



Great Britain Hockey

Selection Policy & Procedures: Great Britain Elite Development Programme

Reviewed September 2020

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1. Introduction

1.1. Aim of this document: This document details the selection policy and processes for (1) selection onto the Great Britain Elite Development Programme (EDP) (“the Programme”), including the England Under -21 element, (2) de-selection from the Programme, and (3) the Athlete Personal Awards (“APA”) awards process and associated athlete progress mechanism.

1.2. The Programme is a world-leading hockey programme that provides athletes with the best possible opportunity to achieve their international hockey ambitions. It is funded primarily by UK Sport as part of their National Lottery funded World Class Performance Programme (“WCP”). The vision for the programme is to “develop future medal winning Olympians”. Everything underpins this vision. The objectives of the programme are to:

- Identify and select the most talented future senior internationals with the potential to perform at World’s best level.
- Implement a programme that enables athletes to maximise their potential and that supports the development of the skills, physicality and character required to become a medal winning Olympian in the future.
- Deliver junior international teams that excel at under-21 and non-under-21 level (European Championships and World Cup, and non-under 21 competition).

1.3. GB Framework: The GB Framework underpins the delivery of the Programme. All athletes and staff should be aware of the GB Framework and operating structure, which can be found [here](#).

1.4. Athlete Performance Awards: As a UK Sport funded sport, a number of APAs are allocated to hockey. The APA is a National Lottery funded grant awarded to certain athletes in support of their progression towards medal success at the Olympic Games. The APA is designed to enable athletes to engage fully with the Programme and meet the necessary training and competition demands associated with progression towards the Olympic podium. The APA grant contributes towards the living and sporting costs that athletes incur whilst being a member of the Programme.

In the Tokyo 2020* Olympic Cycle, Great Britain Hockey (“GB Hockey”) has been awarded 40 APAs (for each gender) across the Elite Development Programme and the Great Britain Senior Centralised Programme, subject to the on-going performance of GB Hockey. The number of awards allocated per programme is not set and GB Hockey may not utilise all its places.

* extended to 2021 due to the postponement of the 2020 Olympic Games.

In relation to The Programme, GB Hockey may utilise approximately 18 APAs (for each gender). The number of athletes involved in the squads will be strategically managed based on the performance need and breadth / depth of ‘talent’. At certain points in the cycle, athlete numbers on the Programme may be increased or reduced in order to best serve the performance need at a particular time, subject to the absolute discretion of “GB Hockey”.

1.5. Player Agreement: The contractual commitments of the athlete and GB Hockey (on joining the Programme) are captured in (1) the WCP Athlete Agreement for athletes

receiving a UK Sport funded APA, (2) in the EDP Athlete Agreement for all other EDP athletes, and (3) in the England Under-21 Athlete Agreement for other England Under-21 squad athletes. These agreements clarify each of the athlete's and GB Hockey's responsibilities and obligations to enable each athlete to make the most of his or her sporting career.

2. Assessment Process

2.1. Eligibility: To be eligible for selection for the Programme, an athlete must:

- 2.1.1. Hold, or be eligible to hold, a British passport. If an athlete holds, or is eligible to hold, a British passport but has played for another senior International Team in an International Hockey Federation ("FIH") competition during the last three years (outside England, Scotland and Wales), he or she may be invited to join the Programme in a training context. Under these circumstances, an invitation to join the Programme would not be combined with an APA; and
- 2.1.2. be available to participate fully in the Programme. In principle, athletes may be supported on a case-by-case basis whilst not fully engaging with the Programme for career or other acceptable commitments.

2.2. Routes to assessment: There are two routes to assessment for inclusion in the Programme. They are:

- 2.2.1. Nomination for a formal assessment phase by a Home Nation Coach, a GB EDP Coach or a club;
- 2.2.2. An ad hoc invitation for assessment based on The Programme Head Coach observation of international and / or domestic training and competition.

2.3. Frequency and format

A formal assessment phase is conducted in the Autumn each year for current members of the Programme and athletes nominated by a Home Nation, GB EDP Head Coach or English/Scottish National League Club.

