

Selection Policy & Profile for Wales Curling Performance Programme (WCPP) 2012/13 and 2013/14 Season

Scope

All players & teams that represent Wales at Curling at International events (excludes 4 Nations)

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1. Athlete Profile / Performance Programme Principles & Goals

Selecting players for inclusion into the WCPP on the basis of their prospect of being members of teams capable of achieving European B Group status and sustaining the place in the B Group for the subsequent season and gauging key performance factors on an ongoing basis.

As such, inclusion on the programme should be seen as an 'investment decision' in future performances at the identified events. The key question that will be asked when making any selection decision;

"Is there a realistic chance of this athlete being a member of a team capable of delivering the goals"

The WCPP is a 'training & preparation programme' – selection to the programme in no way guarantees selection to any Welsh representative team.

Selection to representative teams will be via an agreed selection process for each Championship which is ratified by the Welsh Curling Association.

Curling is a team sport, and whilst this policy defines the parameters that will be considered and recognizes athletes as individuals, ultimately the athletes have to have the ability to realize that potential and perform within a team. Acknowledgement is made that in selecting for a team sport, combinations of athletes, the balance of the squad, and the ability of athletes to play in more than 1 position are also considered alongside individual abilities.

One of the stated priorities of the programme is to develop 'efficiently operating teams'. To achieve this aim means the programme has to be committed to the longer term development of teams over a period time, therefore athletes will be selected as individuals, and formed into teams by the Coaching staff.

The key performance factors that will be considered are:

Performance Delivery

Performance Potential

Commitment&Mindset

2. Performance Delivery & Potential

This is an athlete's ability to deliver a performance when it counts. It is the most important factor and will therefore be measured by the athlete's track record.

Taken into account are results from events (in order):

- 🕒 European Championships (over the previous 2 years)
- 🕒 Welsh Championships
- 🕒 World & Scottish Curling Tour Events

Key areas used for gauging an athlete's potential are:

- (a) Competitive Events at dedicated curling facilities
 - (b) 1st Province Competitions
 - (c) Junior Championships
 - (f) Performance Statistics from identified international events
 - (g) Results from 'Open Trial' events
 - (h) Training history
- All within the previous 2 years

3. Commitment& mindset

'Evidence that the athlete is making choices and undertaking programmes that maximize their potential to develop and improve their performance.'

When assessing Commitment/ mindset, if the athlete is planning on making significant commitments outside of their development as a curler eg deciding to live in a location which makes it extremely difficult/ impossible for the programme to make a positive performance impact etc - these factors will be taken into account within the review and selection process.

Relative importance of each key factor

Performance Delivery - Primary

Performance Potential - Secondary

Commitment/ Mindset – Supporting

4. Process

(a) Each curler who wishes to be considered for selection to the programme must meet the Eligibility Criteria and needs to apply via the WCPP Application form within the dates before 14th February 2013.

- (b) Any curler who applies will be invited to an 'Open Trials' event – to be held at a suitable Scottish Curling Rink on 9/10 March 2013
- (c) Individuals & Teams will be observed at Welsh Championships and other as hoc appearances attended by the Coaches & Selectors including the National Coach & his appointed assistants as ratified by the WCA committee
- (c) Based on the parameters set out above, athletes will be ranked and the ranking list will be used by the Coaches & Selectors to select the team(s) by March 30th 2013.
- (d) Once curlers have been offered a place on the programme they will have 14 days to accept, after which if no response has been received it will be assumed they have declined the offer.
- (e) Each athlete who is to potentially be selected will discuss their profile together with the Coaches and Selectors.

5. Points of Consideration

Performance Delivery

"What is the athlete's current level of performance delivery on the world stage?"

The process takes into account the following factors:

- (a) The depth of competition
- (b) The status of Championships
- (c) The results obtained
- (d) The depth of competition in each position (Skip/ Lead/ Second/Third)

Performance Potential

"What is the curler's potential to deliver results on the world stage in the future?"

The process takes into account the following factors:

- (a) The depth of competition
- (b) The status of potential events considered for performance talent/potential.
- (c) The results obtained
- (d) Training history
- (e) The depth of competition in each position (Skip/ Lead/ Second/Third)

Commitment to Performance Development

"Evidence that the athlete is making choices that maximize their potential to develop and improve their performance."

Listed below are the factors that would be considered when considering each athlete. For athletes being considered the assessment would also consist of a meeting between the athlete, the respective National Coach, Team Coach and Invited Selectors where each factor would be discussed & scored. Each set of statements (A; B; C & D) has an ideal score of 4 and minimum score of 1. At the review meeting, all scores are added up and an average score is agreed by all parties involved for each set of statements to give a total maximum score of 16.

Within the context of this meeting, the scores are intended as a tool to open up discussions on areas of concern/ differences of approach etc.

