

GB SOFTBALL

SELECTION AND APPEALS POLICY

A. SELECTION

1. RATIONALE FOR POLICY

- 1.1. There is no binding legal obligation on National Governing Bodies (NGBs) to provide a right of appeal for athletes not selected. The selection process is undertaken by sporting experts who make the decision by assessing against selection criteria. Such decisions differ from decisions relating to disciplinary matters and appeals, where the NGBs are bound to Article 6 of the *European Convention on Human Rights*, which extends rights of natural justice to a person to have “an entitlement to a fair and reasonable hearing within a reasonable time by an independent and impartial tribunal established by law”.
- 1.2. But while there is no legal obligation on NGBs to have either a formal written selection policy or a formal appeal procedure relating to selection, it is recommended that NGBs put in place clear written selection and appeal policies on grounds of transparency and fairness.
- 1.3 In the context of funded high performance sport programmes, it cannot be the case that there is no policy -- so whatever the policy is, it should be set out in writing, lest it be imposed by a judge or other arbitrator who may not necessarily be familiar with the sport. Parties who enter into these procedures will treat all decisions under this policy as final and binding upon them.
- 1.4 All hearings will be held in England.

2. SELECTION GOALS

- 2.1. The goal of the GB Softball Programme will always be to select the best team possible to compete for Great Britain in official ESF, WBSC and Olympic competitions.
- 2.2. Objective criteria derived from physical and skill testing, performance statistics etc. will be used to select players, but subjective criteria such as previous and current performance, experience, projected development or improvement, positional requirements, leadership and team cohesion will also be used in the selection of individual players and the team as a whole.

- 2.3. It is understood that in making selections to create the best team, it is possible that the best individual athletes may not be selected.

3. REQUIREMENTS FOR SELECTION

- 3.1. Requirements for a player to be considered for selection to a Great Britain National Softball Team are:
- a. The player must be a British citizen or have clear eligibility to become a British citizen.
 - b. The player must meet the age requirements in that calendar year of the team for which s/he is trialling for selection.
 - c. The player must be in good standing with the British Softball Federation and its affiliated leagues, clubs and teams.
 - d. The player must be available and committed to compete in events run or sanctioned by the ESF or WBSC in the year for which s/he is trialling.
 - e. Players wishing to be considered for selection to a GB Softball team or player pool must complete the Player Application Form and return it to the GB Management Committee prior to their participation in a selection event. Copies of relevant Player Application Forms will be forwarded to team selectors prior to selection events.
 - f. Upon receiving notice of selection, the player must declare any current or potential injury or condition which may impair or prohibit performance.

NOTE: Many sports require athletes, once selected, to complete and return an Athlete Agreement Form as final confirmation that they accept selection and will adhere to all requirements, policies etc (failure to follow them could be grounds for de-selection). We do not currently have such a form, but when we were funded in 2005-2007, we were in the process of adapting a template form created by UK Sport (attached with this document). UK Sport probably has an up-to-date version of this form, which we would need to adopt if funded.

4. THE SELECTION PANEL

- 4.1. The Head Coach will have the final authority for all selection decisions, including player de-selection and selection of replacement athletes.

- 4.2. In making selections, the Head Coach will consult with all assistant coaches on the team and with at least one selected talent evaluator proposed by the GB Management Committee, who together will form the Selection Panel.
- 4.3. All team coaches and other members of Selection Panels are required to declare any potential conflicts of interests to the GB Management Committee with respect to any athletes under consideration by that Selection Panel.
- 4.4. The Selection Panel must ensure that GB teams have a balanced group of athletes and specialist playing positions, giving teams the best chance to meet desired programme outcomes and strategies.
- 4.5. All successful and unsuccessful members of the team or pool being selected for will be contacted by members of the Selection Panel by any of the means specified on Page 13 (below) prior to formal announcement of the team or pool.

