



GB SNOWSPORT

ÖSTERSUND 2023 FIS PARA NORDIC WORLD SKI CHAMPIONSHIPS

Selection Policy

Version	Date Reviewed	By
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Definitions

“Appeal Panel”	means the panel which addresses Appeals once they go beyond the capacity of the Selection Panel
“Appeal Process”	means the process for addressing Appeals within the Policy
“Appellant”	means athlete, guide or nominated representative appealing a selection decision
“Athlete Eligibility”	means the list of requirements to be met by an athlete to be considered for qualification and/or entry. Some eligibility requirements apply to all athletes, others are specific to their particular sport
“CMO”	means Chief Medical Officer
“Eligibility Criteria”	means the minimum criteria required for individuals to meet in order to be considered for selection
“FIS”	means the International Ski and Snowboard Federation
“GBR”	means the United Kingdom of Great Britain and Northern Ireland
“GBR Qualification Period”	means Qualification Period as identified by GBR for the attainment of the necessary eligibility and Performance Standards. This is set by GB Snowsport as the 1 st November 2021 – 13 th January 2023
“GBS”	means GB Snowsport Ltd.
“GBS Head Coach”	means the person responsible for coaching delivery within GBS programmes
“GBS Head of Paralympic Programmes”	means the person responsible for the Paralympic Programmes within GBS
“International Federation”	means the organisation responsible for governance of the respective sport on the Paralympic Programme
“IPC”	Means the International Paralympic Committee
“FIS Qualification Standards”	means the minimum qualification standards set by the FIS
“NPC”	means National Paralympic Committee
“Notice of Appeal”	means the notice given by the Appellant to initiate Appeal proceedings

“Policy”	means the Policy which determines the basis for athlete selection decisions
“Qualification Standards”	means the minimum qualification standards required to be considered for selection
“Schedules”	means the schedules detailing Selection Criteria for the WCH in each GBS discipline
“Second Appeal Notice”	means the notice received by the Appeal Panel once the Appeal Process has advanced beyond the Selection Panel’s deliberations
“Selection”	means the process of choosing an athlete or guide to represent GBR at the WCH
“Selection Criteria”	means the minimum qualification criteria required for individuals to meet in order to be considered for selection
“Selection Panel”	means the GBS Selection Panel; a group of individuals responsible for selecting athletes for the Östersund 2023 FIS Para Nordic World Ski Championships
“WCH”	means the Östersund 2023 FIS Para Nordic World Ski Championships

1. OBJECTIVES AND APPROACH

1.1 This document outlines the Selection Policy (the “Policy”) which GB Snowsport (“GBS”) will follow when nominating athletes (and guides) to represent the United Kingdom of Great Britain and Northern Ireland (hereinafter referred to as ‘GBR’) at the 2023 FIS Para Nordic World Ski Championships (WCH) in Östersund, Sweden.

1.2 The Policy sets out the overarching primary criteria for selection (“selection”) to represent GBR at the WCH and must be read in conjunction with the Schedules (the “Schedules”) to this document.

1.3 This document should be read together with the Östersund 2023 FIS Para Nordic World Ski Championships Qualification Guide. Should these requirements change at any point, and the changes directly impact the content of this Policy, revisions may be made, and a further version of the Policy published. Consequently, each Policy and Schedule will supersede all earlier versions and will be versioned and dated such that no earlier policies may be used or deemed relevant

1.4 The Policy also describes the Appeal Process. Any Appeal against a decision of the Selection Panel must follow strict procedures laid down in the Appeal Process (the “Appeal Process”). Adherence to the process ensures that all Appellants are treated equally. There is a financial charge for making an Appeal in order to discourage frivolous Appeals

1.5 The Policy and/ or the Selection Criteria contained herein may be amended from time to time by GBS, including in particular in the event that COVID-19 materially impacts any matters related to this policy including in respect of qualification events or timelines

2. THE PURPOSE OF THE POLICY

2.1 The primary purpose of the Policy is to select the athletes and guides who will maximise GBS medal winning potential at the Östersund 2023 FIS Para Nordic World Ski Championships

2.2 The secondary purpose of the Policy is to provide opportunities for the long-term development of athletes who are, in the opinion of the Selection Panel, capable of being podium competitive at future FIS World Championships and Paralympic Winter Games

3. THE SELECTION PANEL

3.1 The Selection Panel is responsible for the implementation of the Policy. The Chairperson of the Selection Panel will be nominated by the GBS Board.

