

# British Orienteering Selection Policies 2024



EOC 2023 Mixed Sprint Relay team. Photo credit: Rob Lines



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## 1. Purpose

1.1. This document outlines the selection policy for athletes to the Great Britain team for all international competitions into which British Orienteering enters teams.

## 2. Aim of the British Orienteering Performance Programme<sup>1</sup>

2.1. The overall aim of the Performance programme is **to maximise GBR success at the World and European Orienteering Championships (WOC and EOC)**. WOC and EOC are our two “focus” competitions. The targets for these competitions are **to win medals and achieve top-10 places**.<sup>2</sup>

2.2. The only other competition with a performance target is the Junior World Orienteering Championships (JWOC), although this is secondary to WOC and EOC. The JWOC target (1 x extended-podium finish (top-6) and 4 x top-20 finishes) is set as an aspiration; the real measure of our junior programme is how many athletes transition to the senior elite ranks.

2.3. For all other competitions, athletes are entered primarily for development and competition experience. There are no set performance targets.

2.4. The underpinning aims of the Performance programme, which contribute to our overall aim, are:

- **Attitude:**
  - A professional programme of coaching, training and race preparation
  - Athletes see themselves as ‘performance athletes’, committed to their improvement and working towards performance goals
- **Progression:**
  - Junior athletes are prepared and supported to make the transition to senior competitions and squads
  - Senior athletes continue to their build skills, fitness and experience to improve their competitive performance
- **Welfare:** Athletes, coaches, volunteers, British Orienteering, universities
  - are engaged and enjoy their involvement with the programme
  - feel valued and in control of their involvement and contributions
  - understand what they need to do to get selected, and how the Performance Programme works

## 3. General information

### 3.1. General

3.1.1. Selection is made by either the senior or junior selection panel. The selection panels are responsible for selecting athletes for specific competitions and ensuring that the process is carried out fairly and rationally having regard to the objectives of the selection policy and without bias.

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<sup>1</sup> These are the overall aims of the Performance Programme. These set our philosophy, to answer such questions as “which are our target competitions?” and “are we selecting only the best team, or are we filling additional spots for development too?”

<sup>2</sup> Both WOC and EOC now the alternate sprint-year then forest-year IOF calendar is established

- 3.1.2. The primary focus of the team selections will be to achieve the aims described in section 2. Selections will be made to optimise performances at international competitions in this priority order: WOC, EOC, JWOC, WUOC, World Cups, EYOC, JEC.
- 3.1.3. This document contains information for both seniors and juniors. The policies seek to select the best athletes in a transparent way that prioritises optimal athlete preparation time.
- 3.1.4. Selection will be primarily based on results in nominated selection races and will be subject to an assessment of performance standards.
- 3.1.5. All eligible athletes will be considered equally for selection against the stated selection criteria regardless of club, home training location, age, home nation, and regardless of membership or not of one of the GBR training squads (L5 Performance, L4 Development or L3 Talent). Being a member of a GBR training squad conveys no advantage for selection to competitions. **Selection is open to all who are eligible** (see section 3.7).
- 3.1.6. With the aims of the Performance programme in mind (section 2), the selection panel may choose not to select for all available positions at a competition. **British Orienteering is under no obligation to select all available places**; the number of athletes selected for teams is at the complete discretion of the selection panel.
- 3.1.7. When assessing the performance of an athlete, the selection panel will consider their placing and time-behind-winner. Only if necessary to separate athletes, or if something unforeseen occurs (e.g. a course is voided due to organiser-error), will additional information such as split times and GPS traces be used.
- 3.1.8. Unless specified, the criteria in this document are not listed in any order of priority and some or all may be used when considering selections.
- 3.1.9. For seniors, in situations where all factors have been considered and it remains difficult to split athletes, the athletes' World Ranking scores may be considered.
- 3.1.10. The selection panel may consider (and may require) additional evidence of athlete fitness. In particular, where 2022 or 2023 performances play a role in selection, athletes may be asked to demonstrate that their fitness is at a similar level to their prior fitness.
- 3.1.11. Where competitions have targets attached, the Team Manager will discuss with each athlete the tactics that will be deployed to maximise the opportunity of achieving the target. For example, an athlete may be rested, or given an alternative training opportunity, rather than fill a space in any other discipline that arises at the competition.
- 3.1.12. The Team Manager at a competition has a duty of care to the athletes and may, in the best interests of the athletes and team, withdraw athletes from disciplines or races prior to, or during, an event. Other athletes at the event may be substituted if the Team Manager believes this is appropriate.

## 3.2. Disciplines

- 3.2.1. International Orienteering Federation (IOF) Foot O disciplines are sprint (S), knock-out sprint (KOS), mixed sprint relay (MSR), middle (M), long (L) and forest relay (FR).