5. SELECTION EVENTS AND ACTIVITIES

- 5.1. The selection year is assumed to run from 1 November to 30 October.
- 5.2. **For players based in Great Britain, sub clauses 5.3 to 5.5 are mandatory elements during the year of selection.**
- 5.3. Events:
 - a. Attendance at one or more advertised trial events.
 - b. Attendance at a specified percentage of Academy and (where relevant) High Performance Academy sessions.
 - c. Participation in the GBFL season (or an equivalent competition approved by GB coaches).
 - d. Participation in the London Cup (if selected) or any equivalent competition hosted in Great Britain.
 - e. Participation, if selected, in invitational tournaments in Europe attended by GB, GB Select or GB Development teams that fall within the selection period. Allowances can be made, on application, for factors that may limit participation, including costs and specific clashes between tournament dates and school exams. In general, however, athletes are expected to anticipate and manage requirements for study and softball participation so that neither suffers unduly.
 - f. Other selection events may be added at the discretion of the Head Coach.
- 5.4. Activities
 - a. Athletes must meet the individual physical requirements set by the Head Coach of their team or the GB Softball programme during the year of selection, which will be provided before or near the commencement of the year.
 - b. Athletes must fulfil and report on assigned training and Strength & Conditioning programmes.

- c. Athletes must make time for interviews with team coaches on request.
- 5.5. A player unable to participate in selection events or activities may be approved for selection, on a case by case basis, under the following conditions or circumstances:
- a. A performance-limiting injury or illness, verified by medical certificate or documentation. For more on this, see Section 3, below.
 - b. Overseas training, work or education commitments that prevented participation in selection events (though fulfilment of selection activities is still required).
- 5.6. **For players based overseas who are unable to travel to Great Britain for trials, sub clauses 5.7 and 5.8 will form part of the selection process.**
- 5.7. Activities:
- a. Provision of statistical performance information as requested.
 - b. Provision of skills videos as requested and (if possible) game video footage.
 - c. Provision of contact information for current and previous coaches.
 - d. Meeting individual physical requirements set by the Head Coach or the GB Softball programme.
 - e. Fulfilment of and reporting on assigned training and Strength & Conditioning programmes.
 - f. Interviews with team coaches via phone or Skype.
- 5.8. Where possible, GB Softball will ask a qualified person based near an overseas player to meet the player and watch her or him play. In such cases, the information and recommendations supplied by the qualified person will also form part of the selection process.

6. SELECTION CRITERIA

- 6.1. In selecting athletes for national team pools and competition squads, GB Softball will consider both objective and subjective information that pertains to the criteria listed below:

6.2. Offensive Performance

- a. Batting
 - i. Batting statistics.
 - ii. Ability to make contact and adjustments.
 - iii. Ability to hit the ball hard (power) and consistently.
 - iv. Situational hitting (bunting, advancing runners etc).
- b. Baserunning
 - i. Speed.
 - ii. Technique.
 - iii. Awareness.

6.3. Defensive Performance

- a. Fielding
 - i. Hands and arm strength.
 - ii. Range.
 - iii. Throwing accuracy and power.
 - iv. Judgment and consistency.
- b. Communication with other players.
- c. Instincts for necessary adjustments and positioning.

6.4. Pitching Performance

- a. Pitch speed.
- b. Pitch location and ball movement.
- c. Variety and command of pitches.
- d. Situational pitching.
- e. Ability to adjust to game situations.
- f. Communication with catcher and defensive players.
- g. Presence and demeanour on the mound.
- h. Judgment.
- i. Communication with coaches.
- j. Instincts for necessary adjustments and positioning.

6.5. Catching Performance

- a. Throwing
 - i. Pop time.
 - ii. Arm strength.
 - iii. Footwork.
 - iv. Accuracy.
- b. Pitch reception
 - i. Framing.
 - ii. Blocking.
- c. Game management
 - i. Communication with coaches.
 - ii. Communication with pitchers.
 - iii. Situational communication with fielders.
 - iv. Pitch-calling.

