



British Volleyball Federation

London 2012 Paralympic Games

Selection Policy (Sitting Volleyball)

September 2011

1. Objectives

- 1.1. The primary goal of the British Volleyball Federation's (BVF) performance programme is to select athletes who will form teams to achieve the best possible results in the London 2012 Paralympic Games. For both Men's and Women's teams success has been defined as finishing in the top 6 places.
- 1.2. This document details the criteria and procedures for the selection of athletes to represent ParalympicsGB in the London 2012 Paralympic Games utilising open and fair processes designed to give all athletes a chance to challenge for international selection.

2. Eligibility Requirements

- 2.1. In order to be eligible for selection by the British Paralympic Association (BPA) to represent ParalympicsGB at the London 2012 Paralympic Games, an athlete must:
 - a) be a full British passport holder;
 - b) have participated in an officially recognised World Organisation Volleyball for Disabled (WOVD) competition between 1st January 2010 and 12th March 2012.
 - c) comply with International Paralympic Committee (IPC) regulations regarding nationality/change of federation . All athletes must comply with Section 2, chapter 3.1 from the IPC handbook, the Athlete Nationality Policy (see Appendix 1);
 - d) have a valid WOVD Classification Passport signed off with either 'Review' or 'Confirmed' sports class status before nomination;
 - e) sign an acknowledgement stating that they have read and understood and agree to abide by the terms and conditions of this selection policy (the "**Selection Policy**").
- 2.2. Where an athlete has not achieved all or some of the criteria set out in 2.1 above the BVF may apply for an exceptional qualification case. The BPA shall decide in its sole discretion whether an exceptional case exists and may subsequently apply to the IPC for "extraordinary circumstances" exemption (see IPC Athlete Nationality Policy, section 1.4).

3. Selection Framework

- 3.1. Sitting Volleyball is a team sport. While each athlete can do a great deal to develop themselves as an individual, ultimately s/he has to be able to realise their potential and perform within a team. Acknowledgement is made that in selecting for a team sport, combinations of athletes, the balance of a squad and the ability of athletes to play in more than one position are also considered alongside individual skill level.
- 3.2. The BPA has the ultimate authority in the selection of athletes to represent Team GB at the London 2012 Paralympic Games. The BVF in accordance with the terms of this policy will nominate athletes to the BPA and they will subsequently confirm the final selection of athletes.
- 3.3. Key dates in the selection timeline are detailed in the table below and represent the **latest date for actions to be completed before close of business** (17.00hrs) on the date shown. Dates may be subject to change and actions may be completed before the date shown. Failure to adhere to this timeline in no way invalidates decisions made by the BVF and/or BPA.

<i>Action</i>	<i>Date</i>
BPA evaluation against Qualification Protocol and sanction team entry	12th March 2012
WOVD Deadline for Team GB entry	26th March 2012
Head Coaches Nominate Paralympic Squad to BVF Selection Panel	1st June 2012
BVF Selection Panel Meeting	6th June 2012
Selection decisions communicated to players	11th June 2012
Athlete appeals to be received	14th June 2012
BVF Board meeting to review / provisionally approve selections*	21st June 2012
Latest date for BVF Appeals Panel Meeting	25th June 2012
Appeals referred to Sports Resolutions UK to be decided	4th July 2012
BVF nomination of players to BPA	5th July 2012
BPA Approval of athletes	6th July 2012
BPA Team announcement	13th July 2012
BPA Delegation & Registration Meetings (DRM)	20th August 2012

** Subsequent approval to be provided by telcon / email between Board members*

4. Nomination Process

- 4.1. Athletes will be selected by the BVF for nomination to the BPA in accordance with this Selection Policy. The BVF Board of Directors has delegated to the BVF Selection Panel the responsibility for selecting athletes for nomination to the BPA.
- 4.2. The BVF Selection Panel will consist of the following:
- Chair of the BVF Performance Management Group (“**PMG**”);
 - BVF Performance Programme Manager;
 - VE Head of Technical Development/Excel;
 - BVF Sitting Volleyball Head Coach;
 - Independent Observer
- 4.3. Members of the BVF 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.
- BVF Performance Programme Manager:** 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.
- VE Head of Technical Development/Excel:** 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.
- BVF Sitting Volleyball Head Coach:** will assume the role of a Selection Panel Member and will present their nominations to the panel and participate in the selection discussions. The Head Coach will be entitled to one vote in the selection, but will also have the casting vote in the event of a tied vote.
- Independent Observer:** will be a member of the BPA who will ensure that selections are made according to BPA policy and requirements and the selection criteria detailed in this policy document. The Independent Observer will not be involved in the discussions other than to provide advice on procedural matters and will not be entitled to vote.