- 3.2.2. Senior athletes will be selected to compete in specific disciplines (e.g. M or L) for most competitions, and should not expect to be selected to compete in all disciplines. To be selected, athletes will have demonstrated proficiency in specific disciplines, or will be selected to gain appropriate experience in a specific discipline.
- 3.2.3. Senior athlete views on their preferred race disciplines should be communicated to the selection panel when giving their availability ahead of the selection meeting; this will be asked of the athletes on the availability form (see section 3.8). The selection panel will have regard to, but not necessarily always accede to, these preferences.
- 3.2.4. **All selection races will influence selection to all disciplines**, divided between sprint and forest. For example, S results will be used for KOS and MSR selection, but not for M or L selection. Or, in another example, M results will be used for L and FR selection.
- 3.2.5. Junior athletes selected for a competition will have the opportunity to run, subject to fitness and welfare, in all disciplines at that competition.

### 3.3. Relay teams

- 3.3.1. Athletes will be selected to relay teams or a relay pool at the time of selection, or at the competition itself, with any changes at the discretion of the selection panel or a delegated person (normally Team Manager). Selection criteria will include all disciplines and selected teams may include athletes not selected to compete in the individual disciplines at a competition. Changes to relay teams may take place prior to a competition or at a competition. Selection for the relay teams is entirely at the discretion of the Selection Panel/Team Manager and as such is not subject to the appeals provisions.

### 3.4. Reserves

- 3.4.1. For each competition the selection panel will consider, in the same selection meeting, what, if any, reserves should be named. These may be traveling or non-travelling reserves.

### 3.5. Testing & Substitution

- 3.5.1. Selected athletes may be required to agree their preparation programme with their Squad Manager or designated person. This stipulation is not to 'interfere' with athletes' preparation, but to ensure athletes are supported and challenged in optimising their preparation.
- 3.5.2. Selected athletes and athletes in squads may be required to undergo physiological and/or medical assessments. This will be to monitor development and confirm fitness following injury, illness, any other period where the athlete has been prevented from training and/or competing normally, or a period of marked under-performance.
- 3.5.3. British Orienteering reserves the right to require a medical examination by British Orienteering's nominated medical officer.
- 3.5.4. British Orienteering reserves the right to de-select any athlete who does not fulfil the necessary fitness, medical, or performance standard, or who does not agree and then follow their agreed preparation programme, or who does not meet the standards of behaviour expected.

### 3.6. Anti-Doping

- 3.6.1. All selected athletes must comply with the UK Anti-Doping Rules as published by UK Anti-Doping Limited (or its successor): [The Anti-Doping Rules | UK Anti-Doping \(ukad.org.uk\)](https://www.ukad.org.uk)
- 3.6.2. Athletes will be required to complete anti-doping education and training as requested by British Orienteering and/or the IOF.

### 3.7. Eligibility

- 3.7.1. To be eligible to be selected for a competition, each athlete must:
- Hold a valid British passport and be eligible to represent Great Britain in accordance with the rules of the IOF
  - Hold a valid and current membership of British Orienteering
  - Meet the age class requirements of the competition on 31<sup>st</sup> December in the year of competition
  - Not be serving a period of ineligibility because of an anti-doping rule violation
  - Attend and complete anti-doping education programmes
  - Sign the athlete handbook
  - Additional eligibility requirements will apply for WUOC; see details in section 4
  - Justify, in the opinion of the selection panel, that their selection will not jeopardise the efficient, safe and orderly management of the group and/or individual during the competition

### 3.8. Availability

- 3.8.1. All athletes who wish to be selected must declare their availability for the upcoming competitions. This is a binary “yes, available” or “no, not available” for the individual disciplines in the competition.
- 3.8.2. No other form of application is required; athletes do not have to “apply” with any form of application form. Only availability information is required.
- 3.8.3. All British athletes who enter a selection race and submit their availability will be equally considered.
- 3.8.4. The form to declare athlete availability will be publicised via a news item on the British Orienteering website. The deadline for submission will be 24 hours before a selection meeting. Any non-response will be taken as a firm “no” and the selection panel will not chase up athletes to reply.
- 3.8.5. The dates of the individual selection meetings are listed in the selection process and timeline section for each competition. Any deviation from the dates listed in this document will not invalidate any selection decision.

### 3.9. Mitigating circumstances

- 3.9.1. Sometimes mitigating circumstances occur that are outside of the athlete’s control, such as illness, injury, or issues at a selection race (e.g. loss of SI dibber, voided course, misplaced control, etc).

- 3.9.2. If an athlete has a valid reason for not participating in a specified selection race, or has any mitigating circumstances, then the athlete needs to inform the selection panel of their reasons. They should do this in writing via:
- L3 Talent squad athletes should contact their respective L3 coach (Scotland, North or South)
  - L4 Development Squad athletes should contact Tom Bray [tbray@britishorienteering.org.uk](mailto:tbray@britishorienteering.org.uk)
  - L5 Performance Squad athletes should contact Andy Kitchin [andykitchin6@gmail.com](mailto:andykitchin6@gmail.com)
  - All other athletes should contact Tom Bray [tbray@britishorienteering.org.uk](mailto:tbray@britishorienteering.org.uk)
- 3.9.3. This should be done in advance of the race. If an athlete experiences mitigating circumstances during the race (e.g. injury) they should notify the selection panel within 24 hours of the race.
- 3.9.4. The responsibility to inform selectors of any mitigating factors which would support any discretionary case lies with the athlete. It is not the role of the selection panel to construct cases to support individual athletes, and therefore no assumptions should be made regarding prior knowledge.