6.6. Strength and Conditioning

- a. Physical strength.
- b. Conditioning performance.

6.7. The above-listed criteria shall carry equal weight and athletes will be ranked based on the number of athletes competing for a particular position. The highest-ranked player by position will be ranked with a score of 1, the next with 2 etc.

7. OTHER CONSIDERATIONS

- 7.1. Other considerations that will play a significant role in player rankings and selection decisions will include:
- a. Teamwork: willingness to accept roles that lead to team success.
 - b. Enthusiasm: energy, support of teammates and contribution to team chemistry.
 - c. Versatility: balance between offense and defense as well as the ability to play other positions and fill multiple roles.
 - d. Development: projected improvement.
 - e. Maturity: the ability to adjust to situations, dealing with adversity, accepting things that don't go well and reacting appropriately.
 - f. Reliability:
 - i. For GB-based players: communication and attendance at team training sessions and other events as specified by coaches.
 - ii. For overseas-based players: communication, provision of information and video as requested and adherence to prescribed training and conditioning programmes.
 - g. Team composition: the intended direction or needs of a particular team.
- 7.2. In selecting members of a GB Squad, the Selection Panel may select up to 25 athletes who will remain under consideration for team selection.
- 7.3. In selecting members of a GB Competition Team, the Selection Panel will initially select a "Core Group" of players based on evaluations and rankings made by coaches while also taking into account the Other Considerations listed in clause 7.1. The "Core Group" is defined as those athletes who rank #1 in the nine positions. The Selection Panel will then identify the remaining members of the team, up to a maximum of 17 players for ESF and WBSC competitions and 15 players for an Olympic competition, based on the Core Group previously selected and the need for specific utility and other position players, based on the rankings and Selection Criteria.
- 7.4. As noted above, the Head Coach also has the discretion to name an athlete to a final squad or competition team even though that athlete may not have participated in advertised trials or other selection activities due to injury, illness or other reasons that the Head Coach considers to be valid.
- 7.5. Unless expressly requested by the Selection Panel, players have no right to make submissions or representations to, or appear before, the Selection Panel. Any right or claim to natural justice in regard to selection can only be exercised through the appeal process set out below.
- 7.6. A selected female player, or a female player being considered for selection, must notify the Head Coach of her team of the fact that she is pregnant immediately upon becoming aware of that circumstance. Upon receipt of that notification, the GB Management Committee will determine what further action (if any) should be taken

with respect to the player's participation in accordance with the British Softball Federation Pregnancy Guidelines.

8. DE-SELECTION

- 8.1. An athlete may be de-selected from a GB Team where the athlete:
- a. Is unable to meet performance expectations.
 - b. Is unable to perform due to injury, illness or other medical reasons, including pregnancy.
 - c. Is unable to commit to a sufficient percentage of required team activities.
 - d. Repeatedly fails to communicate within a reasonable timeframe when requested to do so by team staff.
 - e. Violates team rules.
 - f. Exhibits conduct that is determined to be detrimental to the image of the GB Softball programme and the British Softball Federation.
 - g. Becomes non-financial with respect to the team or any other element of British Softball.
- 8.2. A player who is not selected to a GB Team, or who is de-selected at a later date, may appeal that decision in accordance with the appeal procedure set out below.

