host nation, together with any additional places which may be allocated to Great Britain by the FILA Tripartite Commission.
- 4.2 Athletes will be selected by the BWA for nomination to the BOA in accordance with the criteria and procedures detailed on this document.
- 4.3 The BWA Board of Directors has delegated to the BWA Selection Panel the responsibility for selecting athletes for nomination to the BOA in accordance with clause 4.1.
- 4.4 The BWA Selection Panel will consist of the following:
- Chair of the BWA Performance Management Group (PMG)
 - BWA Performance Director
 - BWA Chairman
 - BWA National Senior Coach
 - BWA National Junior Coach
 - BWA Chief Executive Officer
- 4.5 Members of the BWA Selection Panel will perform the following duties:
- Chair of the PMG:** The Chair of the PMG will assume the role of Chair of the Selection Panel and will participate in the selection discussions and will be entitled to one vote in the selection
- BWA Performance Director:** will assume the role of a Selection Panel Member and will participate in the selection discussions and will be entitled to one vote in the selection.
- BWA Chairman:** will assume the role of a Selection Panel Member and will participate in the selection discussions and will be entitled to one vote in the selection.
- BWA National Senior Coach:** will assume the role of a Selection Panel Member and will participate in the selection discussions and will be entitled to one vote in the selection.
- BWA National Junior Coach:** will assume the role of a Selection Panel Member and will participate in the selection discussions and will be entitled to one vote in the selection.
- BWA Chief Executive Officer:** will ensure that selections are made according to due process and the selection criteria detailed in this policy document. The Chief Executive Officer will not be involved in the discussions other than to provide advice on procedural matters and will not be entitled to vote.

- 4.6 If for any reason any member(s) cannot attend, the Chair of the PMG (in the capacity as the Chair of the Selection Panel) may determine whether the vote of such member(s) may be secured by proxy. Alternatively, the Chair may appoint an appropriate substitute(s) who will perform the duties of the member(s) that they are substituting.

5. Selection Process

- 5.1 The BWA Selection Panel will meet to select the athletes (and reserves) for nomination to the BOA as dictated by the dates detailed in section 7 below.
- 5.2 It will be the responsibility of the Chair of the Selection Panel to ensure that Panel members have sufficient information in advance of the meeting on which to make their decisions.
- 5.3 The Performance Director will have responsibility for compiling information on individual athletes which is relevant to the selection criteria detailed in section 6 and, to this end, will consult with the appropriate National Performance Coaches prior to the Selection Panel meeting.
- 5.4 Each member of the Selection Panel will have one vote, as laid out in clause 4.5, and decisions will be made by a simple majority of votes.
- 5.5 Each selection decision will be formally recorded, including details of discussions regarding each of the athletes being considered for selection.

6. Selection Criteria

- 6.1 The BWA Selection Panel will use the following criteria for the selection of athletes to be nominated to represent Great Britain for the London 2012 Olympic Games. These criteria are listed in priority order, and will be weighted accordingly:
- (a) Potential to win a medal and / or to contribute to the fulfilment of the BWA's performance targets for the London 2012 Olympic Games;
 - (b) Potential to win a medal and / or to contribute to the fulfilment of the BWA's performance targets for the Rio 2016 Olympic Games.
- 6.2 In making its decisions, the Selection Panel will have regard to the following:
- (a) The athlete's competition results in the 24 months immediately prior to the time of selection. Performance in the following events, which are listed in priority order, will be taken into consideration:
 - World Championships
 - Olympic Qualification Tournaments
 - European Championships
 - Golden Grand Prix events
 - International FILA Tournaments
 - Major Domestic Events (British and English Open Championships only)In considering these competition results, factors other than the final placing will be taken into account. These factors may include the standard of the event, the draw, the opposition, officiating issues, injury and any other factors that may reasonably be considered to have influenced the final results.

