



## Selection for 2021 EUBC Youth European Boxing Championships

### Introduction

This Policy sets out the process by which the England Boxing Talent Programme (EBTP) will select athletes to represent England at the 2021 EUBC Youth European Boxing Championships.

Selection for an England Boxing team will be determined by the Selection Panel, subject first to the Chief Executive of England Boxing and the England Boxing Interim Talent Pathway Manager agreeing on the number of places available in any given team, based in particular on the importance of the event in question and the resources available to England Boxing. Athletes selected for those places will be drawn from the EBTP. Boxers on the EBTP do not have any rights to be selected for this event.

Due to the COVID pandemic and the associated restrictions and regulations, England Boxing will carry out a risk assessment as to whether it is safe for training/ preparation to take place and in regard to attendance at the event, regardless as to whether it goes ahead. The risks involved will be kept under review and it is possible that a decision to cease training or preparation, or not attend, can be taken even after selection has taken place and after preparation has commenced.

In relation to selection for and attendance at these Championships England Boxing will seek to follow the government's guidance relating to the training of elite athletes during the pandemic. As a result, England Boxing's selection policy has been adapted to accommodate these restrictions and guidelines. It will also mean that there may be further adjustments or restrictions imposed in due course and that there may be restrictions or limitations on those being considered and those selected. The nature of the applicable guidance and regulations is outside of England Boxing's control and England Boxing will seek to act reasonably and fairly in following that guidance and those regulations in a fair and responsible manner.

In putting themselves forward for selection, athletes must agree and accept that England Boxing cannot guarantee that they will not be exposed to COVID (whether in the course of the selection process or, if selected, subsequent preparation and competition) and accept that, save insofar as England Boxing has acted negligently, they are responsible for their own health and wellbeing and that England Boxing shall have no liability in this regard.

### Selection Policy Aim

England Boxing aims to select athletes who have the potential to perform with distinction and have the significant potential to win a medal at this event.

### Athlete Eligibility

All candidates for selection must: (1) be members of England Boxing, (2) be members of a boxing club registered with England Boxing, (3) hold a valid BCR1 medical form, (4) be eligible to represent England under AIBA eligibility regulations (must be eligible for a UK passport), (5) be part of the Excel or Challenge phases of the EBTP and (6) be born in either 2003 or 2004.

## The Selection Process

This event is held using relevant AIBA International Weight categories (detailed below) and boxers will be selected to compete at these weights. There is no obligation to select at any weight category.

Youth Men (13): 46 - 48kg, 51kg, 54kg, 57kg, 60kg, 63,5kg, 67kg, 71kg, 75kg, 80kg, 86kg, 92kg, +92kg

Youth Women (12): 45 - 48kg, 50kg, 52kg, 54kg, 57kg, 60kg, 63kg, 66kg, 70kg, 75kg, 81kg, +81kg.

A selection camp will be held in advance of the Event with the objective of selecting a team to represent England. Given the restrictions brought about by the COVID pandemic, selection will be from boxers previously (in 2019/20) on the Excel and Challenge phases of the EBTP who were born in 2003 or 2004.

As outlined below, the Selection Panel will consider various factors when making a decision, including, but not limited to, the performances at the selection camp. Attendance at a selection camp is not mandatory but failure to attend (without extenuating circumstances) may decrease the likelihood of selection as the coaching team must have seen the boxers recently to reach a reliable and fair decision.

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 valid.

Athletes wishing to be selected for this event should consider in advance at which weight they wish to compete and put themselves forward for assessment and selection at one of the above weights. Any request by an athlete to change weight during the course of the selection process will be considered and determined by the Selection Panel entirely at its discretion. In addition if, in the opinion of the coaching staff, a boxer may benefit from changing weight category during the Selection process, a discussion will be held including the boxer and club coach and the Selection Panel will be notified of this. If the boxer agrees to be considered at a different weight, they will be considered and assessed at the new weight. Such changes of weight category may take place at any stage in the selection process, including for example following the conclusion of a selection camp and immediately before final selection decisions are taken. This will be for performance reasons only and will only be approved once the boxer and club coach have given their approval to the change. A boxer changing weight categories will therefore be the subject of a selection decision by the Selection Panel at the new weight.

A reserve boxer can be selected at any weight category if the Selection Panel request and deem the boxer of the requisite standard.

## The Selection Panel

The Selection Panel will be made up of:

The England Boxing Interim Talent Pathway Manager. This person 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 Interim Talent Pathway Manager, this person will chair the Selection Panel.

Voting rights will be given to three nominated England coaches, they will have one vote each.

The selection panel is quorate if the Interim Talent Pathway Manager, 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. Selections may also be proposed and approved by email.

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

The selection of athletes by the Selection Panel 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 England Boxing 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

Boxers may be removed from the event by the Selection Panel for the following reasons:

**Fitness illness or 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. The Selection Panel may also de-select an athlete for reasons relating to COVID (including contracting COVID, or having to self-isolate due to having been in contact with someone who has contracted COVID) if their ability to prepare or attend the event has been compromised or if their involvement might compromise the preparation or attendance of others.

**Training:** athletes may also be deselected if they fail to adhere to training or weight management requirements. For the avoidance of doubt, this includes where an athlete is not attending all preparation activities without valid justification (any such justification must be given to the Performance or Development Coach in advance of the relevant activity).

**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.

**COVID:** generally, all athletes are expected to follow all applicable COVID laws, regulations and guidance, whether imposed by the UK Government or any overseas Government in which the athlete may be located at any time, or by England Boxing. Any failure by an athlete to follow such laws, regulations or guidance may result in de-selection by the Selection Panel, in its discretion.

### Appeal Process

Eligible boxers are entitled to appeal a decision by the Selection Panel not to select them for the event, 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 not reached in a manner consistent with the principles of natural justice and procedural fairness.

If, in the reasonable view of the Chief Executive of England Boxing, the appeal may affect other boxers ("Affected Boxers"), then he/she may provide the Grounds of Appeal to any such persons immediately, should he/she in their absolute discretion consider it appropriate to do so.



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 and on any notified Affected 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.

Any notified Affected Boxer may also, as soon as possible and by no later than by 4pm three working days after receipt of the Grounds of Appeal, serve on England Boxing a written response to the appeal, including the fullest explanation possible, in the time available, of the basis for that response together with an evidence that they wish to rely on. England Boxing must provide this written response to the appealing boxer as soon as possible.

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, England Boxing and any notified Affected Boxer are entitled to attend such a hearing, with representatives if they so wish. Alternatively, if the boxer, England Boxing and any notified Affected Boxer 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.