3.2 The Selection Panel will consist of the following:

- GBS Selection Panel Chairperson
- GBS Head Coach
- GBS Olympic Team Manager
- GBS Para Nordic Lead Coach
- Independent Observer (with legal background)
- Paralympic Programme Manager (non-voting)

3.3 The Selection Panel is comprised of 5 voting members, and shall be quorate if 3 members are present, of which one must be the Independent Legal Observer and another either the GBS Selection Panel Chairperson or the GBS Head Coach. The Chair of the Selection Panel has the casting vote in the event of a tie

3.4 The GBS Lead Coach must make written recommendations to the Selection Panel. In addition to the written recommendation, additional verbal communications from the Selection Panel or invitees can be accepted during the Selection meeting. Any additional comments must be clearly minuted

3.5 Selections will be made without bias or discrimination, and, as such, any conflicts, real or perceived, must be declared and recorded at the start of the meeting. The existence of a disclosed conflict will not preclude a member of the Selection Panel, or attendee, from participating in deliberations. Depending on the nature of the conflict a member of the Selection Panel may have to abstain from voting if a vote is required

3.6 The Selection Panel has total discretion to make Selections appropriate for the WCH, but in accordance with the purpose of the Policy stated above. It will use, in conjunction with its own assessment, the most recent published discipline specific Selection Criteria as a guide to their deliberations and conclusions. Any Appeal made against a decision of the Selection Panel cannot challenge the exercise of discretion unless the Appeal can demonstrate that the discretion has not been exercised in a reasonable manner and that such discretion was exercised in such a way as to be prejudicial to the Appellant

4. ELIGIBILITY

4.1 Eligibility for athletes to represent GBR at the Östersund 2023 FIS Para Nordic World Ski Championships requires athletes to meet both Eligibility (FIS and GBS) and discipline specific Performance Standards

4.2 Guides are required to meet Eligibility Criteria and discipline specific Performance Standards

4.3 **Sport Specific Eligibility (Athletes only)¹:** Each discipline has specific eligibility criteria set by the International Federation. This information is outlined by discipline in the attached Schedules

4.4 **GBR Eligibility (Athletes and Guides):** No athlete may be selected under or pursuant to the Policy unless they have satisfied the basic eligibility criteria. The athlete must:

4.4.1 Satisfy all relevant discipline specific Eligibility requirements set out in the Qualification Guide for the Östersund 2023 FIS Para Nordic World Ski Championships

4.4.2 Hold a British Passport valid for at least 6 months after the closing date of the Östersund 2023 FIS Para Nordic World Ski Championships and be eligible under FIS rules to compete for GBR

¹ FIS have yet to release Sport Specific Eligibility Criteria for Guides at the date of publication of this Policy.

- 4.4.3 Hold a FIS Race licence, issued by GBR for the 2022-2023 season
- 4.4.4 Be WADA compliant and not be banned or suspended from competition due to an Anti-Doping Rule violation (ADRV) ruling or Investigation
- 4.4.5 Not be serving a suspension for any other disciplinary offence
- 4.4.6 Not be considered if, in the reasonable opinion of the GBS CMO, they are physically or mentally unfit to compete
- 4.4.7 Have met the minimum Performance Standards as set out in the relevant Schedule
- 4.4.8 Sign and at all times adhere to the GBS Athlete's Agreement

4.5 **Performance Standards:** Athletes and Guides must meet the discipline specific performance standards as set out in the attached Schedules

5. SELECTION PROCESS

5.1 The selection of athletes and guides to represent GBR at the Östersund 2023 FIS Para Nordic World Ski Championships is the sole responsibility of the Selection Panel

5.2 The criteria outlined in the Schedules are the main input into the Selection decision making process

5.3 Guide selections will be made in the same Selection Meeting as the Visually Impaired (VI) athlete selections via the Selection Panel process outlined above

