



The BABA Selection Policy Framework

2022-25

(25th January 2022)

Purpose and Scope of this selection policy

1. This policy sets out the criteria by which the following selections will be made by the GB Boxing World Class Programme (WCP).
 - a. Selection as a funded boxer on the WCP;
 - b. Once a member of the WCP, selection to the following events:
 - Male and Female International Competition
 - Male and Female GB Championships
 - Male and Female Dual Internationals
 - World Series Boxing
 - Male and Female major international competitions (senior European Championship, European Games and World Championships)
2. Selection for the Olympic Games, Olympic Games Qualification Tournaments and the Commonwealth Games will be governed by separate selection policies.

Aim of Selection

3. The GB Boxing WCP aims to select boxers who are capable of achieving Olympic success. This is in line with the organisational vision: “to be recognised as the leading Olympic Boxing National, inspiring ever more people to box”. Olympic success is the primary objective of the WCP, and all selections are geared towards achieving this aim. Boxers will have the capability, in line with the GB Boxing Performance Model, of achieving success at international competition, and the WCP will support the development of selected boxers in the pursuit of this objective.

Eligibility for Selection

4. To be eligible for selection as a member of the World Class Programme and for competition by the BABA, boxers must be eligible to compete, as per Rule 2 of the AIBA Technical Rules, for one of the three home nation associations (England Boxing, Boxing Scotland, Welsh Boxing). Where candidates for selection do not comply with the above for any reason, they will only be selected if they receive prior approval from AIBA, as appropriate.
5. In order to be considered for membership of the GB Boxing WCP, an athlete must also fulfil the following UK Sport APA eligibility criteria:
 - a. Meeting and continuing to meet the UK Sport Eligibility Policy (see <https://www.uksport.gov.uk/resources/eligibility>)
 - b. Be eligible to compete for Team GB at the Olympic Games and for Great Britain in all relevant Championships and events.
 - c. Agree to this WCP Selection Policy.
 - d. Be a British Passport holder.
 - e. Not be currently serving a period of ineligibility as a result of a transfer of allegiance.
 - f. Not be currently serving a provisional or permanent suspension for a doping violation.

- g. Has not, whether by an act or omission, brought GB Boxing into disrepute.
- h. Has not been disciplined by GB Boxing for Misconduct.

Selection Principles

- 6. The Selection Policy employs an open, transparent and equitable process that gives all boxers a fair chance to challenge for WCP and tournament selection.
- 7. Selection will be based on merit and the need to achieve the organisational aim set out above.
- 8. No boxer has the right to selection to the WCP or to specific tournaments.
- 9. Boxers may be subject to de-selection if they breach Athlete Agreements or any other relevant GB Boxing policies or regulations or for other reasons as listed in paragraph 28 of this framework.
- 10. Feedback on selection decisions is available to all boxers considered for selection to the WCP and any competition. This can be provided on request to the GB Boxing Head of Operations.

Selection as a funded boxer on the WCP

- 11. Consistent with GB Boxing's objective of winning medals at the Olympic Games the following criteria will underpin all decisions related to selection as a funded boxer on the WCP programme:
 - Medal potential at the forthcoming and future Olympic Games
 - Performance at specified international competition
 - As assessment of the boxer's ability against the GB Boxing Performance Model (see appendix 1)
- 12. A boxer will automatically be invited to become a member of the World Class Programme in the event of the stated medal winning performance in an Olympic weight class at the following international events:
 - a. Gold, silver or bronze medal at the Youth World Championships
 - b. Gold, silver or bronze medal at the Youth Olympic Games
 - c. Gold medal at Youth European Championships
 - d. Gold, silver or bronze medal at the Senior World Championships
 - e. Gold, silver or bronze medal at the Senior European Championships
- 13. A boxer will automatically be invited to attend World Class Programme training for a period of three months in the event of the stated medal winning performance in an Olympic weight class at the following international events, during or after which a decision will be made regarding full membership of the WCP:
 - a. Silver or bronze medal at the Youth European Championships

14. Where medal winning performance in the above events is achieved in a non-Olympic weight class, the boxer will be invited to attend World Class Programme training for a period of three months, during or after which a decision will be made regarding full membership of the WCP.
15. A boxer assessment is triggered by the following:
 - a. Gold or silver medallist at the Commonwealth Games
 - b. Elite Finalist in the English National Championships or nomination by England Boxing for assessment
 - c. Nomination by Boxing Scotland or Welsh Boxing for assessment
 - d. GB Boxing may invite any boxer that does not meet the above criteria for assessment at the request of the GB Boxing Performance Director.
16. Assessments take place at least once a year.
17. Following assessments, a selection meeting will take place. The decision will be made by the Performance Director, supported by the GB Boxing coaching staff.
18. Boxers will be selected at the APA level consistent with their achievement and or/performance status, APA levels are set out in Appendix 2.
19. Formal feedback and the opportunity for further discussion regarding assessment will be provided to each individual boxer, and the respective home nation head coach.