Subject to agreement by the GB EDP Head Coach and GB Head of Elite Talent Development, current programme members may not be required to attend some or all, of the assessment phase.

Any formal assessment phase will be communicated in advance (by a minimum of six weeks written notice) to Home Nation Head Coaches, Home Nation Performance Leads and English/Scottish National League Clubs.

Ad hoc assessment opportunities may be conducted at additional times in all years of the cycle. Any ad hoc assessment phase will be agreed between the GB Head of Elite Talent Development and The Programme Head Coach and will be communicated clearly in advance to any athlete involved as well as those athletes currently involved in The Programme.

3. Selection Process & Criteria

- 3.1. **Selection context:** The aim of the selection process is to select a squad of the most talented sub-senior GB athletes who demonstrate the potential to be able to transition into the Senior GB Programme and perform at World's best level in the next 1-5 years.

As GB do not compete consistently at junior level, and as England is the Nominated Country (see GB Framework), the GB Elite Development Programme has a responsibility for the preparation and delivery of England under-21 teams. For this reason, a minimum of 24 England under-21 athletes will be selected

Additional athletes will be identified on the EDP Reserve list. Reserve list athletes will be invited to EDP training sessions on an ad-hoc basis if there are spare places available due to full squad members being unavailable for any reason. The Reserve list can include athletes from any Home Nation, however sufficient England under-21 will be included to ensure there is a pool of England athletes who are supported and prepared to perform successfully at under-21 level.

For 2020-21 the Reserve list will include any U19 England athletes who are in contention for selection to the U19 European Championships and not selected to the EDP squad.

- 3.2. **Selection framework:** The selection criteria set out below are those identified by the GB Performance Director, GB Head of Elite Talent Development and the Programme Head Coaches as fundamental to selection for the Programme.

3.2.1 In developing this framework it is acknowledged that hockey is a team sport and whilst athletes can do a great deal to develop in an individual environment, ultimately, those athletes have 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 will be considered alongside individual skill levels.

3.2.2 The multi-faceted nature of team sport make objective criteria difficult to define, and therefore, it is acknowledged there will always be a component of subjective decision making by experts using their professional opinion and discretion, in relation to the final selection of athletes for the Programme.

3.2.3 The selection criteria below may be revised from time to time as a result of further comment and feedback from the GB Performance Director, GB Head of Elite Talent Development, GB Senior Programme Head Coaches, Programme Head Coaches and other relevant parties (e.g. UK Sport). Any such revisions shall be notified to the athletes participating in the Programme and those attending any assessments for selection in the Programme.

- 3.3. **Selection principles:**

- 3.3.1. To select athletes with the greatest potential to perform at a senior international level and contribute to consistent medal winning success.
- 3.3.2. To conduct a meritocratic selection process which recruits those athletes with the greatest potential and ability to contribute to senior podium success. This process is not necessarily designed to select the highest performing athletes at the time of assessment.
- 3.3.3. The selection process aims to identify athletes that possess 'super-strengths', who will add a certain physical, psychological, technical, tactical or skill-based strength to the Programme squad.
- 3.3.4. Each athlete has a unique set of strengths and development areas. It is this unique combination that helps determine each individual's potential and all aspects will be considered in the decision making process.

3.4 Selection criteria: The selection panel (as referred to in paragraph 3.5 below) will consider all relevant factors in exercising its discretion in selecting a squad. In doing so the following selection criteria will be examined in relation to the blend and balance from both an individual athlete and squad perspective:

3.4.1 Attitude

- Self-motivated and self-disciplined, requiring themselves to motivate their training and play. The pride and passion of athletes representing their country should be evident to all in what is done on a day-to-day basis.
- Work ethic, both on and off the pitch.
- Supports teammates in matches, training and off the pitch.
- Takes responsibility for the success of themselves and the squad.