5.4 **Wildcard Applications:** It is at GBS's discretion to apply for a Wildcard. Applications for Wildcards will be agreed on a case-by-case basis and will only be considered if they meet both the criteria outlined by FIS and the GBS criteria. GBS will only consider a Wildcard Application as follows:

- Extenuating circumstances for a particular athlete meant that they were unable to attain the Performance Standard (i.e. illness or injury)

5.4.1 Wildcard Applications will always be considered on a case-by-case basis and any discussion will be ultimately aligned to the ambition of medal potential at this WCH or the next Paralympic Winter Games

5.4.2 Key dates and deadlines for Wildcard Applications are outlined in Clause 5.14

5.5 Reserves: GBS will not operate a formal reserve selection process. In the event that an athlete or guide is withdrawn or deselected, a replacement athlete or guide, who meets all eligibility and performance standards outlined in the Policy and relevant Schedule, may be considered. Selection of replacement athletes or guides is at the sole discretion of the Selection Panel and is not subject to the Appeals Process.

5.6 Guides: It is worth noting that GBS may choose to select more guides than VI athletes for performance reasons. This is not considered a formal reserve selection process. Guides will be selected as full team members and will be allocated performance roles with the intention to best support the performance of the selected VI athletes

5.7 Following Selection Panel meetings, athletes and guides will be notified of their successful or unsuccessful selection by GBS no later than the 16th January 2023

5.8 GBS will publicly announce the athletes and guides selected to represent GBR at the WCH from GB Snowsport disciplines

Deselection and Replacements

5.9 At any time prior to the start of the WCH, GBS reserves the right to withdraw an athlete or guide's selection should they:

5.9.1 In the reasonable opinion of the Panel, experience a significant drop in form which suggests that they may not be able to deliver (or in the case of a guide, support their VI athlete to deliver) performances at the WCH at least equivalent to performances which gained them selection at the date of the meeting at which they were nominated

5.9.2 In the reasonable opinion of the GBS CMO, in consultation with relevant external specialists (where appropriate and practical), be affected by injury/illness (physical health and mental health) which impacts on their

potential to deliver (or, in the case of a guide, support the VI athlete to deliver) performances at the WCH at least equivalent to the performances which gained them selection at the date of the meeting at which they were nominated

5.9.3 Breach or no longer comply with the Eligibility Criteria (IF and GBS) or selection criteria set out in the relevant schedules

5.9.4 In the case of guides, behave in a manner which the Panel believes would be detrimental to their VI athlete producing his or her best result at the WCH

5.10 In the event of a deselection, GBS may, but will not be obliged, to select a replacement athlete within the scope of what is permitted by the Östersund 2023 FIS Para Nordic World Ski Championships. Prior to the 12th January 2023, the Selection Panel will consider the selection of the replacement athlete or guide using the Selection Criteria as set out in this Policy. The replacement of an athlete or guide post the 12th January 2023 will be at the sole discretion of the GBS Head Coach and GBS Head of Paralympic Programmes. The decision will not be subject to the Appeals Process.

5.11 In the case of withdrawal of any athlete, GBS may, but will not be obliged, to select a replacement athlete within the scope of what is permitted by the Östersund 2023 FIS Para Nordic World Ski Championships. Prior to the 12th January 2023, the Selection Panel will consider the selection of the replacement athlete using the Selection Criteria as set out in this Policy. The replacement of an athlete post the 12th January 2023 will be at the sole discretion of the GBS Head Coach and GBS Head of Paralympic Programmes. The decision will not be subject to the Appeals Process.

5.12 In the case of withdrawal of any guide, the Panel will nominate a replacement guide to race with the impacted VI athlete(s) at the Games – this could be in the form of selecting a new guide or the change of performance role of an existing selected Guide. Prior to the 12th January 2023, the Selection Panel will consider the selection of the replacement guide using the Selection Criteria as set out in this Policy. Post the 12th January 2023, the replacement of a guide will be at the sole discretion of the GBS Head Coach and GBS Head of Paralympic Programmes. At any stage, the decision of replacement guide will not be subject to the Appeals Process.

