

# British Biathlon Selection Policy 2019-20



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## 1. Introduction

The aim of the British biathlon selection process is to support a long-term performance pathway, the development of athletes and the delivery of programmes to produce consistent World Class performances, most notably at the IBU World Championships, Youth & Junior World Championships, the Olympic Winter Games, European Youth Olympic Festival, Youth Olympic Games, Junior & Senior European Championships, as well as on the IBU World Cup and Senior/Junior IBU Cup circuits.

This document describes the selection policy and process for selection of athletes to be invited to join the British squads and/or to represent Great Britain in biathlon events. Selection will be made without bias or discrimination. The policy and processes are agreed and overseen by the British Biathlon Union (BBU), the National Governing Body for biathlon in the United Kingdom. The policy and processes are approved by the Board of BBU. BBU aims to identify a clear performance pathway with defined selection criteria and processes for selection to BBU Squads and Teams in the appropriate age categories.

### 1.1. Aim

The aim of this document is to identify the selection criteria and process for selection to the British Biathlon Squads and Teams. Criteria are laid out within the age group categories as defined by the International Biathlon Union (IBU) and identified within this document. BBU selection will be adopting a multifaceted approach by considering achievement in competition, technical skills and athletic capacity.

### 1.2. Remit

The Selection Panel will select the Teams for the World Cups, World Championships, Youth and Junior World Championships and other IBU competitions. The Panel will recommend athletes to the British Olympic Association for selection to teams for the various competitions run under the Olympic banner.

For Olympic events the BBU will agree and publish the Selection Criteria and Procedures in co-operation with the British Olympic Association (BOA) for the Olympic Winter Games, the European Youth Olympic Winter Festival and the Youth Olympic Winter Games.

The Selection Panel will select athletes into the following British Squads, and subsequent international levels of competition teams:

1. World Cup Squad
2. IBU Cup Squad
3. Junior Squad

In order to allow athletes to optimise their preparations for competitions, athletes achieving 'Squad' status will be pre-selected for their level of competition, unless the Squad numbers exceed respective start places, where athletes would then be required to take part in the on-snow selection, and possibly summer selection phases.

## 2. Formation and Members of the Selection Committee

The BBU Board will appoint the Chair of the Selection Committee. The Chair may invite others with specialist knowledge to contribute for all or part of a meeting. Committee members must be free from all external conflicts of interest in the selection process.

The role of the Chair is to adjudicate the process, to be equitable to all Athletes, and to ensure that the process is applied with respect to meeting the objectives of BBU, as stated at the top of this document. The BBU Board may substitute an individual in place of any of the roles that are not filled at the time of the selection. Such nomination must be agreed by email of meeting with 75% of board voting members in agreement.

## 2.1 BBU Selection Committee

The quorum for a meeting of this selection committee shall be all three voting members.

**Chairman of Selectors:** BBU Sec Gen (non-voting)

- BBU Head Coach
- BBU Development Director
- BBU Elite Development Director
- For Olympic events - Olympic Team Manager (non-voting)

## 3. Athlete Agreements

Athletes who are selected must sign a current BBU Athlete Agreement, setting out the athlete's obligations to BBU and be a full member of the BBU to cover their insurance requirements throughout the season as a condition of confirmation and retention of their squad/team status.

All athletes selected to and taking up places in a BBU Squad/team must enter in to an athlete programme agreement. This document sets out the costs of the programme and what an athlete can expect in return for their commitment to meet those costs.

## 4. Process and timing

Squad selections will be made in March and April of each year. The selectors reserve the right to add athletes to squads during the year as a result of outstanding performances or remove athletes from squads for lack of performance or progress. Discussions on GBR programme participation will take place in February and March.

Selection minutes are not made public but are circulated to the Board. Redacted versions are available to any athlete who wishes to appeal the selection process results (see appeals process).

## 5. Eligibility

The Panel will consider only those who are eligible under IBU rules to race. Athletes will not be eligible for selection to specific competitions if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed medical officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

## 6. Prolonged absence from competition

An athlete who, having competed at a given level, fails to compete for a continuous period of twelve months, will not automatically be authorised to compete at the same level, even if the formal criteria to compete at the level are still met. In such circumstances the athlete will be required to demonstrate full fitness and competition readiness, after which the Selection Panel shall consider whether the approval to compete is justified. In making such a judgement, the Selection Panel shall consider all the evidence at its disposal and shall be entitled, in cases of doubt, to continue to withhold entry to the higher level of competition until it is satisfied that the required level of performance has been reached.

For the avoidance of doubt, the provisions of the above are intended to cover absence from competition for any reason, including officially recorded Injury Status.

## 7. Appeals Process

### 7.1 Commencement of Appeal

An appeal is started when an athlete sends an email to the BBU Secretary General copying in the BBU Chairman.

