



## Selection onto the England Boxing Talent Programme

### Introduction

This Policy sets out the process by which the England Boxing Talent Programme (EBTP) will select athletes onto the Talent Programme. This will encompass males and females across Schools, Junior, Youth and Elite age categories. Separate stand-alone policies will cover the selection of teams for major events under England Boxing's jurisdiction and the GB Three Nations events. Selections for any other event is done for the purposes of athlete development and will be carried out in the discretion of the EBTP.

Once boxers are selected onto the programme, they will continually be assessed to ensure they are developing as required and fulfilling the requirements of the programme. Boxers will be on the EBTP for at least ten months unless the deselection process is engaged as specified below.

Selection onto the Programme does not guarantee any boxer selection for any events, nor does it confer any rights onto boxers for kit or contact time. This will always be at the discretion of the EBTP in line with the selection policies and England Boxing Talent Strategy in place.

Boxers are reminded that their place on the programme is a privilege and not a right and they are expected to remain fully committed to their training and attend all England activities they are invited to.

There is no individual funding support available as part of this programme.

### Selection Policy Aim

EBTP aims to select athletes who are world class or have the potential to be world class and are capable of winning medals at relevant international events. EBTP will support the development of athletes on the pathway at every level so that they can develop at a pace appropriate to them. Boxers will be placed in a phase which is most appropriate to them in the expert opinion of England coaching staff (Excel, Challenge or the stand-alone Discovery Programme).

### Athlete Eligibility

All candidates for pathway selection must: (1) be members of England Boxing, (2) be members of a boxing club registered with England Boxing, and (3) hold a valid BCR1 medical form.

### The Selection Process

Every year, ahead of each National Championship, all boxers currently on the EBTP in that respective age category will be removed from the EBTP and the selection process will start afresh. For example, if the final stages of the Youth National Championship commences on 16<sup>th</sup> February, all boxers will be removed from the EBTP on 15<sup>th</sup> February. The exception is that boxers who were selected for a major competition in the previous calendar year will retain their place (outlined further below)

Selection onto the talent pathway will then be through a number of routes as detailed below. In summary these are: (1) as mentioned, those selected for a major championship (including as a reserve) the previous year

will retain their place; (2) boxers can achieve selection through their performance at the National Championships; (3) boxers can be scouted, invited to England activities and assessed for selection; (4) Junior and Youth boxers can apply to participate in an Open Talent Day, if they meet certain criteria, and then be assessed for selection; (5) eligible boxers selected for the GB Boxing Women's Development Programme are automatically selected onto the EBTP and (6) boxers demoted from the GB World Class Performance Programme will be entered onto the EBTP unless the Selection Panel in its discretion decides not to do so.

### **Selection for a major competition in the previous calendar year**

Boxers who are selected, or selected as a reserve, for a major international competition (defined as any EUBC, AIBA or Commonwealth event) automatically gain selection to, or retain their place on, the EBTP in the following calendar year. For the avoidance of doubt this includes boxers who have been deselected as a result of injury or illness, but not boxers deselected for other reasons. A boxer does not have to compete at the event to retain their place. The Selection Panel will decide on which phase of the pathway the boxer will be placed in.

### **National Championships**

The national champions at every weight category for male and females from the Junior and Youth Championships (not including any Cadet/Development categories) will be automatically selected onto the EBTP into the Challenge level, unless an England Coach recommends they are placed in the Excel phase or the Discovery Programme, based on supporting evidence and ratings. If the national champion is on the GB Boxing World Class Performance Programme, the position on EBTP will go to the next highest placed eligible boxer. Second place is the boxer who lost to the winner in the final. Third place is the boxer who lost to the overall winner in the semi-final stage and fourth place is the boxer who lost to the runner-up in the semi-final stage.

The finalists at every male and female weight category in the Elite National Championships will automatically be selected onto the EBTP into the Challenge level, unless an England coach recommends they are placed in the Excel phase, based on supporting evidence and ratings. If one or both of the finalists are on the GB Boxing World Class Performance Programme, the position on EBTP will go to the next highest placed boxer. Third place is the boxer who lost to the overall winner in the semi-final stage and fourth place is the boxer who lost to the runner-up in the semi-final stage.

National Champions and runner-ups in categories A & B from the Schools National Championships will be automatically selected into the Schools Academy each year. Cadet Champions and runner-ups will be automatically selected into the Cadet Academy each year.

England coaches will assess every boxer who reaches the semi-finals at the Junior and Youth National Championships. Only the winning boxer in the Junior Cadet National Championships and Youth Cadet National Championships will be assessed by England coaches. If boxers reach the level of assessment required (set out below) to be eligible for the EBTP, the selection panel can agree to place them in the appropriate phase at its discretion.