5.13 The processes outlined above will be reviewed (and amended where required) following publication of the FIS's Late Athlete Replacement Policy.

5.14 Key Dates²:

Date	Activity
01 November 2021	Beginning of GBS Qualification Period
03 October 2022	Opening of online entry system for Entries by Number
15 November 2022	Closing of online entry system for Entries by Number
12 December 2022	Opening of the FIS Accreditation System
13 January 2023	Closing of the FIS Accreditation System
12 December 2022	Opening of online entry system for Entries by Name
13 January 2022	Closing of online entry system for Entries by Name
12 December 2022	Opening of online system for Wildcards
13 January 2023	Closing of online system for Wildcards
13 January 2023	Publishing of the FIS Para Nordic Points List
14 January 2023	Announcement of Wildcards allocation
16 January 2023	GBR Team for Östersund 2023 FIS Para Nordic World Ski Championships announced

² Based on the Östersund 2023 Para Nordic World Ski Championships Qualification Guide v2, dated 27th September 2022

6. APPEAL PROCESS

6.1 Any Appeal against a decision of the Selection Panel must follow strict procedures.

The following procedure is applicable to all disciplines in respect of Selections

Grounds of Appeal

6.2 An athlete, guide or their Authorised Representative (“the Appellant”), may make an Appeal against a selection decision only on grounds that either:

6.2.1 there has been a failure to apply the criteria contained in the relevant Schedule correctly

6.2.2 the Selection Panel has failed to follow its procedures properly

6.2.3 the Selection Panel’s discretion has not been exercised in a reasonable manner and that such discretion was exercised in such a way as to be prejudicial to the Appellant

6.3 The Appellant may only appeal against their own selection decision. They cannot appeal the selection decision of another athlete or guide under any circumstances.

The Process

6.4 In the first instance an Appeal is made to the Selection Panel, who will consider the Appeal and respond, either:

6.4.1 agreeing with the Appellant and changing the original decision; or

6.4.2 rejecting the Appellant’s Appeal and explaining its reasons for the decision

6.5 If an Appellant is not satisfied with the outcome of the Selection Panel’s further deliberations, then the Appellant may make a further Appeal (“the Second Appeal Notice”) to a different panel, the Appeal Panel (“the Appeal Panel”), based on the same grounds of Appeal and Appeal Notice

6.6 The outcomes available to the Appeal Panel are:

6.6.1 to confirm the original selection decision under Appeal will stand and reject the Appeal; or

6.6.2 to refer the selection decision under Appeal back to the Selection Panel, identifying any errors they have made in their deliberations or process (as per the grounds outlined in clause 6.2), and requesting a new decision is made, or the original decision is confirmed correcting any errors made by the Selection Panel, within a timeframe which allows their conclusions to be implemented

How to Appeal

6.7 An Appeal Process is commenced by an Appellant addressing an email to the Chair of the Selection Panel appealing against a decision made by the Selection Panel that resulted in the athlete or guide not being selected (“Notice of Appeal”). The email should be sent to appeals@gbsnowsport.com. The email must be received by GBS within 24 hours of the notification of selection/ non-selection to the WCH

6.8 The Notice of Appeal must clearly set out the details of the decision which is being appealed and include full details of the Appellant’s ground(s) of Appeal. The Notice of Appeal should attach any documents or written evidence relevant to the grounds of Appeal and which are relied upon by the Appellant

6.9 All Appeals must be accompanied by a bank transfer of £250 which will be refunded should the Appeal be upheld under Clause 6.6.2 above

6.10 Following the Appellant being informed of the outcome of the Selection Panel’s further deliberations under Clause 6.4, the appellant can raise a Second Appeal Notice if they do not agree with the outcome. The Second Appeal Notice is reviewed by an independent Appeals Panel, as outlined in Clause 6.12. The Second Appeal Notice must be made via email to appeals@gbsnowsport.com and be received by GBS within 2 hours of the Appellant being informed of the Selection Panel’s decision under Clause 6.4