3.4.2 Proven effective hockey ability & potential

- High level of technical skill including one or more 'international' skills which can be performed consistently under pressure.
- Ability to fit into formations successfully and execute tactics and make the correct decisions on/off the ball.
- Ability to learn, understand and implement options within identified systems of play and tactical principles.
- Consistently executes the right options effectively.

3.4.3 Team Player

- Selfless in attitude towards squad members – both on and off the pitch.
- Open minded.
- Plays to strengths.

3.4.4 Resilience

- Copes with and recovers from mistakes as well as remaining focussed on the tasks still to be completed.
- Self-starter.

3.4.5 Hockey Tournament Fitness

- Current or potential ability to deliver repeated high intensity performances over the length of a tournament in various climatic conditions and without accruing significant injuries.

3.4.6 Special Skills

- The ability to score and defend ‘set-pieces’, bringing individual skills of the highest quality including Penalty Corner Attack, Penalty Corner Defence and Penalty Strokes.

3.4.7 Balance of the squad

- The balance of attackers, midfield and defence athletes and goalkeepers, who are capable of playing at a high standard in a number of areas, and athletes with critical set-piece skills are a crucial part of the selection decision.

3.5 Selection Panel & Decisions

3.5.1 Final selection for places on the Programme will be determined by a selection panel containing as a minimum the Programme Head Coach and one Assistant Coach and the GB Head of Elite Talent Development.

3.5.2 The selection panel will review each athlete in relation to the framework, principles and criteria set out in paragraphs 3.2, 3.3 and 3.4 above when making each selection decision.

3.5.3 The GB Head of Elite Talent Development has final approval of all selection decisions.

3.5.4 Athletes will be notified of their selection or non-selection via email as soon as reasonably possible after the assessment phase.

4. Athlete Personal Awards (APA)

4.1. Principles

GB Hockey has four guiding principles for the allocation of APAs to athletes. The three applicable to GB EDP, in priority order are as follows:

1. Provide APAs of increasing value to those with the greatest potential to contribute to future systemic and consistent international medal winning performance;
2. Provide APAs of increasing value to those of greatest commitment (time and effort);
3. Provide APAs of moderate incremental value, as a forward looking award that supports the future senior team requirements for optimal performance.

4.2. APA Matrix

The table below outlines the criteria used by GB Hockey to make APA funding decisions for the Programme:

Funding Level	Criteria
Level D	<p>An athlete who fulfils criteria 1, 2 and 3 below</p> <p>1) Is developing and has the potential to make senior level FIH sanctioned tournament international squad selection within approximately 0 – 3 years, as demonstrated through the GB assessment process and/or evidenced by performance tracking, and/or GB EDP performance. (Any player whose (1) performance trajectory, relative to the medal winning</p>

	<p>profile, (2) magnitude of development, or 3) rate of progress required, is not commensurate with international medal winning success, will not be considered for D Level funding).</p> <p>2) Is developing identifiable super-strengths (linked to the selection criteria) which are expected to contribute towards senior international success.</p> <p>3) Is able to attend GB EDP consistently and available for Senior training at Bisham Abbey and competitions as required.</p>
Level E	<p>An athlete who fulfils criteria 1 and 2 below</p> <p>1) Is developing and has the potential to make senior level FIH sanctioned tournament international squad selection within the 2 – 4 years, as demonstrated through the GB assessment process and/or evidenced by performance tracking, and/or GB EDP performance. (Any player whose (1) performance profile, relative to the medal winning profile, (2) magnitude of development, or 3) rate of progress required, is not commensurate with international medal winning success, will not be considered for E Level funding).</p> <p>2) Is able to attend GB EDP consistently.</p> <p>Criteria for 2020-21 only</p> <p>The Covid-19 pandemic and subsequent postponement of the Olympic Games means there may be some athletes who show strong potential to progress to the Senior Programme at the start of the Paris cycle who would benefit from exposure to an alternative environment to GB EDP (e.g. European club competition), or to be supported through a bespoke performance solution. On a case by case basis these athletes may be supported at E level</p> <p>1) They would not be expected to attend GB EDP consistently 2) They need to be available for Senior training at Bisham Abbey and competitions as required when provided with reasonable advanced notice (minimum 2 weeks)</p>

Being awarded an APA funding level does not guarantee tournament selection.