- 4.4. 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.
- 4.5. The BVF Selection Panel will meet to select up to eleven (11) athletes for nomination to the BPA as dictated by the dates detailed in section 3.3 above. The Selection Panel reserves the right not to select the full allocation of athletes where it considers athletes have not satisfied the selection criteria.
- 4.6. The Selection Panel will also select up to four (4) reserves, who will not be nominated to the BPA but will be notified of their selection in order that they may remain available to replace a selected athlete in the event of withdrawal or de-selection pursuant to section 7 below.
- 4.7. 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.
- 4.8. The Sitting Volleyball Development Manager will have responsibility for compiling information on individual athletes which is relevant to the selection criteria detailed in section 5 and, to this end, will consult with the appropriate persons prior to the Selection Panel meeting.
- 4.9. Each member of the Selection Panel will have one vote, as laid out in clause 4.3, and decisions will be made by a simple majority of votes. Each selection decision will be formally recorded, including details of discussions regarding each of the athletes being considered for selection.
- 4.10. The BVF Selection Panel will at all times take its decisions and exercise its discretion reasonably, fairly, rationally, without bias and only by reference to relevant factors (whether those factors are explicitly referred to in this document or otherwise).
- 4.11. The BVF's Performance Management Group will nominate the final teams to the BPA following BVF main Board approval. The BPA will, subject to confirmation of the eligibility of the athletes (as outlined in 2.1 above), select the athletes as members of ParalympicsGB for the London Paralympic Games.

5. Selection Criteria

- 5.1. The Head Coach is responsible for establishing the selection criteria through which Great Britain squads and teams will be selected from time to time. These criteria will normally include considerations of:
 - (a) Proven and effective volleyball ability including progression of technical elements over time and current consistency of performance;
 - (b) Development of physical fitness over time and current ability to cope with tournament demands including current medical / injury status;
 - (c) Development of mental capacities over time and current readiness for tournament play;
 - (d) Squad balance across playing positions and cover in specialist roles;
 - (e) Previous and current attitude, conduct and commitment as a member of the BVF performance programme including impact on squad unity and harmony.
- 5.2. In applying these selection criteria Head Coaches will pay especial but not exclusive regard to performances in major international competitions (e.g. World and European Championships and World and Continental Cups).
- 5.3. The Head Coach is responsible for nominating all GB training squads and teams and may consult with other coaches and service providers, drawing upon objective data as they see fit. Consideration may also be accorded to the future development needs of athletes and the Great Britain squads, at the discretion of the Head Coaches.

6. Communication and Appeals Process

- 6.1 The BVF Performance Programme Manager will communicate selection decisions in writing to the selected athletes and non-selected athletes within three (3) working days of the Selection Panel meeting. All selection decisions will however be subject to ratification by the BPA. The Head Coach will be available to discuss the selection results with affected athletes.
- 6.2 Athletes are prohibited from making any announcement to the public or to the press or other media regarding nomination or selection unless and until such selection has been officially notified by the BPA to the BVF and any official joint press conference by the BPA and BVF has taken place.
- 6.3 An athlete may appeal against any given selection decision by submitting a written notice of appeal (including details for the grounds of appeal) to the Performance Programme Manager of the BVF within three (3) working days of the written communication of the relevant selection decision.
- 6.4 The appeal will be heard by an independent Appeals Panel convened by the Performance Programme Manager no later than seven (7) working days following receipt of the notice of appeal. The Appeals Panel will comprise three independent members who were not involved in the original Selection Panel; one will be the President of the BVF Board of Directors, one will be the BVF Board member responsible for Sitting Volleyball and one will be an individual with elite sport experience from outside of sitting volleyball.
- 6.5 The appeal will be dealt with on paper or, if the appellant or the Appeals Panel so requests by way of an oral hearing with submissions made by representatives or in person. Such a request will need to be made at the same time as the notice of appeal.
- 6.6 The Appeals Panel shall have an unfettered discretion either to uphold or amend the original selection decision as a result of the review and will communicate the decision to the relevant athlete(s) and Head Coach in writing as soon as reasonably practicable.
- 6.7 If, having considered the Appeals Panel decision, the appellant is not satisfied with the position, he or she may choose to take the matter to Sport Resolutions UK (SRUK), subject to paying a deposit of £150 to cover initial costs of the process. Such decision shall be procured within seven (7) working days of the meeting of the BVF Appeals Panel and the appellant and the BVF will both agree that the decision of SRUK shall be final and binding on both parties,
- 6.8 All selected athletes will be required to abide by such BVF rules, regulations and codes of conduct as may be in force from time to time, and to sign such athlete agreements as the BVF may require. In any event, if an athlete accepts his/her selection into a Great Britain squad or team, then this will be held to imply acceptance of the rules, regulations and codes of conduct of the team staff and of the terms of any relevant athlete agreement, whether this has been signed or not.