(b) Additional factors, including and especially:

- Consistency of performance, and current rate of improvement
- Current weight and the ability to make the fighting weight
- Current level of physical fitness and current medical / injury status
- Suitability as a team member, based on past behaviour

(c) As a general (though not absolute) guideline, athletes should be looking to achieve a minimum of one of the following to be considered for a 'host nation' place at the London 2012 Games (noting that such achievement will not guarantee a place):

- Top sixteen position at the World Championships (Sept 2011)
- Top eight position at the European Championships or European Olympic Qualifying Tournament (April 2012)
- Top six position at an International Olympic Qualification Tournament (April / May 2012)

6.3 While at all times having due regard to principles of equity and transparency, the Selection Panel reserves to itself the following rights:

- To give added weight to a specific criterion under particular circumstances
- Not to select an athlete for a weight category if there is no athlete judged by the Selection Panel in its absolute discretion to have the potential to deliver a credible performance either in the London 2012 or Rio 2016 Olympic Games.
- To disapply any particular selection criterion if doing so promotes the criteria at 6.1 above.

7. Date of Selection

7.1 The Selection Panel will meet on the 10th May 2012 and will forward their nominations to the BOA by the deadline of 1st June 2012. The BOA will then ratify all nominations and confirm to the BWA that the nominated athletes have been selected for Team GB. Athletes are prohibited from making any announcements from the public or the press or other media regarding nomination or selection unless and until such selection has been officially notified to the BWA by the BOA and any official joint press conference between the BWA and the BOA has taken place.

7.2 The above dates may be subject to change and failure to adhere to them will in no way invalidate decisions made by the BWA and/or the BOA.

8. Communications and Appeals Procedure

8.1 The Performance Director will communicate selection decisions in writing to the selected athletes within three working days of the Selection Panel meeting taking place.

8.2 An athlete who was eligible for selection but was not selected for nomination to the BOA may appeal against the decision of the Selection Panel only on the

grounds that this selection policy and / or the selection criteria were not applied correctly.

- 8.3 An appeal must be made in writing to the Chair of the Selection Panel within 72 hours of receipt of the communication of the Selection Panel's decision, and in any event no later than seven working days following the Selection Panel meeting. Any notice of appeal must state the grounds on which the appeal is being made.
- 8.4 The Chair of the Selection Panel will confirm receipt of the notice of appeal within 48 hours of receipt.
- 8.5 Within seven working days of receiving the appeal, the Chair of the Selection Panel will establish an Appeals Committee comprising of three independent people: one will have an elite sporting background from a sport or sports other than wrestling; one will be a member of the BWA Executive who has no connection with the appellant; and one will have appropriate legal expertise. No member of the original Selection Panel will be involved in the Appeals Committee.
- 8.6 The Appeals Committee will stage a hearing as soon as is practicable, at which it will investigate the appeal. At this hearing:
- The Chair of the Selection Panel will be required to state in writing the reason for the Panel's decision, and the process which was conducted to arrive at that decision, and to provide any relevant supporting evidence;
 - The athlete may make personal representation to the Appeals Committee, and provide relevant supporting evidence. S/he may be accompanied by a third party who may observe the appeal proceedings but may not contribute to them.
- 8.7 The Appeals Committee shall have power either to uphold the appeal or to reject it. A nominated member of the Appeals Committee will in inform all parties of their decision in writing within 48 hours of the appeal hearing being staged.
- 8.8 In the event that the Appeals Committee upholds the appeal, the Selection Panel shall be reconvened to reconsider its selection, having due regard to the outcome of the appeal and the comments of the Appeals Committee.
- 8.9 In the event that:
- (a) the Appeals Committee rejects the appeal, or
 - (b) the Selection Panel reconsiders its selection and decides not to select the appellant notwithstanding the outcome of the appeal and the comments of the Appeals Committee,
- the appellant shall have the right to take the matter to the Sports Dispute Resolution Panel (SDRP), first paying the BWA a deposit of £150. The appellant and the BWA will both agree that the decision of the SDRP shall be final and binding on both the parties.
- The SDRP will be entitled but not obliged to award costs against either the Appellant or, in exceptional cases only, the BWA. In deciding whether to award costs, the Appeals Panel will have regard to the success or failure of the Appellant and the conduct of the Parties. Costs will be restricted to the reasonable professional fees of any legal advisor engaged by either Party including the professional fees (if any) of the chairperson of the Appeals Panel, reasonable

expenses of the Appeals Panel members, and any costs associated with hiring a suitable venue for the Appeal Hearing. The BWA will act reasonably in seeking to keep all these costs to a minimum. The Appeals Panel may in its discretion order the refund of the deposit paid by the Appellant