### **Scouting**

The Performance Coach or Development Coach can periodically invite additional boxers onto England activities for sparring. These boxers can be formally assessed for selection onto the EBTP if their ability is of a high standard. As described below, the boxers need to attain the levels required in the Assessment Documents. The Performance Coach or Development Coach may carry out an assessment individually and recommend the boxer is brought onto the EBTP, but the boxer may only go onto the Discovery Programme initially.

## **Open Talent Day**

Junior and Youth boxers can apply to participate in an Open Talent Day via the England Boxing website. The intention is for these to take place approximately four weeks after the National Championships for that age category. However the timing may vary and additional Open Talent Days may also take place at the discretion of the EBTP.

The criteria for participating in an Open Talent Day are: (1) meeting the eligibility criteria set out above, (2) having achieved a win / loss ratio that meets the standards set out in the online application, (3) falling within the England Boxing weight guidelines set out in the EBTP Weight Guidelines, (4) meeting the minimum number of bouts set out in the online application. England Boxing will verify that such criteria have been met before confirming an athlete's attendance at an Open Talent Day.

The Open Talent Days will be used to assess athletes in accordance with the criteria set out in the Assessment Documents.

## **GB World Class Performance Programme**

Any eligible boxer that is selected for the GB Boxing Women's Development Programme is automatically selected onto the EBTP.

Any boxer that is demoted from the GB World Class Performance Programme will be entered into the Challenge phase of the EBTP, subject to the Selection Panel having a discretion not enter any such boxer onto the EBTP. If a boxer is removed from the GB World Class Performance Programme for disciplinary reasons, they will not be eligible to be entered onto the EBTP.

### Assessment system and phases

Boxers will be assessed against the criteria in the Assessment Documents and two England coaches must sign each boxer's form for it to be eligible. The following requirements are in place as minimum requirements for each phase but the final decision will be the selection panels. Meeting such standards do not guarantee a boxer a place on a particular phase nor does it guarantee a place on the EBTP.

**Excel:** Boxers must have either won a medal at a major event in the current or immediately preceding calendar year. Alternatively, to have received a RAGG rating minimum of at least six green or above ratings, inclusive of at least one gold rating. The boxer must not have any red ratings.

**Challenge:** Boxers must have received a RAGG rating minimum of at least six green or above ratings, inclusive of at least one gold rating. The boxer can also not have any red ratings.

**Discovery Programme:** The boxer needs at least five ratings of green or above.

### The Selection Panel

The Selection Panel will be made up of:

The England Boxing Head of Talent, who will chair the Selection Panel. They will not have a vote on selection decisions. Their primary role is to chair the meeting of the Selection Panel and ensure that the selection process is carried out fairly and in accordance with this Policy.

A senior member of England Boxing (e.g. Chief Executive Officer or Board Director). They will not have a vote on selection decisions. Their role is to ensure that the selection process is carried out fairly and in accordance with this Policy. In the absence of the England Boxing Head of Talent, this person will chair the Selection Panel.

Voting rights will be given to three England coaches, which must include at least one of the Performance Coach or the Development Coach. They will have one vote each.

The selection panel is quorate if the Head of Talent, three voting coaches and a senior member of England Boxing are present.

The Chairman of the Selection Panel may also invite other individuals to attend meetings on a non-voting basis for the purposes of providing information to the Selection Panel.

Such meetings may take place by telephone / skype and individual panel members may join selection panel meetings by telephone / skype. Selection decisions may also be proposed and approved by email.

#### The Selection Panel's approach to selection decisions

The selection of athletes by the Selection Panel for the Pathway will be made by reference to the criteria set out below. Where the Panel is required to choose between athletes, this involves the exercise of discretion and judgment. Judgments of this kind are by their very nature matters of expert opinion, often involving consideration of a range of different factors in order to reach a decision. The Selection Panel will at all times aim to take selection decisions fairly, reasonably and rationally, without bias.

When reaching its decisions, the Selection Panel will aim to have regard to the following factors:

**Technical and Tactical ability:** Technical and tactical assessments of athletes in sparring measured and rated against the criteria set out in the Assessment documents;

**Fitness Components and Athletic Ability** Fitness levels and conditioning of athletes measured against the benchmarks within the Assessment documents;

**Lifestyle Management** Training adherence for all England Boxing activity; Strict adherence to weight management requirements set out in the Assessment documents;

**England Boxing Values and Behaviours** Commitment to the England Boxing Talent Programme including the behaviours and values stated in the Assessment documents, during training sessions, at training camps and competitions.