### 3.10. Force Majeure

- 3.10.1. British Orienteering reserve the right to withdraw all or part of a team, or change the selection policy, in response to abnormal situations beyond the control of the sport, including, but not limited to pandemics, terrorist threats or environmental disasters.

## 4. Competitions 2024

4.1. IOF international Foot O disciplines are sprint (S), knock-out sprint (KOS), mixed sprint relay (MSR), middle (M), long (L) and forest relay (FR).

<p><b>World Orienteering Championships (WOC)</b></p> <p>Sprint</p> <p>12<sup>th</sup> to 16<sup>th</sup> July 2024</p> <p>Edinburgh</p>	<p><b>Purpose:</b> Annual focus competition: to win medals and achieve top-10 placings. Measures the level of performance of our athletes and programme. The best team possible will be selected: this is a performance competition, and it is not expected to select athletes for development.</p> <p><b>Target:</b> Medals and top-10 places</p> <p><b>Age Class:</b> Open</p> <p><b>Disciplines (2024):</b> S, KOS, MSR</p> <p><b>Places per discipline (races in 2024):</b></p> <ul style="list-style-type: none"> <li>• S: 3 men and 3 women. In addition, Megan Carter-Davies has a personal place as reigning Sprint World Champion, hence GBR may select 4 women in total.</li> <li>• KOS: 3 men and 3 women</li> <li>• MSR: 1 team, comprising 2 men and 2 women</li> </ul>
<p><b>European Orienteering Championships (EOC)</b></p> <p>Forest</p> <p>15<sup>th</sup> to 20<sup>th</sup> August 2024</p> <p>Hungary</p>	<p><b>Purpose:</b> Annual focus competition: To win medals and achieve top-10 placings. Measures the level of performance of our athletes and programme. The best team possible will be selected: this is a performance competition, and it is not expected to select athletes for development.</p> <p>Often EOC is run alongside a World Cup, as in 2024. It will be treated as EOC first and a World Cup second.</p> <p><b>Target:</b> Medals and top-10 places</p> <p><b>Age Class:</b> Open</p> <p><b>Disciplines (2024):</b> M, L, FR</p> <p><b>Places per discipline (races in 2024):</b> To be confirmed by IOF on 1<sup>st</sup> January 2024 when the National Federation league tables are set. It is expected entries will be limited to 1 x men's FR team of 3 men, and 1 x women's FR team of 3 women (tbc).</p>
<p><b>IOF World Cups 1 &amp; 2</b></p> <p>Sprint</p> <p>WC #1: 25<sup>th</sup> to 26<sup>th</sup> May 2024 Switzerland</p> <p>WC #2: 1<sup>st</sup> to 2<sup>nd</sup> June 2024 Italy</p>	<p><b>Purpose:</b> Prepare athletes for the World Championships 2024<sup>3</sup>. It is intended that one team will be picked for both World Cup rounds 1 &amp; 2.</p> <p><b>Target:</b> Competition experience &amp; development ahead of WOC 2024</p> <p><b>Age Class:</b> Open</p> <p><b>Disciplines:</b> KOS, 2 x S, MSR</p> <p><b>Places per race/discipline:</b> To be confirmed by IOF on 1<sup>st</sup> January 2024 when the National Federation league tables are set. It is expected that up to 4 x MSR teams can be entered (tbc).</p>
<p><b>IOF World Cup 3</b></p>	<p>See above for European Orienteering Championships</p>

<sup>3</sup> This differs from paragraph 2.3, as World Cup 1 & 2 will be used primarily as a preparation competitions for WOC 2024, and not purely 'development' competitions. This is because the home WOC in 2024 is a larger focus for the Performance programme than any other normal WOC.