6.11 In the event of any Appeal, minutes of the Selection Panel’s Selection decisions or of any Appeal hearing will be made available to the Appellant upon request and will be provided as soon as is reasonably possible. In some cases, it may be necessary to redact elements of the relevant minutes

The Appeal Panel

- 6.12 GBS will nominate an Appeal Panel of at least 3 members, none of whom sat on the Selection Panel, and none of whom are conflicted. One of the members of the Appeal Panel shall have a legal background. The members will select a Chair of the Appeal Panel
- 6.13 The Appeal Panel must receive the Second Appeal Notice as per Clause 6.5 and within the timeframes outlined in Clause 6.10. The only fee required is when the Appellant first makes an Appeal to the Selection Panel. A second fee is not required if the Appeal reaches the Appeal Panel
- 6.14 The Chair of the Appeal Panel will convene a meeting to take place within a timeframe which allows the decision of the Second Appeal Notice to be reviewed and appraised by the Selection Panel
- 6.15 The Appeal Panel will investigate the grounds of Appeal set out in the Second Appeal Notice and establish, to their reasonable satisfaction, which of the outcomes set out in Clause 6.6 is appropriate. The Chair of the Appeal Panel will notify the Selection Panel and the Appellant, of their decision immediately after the meeting
- 6.16 The decision of the Appeal Panel, and if required, subsequent review by the Selection Panel, following the Second Appeal Notice is final. No further Appeal of the same initial grounds of appeal will be considered

SCHEDULE A: PARA NORDIC – Biathlon & Cross Country Skiing

A1 FIS QUALIFICATION & ELIGIBILITY

A1.1 Medal Events

There will be 18 male, 18 female and 2 mixed medal events

Biathlon	Cross-Country Skiing
7.5 km Sprint	Sprint (C)
<p>Women</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting 	<p>Women</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting
<p>Men</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting 	<p>Men</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting
10 km	10 km Individual Start (C)
<p>Women</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting 	<p>Women</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting
<p>Men</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting 	<p>Men</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting
12.5 km Individual	20 km Individual Start (F)
<p>Women</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting 	<p>Women</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting
<p>Men</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting 	<p>Men</p> <ul style="list-style-type: none"> • Vision Impaired • Standing • Sitting
	Relay (C/F)
	<p>2x(2.5kmC/2.5km F) Mixed Relay</p> <ul style="list-style-type: none"> • Mixed classes and gender
	<p>2x(2.5kmC/2.5km F) Open Relay</p> <ul style="list-style-type: none"> • Mixed classes and gender

A1.2 Athlete Eligibility

To compete at the Östersund 2023 FIS Para Nordic World Ski Championships all Athletes must:

A1.2.1 Meet all eligibility criteria set out in the Para Nordic International Competition Rules (ICR);

A1.2.2 Have a valid 2022/2023 FIS licence issued in accordance with the art. 203 of the ICR;

A1.2.3 Be internationally classified with a Sport Class Status Confirmed (C) or Review (R) with a Fixed Review Date 2023 or later (i.e., Review 2023 or later)

A1.2.4 Have achieved race points in at least one race of the 2022/2023 season by 13 January 2023

A1.2.5 Be born in 2007 or earlier

A1.3 Event-Specific Eligibility Criteria

A1.3.1 Biathlon - Athletes must be ranked and have a maximum of 270 overall points or less on the FIS Ranking List in Para Biathlon as of 13 January 2023

A1.3.2 Cross-Country Skiing - Athletes must be ranked and have a maximum of 270 overall points or less on the FIS Ranking List in Para Cross-Country Skiing or Para Biathlon as of 13 January 2023

Note: If an athlete meets all other criteria but fails to earn the FIS points due to medical or other extraordinary circumstances, a Wildcard Application can be submitted by the NSA to FIS (paranordic@fisSKI.com) review. Not all requests are guaranteed to be approved and further documentation might be requested by FIS.

A2. GBR SELECTION & PERFORMANCE REQUIREMENTS

A2.1 GBS' approach to selection is to best support athletes with medal potential for this World Championships and Paralympic Games or the next

A2.2 The Qualification Period for GBR athletes to meet the relevant Performance Standards outlined below is considered to be the 1st November 2021 to the 13th January 2023 for each discipline.