Selections for competitions as a member of the GB Boxing WCP

20. Consistent with GB Boxing's objective of winning medals at the Olympic Games the following criteria will underpin all selection decisions:
 - Medal potential at the forthcoming and future Olympic Games
 - Medal potential at the competition for which selection is being made
 - Coaching judgement on how best to develop the boxer through exposure to different levels of competition, in line with the boxer's Individual Athlete Plan (IAP)
 - Performance and attitude in WCP training and competition
 - Upholding the highest standards of integrity
21. These criteria are subjective and at the discretionary judgement of the GB Boxing Performance Director and coaches.

Selection for non-major competitions

22. The following competitions are defined as non-major competitions:
 - Male and Female International Competition Category other than those competitions listed as major competitions in paragraph 24.
 - Male and Female GB Championships
 - Male and Female Dual Internationals

23. Selection of GB Boxing WCP boxers for all of the above national and international tournaments will be made by the GB Boxing Performance Director following consultation with the GB Boxing coaching staff.
24. Selection to these competitions will be considered in relation to each boxer's Individual Athlete Plan (IAP).
25. For these competitions the decision of the Performance Director is final and there is no right to appeal. The Performance Director will discuss with each boxer the rationale for selection as part of the discussion of Individual Athlete Plans.

Selection for major competitions

26. The following competitions are defined as major competitions:
 - Male and Female senior European Championships, European Games and World Championships.
27. A selection panel will be convened to consider selections for these events. The Panel will endeavour to meet in person, however the Panel may convene, or members may join, by conference call if necessary. The Panel will be chaired by the GB Boxing Chief Executive and consist of the Chief Executive, Performance Director and the full-time GB Boxing coaches. The final decision will rest with the Performance Director following discussion and consultation with the Selection Panel. The Panel may agree to bring in additional expertise (coaches and/or sport science and sport medicine staff and/or other selected staff as determined by the Panel) to provide additional information and advice. An independent observer will be appointed to the panel by the GB Boxing CEO to ensure the process is followed, but will have no role in selection decisions.
28. For these competitions it will be the intention to select boxers at each available weight category. However, the Performance Director may at his discretion choose not to select boxers at one or more weight categories.
29. A process of appeal is available to boxers in respect of selection decisions for major competitions. This process is set out below.

Injury and Illness

30. In the event of injury/illness (both physical and mental), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete will continue to receive their full APA up to three months from the point the injury/illness occurred or was identified.
31. If after three months the athlete remains unavailable for full selection or training, an expert review may be undertaken, led by the GB Boxing Chief Medical Officer, to confirm the likelihood that the athlete remains able to pursue success in the Olympic/Paralympic Games,

to agree a programme of rehabilitation and to plot a timetable for return to full training and competition.

32. Each case will be considered on its own merit, and further expert advice may be sought where the long-term impact of the injury/illness is unclear (such as referral to the mental health panel). The athlete's progress against the timetable will be reported to UK Sport every three months thereafter, until the athlete has either fully resumed training and competition or left the programme.
33. Subject to satisfactory evidence of the likelihood of return, the APA should continue to be paid at the existing award level for up to a year but will only be extended beyond this in exceptional circumstances.
34. Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, or where the athlete has shown neither progress nor commitment to the agreed rehabilitation programme, the athlete can be removed from APA support providing an appropriate period of notice is given

Pregnancy

35. Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months post childbirth.
36. Continued access to the APA post childbirth will be dependent on:
 - a. The athlete's intention to return to the programme and confirmed no later than six months post childbirth
 - b. At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – this plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally and the nature of the event they are returning to
 - c. Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.
37. If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).
38. At nine months post childbirth the potential of the athlete will be assessed and confirmed to UK Sport in order to continue to access the APA. This assessment will indicate the athlete's future medal potential and not necessarily performance outcomes.
39. An athlete who announces retirement during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before the APA terminates.

40. In the event of complications either during the pregnancy or post childbirth, this policy will be flexed as is reasonable to accommodate these circumstances on a case by case basis.