4.3. APA Selection & Process

- 4.3.1. The Programme Head Coach and GB Head of Elite Talent Development will use the matrix above to identify the relevant APA funding level for each athlete. APA's for the Programme will be awarded on a 6-month basis after which time they will be reviewed (See section 5).

- 4.3.2. **Acceptance onto the Programme:** Following the allocation of a place on the Programme, individual athletes will only be formally accepted onto the Programme once they have signed and returned the WCP Athlete Agreement or , EDP Athlete Agreement

5. Athlete Progress & Retention

- 5.1. The Programme is designed to be progressive and support athlete development. Athlete progress is monitored through regular review meetings. However, it is important to acknowledge that review meetings are only one mechanism; informal feedback in several forms (verbal, video etc.) will be provided on an ongoing basis (squad and individual basis). Athletes are expected to drive their own development and learning and seek input and feedback from coaching and support personnel.

5.1.1. Format of review meetings

Each review will include the following core elements:

- Review of progress/target identified at the previous review meeting and outlined in an Individual Development Plan (“IDP”).
- Setting areas for development and/or targets outlined in an athlete’s IDP.
- Confirmation of athlete status within the programme (see paragraph 5.2 (Review Outcomes – Athlete Status) below).
- Review of progress of the athlete’s commitments under the WCP Agreement or /EDP Athlete Agreement including contractual appearances.
- Athlete reflections on a combination of current life outside hockey, personal wellbeing, dual aspirations and planning for life beyond international hockey.

Athletes will be notified of the requirements for the review meeting in advance by a member of programme staff.

5.1.2. Frequency of review meetings

Wherever possible review meetings will take place on six-monthly basis. Due to the nature of the international calendar there may be occasions (e.g., through the summer, athlete break from Programme etc) when this frequency is not possible. In these circumstances, review meetings will take place as soon as possible as the calendar allows but no later than 9 months after the previous review.

5.1.3. Attendance at review meetings

Wherever possible the GB EDP Head Coach will be present at athlete reviews. If for any reason one of the coaching staff is not available (e.g. due to illness) the review will proceed with one of the GB Assistant coaches present. Other members of the practitioner team may also be present at their request, the request of the GB EDP Head Coach and/or or the request of an athlete. Athletes may also invite (or be required to have) another athlete or club/university coach to join his or her review in the capacity of critical friend/observer.

5.1.4. Review Outcomes – Athlete Status

At the end of the review meeting each athlete should understand his or her position in the Programme via the following mechanisms:

- Current status of selection for upcoming tournaments and major events (e.g. next GB U23 tournament if the team was to be selected today – Very Likely, Possible, Unlikely).
- Red, Amber, Green (“RAG”) programme status in accordance with the table below:

Traffic Light	Status
Green	Athlete is viewed as high potential and progressing in line with expectation for their age and stage of development (assessed against the selection criteria in section 3.3) and has, or is developing, identifiable super-strengths
Amber	Athlete is progressing against some of the selection criteria but is not fully on track in all areas and/or there are currently factors limiting the likelihood of future progression to the Senior programme (e.g. performance profile, rate of progression, injury or illness, commitment levels, age profile)
Red	Not meeting the criteria for Programme membership. An athlete will be given written notice that their programme place is under review. Athletes can only stay on red status for 3 months before moving back to Amber or exiting the programme

Via the review process all athletes should be clear on their current status and their development areas. Athletes may remain on green or amber status indefinitely, Athletes cannot move directly from Green to Red status and must transition through Amber (save for the exceptions referred to in paragraphs 5.3 and 8.0 below). GB EDP Head Coaches must seek agreement from the GB Head of Elite Talent Development prior to communication with an athlete.