7. Withdrawal, De-selection and Reserves

- 7.1. The process under which an athlete may be de-selected from the Paralympic squad depends on the exact timing in relation to the Delegation Registration Meeting (DRM). That is the date that the Team is formally entered with the London Organising Committee (LOCOG).
- 7.2. Prior to the date of the DRM, the BVF may retain the right to deselect an athlete on any grounds so long as it is in accordance with the published selection policy and the performance based criteria of the BVF as set out in the selection policy. For administrative purposes, the BPA must be kept informed of any possible de-selection decision. The nomination of a replacement athlete must also conform to the selection policy and must be an individual who has been named on the reserves list.
- 7.3. After the DRM has been completed, de-selection and selection of a replacement athlete is only allowed in accordance with the IPC's Late Athlete Replacement Policy (or any revised or amended IPC policy dealing with athlete replacement). This primarily provides for replacement in the case of injury and/or illness.

7.4. 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 ParalympicsGB Chief Medical Officer (CMO) can require an athlete to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the CMO or another doctor delegated by him/her. If the athlete fails the medical examination s/he will be withdrawn from the Team and the BVF may nominate a replacement athlete in accordance with its selection policy.

(ii) if the athlete passes the medical examination but the BVF and/or BPA still have concerns over whether or not the athlete is able to compete to the best of his/her ability, the ParalympicsGB Chef de Mission can require the athlete to undergo a set of pre-determined sports specific performance tests (see Appendix 2). The tests will be conducted by the Team Leader (or his/her delegate) and a BPA representative or delegate will be present. 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 a replacement can be nominated by the BVF as above.

8. Changes to the selection policy

No detail may be changed or varied in this policy document without the approval of the BVF and BPA.

CHAPTER 3.1 - IPC ATHLETE NATIONALITY POLICY

1. INTRODUCTION

Any athlete in the Paralympic Games or other competitions sanctioned by the IPC must be a national of the country/territory of the NPC entering him or her and in compliance with the provisions of the IPC Athlete Nationality Policy.

The IPC Governing Board shall resolve all disputes relating to the determination of the country/territory that a competitor may represent in the Paralympic Games or other competitions sanctioned by the IPC.

1.1 Athletes competing for the first time

An athlete who competes for the first time, thus representing his or her country in the Paralympic Games, in IPC World Championships, Regional Championships, Regional Games or other competition sanctioned by the IPC or, where relevant, the IOSD or IF, may not represent another country/territory unless he/she meets the conditions set forth in provisions that apply to athletes changing their nationality.

1.2 Athletes with two or more nationalities

An athlete who is a national of two (2) or more countries/territories at the same time may represent either one of them as he or she may elect, and is subject to the provisions that apply to athletes competing for the first time.

1.3 Athletes changing or acquiring a new nationality

1.3.1 Paralympic Games

An athlete who has represented one country/territory in the Paralympic Games, in IPC World Championships, Regional Championships, Regional Games or other competition sanctioned by the IPC or, where relevant, the IOSD or IF, and who has changed his/her nationality or acquired a new nationality, shall not participate in the Paralympic Games to represent his/her new country/territory until three years after such change or acquisition has been made.