GB SOFTBALL

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B. APPEALS

1. INTRODUCTION

- 1.1. The only grounds for an appeal against a selection or de-selection decision will be:
 - a. A failure by the Selection Panel or the Head Coach, whichever applies, to follow the published Selection Policy (above); and/or,
 - b. That a selection or de-selection decision has been made based on an error of fact.
- 1.2. The appeals process is not a vehicle for athletes to attempt to persuade the Selectors that an original selection decision was incorrect where they have followed the proper procedure. In reaching their decision, members of the Selection Panel are acting as experts, and athletes agree that in so doing the members of the Selection Panel will exercise judgment and discretion which are not of themselves capable of challenge.
- 1.3. This Policy forms the entire agreement between each athlete in a GB Softball National Team Programme and the British Softball Federation (the **Parties**) as to how National Team selection and de-selection decisions are to be challenged. The Parties agree to submit any dispute concerning any matter connected with or arising out of selection or de-selection issues to binding arbitration as provided for by the provisions of this Appeals Policy. The Parties further agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this Policy, or any decision made under this Policy, before any court of law or other dispute resolution body, including the Sports Dispute Resolution Panel (the SDRP) and the Court of Arbitration for Sport (CAS). The Parties will treat all decisions under this Appeals Policy as final and binding upon them.
- 1.4. The Parties acknowledge that, due to time pressures, procedures for selection and de-selection appeals need to be flexible in their form and timing. Accordingly, the Policy set out below is an accelerated procedure designed to enable any challenge to be resolved as quickly as is reasonably possible in order to minimise disruption to the National Team concerned.
- 1.5. A copy of this Selection and Appeals Policy document will be made available to all athletes who are members of the GB Softball National Teams Programme and to any other athletes who aspire to become members of the programme. These policies will also be published on the BSF website.

- 1.6. No appeals are allowed against the content of the Selection Policy and therefore against the actions of the Selection Panel provided that they have followed the Selection Policy.

2. HOW TO APPEAL

- 2.1. This Appeals Policy is commenced when an athlete affected by a National Team selection or de-selection decision makes a formal written appeal (the **Notice of Appeal**) to the BSF National Teams Officer within three [3] working days of the first announcement of the selection, however made, or the de-selection decision being made known to the athlete concerned. If the appealing athlete (the **Appellant**) fails to submit the Notice within this time limit, he or she will have lost the right of appeal under this Policy, save in wholly exceptional circumstances that will be judged by the GB Management Committee at their absolute discretion.
- 2.2. The Notice of Appeal will set out the grounds for the appeal and will include full details of the basis of the appeal, including the precise manner in which the Appellant alleges that the selection criteria have not been followed or that an error of fact has played a material part in the selection or de-selection decision. The Notice of Appeal should be as comprehensive as possible and will form the basis of further procedures under this Policy.
- 2.3. If the Appellant believes that he or she may want to call witnesses in support of the appeal then the name(s) of those witnesses should be set out in the Notice of Appeal. The Appellant will be able to call witnesses not named on the Notice of Appeal at any subsequent hearing but it may help the Evaluation Committee (as defined below) to know whether witnesses are to be called or not.
- 2.4. If the Evaluation Committee accepts that the matter should proceed to an Appeals Panel hearing, the Appellant will be able to raise arguments not contained in the Notice of Appeal, provided that they relate directly to matters which are referred to in the Notice of Appeal.
- 2.5. Appellants should be aware, however, that they may be prohibited from raising wholly new arguments at an Appeals Panel hearing about any matter which was not referred to in the Notice of Appeal.

3. INITIAL CONSIDERATION AND THE EVALUATION PROCEDURE

- 3.1. Where an Appellant is making an appeal against a selection or a de-selection decision, upon receiving a Notice of Appeal, the BSF National Teams Officer will within three [3] working days acknowledge receipt to the Appellant and arrange for

an initial judgment on the validity of the grounds of appeal to be made by a panel consisting of herself or himself and two others, one drawn from the BSF Executive and one from the GB Management Committee, provided that these two others do not serve on both bodies simultaneously (the ***Evaluation Committee***).