<p><b>IOF World Cup 4</b></p> <p>Forest</p> <p>25<sup>th</sup> to 29<sup>th</sup> Sept 2024</p> <p>Finland</p>	<p><b>Purpose:</b> Prepare athletes for the World Championships in 2025. To provide development opportunities for transitioning athletes from Junior to Senior categories who have demonstrated the ability to achieve the programme aims within 5 years (stated in section 2).</p> <p><b>Target:</b> Competition experience &amp; development</p> <p><b>Age Class:</b> Open</p> <p><b>Disciplines:</b> M, L, FR</p> <p><b>Places per race/discipline:</b> To be confirmed by IOF on 1<sup>st</sup> January 2024 when the National Federation league tables are set. It is expected that up to 3 x men's FR teams and 3 x women's FR teams (each of 3 athletes) can be entered (tbc).</p>
<p><b>FISU World University Orienteering Championships</b> (WUOC)</p> <p>Held every two years, in even years</p> <p>Bansko, Bulgaria, 1<sup>st</sup> to 5<sup>th</sup> August 2024</p>	<p><b>Purpose:</b> The selection process is by agreement with BUCS (this is still tbc). Competition experience &amp; development of athletes.</p> <p><b>Target:</b> Competition experience &amp; development</p> <p><b>Age Class:</b> Aged between 17 and 25 &amp; in higher education (tbc)</p> <p><b>Disciplines:</b> S, MSR, M, FR</p> <p><b>Team:</b> max 6 men &amp; 6 women overall; 4 men &amp; 4 women in each of S &amp; M; 1 MSR team; &amp; 2 men's &amp; 2 women's FR teams (tbc by FISU)</p>
<p><b>Junior World Orienteering Championships</b> (JWOC)</p> <p>Pilzen, Czechia, 30<sup>th</sup> June to 7<sup>th</sup> July 2024</p>	<p><b>Purpose:</b> Annual focus competition. Measures the level of performance of our athletes and programme.</p> <p><b>Target:</b> 1 x extended-podium finish (top-6) and 4 x top-20 finishes</p> <p><b>Age Class:</b> 20 (although younger athletes may run-up)</p> <p><b>Disciplines:</b> MSR, S, L, M, FR</p> <p><b>Team:</b> max 6 men &amp; 6 women overall, and in S, L, M; 2 men's &amp; 2 women's FR relay teams; 2 or 3 MSR teams of 2 men &amp; 2 women (tbc by JWOC organiser)</p>
<p><b>European Youth Orienteering Championships</b> (EYOC)</p> <p>Szczecin, Poland, 21<sup>st</sup> to 24<sup>th</sup> June 2024</p>	<p><b>Purpose:</b> Competition experience &amp; development of athletes</p> <p><b>Target:</b> Competition experience &amp; development</p> <p><b>Age class:</b> 16 &amp; 18</p> <p><b>Disciplines:</b> S, L, FR</p> <p><b>Team:</b> max 4 men &amp; 4 women per age class in S and L. In FR: 1 x M16 FR team of 3 men, 1 x M18 FR team of 3 men, 1 x W16 FR team of 3 women and 1 x W18 FR team of 3 women. Any remaining athletes, from the maximum team size of 16, not selected for a GBR FR team may run in an unofficial mixed-nation friendship relay.</p>
<p><b>Junior European Cup</b> (JEC)</p> <p>Austria, 27<sup>th</sup> to 29<sup>th</sup> September 2024</p>	<p><b>Purpose:</b> Competition experience &amp; development of athletes</p> <p><b>Target:</b> Competition experience &amp; development</p> <p><b>Age Class:</b> 18 &amp; 20</p> <p><b>Disciplines:</b> M, L, FR (tbc)</p> <p><b>Team:</b> max 6 men &amp; 6 women per age class in M &amp; L; max 4 teams in FR. FR is run in mixed-age M and W classes. British Orienteering intends to send a team of 12-16 athletes.</p>

## 5. Seniors: Introduction 2024

5.1. The aims of the senior selection process are to:

- Support and prepare our athletes to deliver medals and top-10 positions at WOC 2024 and EOC 2024
- Develop athletes towards medal performances at major championships in 2025 and beyond
- To improve the GBR ranking in the [IOF Federation league table](#)<sup>4</sup>

## 6. Seniors: Process and Timeline 2024

### 6.1. World Cup 1 & 2 (sprint)

*WC1 (KOS/S), Olten Switzerland (25<sup>th</sup> to 26<sup>th</sup> May 2024) and WC2 (S/MSR), Genova, Italy (1<sup>st</sup> to 2<sup>nd</sup> June 2024)*

6.1.1. **Purpose & Targets:** see section 4. To prepare athletes for WOC 2024.

6.1.2. The intention is that one team will be picked for both World Cup rounds 1 & 2. It is intended that reserves may be named; in case an athlete becomes injured at WC1 and a reserve could make WC2.

6.1.3. **Pre-selection:** In line with the 2024 programme focus and aims, the selection panel have preselected the following athletes for WC1 and WC2 to all disciplines:

- Megan Carter-Davies
- Ralph Street

These athletes have, in the opinion of the Selection Panel, delivered exceptional results at international sprint races during the 2022/2023 season. Their selection is subject to their health & fitness.

6.1.4. Other selections to the team will be based on the results from the following competitions:

- The primary selection races will be **Sprint Scotland**, Fife (4<sup>th</sup> and 5<sup>th</sup> May 2024)
- As secondary information, results will be considered from **JK Sprint** (29<sup>th</sup> March 2024)
- As secondary information, sprint races at WOC, EOC and World Cups 2022-2023 will be considered<sup>5</sup>

6.1.5. The JK Sprint will be considered to be a secondary source of data as it falls very early in the year. Athletes are encouraged to structure their season in a way that optimises their performance at WC1&2.