Leaving the World Class Programme

41. A minimum of a one-month notice period will be provided to all athletes that are no longer nominated a Podium or Podium Potential level.
42. This period of notice should be within an athlete's current award term, and no notice period will extend beyond the term of agreement.
43. Additional transitional funding will be offered at the current grant level for a period of time dependent on the total continuous period of programme membership. This additional transitional funding will be provided as follows:
- a. Over 1 year but less than 2 years = 1 month transitional award
 - b. Over 2 years but less than 3 years = 2 months' transitional award
 - c. Over 3 years = 3 months' transitional award
44. Where appropriate, the WCP will be provide continued access to essential services and support during the transitional period and specifically to medical services where this is necessary to support the treatment of a pre-existing medical condition.
45. Once an athlete leaves the programme, they will no longer receive access to medical cover through Athlete Medical Scheme (AMS). However, AMS cover will continue for up to a maximum three months after the month their funding ceases for an existing medical claim and treatment to finish. No new claims can be opened within this three-month extension period.
46. Where an athlete is leaving the programme for disciplinary reasons, or due to a lack of engagement in the programme, the NGB and UK Sport in consultation, have the discretion to revoke any transitional funding.

De-selection

47. Any boxer selected for any of the above events may be de-selected by the Selection Panel for any of the following reasons:
- Injury/illness
 - Disciplinary reasons
 - Failure to comply with the training and other requirements of the World Class Programme
 - Failure to meet the general standards expected as a member of the World Class Programme
 - Breach of Athlete Agreements or any other relevant GB Boxing policies or regulations.

- Postponement, delay or cancellation of the competition.

48. There is no appeal against de-selection in respect of all tournament selections.

49. If a boxer is de-selected, GB Boxing reserves the right to select a different boxer.

Appeals

50. This section sets out the selection appeals procedure relating to selection to the World Class Programme and selection for major tournaments.

51. Selections will take place in accordance with the above policy. Anyone wishing to lodge an appeal under this procedure must be fully familiar with the detailed provisions of the selection policy.

52. This is intended to be an extremely accelerated procedure to enable any challenge to be resolved as quickly as is reasonably possible. Where it applies to tournament selection, due to the nature of the contact sports selection decisions need to be taken shortly before the events to which the selection policy refers to.

53. This is the only applicable appeals procedure and forms the entire agreement between each boxer and GB Boxing as to how selection decisions are to be challenged. The Parties agree to submit any dispute concerning any matter connected with or arising out of selection issues to binding arbitration in accordance with the provisions of this procedure.

54. The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this Procedure, or any decision made under this Selection Appeals Procedure, before any court of law. The Parties will treat all decisions under this Selection Appeals Procedure as final and binding upon them.

55. The Parties agree that this Selection Appeals Procedure is to be treated as an arbitration procedure under Part 1 of the Arbitration Act 1996 ('the Act') and the provisions of clause 9.4 above amount to a binding arbitration agreement for the purposes of section 6 of the Act. The seat of the Arbitration shall be England.

Parties

56. This Selection Appeals Procedure is binding on GB Boxing and on each boxer who is seeking selection to any GB Boxing World Class Programme selection.

How to appeal

57. This Appeals Procedure is commenced when a boxer affected by a selection decision makes a formal written appeal (the 'Notice of Appeal') to the Chair of the GB Boxing Selection Appeals Panel. In respect of selection to the World Class Programme, this must be done within 5 working days of the selection decision being communicated to the boxer. In respect of tournament selection, this must be done within 48 hours of the selection being announced or

communicated to the boxer, whichever is later. If the boxer fails to submit the Notice within the time limit set out in this Procedure, he or she will have lost their right of Appeal under this Procedure, save in wholly exceptional circumstances which will be judged by the Appeals Panel in their absolute discretion.

58. The Notice of Appeal will set out the grounds of the appeal and will include full details of the basis of the appeal, including the precise manner in which the appellant alleges the selection criteria has not been followed. The Notice of Appeal should be as full as possible as it will form the basis of the remainder of this procedure. Appeals will normally be conducted based on the written submissions of the appellant and the GB Boxing Selection Panel without a hearing or the calling of witnesses or the giving of oral evidence. If it feels that it is necessary in the interests of reaching a fair decision the Appeals Panel will be entitled to hear oral evidence from any party involved in the Appeal in any manner it deems appropriate. Equally, the appellant is entitled to an oral hearing should the appellant make such a request.

Ground of appeal

59. The grounds of appeal against the decision of the Selection Panel will be based on one or more of the following grounds:
- a. correct selection process was not followed;
 - b. decision maker was biased; or
 - c. decision was made on an error of fact.
60. This Selection Appeals Procedure is provided on these grounds only and must not be seen as an opportunity to dispute the opinions of the Performance Director, Coaching Staff or Selection Panel. In reaching decisions, the Performance Director, Coaching Staff and Selection Panel are acting as experts and boxers agree that in so doing the panel will exercise judgment and discretion which are not in themselves capable of challenge.
61. There are no appeals allowed against the content of the published selection criteria and therefore against the actions of the Selection Panel where it has properly followed the selection criteria.