5.2. Annual review

The programme runs on an annual based from January to December each year with membership reviewed annually for all athletes. As there are a limited number of programme places, ‘Green’ status does not guarantee continued membership in the following year.

5.3. Retention of Athletes affected by Performance Limiting Factors

- 5.3.1. An athlete may be asked to leave the Programme if he or she suffers a ‘performance limiting’ injury or illness which is defined as:
- an injury or illness (or combination of these) which results in significant interruption or impact upon training for at least three months – intermittent or continuous; or
 - an injury or illness which occurs at such a time that, in the absolute discretion of the Programme Head Coach, GB Head of Elite Talent Development and Chief Medical Officer, it significantly impacts an athlete’s ability to contribute fully to the programme over an extended period of time

If either of these scenarios occurs an athlete may be placed on Amber status at any point and moved to Red after at least 3 months.

- 5.3.2. **Pregnancy and Childbirth:** Continuation of Programme membership (including APA where relevant) is possible for athletes during pregnancy and after childbirth. To maintain APA during this period the athlete will be required to agree to an appropriate training and return to fitness programme with the GB Head of Talent Development and programme Head Coach. This programme will include a timeline for the athlete to return after childbirth to full competitive level.

At three-month intervals after childbirth the GB Head of Elite Talent Development will undertake a review with the athlete to assess commitment and progress against the agreed performance targets. If the required commitment and/or progress has not been made the athlete may be given a notice period (dependent on her time spent in the programme) before being removed from APA support. The athlete may, at any point during pregnancy/after childbirth withdraw from the Programme and receive relevant APA transition funding.

6. Process for amending Athlete Personal Awards during an Olympic Cycle

- 6.1. **Amendments to APA levels** (new awards or removal of award) may occur at any 6 monthly review point (end of June and December) in the cycle. If Programme athletes are selected to join the Senior Centralised Programme on a full-time basis, amendments to their APA can be made at any time. In exceptional cases athletes may be added at other times, if places become available.
- 6.2. The Programme Head Coach and GB Head of Elite Talent Development are responsible for making any amendments to APA levels. The GB Performance Director has final sign off on all APA amendments. (In the instance that the Programme Head Coach is not available / in post, two assistant coach will be utilised to support APA funding amendments. In the instance that the GB Head of Talent Development is not in available, the GB Performance Director will be utilised to support the review and revision of APA funding awards).
- 6.3. The following transition periods for APA funding will be applied to amendments

Amendment	Transition Period
Transition between full-time APA levels and GB EDP funding (e.g. C to D)	Three months at higher level followed by immediate transfer to lower level.
Transition between D and E level	Changes will occur at the end of the current 6-month contract period
Transition off the WCP	Three months or up to the end of the 6-month contract period (whichever is shorter)

7. Appeals Procedures

- 7.1. The following procedures have been adopted by GB Hockey in consideration of any appeal made by or on behalf of any athlete wishing to appeal by virtue of either his or her:
- (i) non-nomination for the Programme; and/or
 - (ii) de-selection for the Programme; and/or
 - (iii) removal of, or non-nomination for, an APA

each, a “GB Hockey Decision”. The notification of the GB Hockey Decision from GB Hockey to the athlete shall contain the following information:

- (i) the reasons for and the effect of the GB Hockey Decision;
 - (ii) the date on which the GB Hockey Decision was made;
 - (iii) the date on which the GB Hockey Decision takes effect; and
 - (iv) copies of any supporting documents and a template Notice of Appeal.
- 7.2. This is the only applicable appeals procedure and forms the entire agreement between the parties as to how selection decisions relating to the Programme and APAs are to be challenged. The parties agree to submit any dispute concerning any matter connected with or arising out of any such selection decision to binding arbitration in accordance with the provisions of these Appeals Procedures.
- 7.3. The parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of these Appeals Procedures, or any decision made under these Appeals Procedures before any court of law or dispute resolution body without first following this Appeals Procedure. The parties will treat all decisions under these Appeals Procedures as final and binding upon each of them.
- 7.4. The parties agree that these Appeals Procedures are to be treated as an arbitration procedure under Part 1 of the Arbitration Act 1996 (“the Act”) and the provisions of paragraphs 7.2 and 7.3 above amount to a binding arbitration agreement for the purposes of Section 6 of the Act. The seat of the Arbitration shall be England.
- 7.5. Grounds of Appeal: These Appeals Procedures shall only apply to a GB Hockey Decision and not to any grievances in relation to GB Hockey generally. The grounds upon which a GB Hockey Decision may be appealed are limited to the following:
- 7.5.1. there has been a failure by GB Hockey to follow the relevant Selection Procedures (i.e. there has been a procedural defect);
 - 7.5.2. the decision maker has been subject to actual bias when making a GB Hockey Decision;
 - 7.5.3. a GB Hockey Decision has been reached on the basis of an error of fact; or
 - 7.5.4. the GB Hockey decision is one that no reasonable decision maker could ever have reached.
- 7.6. Any appeals which do not satisfy the grounds of appeals above will be dismissed automatically.
- 7.7. **Notice of First Appeal:** These Appeals Procedures are commenced when an athlete affected by a GB Hockey Decision submits a formal written (including email) appeal

(the “Notice of First Appeal”) to the GB Chief Operating Officer or other nominated person, who shall act as “Chairperson” for the purposes of these Appeals Procedures.

7.7.1. The Notice of First Appeal must be received by the Chairperson within five working days of the decision being communicated to the athlete. “working days” excludes weekends and Bank Holidays. If the athlete fails to submit the Notice of First Appeal within the time limit he or she will have lost his/her right of appeal unless, in the opinion of the Chairperson (acting reasonably) it was not practical or if there was some other good reason for the submission not being made within the time limit.

7.7.2. The Notice of First Appeal must set out full details of the athlete’s ground(s) of appeal and include:

a) Details of the decision which the athlete is appealing;

b) Details of the ground(s) of appeal upon which the athlete relies, including the precise manner in which the athlete alleges that the Selection Policy has not been followed; and

c) Any documents or written evidence upon which the athlete relies in support of his or her appeal. These documents must be relevant specifically to the athlete’s grounds of appeal.

7.8. Outcome of First Appeal: The Chairperson will consider whether one or more of the grounds of appeal have been met. There are two possible outcomes of the First Appeal:

1) Appeal dismissed

In the event that the First Appeal is dismissed, the athlete will be (i) informed that his or her appeal has been dismissed in writing within 5 working days, (ii) provided with reasons for the dismissal, and (iii) provided with a secondary opportunity to appeal to an independent body, Sports Resolutions-(UK) (the “Second Appeal”). If an athlete would like to commence the Second Appeal they must notify in writing (“Notice of Second Appeal”) the Chairperson within 3 working days of the First Appeal decision (GB Hockey in its sole discretion may decide to extend this deadline). The Notice of Second Appeal must contain the grounds of appeal outlined at paragraph 7.7.2 above.

2) Appeal upheld

In the event that the First Appeal is upheld, the GB Hockey Decision will be set aside and the selectors will be asked to reconsider their original selection by applying the selection criteria correctly. Selectors are required to ensure that they follow the correct process and consider the correct information. It is possible that selectors will reach the same decision.

7.9. Sports Resolutions/Independent Appeal

Upon receipt of the Notice of Second Appeal, the Performance Operations Manager will notify Sport Resolutions (UK) as soon as possible and provide Sport Resolutions (UK) with a copy of the Notice of Second Appeal. Sport Resolutions (UK) will then as soon as reasonably practicable notify GB Hockey and the appellant of the proposed members of the Appeal Panel.



An athlete or GB Hockey may object to the composition of the Appeal Panel by notifying Sport Resolutions (UK) of the objection and setting out the reasons for such objection (the "Objection Notice") no later than two working days from the date of the notice of the composition of the Appeal Panel.