6.1.6. The selection meeting will be held by 9<sup>th</sup> May 2024.

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<sup>4</sup> Used to determine the number of start slots that GBR has at World Cups

<sup>5</sup> These define the limits of previous "all known form"

## 6.2. World Orienteering Championships (sprint)

*WOC (S/MSR/KOS), Edinburgh, Scotland, 12<sup>th</sup> to 16<sup>th</sup> July 2024*

- 6.2.1. **Purpose & Targets:** see section 4. To win medals and achieve top-10 placings.
- 6.2.2. Selection is split into two stages:
  1. Podium-potential selections, made after World Cup 1 & 2
  2. Remaining selections, made after WOC test races
- 6.2.3. **Stage 1: Podium potential.** Selections will be made after World Cup 1 and World Cup 2 based on athletes demonstrating they have the potential to finish in the top-10 positions at the World Sprint Championships. The number of places selected at this stage is at the complete discretion of the selection panel, and athletes may not be selected at this stage if the selection panel wish to gather more data.<sup>6</sup>
- 6.2.4. The selection meeting will be held by 5<sup>th</sup> June 2024.
- 6.2.5. **Stage 2: Any remaining selections.** Will be made after the WOC 2024 Test Races, Edinburgh area (29<sup>th</sup> and 30<sup>th</sup> June 2024).
- 6.2.6. Entries to the WOC test races will be made centrally by British Orienteering, as the WOC organisers will only accept entries from national federations. Any athlete who wishes to enter must contact Rachael Handley ([rhandley@britishorienteering.org.uk](mailto:rhandley@britishorienteering.org.uk)) by 23:59 on 14<sup>th</sup> June 2024. This is open to all British Orienteering members eligible to represent Great Britain. An invitation will be made on the British Orienteering website to advertise this opportunity. The final invitations will be at the discretion of the selection panel if there are more applications than available start slots.
- 6.2.7. The mixed sprint relay team (plus reserves) will be selected as early as possible, not during the championships, so that athletes can best prepare.
- 6.2.8. As secondary information, sprint races at WOC, EOC and World Cups 2022-2023 will be considered at stages 1 and 2.<sup>7</sup>
- 6.2.9. The final selection meeting will be held as soon as possible after the test races.

## 6.3. European Championships, including World Cup 3 (forest)

*EOC/WC3 (M/L/FR), Mor, Hungary 15<sup>th</sup> to 20<sup>th</sup> August 2024*

- 6.3.1. **Purpose & Targets:** see section 4. To win medals and achieve top-10 placings.
- 6.3.2. The primary selection races will be:

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<sup>6</sup> It is envisioned that most of the WOC 2024 selections will be made after WC1&2, with an option to use the WOC test races in June if not enough athletes have shown podium potential. This is because WC2 finishes 6 weeks before WOC, and the WOC 29<sup>th</sup>-30<sup>th</sup> June test races only 2 weeks before. Athletes need time to prepare, and 2 weeks only allows for a final taper; whereas 6 weeks will allow for a final training block and a taper. Also, if athletes are selected earlier, they will be better prepared for their specific discipline(s).

<sup>7</sup> These define the limits of previous "all known form"

- Spring Spartacus Cup, 6<sup>th</sup> April and 7<sup>th</sup> April in Hungary (official training races for EOC)
- British Long Championships, 13<sup>th</sup> April, Mulgrave Woods

6.3.3. As secondary information results will be considered from:

- JK Middle, 30<sup>th</sup> March, Beaudesert
- JK Long, 31<sup>st</sup> March, Beaudesert
- Forest races at WOC, EOC and World Cups 2022-2023<sup>8</sup>

6.3.4. The selection meeting will be held by 19<sup>th</sup> April 2024.

6.3.5. Athletes should note that the JK is secondary to the Spring Spartacus Cup the following week. If targeting EOC, the athlete is encouraged to prioritise the Spring Spartacus Cup over the JK.

## 6.4. World Cup 4 (forest)

*WC4 (FR/M/L) Kuopio, Finland 25<sup>th</sup> to 29<sup>th</sup> September 2024*

6.4.1. **Purpose & Targets:** see section 4:

- Prepare athletes for the World Championships in 2025 (*experience of terrain*)
- To provide development opportunities for transitioning athletes from Junior to Senior categories who have demonstrated the ability to achieve the stated programme aims within 5 years (stated in section 2)

6.4.2. The primary selection races will be two domestically organised test races: 31<sup>st</sup> August (Middle) and 1<sup>st</sup> September (Long). These are likely to be in Scotland (tbc). More details on these races are given in section 10.2.