### 7.2 The Notice of Appeal

The emailed Notice of Appeal must:

- Include the words 'Notice of Appeal' in the email header;
- Identify the specific decision(s) being appealed;
- Set out a detailed statement of facts upon which the Appeal is based.

### 7.3 The Grounds of Appeal

The appellant athlete's Grounds of Appeal must identify that the BBU Selection Committee:

- Came to a decision that no reasonable body could have reached based on the facts provided;
- Failed to apply the relevant criteria found in the applicable BBU Selection Policy;
- Failed to give the appellant athlete a fair hearing

### 7.4 Appeal Hearing

Within seven days of receipt of the appellant athlete's Notice of Appeal email, the BBU Secretary General will endeavour to fast-track an Appeal Hearing date so that a decision is made and communicated to the appellant athlete as soon as possible. In the event that a fast-track approach is impractical; the Appeal Hearing will take place within 28 days of the BBU Secretary General's receipt of the appellant athlete's Notice of Appeal email.

### 7.5 Appeal Decision

The Appeal Decision will be chaired by the BBU Secretary General or BBU Chairman. Decision making will be based on an even number of BBU Selection Committee members' votes. In the event of a split decision, the chair of the BBU Selection Committee would have a compulsory casting vote

## Appendix A to British Biathlon Selection Policy 2019-20

The BBU supports a multifaceted approach for selection to define and select the athletes with the greatest potential. The major factor will be on-snow international competition.

### A.1 Eligibility Criteria for all BBU athletes to be considered:

The factors are as follows:

- Athletes must hold a British passport
- Athletes must be a full member of the BBU

#### A.1.1 Minimum Eligibility Criteria for World Cup Squad

Athletes who have met the below IBU point criteria in the preceding 12 months in two or more events:

Men's	100
Ladies'	120

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the IBU points are scored before selecting an athlete.

#### A.1.2 Minimum Eligibility Criteria IBU Cup Squad

Athletes who have met the below IBU point criteria in the preceding 12 months in two or more events:

Men's	160
Ladies'	180

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the IBU points are scored before selecting an athlete.

#### A.1.3 Minimum Eligibility Criteria for Junior Squad

Athletes can be considered if they are born in 1998-2004 and have met the below percentage criteria in the preceding 12 months in one or more event(s):

DOB of athlete	Male	Female
2004	One result better than 22.5% behind the winner	One result better than 27% behind the winner
2003	One result better than 20% behind the winner	One result better than 24% behind the winner
2002	One result better than 17.5% behind the winner	One result better than 21% behind the winner

2001	One result better than 15% behind the winner	One result better than 19% behind the winner
2000	One result better than 12.5% behind the winner	One result better than 16% behind the winner
1999	One result better than 10% behind the winner	One result better than 13% behind the winner
1998	One result better than 7.5% behind the winner	One result better than 10% behind the winner

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the percentages were achieved before selecting an athlete.

## A.2 World Cups

Selection for World Cups is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport
- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

### A.2.1 Minimum Eligibility Criteria

Athletes who have achieved two race results scoring below IBU points in the preceding 12 months will be eligible for selection to World Cups.

Men's	140
Ladies'	160

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the IBU points are scored before selecting an athlete.

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

The selection panel may also select an athlete to compete if it felt that the athlete has displayed the ability to perform at this level and it is in the interests of the BBU to do so.

### A.3 IBU Cups

Selection for IBU Cups is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport
- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

#### A.3.1 Minimum Eligibility Criteria

Athletes who have achieved the required BBU Points as set out below

BBU Qualifying Points (maximum 10)	
Amount of points required to qualify for IBU Cup	8
Logged training hours	3
Shooting test	2
Running test	2
Strength test	2
24/7 Athlete	1

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

The selection panel may also select an athlete to compete if it felt that the athlete has displayed the ability to perform at this level and it is in the interests of the BBU to do so.

### A.4 IBU Junior Cups

Selection for Junior IBU Cups is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport

- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

#### A.4.1 Minimum Eligibility Criteria

Athletes who have achieved the required BBU Points as set out below

BBU Qualifying Points (maximum 10)	
Amount of points required to qualify for IBU Cup	6
Logged training hours	3
Shooting test	2
Running test	2
Strength test	2
24/7 Athlete	1

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

The selection panel may also select an athlete to compete if it felt that the athlete has displayed the ability to perform at this level and it is in the interests of the BBU to do so.

#### A.5 Major Championships

Selection to represent Great Britain at major championships will be made without bias or discrimination and is open to any British Athlete who meets relevant criteria.

##### A.5.1 IBU World Championships (WCH)

Selection for 2020 IBU World Championships, in Antholz, Italy (12-23 Feb 2020) is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport
- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from

the official medical support team, that an athlete is not fit to compete.