A2.3 In addition to the Performance Standards outlined below, the Selection Panel will consider a range of factors when selecting athletes, these include the following (in no priority):

- Medal Potential for the Östersund 2023 FIS Para Nordic World Ski Championships
- Medal Potential for Milan-Cortina 2026 Paralympic Games
- Current form; recent results achieved at Sanctioned events in the 2021/2022 and 2022/2023 seasons
- Race formats and quality/ depth of field where results have been achieved
- Medal Potential for the 2030 Paralympic Games

A2.4 The Selection Panel has absolute discretion to nominate the athletes who in their reasonable opinion are most likely to achieve the best results at the WCH

A2.5 **Performance Standards:** For athletes to be considered for selection, they must meet the following performance standard:

A single result at a FIS sanctioned World Cup event in the Qualification Period shown in A2.2 that is within 10% of Baseline. This result must also meet minimum FIS eligibility as stipulated in A1.3.1 for Biathlon OR A1.3.2 for Cross Country

MENS	VISUALLY IMPAIRED		STANDING		SITTING	
	Baseline	10%	Baseline	10%	Baseline	10%
Discipline	Baseline	10%	Baseline	10%	Baseline	10%
Cross Country	8.31	67.31	5.30	65.30	8.36	68.36
Biathlon	8.89	68.89	10.19	70.19	7.04	67.04

WOMENS	VISUALLY IMPAIRED		STANDING		SITTING	
	Baseline	10%	Baseline	10%	Baseline	10%
Discipline	Baseline	10%	Baseline	10%	Baseline	10%
Cross Country	11.80	71.80	8.55	68.55	13.14	73.14
Biathlon	29.57	89.57	11.91	71.91	25.79	85.79

A2.6 Selection for individual events (i.e. Biathlon Sprint, Cross Country Long) will be discussed following the selection of an athlete. Event selection is at the discretion of the Selection Panel. Athletes will be eligible to compete in any and all events where they meet the minimum FIS criteria. Selection for multiple events will be based on an athlete's ability to maximise performance opportunity. Athletes will only be considered for a relay event if they have qualified for an individual event

A2.7 Selection for a Relay event is at the absolute discretion of the Discipline Head Coach, GBS Head Coach and GBS Head of Paralympic Programmes and may be made in Venue at the Östersund 2023 FIS Para Nordic World Ski Championships. A range of factors will be considered when selecting athletes to a Relay event including:

A2.7.1 Current Form and Recent results (Including individual and relay results)

A2.7.2 Potential impact (positive or negative) that the relay event will have on expected performance in individual events at the Östersund 2023 FIS Para Nordic World Ski Championships

A2.8 Wildcard Applications: It is at GBS's discretion to apply for a Wildcard Application. Nominations for Wildcards will be agreed on a case-by-case basis and will only be considered if they meet the criteria outlined by FIS and the following GBS criteria. GBS would only consider a Wildcard Application as follows:

- Extenuating circumstances for a particular athlete meant that they were unable to attain the Performance Standard (i.e. illness or injury)

A2.8.1 Any consideration of a Wildcard Application will be aligned to the ambition of medal potential at this World Championships or Paralympic Games or the next

A3. NOTES ON ALPINE BASELINE CALCULATION AND METHODOLOGY

A3.1 An Athlete's FIS Points in any given race are given a direct reflection of their performance in that race and as such are a proxy for their time behind the winning Athlete. The FIS Points can therefore be used to accurately show how far, as a percentage, an Athlete is behind the best in the World.

A3.2 The FIS Baselines are calculated by averaging the FIS Points of the top 5 Athletes on the yearly end of season Points List and then averaging this with the Baseline from the previous season. By including the previous seasons figure, we are able to ensure that historical performances are always factored into the Baseline but with the weighting for

previous seasons reducing by 50% each year. The average of the previous four season's baselines is then used as the overall baseline.

REGISTER OF UPDATES

Section	Date	Changes/ Updates