6.4.3. As secondary information, results will be considered from:

- EOC 2024
- JWOC 2024 forest races (Middle, Long, Forest relay)
- WUOC 2024 forest races (Middle, Forest relay)
- Forest races at WOC, EOC and World Cups 2022-2023<sup>9</sup>

6.4.4. The selection meeting will be held by 4<sup>th</sup> September 2024.

## 6.5. World University Orienteering Championships

*WUOC (S, MSR, M, FR) Bansko, Bulgaria, 1<sup>st</sup> to 5<sup>th</sup> August 2024*

6.5.1. **Purpose & Targets:** see section 4. Competition experience & development of athletes

6.5.2. Subject to the selection criteria being agreed with BUCs (still tbc), the primary selection races are:

- BUCs individual championships, 9<sup>th</sup> March, Cambridge
- JK Sprint, 29<sup>th</sup> March, Loughborough university

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<sup>8</sup> These define the limits of previous "all known form"

<sup>9</sup> These define the limits of previous "all known form"

- JK Middle, 30<sup>th</sup> March, Beaudesert
- JK Long, 31<sup>st</sup> March, Beaudesert

6.5.3. As secondary information, results will be considered from:

- JWOC, WOC, EOC and World Cups 2023-2024<sup>10</sup>

6.5.4. The date of the selection meeting is still tbc, as it requires agreement with BUCS.

## 7. Seniors: Additional information which may be considered

7.1. In addition to all the above, the selection panel can consider:

- a) If an athlete has clearly demonstrated the potential to podium at WOC/EOC
- b) Development opportunities for athletes who are potentially top-10 athletes in future WOCs and who will benefit from the experience
- c) Evidence of athlete progression (or otherwise) over the last two years
- d) Adherence to the Code of Conduct / Athlete Handbook and any outstanding disciplinary matters
- e) Demonstration of behaviour that indicates a commitment to a positive team environment

## 8. Juniors: Introduction 2024

8.1. The following sections describes how athletes are selected to the Great Britain team for all junior international competitions into which British Orienteering enters teams.

8.2. The objectives of selections are to:

1. Underpin an individual athlete's long-term development to the senior ranks. Our focus is development of athletes towards future senior success.
2. Provide high-level international race opportunities for junior athletes (those on a strong trajectory for international success at major competitions).

## 9. Juniors: Team Size 2024

9.1. To reiterate the team sizes given in section 4:

9.1.1. **EYOC:** Up to a maximum of 16 athletes. 4 in each class M16, M18, W16 and W18.

9.1.2. **JWOC:** Up to a maximum of 12 athletes. 6 in each class M20 and W20. *Note, athletes younger than M20 or W20 can be selected to run-up.*

9.1.3. **JEC:** Up to a maximum of 24, made-up of up to 6 athletes in each class M18, M20, W18, W20. British Orienteering intends not to fill all spots but intends to send no more than 16 athletes (between 12

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<sup>10</sup> These define the limits of previous "all known form"

to 16). The team size is restricted to enable the team to be fully supported and have a quality experience.

9.2. British Orienteering is under no obligation to select all available places (see paragraph 3.1.6).

9.3. Selection to all competitions is independent of membership of either the L3 Talent or L4 Development squads. Selection is open to all athletes eligible to represent Great Britain (see paragraph 3.1.5).

## 10. Juniors: Process and Timeline 2024

### 10.1. EYOC and JWOC

10.1.1. Five selection races will be considered:

- JK Sprint, 29<sup>th</sup> March 2024, Loughborough University
- JK Middle, 30<sup>th</sup> March 2024, Beaudesert
- JK Long, 1<sup>st</sup> April 2024, Beaudesert
- Sprint, 12<sup>th</sup> April 2024, venue tbc (to be held near BOC Long)
- British Long Championships, 13<sup>th</sup> April 2024, Mulgrave Woods

#### 10.1.2. EYOC

10.1.2.1. To support an individual's selection, the selection panel will consider:

- Primarily, performances at the five nominated selection races
- Secondly, individual progression and race performances at national and international competitions within the 2023 and 2024 seasons<sup>11</sup>

#### 10.1.3. JWOC

10.1.3.1. There are up to two male and two female places available by automatic selection:

- The first British finisher in the combined M18 / M20 course, and the first British finisher in the combined W18 / W20 course at the **JK Sprint** will be selected.
- The first British finisher in the combined M18 / M20 course, and the first British finisher in the combined W18 / W20 course in the **JK overall ranking** (i.e. Middle and Long race times combined) will be selected.

10.1.3.2. If the same athlete would be selected under both bullet points in section 10.1.3.1 (i.e. the same athlete wins the JK Sprint and JK Overall), there is no 'count-back' to automatically select any second-placed athlete.

10.1.3.3. The remaining places will be nominated at the complete discretion of the selection panel. To support an individual's selection, the selection panel will consider:

- Primarily, performances at the five nominated selection races

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<sup>11</sup> National races are defined as any JK S, JK M, JK L, BOC S, BOC M, BOC L race. International races are defined as any EYOC, JWOC or JEC race

- Secondly, individual progression and race performances at national and international competitions within the 2023 and 2024 seasons<sup>12</sup>
- Secondly, the athlete's potential to successfully race for GBR at senior level