Sport Resolutions (UK) shall within three working days from the date of the receipt of the Objection Notice, notify the athlete and GB Hockey either that:

- (a) the composition of the Appeal Panel has been changed and provide details of the new Appeal Panel; or
- (b) the composition of the Appeal Panel has not changed and give reasons why it has not accepted the Objection.

The Appeals Panel shall comprise three independent people, one of whom shall be designated by GB Hockey as Chairperson of the Appeals Panel and shall be a legally qualified person. In determining the composition of the Appeals Panel, GB Hockey shall ensure that the appeal will be conducted fairly and impartially. The Appeals Panel shall not include any member of the GB Hockey Selection Panel or individuals with any connection to the athlete or the matters being considered and, for the avoidance of doubt, the Appeals Panel may not comprise employees or officials of GB Hockey.

Should a member of the Appeals Panel become unable to hear the appeal following the appointment of the Appeals Panel for whatever reason, GB Hockey shall appoint a replacement member.

The decision of Sport Resolutions (UK) on the composition of the Appeal Panel shall be final.

The Chair of the Appeal Panel will convene a hearing to take place as soon as practical, and in any event within five working days of receipt of the Notice of Second Appeal by GB Hockey, at which the Appeal Panel will consider the Notice of Second Appeal.

The Chair of the Appeal Panel shall consider whether the interests of any athlete(s) other than the Appellant (the "Interested Party" or "Interested Parties") may be affected by the nomination decision under consideration and may direct that such Interested Party/Interested Parties are joined to the Appeal. Where any Interested Parties are so joined, the Appeal Panel will determine the rights of the Interested Parties and they shall be prohibited from raising matters already ruled upon as separate or further appeals.

An athlete is entitled to attend the hearing and present his or her case and be accompanied by one other person who may act as his or her representative.

The Chair of the Appeal Panel shall give such directions as are appropriate for consideration of the matter, in particular:

- (a) the date and place at which the Appeal Panel shall meet to determine the Appeal;
- (b) whether the Appeal will proceed by way of written submissions or an oral hearing; and



- (c) whether the parties and Interested Parties should be required to submit statements of their evidence and/or written submissions prior to the hearing, and if so, a timetable for doing so.

The Appeal Panel will consider the grounds set out in the Notice of Second Appeal and establish to their reasonable satisfaction whether or not there has been a failure to apply the applicable selection criteria and/or that there has been a failure to adhere to the procedure set out in the Selection Policy in reaching the GB Hockey Decision.

The Appeal Panel shall be entitled to:

- (a) confirm the GB Hockey Decision under appeal and reject the Appeal; or
- (b) allow the Appeal and quash the GB Hockey Decision under appeal and remit the matter back to a new Selection Panel specifying the errors that they have identified in the conduct of the selection process and requesting that a new decision is made within 48 hours (or as soon as reasonably practicable).

The decision of the Appeal Panel shall be reached by majority vote. Such decision shall be final and binding.

Sport Resolutions (UK) will inform all parties in writing and by telephone (or such other method of communication as the Appeal Panel shall decide) about the Appeal Panel's decision to either uphold or reject the Appeal within 24 hours of the hearing.

The Appeal Panel has the power at its discretion to make an order for the costs of the Appeal to be paid in such proportions as the Appeal Panel may decide. The costs may include any room hire, travel and other expenses incurred in establishing the Appeal Panel but nothing shall be included on account of a party's professional charges for representation or otherwise.

The Appeals Panel shall be entitled to record the appeal hearing, including the decision reached, in whatever form it shall determine.

The Appeals Panel may at its sole discretion disregard any failure by a party to adhere to these Appeals Procedures and may give such further directions as it may consider appropriate.

The Appeals Panel may also make recommendations for the future revision and/or smoother execution of the Selection Policy and Appeals Procedures. GB Hockey reserves the right to amend these Appeals Procedures at its sole discretion and will make the amended version publicly available. An athlete's continuing membership of GB Hockey shall be deemed as continued acceptance of these Appeals Procedures as amended from time to time.