- 1.3.2 **Other IPC Competitions**
An athlete who has represented one country/territory in a competition sanctioned by the IPC, and who has changed his/her nationality or acquired a new nationality shall not participate in IPC World Championships, Regional Championships, Regional Games or other competition sanctioned by the IPC (excluding the Paralympic Games) to represent his/her new country/territory until one year after such change or acquisition has been made.
- 1.3.3 **Reduction or Cancellation of Minimum Waiting Period**
The minimum waiting period required for athletes who change nationality or acquire a new nationality may be reduced or even cancelled provided that the concerned NPCs and/or IOSD/IF agree, and subject to confirmation by the IPC CEO.
- 1.4 **Extraordinary circumstances**
In all cases not expressly addressed in the IPC Athlete Nationality Policy, in particular in those cases in which an athlete would be in a position to represent a country other than that of which he or she is a national or to have a choice as to the country which he/she intends to represent, the IPC Governing Board and/or IPC Legal Committee may issue specific requirements relating to nationality, citizenship, domicile or residence of the athlete, as well as the duration of any waiting period.
- 1.5 **Clarification of jurisdiction**
Whereas the IPC Athlete Nationality Policy applies for all entries to the IPC Paralympic Games, the respective IF or IOSD rules apply for qualifying competitions of sports governed by an IF or IOSD. Subsequently, in the event the IF's or IOSD's eligibility rules are more stringent than IPC rules, the more stringent rules shall automatically come into effect for participation in the Paralympic Games through the qualifying process.



APPENDIX 2 - Post Injury Fitness Testing Procedure

Aims

1. To assess the athlete's fitness to compete
2. To make a decision about whether the athlete will be selected or deselected for a specific game / competition / tour
3. If necessary, decide on a follow-up course of action (i.e. retest at a later date)

Pre-test procedure

Prior to testing the athlete's fitness to compete, ongoing assessment of rehabilitation progress will normally be conducted by the physiotherapist and athlete (and possibly the doctor). This might include some aspects of physical activity that are used to evaluate functional fitness but this would not constitute a fitness to compete test and the coach would therefore not normally be involved.

The athlete and medical team will make a judgment about the athlete's readiness for a 'fitness to compete' test. The athlete has the right to a 'fitness to compete' test even if the medical teams do not think that the athlete is yet ready to successfully complete the test. The medical team must ensure that the athlete is fully informed and aware of the potential risks involved in completing an early 'fitness to compete' test. The athlete has the right to demand that the medical team's opinion is not shared with any other individuals (including the Head Coach).

A time and date will be agreed with all parties for the 'fitness to compete' test to be conducted. Consideration needs to be given to the post-test response of the athlete and selection deadlines.

'Fitness to compete' test

Personnel - Core people present may vary depending on fitness/injury but would normally include the athlete, head coach/team leader and physiotherapist. Additional personnel might include the doctor, another athlete for feeding ball etc., and the psychologist.

Content - The 'fitness to compete' test will be led by the physiotherapist. The specific content will vary according to injury/positions etc, but will have been agreed by the medical team, athlete and coach prior to the test and the athlete informed of the expected content.

The test will be designed to assess the athlete's functional fitness (i.e. their ability to complete the physical, technical and tactical requirements of their position). This comprises two main elements;

1. Physical function – speed, endurance, reactions, movement speed, change in direction, agility, etc.
2. Volleyball-specific functions

Post Test Procedure

If the athlete is unable to complete the 'fitness to compete' test then they will be deemed not fit to participate in the specific game, competition or tour for which the test was conducted and an action plan regarding further rehabilitation (and possible retest) will be agreed.

If the athlete is able to complete the 'fitness to compete' test then an initial open discussion will take place with all present regarding the degree of fitness to compete that the athlete has achieved. This should include judgments about:

- The athlete's physical function fitness
- The athlete's volleyball-specific fitness
- The risk of re-injury or secondary injury

The physiotherapist will keep a written record of this discussion and the conclusions drawn which will be kept with the athlete's patient notes.

Decision - The decision about the athlete's fitness to compete rests with the Head Coach.

Dissemination of Information - With the athlete's permission, the Head Coach will then inform other relevant personnel (e.g., the other athletes and staff, media, Home Nations, etc.)