## 10.2. JEC

- 10.2.1. The primary selection races will be two domestically organised test races: 31<sup>st</sup> August (Middle) and 1<sup>st</sup> September (Long). These are likely to be in Scotland (tbc).<sup>13</sup>
- 10.2.2. There are up to 12 places available by automatic selection:
- The top-3 in the W18 class and the top-3 in the M18 class
  - The top-3 in the W20 class and the top-3 in the M20 class
- 10.2.3. The "top-3" in paragraph 10.2.2 will be calculated by combining finish positions over the two selection races, for example a 4th in the Middle and a 3rd in the Long equals a combined result of 7. Total time (Middle and Long race times combined) will be used as a tie-breaker.
- 10.2.4. The decision to take additional athletes (i.e. to make the team size 12, 13, 14, 15 or 16) is entirely at that selection panel's discretion. Any extra athletes in addition to the auto-selected 12 are in effect "the selection panel's picks" based upon a myriad of different factors:
- Performances over the two nominated selection races in section 10.2.1
  - Performances at EYOC 2024 and JWOC 2024
  - Performances over the five selection races in section 10.1.1
  - Individual progression and race performances at national and international competitions within the 2023 and 2024 seasons<sup>14</sup>
  - The athlete's potential to successfully race for GBR at senior level
- 10.2.5. The remaining (up to) 4 spots may not be equally divided across the age classes. For example, 3 x M20 and 1 x W18 may be chosen.
- 10.2.6. To guarantee selection, athletes must finish in the top-3 places in their age class at the selection races in section 10.2.1. Any selections for spots #13-16 are at the discretion of the selection panel.

## 10.3. Juniors: Selection notification 2024

- 10.3.1. Athletes selected for EYOC and JWOC will be notified by 19<sup>th</sup> April 2024.

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<sup>12</sup> National races are defined as any JK S, JK M, JK L, BOC S, BOC M, BOC L race. International races are defined as any EYOC, JWOC or JEC race

<sup>13</sup> It is anticipated that these races will be a combined event for juniors (JEC selection races) and seniors (WC4 selection races). It is hoped that 18/20/21 classes will all have the same course. At the end of the combined 18/20 course the 18s/20s will finish, and the 21s will run a final loop after a spectator run through. This will allow results to be compared across age groups, which will be a motivator for the juniors and seniors to see where everyone is at. If juniors wish to run the full senior course, their time will be taken at the end of the junior course for comparison with the other juniors going for JEC selection. This will allow them to still qualify for JEC via the automatic selection route.

<sup>14</sup> National races are defined as any JK S, JK M, JK L, BOC S, BOC M, BOC L. International races are defined as any EYOC, JWOC or JEC race

- 10.3.2. Athletes selected for JEC will be notified as soon as practically possible after the selection races on 31<sup>st</sup> August and 1<sup>st</sup> September 2024.

## 11. Juniors: Additional guidance for athletes

- 11.1. Athletes will be compared via their ‘performances’ at selection races: ‘performances’ are defined as results, split times, or GPS traces. Primarily, the selection panel will consider placing and time-behind-winner. Only if necessary to separate athletes, or if something unforeseen occurs (e.g. a course is voided due to organiser-error), will information such as split times and GPS traces be used.
- 11.2. Placings and time-behind winner are calculated as follows:
- **For JWOC:** where multiple age classes run the same course, **the course results** (not the age class) will be considered. For example, traditionally the JK and BOC Long have 18s/20s run the same course; here only one combined course results list will be considered. This recognises 18s who beat 20s on the same course.
  - **For EYOC:** individual age classes will be compared separately, i.e. 16s and 18s.
  - **For JEC:** individual age classes will be compared separately, i.e. 18s and 20s.
  - Foreign athletes will not be counted when comparing placings.
- 11.3. Generally, when comparing 18s and 20s, if two athletes achieve very similar results at selection races and cannot be separated on their performances, preference will normally be given to the younger athlete over the older athlete (e.g. a first-year 20 over a second-year 20). For EYOC, all 16s are considered together (i.e. no distinction is made between first-year and second-year 16s).

## 12. Selection panels 2024

### 12.1. Description of the selection panels

- 12.1.1. The purpose of this section is to outline the positions within the panel and their specific roles.
- 12.1.2. The Selection Panel will consist of the following (not exclusively):
- Chair
  - Performance Programme Director
  - Selectors
  - Selection Advisors
  - Scrutineer
- 12.1.3. The role of the **Chair** is to:
1. Coordinate Selection meetings and ensure all members are fully briefed in advance.
  2. Chair the Selection meetings and ensure a formal record of the meeting is taken.
  3. **This is a voting position.**
- 12.1.4. The role of the **Performance Pathway Director** is to:
1. Nominate to the panel a pool of available athletes (whether currently within the GBR Squads or not) for selection to international events at which GBR competes, based on the criteria described in this document.
  2. Ensure selections reflect the Performance programme’s aims set by British Orienteering.