Any notification, correspondence or any other document submitted under these Appeals Procedures shall be sent by email and such document shall be deemed to have been received by the intended recipient on the date of transmission, provided no error message is received.

Any notification or correspondence for GB Hockey shall be marked for the attention of the Chief Executive and sent by email to nick.pink@englandhockey.co.uk or to the following address Nick Pink, Great Britain Hockey, Bisham Abbey NSC, Bisham, Marlow, Bucks, SL7 1RR.

7.10. No further right of appeal

There is no further right of appeal after the decision of the Appeal Panel.

8. Leaving the Programme

8.1. The following procedures will be adopted when a decision to leave the Programme is made by GB Hockey or the athlete:

8.1.1. **Athlete is moved to Red status following a review meeting:** Where reasonably possible the athlete will be notified in person by the Programme Head Coach at a review meeting. GB Hockey will also provide written notification after the review meeting.

8.1.2. **Athlete decides to leave the Programme (Amber or Green Status):** The athlete must notify the GB Programme Head Coach in writing of their decision as soon as reasonably possible.

8.1.3. **Athlete not re-selected to the Programme after the Autumn formal assessment process:** Where reasonably possible the athlete will be notified in person by the Programme Head Coach at a review meeting. GB Hockey will also provide written notification after the review meeting.

8.2. **Access to Sports Science & Medicine Services:** In line with GB Hockey's agreement with the English Institute of Sport the following service access will be available to athletes leaving the Programme who are in receipt of an APA to the extent as set out below. Any transition support for other athletes is at the discretion of GB Hockey.

8.2.1. **Physiotherapy, Sports Medicine and Strength & Conditioning:** For athletes who are receiving treatment for an existing injury at the time of leaving the Programme these services (and medical cover) can be accessed for up to 3 months. Athletes who do not have existing injuries are able to access transition sessions referenced in paragraph 8.3.3 below.

8.2.2. **Mental health support:** Athletes receiving mental health support at the time of leaving the Programme may access further Mental Health support sessions whilst BOA Athlete Medical Scheme coverage is in place. Additional support will be assessed on a case-by-case basis. Support can also be provided to transition an athlete into the NHS mental healthcare pathway if appropriate.

8.2.3. **British Olympic Association Athlete Medical Scheme (APA Athletes only):** Access to this health insurance will cease at the end of any relevant period of APA transition funding. An athlete can choose to pay for an extension to this cover if appropriate.

8.3. **Exit Interview** All athletes leaving the Programme who are receiving an APA will be offered, and encouraged to attend, an Exit Interview with the GB Head of Elite Talent Development within a two-month period of leaving the Programme.

9. Conflicts of Interest

GB Hockey is committed to upholding high standards of integrity and as such any person who is part of the inclusion decision making process shall declare any conflicts or potential conflicts and shall refrain from participation in the discussion in respect to inclusion in which they have a conflict of interest. If a person is unsure whether they have a conflict or potential conflict they should consult the Head of Governance.

10. Data Protection

GB Hockey is a privacy conscious organization and is strongly committed to your right to privacy. That is why we have drafted a Privacy and Data Protection Statement, which follows guidelines set out in the 2018 General Data Protection Regulations which can be found on our website:

<http://www.englandhockey.co.uk/page.asp?section=2434§ionTitle=Privacy+Policy>

Please note that any data gathered in the course of the selection process will be used in accordance with this Statement and in particular will not be shared with any third party without your consent.

11. Policies

For the avoidance of doubt this selection policy operates in conjunction with all relevant GB and England Hockey policies including but not limited to its Anti-Doping Policy and Inclusion and Diversity Policy.

12. General Conditions

GB Hockey reserves the right to amend this Selection Policy at its sole discretion and will make any amended version available to all athletes who are at that time a member of the Programme. An athlete's continuing membership of the Programme shall be deemed as continued acceptance of this Selection Policy as amended from time to time.

If an athlete is in breach of the GB Hockey Player Agreement, GB Hockey may invoke the Athlete Disciplinary Process to deal with the breach.

ENDS (7th September 2020)