**Competitive record and performance** Past competitive results, performances and experience over the previous two calendar years, including at the National Championships and when representing England or Great Britain (if applicable)

**Current Form** Current competitive form, as apparent from recent performances and results

**Opposition** If applicable, the nature of the opposition, and the suitability of any given athlete bearing in mind the opposition likely to be faced

The Selection Panel may, in its absolute discretion, call for a box-off between athletes in order to assist with or determine one or more selections. Box-offs will be officiated by neutral EB Officials. Box-offs will not be held in any other circumstances; athletes have no entitlement to a box-off.

#### Selection Decisions and Notification

England Boxing will communicate the outcome of the Selection Panel's deliberations to boxers aspiring to selection within two working days of the selection meeting taking place.

Any Appeals to these decisions must then be carried out in accordance with the Appeals Procedure set out below.

### De-selection

Athletes may be deselected from the Pathway for the following reasons:

**Fitness and injury:** Where fitness issues are identified at or after invitation or selection, a fitness test may be used to determine whether the athlete is capable of performing to the level required. The Selection Panel will determine the format after discussion with the England Boxing management. This will be specific to boxing and the athlete's condition and may include input from medical staff. Any selection or de-selection decision, following such a test, will be final.

**Training:** athletes may also be deselected if they fail to adhere to training or weight management requirements. If a boxer has a low attendance record at Talent Development Camps, England Squads and other development camps, their place on the EBTP will be reviewed with potential to remove the boxer from the EBTP.

**Anti-Doping:** athletes suspended as a result of on-going or concluded Anti-Doping charges will not be considered for selection and, if previously selected, will be deselected.

**England Boxing Policies:** athletes in breach of England Boxing policies, codes of conduct or athlete agreements may be de-selected. Without prejudice to the generality of this provision, athletes may be deselected on the grounds of inappropriate behaviour or misconduct, including conduct of any kind that is contrary to the interests of the sport or of England Boxing, or which is liable to bring the sport of boxing, or England Boxing, into disrepute, or which is unbecoming of an athlete representing England Boxing.

### Appeal Process

Eligible boxers are entitled to appeal a decision by the Selection Panel not to select them for the EBTP, in accordance with the procedure set out here. The appeal process is intended to be quick, fair and independent.

If a boxer wishes to appeal, he or she (or a parent/guardian) must notify the Chief Executive of England Boxing ([Gethin.jenkins@englandboxing.org](mailto:Gethin.jenkins@englandboxing.org)) that they wish to appeal as soon as possible, and in any event no later than by 4pm on the third working day after they have been notified of their non-selection. Such a notification must be given in writing (e-mail is acceptable).

The boxer must, by 4pm on the working day following such notification, provide to the Chief Executive of England Boxing a written document setting out the grounds for the appeal (the "Grounds of Appeal"). The Grounds of Appeal must include the fullest explanation possible, in the time available, of the basis for the boxer's appeal, together with any evidence (such as performance data or results) that they rely on. Boxers should note that the only available grounds of appeal are either that this Selection Policy was not followed, or that the decision in question was unreasonable and/or irrational.

The selection appeal will then as soon as possible be referred to Sport Resolutions (UK) for determination by way of binding, confidential, arbitration. A boxer seeking to appeal will, accordingly, be required to pay to England Boxing a deposit of £250 towards the cost of using Sport Resolutions' services, which should be paid at the same time as the Grounds of Appeal are provided. This sum will be reimbursed to the athlete in the event that the appeal is upheld.

England Boxing must, as soon as possible and by no later than by 4pm three working days after receipt of the Grounds of Appeal, serve on the appealing boxer a written response to the appeal, including the fullest

explanation possible, in the time available, of the basis for that response together with any evidence that England Boxing wishes to rely on.

The appeal will then proceed, on the earliest possible date, by way of oral hearing in front a single legally qualified arbitrator appointed by Sport Resolutions (UK). The appealing boxer and England Boxing are entitled to attend such a hearing, with representatives if they so wish. Alternatively, if the boxer and England Boxing agree, the appeal will be determined on the papers by such an arbitrator. The arbitrator may set any directions in connection with such a hearing or written determination as they consider fair and appropriate, and may likewise determine how any such hearing is to be conducted in order for that hearing to be fair.

The arbitrator will endeavour to render a decision in respect of the appeal as soon as possible. In the interests of expediency, the arbitrator may initially render a brief summary of the decision with full reasons to follow. Sport Resolutions (UK) will be responsible for notifying all participants of the decision.

The arbitrator may either dismiss the appeal, or uphold the appeal and remit the selection decision back to the Selection Panel, with any guidance which the arbitrator may consider appropriate. The arbitrator will not have jurisdiction to select or de-select any boxer.

The arbitrator's decision will be final: if a boxer's appeal is dismissed, he or she will have no further right of appeal.

Save as may otherwise be agreed between them, all participants to the appeal process are required to keep the fact and contents of the appeal process confidential.