- 3.2. The Evaluation Committee will determine whether the Notice of Appeal is valid and whether the Appellant's complaint should be heard by an Appeals Panel, having regard to the following matters:
 - a. Whether the Notice of Appeal been served in time.
 - b. Whether the Notice of Appeal is based on an applicable ground of appeal as set out above.
 - c. Whether the Notice of Appeal discloses a *prima facie* case that the appeal could succeed.
 - d. Whether the case raised by the Notice of Appeal is so trivial or technical that even if proved correct there is no realistic prospect that the matter complained of would have had an effect on the decision of the Selection Panel or, in de-selection decision, the Head Coach.
- 3.3. In determining these issues, the Evaluation Committee is to give the benefit of any doubt to the Appellant.
- 3.4. In determining whether to transfer the case on to an Appeals Panel, the Evaluation Committee is not judging whether the Appellant's appeal should or would succeed, only that he or she has raised a proper case that could succeed. The Evaluation Committee is entitled to consider such matters as appear to it to be relevant, including (but not limited to) their assessment of the truth or accuracy of any facts relied on by the athlete.
- 3.5. Provided that sub clauses 3.2(a), (b) and (c) above are answered in the affirmative by the Evaluation Committee and (d) is answered in the negative, the Evaluation Committee shall confirm that the athlete's appeal should be forwarded to an Appeals Panel constituted as described below.
- 3.6. The members of the Evaluation Committee must bear in mind that they have not at this stage heard live evidence from the athlete or any witness he or she may wish to call and that it is likely to be only in exceptional circumstances that they are able to conclude that no case is disclosed by the Notice of Appeal.
- 3.7. However, if the Evaluation Committee answers in the negative to any of the matters set out in sub clauses 3.2 (a), (b) or (c) above or in the affirmative to (d), the Notice of Appeal will be dismissed and no further action will be taken by the British Softball Federation, the relevant National Team or the applicable Selection Panel. The Appellant will accept this decision as final and binding on her or him.
- 3.8. The Evaluation Committee shall also be entitled to conclude that the Appellant's complaint is clearly valid in that there has been a clear breach of the Selection Policy and that the relevant Selection Panel should reconsider its failure to select the

athlete based on the finding of the Evaluation Committee, or that the Head Coach should reconsider a decision to de-select an athlete. In such a case, the Evaluation Committee will notify the Appellant and the relevant Selection Panel or Head Coach of its decision and the Selection Panel or Head Coach will then be obliged to reconsider the matter without delay and will be bound to take into consideration any comments of the Evaluation Committee.

- 3.9. Where the Evaluation Committee does not remit the matter to the Appeals Panel, the reasons for their decision will be provided in writing to the Appellant and to the relevant Selection Panel or Head Coach as soon as possible and preferably no later than ten [10] working days after the receipt of the Notice of Appeal.

4. APPEALS PANEL

- 4.1. The Appeals Panel will consist of three [3] people selected by the British Softball Federation National Teams Officer in accordance with the provisions set out below, plus two [2] alternative members.
- 4.2. The Appeals Panel will be chaired by an independent barrister or solicitor, (or, where such a person cannot be identified within the necessary timeframe, a person whom both parties agree and consider independent). This chairperson will be joined by two [2] other people, only one of whom shall be an officer or employee of the British Softball Federation. The remaining place shall be filled by a person who appears to the National Teams Officer to be suitably qualified and capable of making an independent assessment of the matters in dispute.
- 4.3. The Appeals Panel will not include anyone who was involved in any way in the original selection or de-selection procedure, or any person related to or otherwise connected to the Selectors, the Head Coach, the Appellant or any person who sat on the Evaluation Committee.
- 4.4. In the event that any member of the Appeals Panel has any involvement with or is related to the Appellant or any other athlete who might be affected by the outcome of the appeal, or is in any other way placed in a position of conflicting interests in respect to the appeal, s/he shall be disqualified from sitting on the Appeals Panel and will be replaced by an alternative member.

5. NOTIFICATION OF THE APPEAL HEARING AND RIGHT OF ATTENDANCE

- 5.1. As soon as reasonably practicable, and preferably within seven [7] working days of a decision by the Evaluation Committee to refer the case to an Appeals Panel, the Appeals Panel shall convene a hearing (the ***Appeal Hearing***). The British Softball Federation National Teams Officer shall notify the Appellant of the time, date and

place of the Appeal Hearing, and shall also notify the members of the relevant Selection Panel or Head Coach and any other athlete who reasonably might be affected by a decision (a **Third Party**) of the fact that an Appeals Panel has been convened. These people will be given a copy of the Notice of Appeal and a note of the time, date and place of the Appeal Hearing.