3. Ensure up-to-date information is available to Selection meetings for all relevant athletes, including from Squad Managers, coaches, and other experts (e.g. medics) as appropriate.
  4. Maintain a full record of all performance information relevant to the selection criteria, and make sure this is available at Selection meetings.
  5. As requested, provide support to the Chair in matters of selection. This may include providing selection proposals ahead of the meeting, if asked to do so.
  6. **This is a voting position.**
- 12.1.5. The role of a **Selector** is to:
1. Provide advice to the Panel, based on the criteria described in this document, regarding selection of athletes to international events at which GBR competes.
  2. Challenge the selections presented to the Panel and ensure selections reflect and apply the selection philosophy, overview and criteria set by British Orienteering.
  3. As requested, provide support to the Chair in matters of selection.
  4. **This is a voting position.**
- 12.1.6. The role of a **Selection Advisor** is:
1. As per the Selector, but **this is a non-voting position**. In short, advisors advise, but selectors decide.
- 12.1.7. The role of the **Scrutineer** is to:
1. Ensure selections accurately represent the data presented.
  2. Ensure that the selection philosophy, overview and criteria set by British Orienteering is fairly and consistently applied.
  3. As requested, provide support to the Chair in matters of selection.
  4. **This is a non-voting position.**
- 12.1.8. Any panel member must declare any conflicts, or potential conflicts, of interest and shall refrain from participation in the discussion of, or any vote, in respect of any selection matter in which they have a material conflict of interest.
- 12.1.9. The selection panel will exercise discretion fairly and without bias.
- 12.1.10. The Selection Panel may choose to delegate selection to an appropriate person(s) but will retain responsibility and accountability for all selection decisions.
- 12.1.11. British Orienteering reserves the right to identify possible future Selection Panel members and involve them in meetings, so they may familiarise themselves with the selection process.
- 12.1.12. **Meetings:** The Panel may conduct the meeting by means of a telephone or video conference, allowing all persons to hear each other at the same time. Such participation shall constitute presence in-person at such meetings.
- 12.1.13. **Quorum:** The quorum for every decision is a minimum of three members.
- 12.1.14. **Voting:** The Chair only has one vote. The Chair may choose not to vote despite being entitled to do so as a member. If there is not a majority, the Chair of the meeting has the casting vote.

- 12.1.15. **Communication:** It is the responsibility of the Performance Pathway Director to communicate selection decisions and rationale to athletes. It is important that members of the panel do not become involved in communicating with athletes and personal coaches any matters of selection other than to refer any queries to the Performance Programme Director.
- 12.1.16. **Other:** British Orienteering will reimburse panel members for their actual and reasonable expenses incurred in attending the meeting following approval of a properly completed expense claim in accordance with British Orienteering policies.

## 12.2. Senior selection panel 2024

- 12.2.1. The Senior selection panel for 2024 is:
- Bob Dredge (Chair & Scrutineer)
  - Performance Pathway Director, tbc (Selector)
  - Pippa Archer (Selector)
  - Emil Wingstedt, L5 coach (Selector)
  - Andy Kitchin, L5 coordinator (Selection Advisor)
  - Tom Bray, L4 coach (Selection Advisor)
- 12.2.2. Additional expert guidance may be sought from specific coaches, technical experts or medical practitioners as the selection panel deem appropriate.
- 12.2.3. Athletes wishing to communicate with the Selection Panel should do so via the Squad Managers: Andy Kitchin [andykitchin6@gmail.com](mailto:andykitchin6@gmail.com) for L5 Performance Squad athletes, or Tom Bray [tbray@britishorienteering.org.uk](mailto:tbray@britishorienteering.org.uk) for L4 Development Squad athletes. Athletes outside the squads should contact Tom Bray.

## 12.3. Junior selection panel 2024

- 12.3.1. The Junior selection panel for 2024 is:
- Bob Dredge (Chair)
  - Performance Pathway Director, tbc (Selector)
  - Paul Murgatroyd (Selector)
  - Tom Bray, L4 Coach (Selector)
  - L3 Talent Scotland Coach (Selection Advisor)
  - L3 Talent North Coach (Selection Advisor)
  - L3 Talent South Coach (Selection Advisor)
  - Ranald MacDonald (Scrutineer)
- 12.3.2. Additional expert guidance may be sought from specific coaches, technical experts or medical practitioners as the selection panel deem appropriate.
- 12.3.3. Athletes wishing to communicate with the Selection Panel should do so via the Squad Managers: their respective Talent South, North or Scotland manager for L3 Talent squad athletes, or Tom Bray [tbray@britishorienteering.org.uk](mailto:tbray@britishorienteering.org.uk) for L4 Development Squad athletes. Athletes outside the squads should contact Tom Bray.

## 13. Clarification and Appeals Procedure

- 13.1. If you have specific questions regarding the selection policy or process, then please contact Tom Bray (Performance Pathway Manager / L4 coach) [tbray@britishorienteering.org.uk](mailto:tbray@britishorienteering.org.uk) or Peter Hart (CEO) [peter.hart@britishorienteering.org.uk](mailto:peter.hart@britishorienteering.org.uk).
- 13.2. British Orienteering operates a formal appeals procedure for challenging selection decisions which can be found at [www.britishorienteering.org.uk/selection](http://www.britishorienteering.org.uk/selection), or is available on request from the British Orienteering National Office.