A - Life Choices and Circumstances

Factors with beneficial effects to performance development and factors with negative effects to performance development

- (a) Becoming a full time athlete or adapting work/college / family life to fit with training & competition
- (b) Maintaining a diet with training and performance in mind not consuming a poor diet without thought to training
- (c) Ensuring adequate rest & recovery
- (d) Controlling social life and alcohol consumption to appropriate levels as not to impair with training sessions, recovery and competition demands
- (e) Allowing outside influences to compromise recovery.

B - Professional Life Style

Factors with beneficial effects to performance development

- (a) Be available for training sessions at the home venue in Wales
- (b) Be available for all squad training camps & team competitions both domestically and overseas
- (c) Arrive at the training venue with all equipment in good order prior to the agreed time of training session
- (d) Arrive at all training sessions having made all efforts to recover optimally from previous training
- (e) Make time for session feedback from coaches and support staff following sessions
- (f) Constantly seeking new ways to improve performance

Factors with negative effects to performance development

- (a) Have other commitments resulting in nonattendance at training sessions
- (b) Non availability for training camps due to other commitments
- (c) Repeated late arrival at training sessions or failure to maintain personal equipment and specialist clothing
- (d) Allowing other commitments to obstruct full recovery from training
- (e) Failure to make time to seek feedback to aid performance development
- (f) Disinterested in new ideas, never challenging.

C - Commitment to engaging with the Performance Programme

Factors with beneficial effects to performance development

- (a) Full participation in the training, preparation & competitions programme
- (b) Actively seeking coaching input
- (c) Actively seeking support staff input
- (d) Support to the overall Performance Programme
- (e) Working in partnership with administration staff and managers to ensure good logistics
- (f) Providing constructive feedback and engagement to the programme

Factors with negative effects to performance development

- (a) Lack of or partial participation in training, preparation & competition programme
- (b) Failure to work constructively with the appointed Head coach
- (c) Failure to work constructively with the appointed support staff
- (d) Actions which may be detrimental to the Performance Programme &/or the GB/WAL National Teams
- (e) Failure to liaise effectively resulting in poor logistics
- (f) Providing destructive feedback or criticism, moaning about the situation etc without constructive suggestions

D – Performance Development Mindset

Factors with beneficial effects to performance development

- (a) Ability to recognize key challenges/ areas of weakness to enhance performance
- (b) Willingness to embrace and work on key challenges/ areas of weakness
- (c) Understands and works through a clear process of development
- (d) Willing to take on and learn from direct and honest feedback.
- (e) Ability to persist with a process even when faced with setbacks
- (f) Willing to take ownership and responsibility for their own performance and programme

Factors with negative effects to performance development

- (a) Unable to identify key challenges/ areas of weakness to enhance performance
- (b) Avoids or unwilling to work on key challenges/ areas of weakness
- (c) No understanding/ evidence that is working through a clear process for development.
- (d) Ignores feedback
- (e) Gives up when faced with set backs
- (f) Unwilling to take ownership and responsibility for own programme/ performance & blames others/ programme for negative results.

6. Decision Review Process

1. An athlete may request a review of a selection decision by submitting a written request to the Welsh Curling Association secretary for a review within 3 working days of the announcement of the selection decision, stating the grounds for the review.

2. Reviews will only be considered on the grounds of:

- (i) The selection policy process was not followed.
- (ii) Some other misconduct of selectors
- (iii) New evidence the panel may have been unaware of relating directly to the non-selected player. The panel will be unable to consider medical evidence without the player's full consent to disclosure and discussion.

There are no appeals allowed against the content of the published selection criteria and therefore against the actions of the selection panel, provided they follow the selection criteria. The criteria for appeal may not include any alleged error of judgment of the selectors.

3. The review will be coordinated by President of the Welsh Curling Association and comprise of the Welsh Curling Association Committee and the Coaches & Selectors within 7 days of receipt of the request for a review and may at the Review Panel's absolute discretion, include a meeting with the relevant athlete.

4. The Review Panel shall have an unfettered discretion either to uphold or amend the original decision as a result of the review and will communicate the decision to the relevant athlete(s) and Coach as soon as reasonably practical.

5. The decision of the Review Panel is final and binding on all parties, as the review process is an exercise of discretion in the matter of selection. It is not a disciplinary or 'judicial' finding and as such, is not subject to further appeal.

7. Eligibility Criteria

- ⌚ Must be a fully paid up Full member of the Welsh Curling Association at the time of entry (excludes social membership)

And meet (A) or (B)

- (A) Play in at least 10 of the available fixtures Welsh Curling in the period 1st Feb to Jan 31st
- (B) Meet at least one of the following criteria

- ⌚ Born in Wales
- ⌚ Have one Parent or Grandparent born in Wales
- ⌚ Have been resident in Wales for 2 years or more prior to the date of entry

Any disputes arising from the selection policies & process will be reviewed by the WCA committee, whose decision will be considered final