- 5.2. The Appeal Hearing will be located in England.
- 5.3. Members of the Selection Panel or the Head Coach, as well as the Third Party, will be entitled to appear before the Appeals Panel and will be given equal rights of representation as the Appellant.
- 5.4. The Appellant will be asked to pay the British Softball Federation a deposit of £250 and will be informed of the possible cost consequences should his or her appeal be rejected. This deposit must be paid at the time of lodging the Notice of Appeal, otherwise the Notice of Appeal will be considered invalid.
- 5.5. Until the appeal is decided, the British Softball Federation will refrain from publishing any further details in relation to the selection or de-selection which is the subject of the appeal, although any existing details will remain where originally published before the Notice of Appeal was received. The British Softball Federation will be entitled to continue with the preparation of the National Team and will be under no obligation to support the preparation or training of the Appellant.
- 5.6. Any Third Party should understand that, in the interest of fairness and efficiency, it is likely that the Appeals Panel will be asked to consider the competing merits of arguments put forward by two or more athletes (including any Third Parties) on the question of the true implementation of the Selection Policy. In such a situation, it is likely that the final decision of the Appeals Panel will determine the rights of all the affected athletes (including those of the Third Party) and any Third Party will be prohibited from raising again, by way of separate or further appeal, matters which have already been decided upon by the Appeals Panel.
- 5.7. The Third Party agrees that this rule will apply to him or her in respect of any complaint they may have which, but for this rule, would fall to be determined under this Policy.

6. THE APPEAL HEARING

- 6.1. The Appeals Panel will be entitled to conduct the Appeal Hearing in such a way as the members think fit, including based solely on written submissions if all Parties agree.
- 6.2. Any Party to the Appeal Hearing will be entitled to be represented, but representatives may not be legally qualified.

- 6.3. The final decision of the Appeals Panel, including brief written reasons for that decision, will normally be communicated in writing to the Appellant and all other parties verbally on the day of the Appeal Hearing, and will be confirmed in writing to the Parties within three [3] working days of the Appeal Hearing. If there are circumstances preventing an immediate decision, the Chairperson of the Appeals Panel will explain the reasons and indicate the earliest date by which s/he expects a decision to be reached.
- 6.4. The Appeals Panel will be entitled but not obliged to award costs against either the Appellant or, in exceptional cases only, the British Softball Federation. 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 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 British Softball Federation will act reasonably in seeking to keep all these costs to a minimum. The Appeals Panel may at its discretion order the refund of the deposit paid by the Appellant.

7. REMEDIES MADE BY THE APPEAL PANEL

- 7.1. The Appeals Panel will be entitled to:
- a. Rescind the decision of the Selection Panel or the Head Coach and confirm or re-confirm the selection of the Appellant – but only in clear cases where the Selection Policy has not been followed and it is plain that, had the Selection Policy been followed, the Appellant would have been selected or would not have been de-selected.
 - b. Confirm the decision of the Selection Panel or the Head Coach and reject the Appeal.
 - c. Quash the selection or de-selection decision and remit the matter back to the Selection Panel or Head Coach, highlighting the errors identified in the conduct of the selection process.

8. OTHER MATTERS

8.1. Communications and Notices

GB Softball Selection Panels or Head Coaches will use any reasonable method of communicating selection and de-selection decisions to athletes. This can include oral announcements to groups of athletes, telephone or Skype calls, and email, and athletes must be aware of this and keep a constant review of these communication channels to receive selection decisions. Athletes should ensure that they have

provided their preferred method of communication and relevant contact details to a member of the Selection Panel or to the Head Coach in advance of any selection decisions.