#### A.3.1.1 Minimum Eligibility Criteria

BBU will consider athletes for selection to the WCH based upon the following minimum criteria for Men's and Ladies in the preceding 12 months before the selection date of 9 Feb 20:

Men's	120
Ladies'	140

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the IBU points are scored before selecting an athlete.

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

The selection panel may also select an athlete to compete if it felt that the athlete has displayed the ability to perform at this level **and** it is in the interests of the BBU to do so.

#### A.3.2 Youth Olympic Games (YOG)

Nomination for the 2020 YOG (9-22 January 2020) is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport
- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

#### A.3.2.1 Minimum Eligibility Criteria

Athletes may be considered if they have met the relevant % result in any category in the preceding 12 months before the selection date of TBC by BOA.

DOB of athlete	Male	Female
2003	One result better than 20% behind the winner	One result better than 24% behind the winner
2002	One result better than 17.5% behind the winner	One result better than 21% behind the winner

### A.3.3 IBU Junior & Youth World Championships (WJC)

Selection for 2019 IBU WJC in Lenzerheide, Switzerland (27 Jan – 2 Feb 2020) is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport
- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

#### A.3.3.1 Minimum Eligibility Criteria

Athletes can be considered if they have met the below relevant % result in any category in the preceding 12 months before the selection date of 21 Dec 19.

DOB of athlete	Male	Female
2004	One result better than 25% behind the winner	One result better than 30% behind the winner
2003	One result better than 22.5% behind the winner	One result better than 27% behind the winner
2002	One result better than 20% behind the winner	One result better than 24% behind the winner
2001	One result better than 17.5% behind the winner	One result better than 21% behind the winner
2000	One result better than 15% behind the winner	One result better than 19% behind the winner
1999	One result better than 12.5% behind the winner	One result better than 16% behind the winner
1998	One result better than 10% behind the winner	One result better than 13% behind the winner

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the percentages were achieved before selecting an athlete.

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

The selection panel may also select an athlete to compete if it felt that the athlete has displayed the ability to perform at this level **and** it is in the interests of the BBU to do so.

#### A.3.4 Open European Championships (OECH)

Selection for IBU OECH in Otepää, Estonia (24 Feb – 1 Mar 2020) is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport
- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

##### A.3.4.1 Minimum Eligibility Criteria

Athletes can be considered if they have met the below IBU point criteria in any category in the preceding 12 months before the selection date of 15 Feb 20

Men's	180
Ladies'	200

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the IBU points are scored before selecting an athlete.

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

The selection panel may also select an athlete to compete if it felt that the athlete has displayed the ability to perform at this level **and** it is in the interests of the BBU to do so.

#### A.3.5 Junior Open European Championships (JOECH)

The JOECH will take place in Hochfilzen, Austria (9 – 15 Mar 2020) is open to any British athlete who meets the following eligibility criteria:

- must hold a British passport
- must be a full member of the BBU
- must meet or exceed the BBU minimum eligibility criteria set out below

Athletes will not be eligible for nomination if:

- they are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- the BBU appointed Medical Officer considers after a medical examination, or report from the official medical support team, that an athlete is not fit to compete.

##### A.3.5.1. Minimum Eligibility Criteria

Athletes can be considered if they have met the below relevant % result in any category in the preceding 12 months before the selection date of 8 Mar 20.

DOB of athlete	Male	Female
2004	One result better than 27.5% behind the winner	One result better than 33% behind the winner
2003	One result better than 25% behind the winner	One result better than 30% behind the winner
2002	One result better than 22.5% behind the winner	One result better than 27% behind the winner
2001	One result better than 20% behind the winner	One result better than 24% behind the winner
2000	One result better than 17.5% behind the winner	One result better than 21% behind the winner
1999	One result better than 15% behind the winner	One result better than 19% behind the winner
1998	One result better than 12.5% behind the winner	One result better than 16% behind the winner

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the percentages were achieved before selecting an athlete.

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

The selection panel may also select an athlete to compete if it felt that the athlete has displayed the ability to perform at this level **and** it is in the interests of the BBU to do so.

## Appendix B to British Biathlon Selection Policy 2019-20

Tabular Overview					
Senior			Junior/Youth		
Event, Circuit, Squad	IBU/BBU Points		Event, Circuit, Squad	Percentage*/BBU Points	
	Male	Female		Male	Female
Olympic Games	BOA agreed target		Junior Squad	7.5%	10%
World Cup Squad	100	120	Junior & Youth World Champs	10%	13%
World Champs	120	140	Junior European Champs	12.5%	16%
World Cup	140	160	YOG	17.5%	21%
IBU Cup Squad	160	180	IBU Junior Cup	6	6
European Champs	180	200	*Percentage is calculated from the winning time and is age relevant. The % shown in this table is for the oldest YOB in the Junior/Youth Category		
IBU Cup	8	8			