9. De-selection Prior to Delegation Registration Meeting

- 9.1 The date of the **Delegation Registration Meeting** (DRM) is 8th July 2012. This is the date that the British Olympic Team is formally entered with the London Organising Committee for the Olympic Games (LOCOG).
- 9.2 Following the nomination of athletes for selection by the BOA, but prior to the date of the DRM, an athlete may be de-selected at the sole discretion of the BWA under any of the following criteria:
- If they do not fully participate in the event preparation and team activity programme
 - If their performance following selection falls below the required standard
 - If there are weight management issues
 - If they are medically unfit to compete as a result of injury or illness
 - If there are behavioural or other issues
 - If they act in any way which is deemed to be detrimental to the BOA and/or the BWA
- 9.3 In the event that the nominated athlete fails to fulfil the behavioural standards required by the BWA, the athlete will be de-selected at the sole discretion of the BWA's Performance Director. Prior to removal the athlete must be presented with the opportunity to attend a removal interview with the Performance Director (or their appointed representative) and where possible one other independent person. Written justification must be provided for all removals by the Performance Director. Decisions on these matters are not open to appeal.
- 9.4 In the event that there is a query over a nominated athlete's physical readiness to compete, the BWA's Performance Director can require the athlete to undergo a physical fitness test and/or a 'fit to compete' test at any time. Failure to fulfil the reasonable requirements of this test shall result in de-selection at the sole discretion of the BWA's Performance Director.
- 9.5 In the event that there is a query over the ability of a nominated athlete to compete to the best of his/her ability due to an injury or illness, the following procedure will be adhered to:
- (i) the BWA's Performance Director can require the athlete to undergo a medical examination to determine his/her fitness to participate which at this stage will be determined based on an assessment of whether or not the injury and/or illness is such that the athlete is physically able to compete or risks causing medical harm to him or herself, or endangering other competitors, officials or spectators.
 - (ii) if the athlete passes the medical examination carried out but the BWA's Performance Director has concerns over whether or not the athlete is able to

compete to the best of his/her ability due to the underlying injury or illness, the BWA's Performance Director can require the athlete to undergo a set of pre-determined wrestling specific performance tests. Those tests will be agreed in advance following consultation with the BWA Chief Medical Advisor, the BWA Lead Physiotherapist and the nominated High Performance Coaches responsible for the wrestler.

(iii) Failure to fulfil the reasonable requirements of these tests shall result in de-selection, at the sole discretion of the BWA's Performance Director. Such decision will not be open to appeal.

9.6 The BOA will be kept informed of all matters relating to de-selection and will have the right to be represented in any de-selection process.

9.7 The nomination of any replacement athlete will be conducted by the BWA Selection Panel, which will have regard to the selection criteria detailed in section 6 above. Any replacement athlete must comply with the eligibility requirements set out in clause 2.2.

10. De-selection after the Delegation Registration Meeting

10.1 De-selection of an athlete after the date of the DRM is the sole responsibility of the BOA. Such de-selection, and any appeal against it, will be bound by the relevant rules of the BOA.

11. Athlete Replacement after the Delegation Registration Meeting

11.1 The IOC's Athlete Late Replacement Policy primarily provides for replacement of a selected athlete on the basis that they are unfit to compete due to injury and/or illness. 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 BOA Chief Medical Officer can require an athlete to undergo a medical examination to determine his/her fitness to participate which at this stage will be determined based on an assessment of whether or not the injury and/or illness is such that the athlete is physically able to compete or risks causing medical harm to him or herself, or endangering other competitors, officials or spectators.

(ii) if the athlete passes the medical examination carried out but the BWA and/or the BOA have concerns over whether or not the athlete is able to compete to the best of his/her ability due to the underlying injury or illness, the Team GB Chef de Mission can require the athlete to undergo a set of pre-determined sports specific performance tests. Those tests will be agreed in advance following consultation with the Team Leader, a physiotherapist and the BOA's Deputy Chef de Mission for Performance.