- 8.2. Any Notice of Appeal must be sent by email to:

Jana McCaskill
BSF National Teams Officer
jana.mccaskill@britishsoftball.org

9. Minor Breaches of this Policy

- 9.1. Save that the time limit for commencing an Appeal by the Appellant shall be strictly enforced, where any Party deviates from any requirement of this Policy it shall not invalidate the Policy or any decision of an Evaluation Committee or Appeals Panel, unless there is a clear and significant risk that the deviation has affected the decisions made.

10. Confidentiality and Publication

- 10.1. The British Softball Federation, the Appellant and any Third Party are under an obligation of confidentiality in respect of any appeal under this Policy. None of these Parties will make any public statement or disclosure of the contents of a Notice of Appeal, or any other matter referred to by any of the Parties, during the course of an appeal.
- 10.2. The British Softball Federation will be entitled to publish the decision of an Appeals Panel in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published and the resulting position as to selection or de-selection.

11. Amendments to this Policy

- 11.1. The British Softball Federation will be entitled to amend this Policy from time to time, and such amendments will take effect from the first date of publication of the complete amended Policy on the British Softball Federation website.

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C. INJURY AND RETURN TO PLAY PROTOCOLS

1. Provision of information

- 1.1. When submitting an Application Form to declare eligibility for selection, athletes must inform the Head Coach and Selection Panel if they have undergone surgery or medical procedures in the past 12 months or are due to undergo surgery in the next 12 months.

2. Pregnancy

- 2.1. Athletes will not be able to participate for a Great Britain team in any international competition if more than **11 weeks** pregnant at the commencement of the competition. Athletes need to notify their Head Coach as soon as pregnancy is confirmed.

3. Performance-limiting injury or illness

- 3.1. A performance-limiting injury or illness is either an intermittent or continuous interruption to physical performance for a period of **six weeks** or more, limiting the athlete's ability to commit to training sessions, games or any other selection events or activities listed in Section 1 above.
- 3.2. If an athlete has a performance-limiting injury or illness during the selection year, s/he must report the injury or illness to the Head Coach of his/her team within two weeks of the occurrence of the injury or the onset of illness. Please note that:
 - a. If an athlete is unsure of the injury/illness recovery time-line once injured/ill, s/he may seek medical advice and rehabilitation. Once it is known that the timeline will exceed six weeks, the Head Coach must be informed immediately.
 - b. Wherever possible, all injuries should be reported to the Head Coach regardless of the expected time-line for recovery.
 - c. For compassionate performance-limiting factors, coaches must be informed within three weeks of the situation arising and an agreement will be reached on an individual basis.

4. Responsibility

- 4.1. It is the athlete's responsibility to inform the Head Coach personally of a performance-limiting injury/illness. No assumption should be made that the staff has already been informed.
- 4.2. Any medical reports on an injury or illness, including notice of any prescriptions, must be provided to a designated person on the Selection Panel or staff for that team.
- 4.3. The team reserves the right to seek independent medical advice on the extent of an injury or illness and expected recovery times.
- 4.4. It is the athlete's responsibility to communicate to the Head Coach and/or to designated team medical personnel on the progress of their recovery from injury/illness and the indicated timelines for recovery.

5. Performance-limiting factors occurring within six weeks of international competition

- 5.1. Any injury/illness which occurs within a period of six weeks before a player is scheduled to represent Great Britain in international competition should be reported to the Head Coach within five days of the injury or the onset of illness.
- 5.2. The Head Coach may de-select an athlete from the team if medical reports determine that the injury/illness will impact the athlete's performance during that competition.

6. Grounds for failure to select or de-selection

- A. If the injury or illness will impede the athlete's ability to perform normally in games within a time-frame established by team staff before an international competition.
- B. If the athlete is failing to meet the requirements of their rehabilitation programme as set and monitored by GB medical staff, or as set by an external rehabilitation source (in which case the programme should be reviewed by GB medical staff).
- C. The athlete is not routinely communicating with GB staff about his or her rehabilitation progress within requested time-lines

VERSION 2

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