Communications and notices

62. Due to the timescales involved, the GB Boxing Selection Panel will use any reasonable method of communicating with boxers, which will include oral announcements to groups of boxers, telephone calls, text messages, email or fax. Boxers must be aware of this and keep a constant review of these communication channels to receive the selection decision. Boxers are advised that they should inform a member of the Selection Panel their preferred method of communication and provide phone/fax numbers, email addresses etc.
63. Any Notice of Appeal must be sent by email to the Appeal Panel Chair set out at Appendix 3;

Appeals panel

64. The Appeals Panel will consist of three people, whose names are set out in Appendix 3. An alternate is identified in the event of a member not being able to participate in the appeals panel.
65. In the event that any member of the Appeals Panel has any involvement with or is related to an appellant or any boxer who might be affected by the outcome of the Appeal, or is in any other way placed in a position of conflicting interests in respect of any appeal, he/she shall be disqualified from sitting on the Appeals Panel and will be replaced by the alternate.

Conduct of the appeal

66. As soon as reasonably practicable following the receipt of the Notice of Appeal, the Appeals Panel shall contact the Chair of the Selection Panel to inform him of the Appeal, provide him with a copy of the Notice of Appeal, and request that the Chair provides any response that he wishes to make on behalf of the Selection Panel within 12 hours of this notification.
67. Where it appears to the Appeals Panel that the interests of some other boxer (other than the Appellant, referred to as the 'Third Party') may be affected by any decision of the Appeals Panel they will invite the Third Party to comment on the merits of the Appeal and will provide the Third Party with copies of all relevant documentation. In such a situation it is likely that the decision of the Appeals Panel will determine the rights of all the affected boxers (not just the appellant) and therefore the Third Party will be prohibited from raising again, by way of a separate or further Appeal, matters which have already been decided upon.
68. The Appellant will be asked to pay to GB Boxing a deposit of £200 as a contribution to the administrative costs of holding the Appeal, which will be re-funded to the Appellant if the Appeals Panel upholds the appeal. Payment shall be made in such manner and at such time as the Appeals Panel shall determine.
69. Until the appeal is decided GB Boxing will refrain from publishing any further details in relation to the selection which is the subject of the Appeal, although the existing details will remain where originally published before the Notice of Appeal was received.
70. The Appeals Panel will seek to reach its conclusion within 48hrs of receipt of the Notice, and will inform all interested parties as soon as possible.

Remedies

71. The Appeals Panel shall be entitled to confirm the decision of the selection panel and reject the Appeal.
72. The Appeals Panel may also quash the selection decision and remit the matter back to the selection panel identifying the errors they have identified in the conduct of the selection process. In such cases the Appeals Panel may issue instructions to the selection panel in

relation to their future conduct where this appears desirable based on matters considered in the Appeal.

Minor and non-consequential breaches of this procedure

73. The time limit for commencing this Procedure by the Appellant shall be strictly enforced, where any party deviates from any requirement of this Procedure it shall not invalidate the Procedure or the decision of the Appeals Panel, unless there is a clear and significant risk that the deviation has affected the decision of the Appeals Panel.

Confidentiality of proceedings and publication of decision

74. GB Boxing, the Appellant, and any Third Party, are under an obligation of confidentiality in respect of any Appeal proceeding under this Procedure. Save as permitted under this Selection Appeals Procedure, none of these Parties will make any public statement or disclosure of the contents of the Notice, nor any other matter referred to by any of the parties during the course of these Proceedings.

75. GB Boxing will be entitled to publish the decision of the Appeals Panel where it upholds the Appeal (or any element of it) in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the selection decision previously published, and the resulting position as to Selection.

Changes and amendments to the procedure

76. GB Boxing will be entitled to amend this procedure from time to time and such amendments will take effect from the first date of publication of the complete amended procedure on the GB Boxing website.

The British Athletes Commission

77. The British Athletes Commission (BAC), provides independent, confidential advice and support to World Class Performance athletes and BAC members, with the selection process, disputes and appeals.

78. The BAC is always balanced and independent in its advice to athletes and if it feels there are no grounds for appeal, it will say so. The BAC offers pastoral and emotional support, throughout any process as well as referring athletes to Sports Resolution UK (SRUK) to request pro-bono legal advice if necessary.

79. Please contact the BAC at admin@britishathletes.org or call 0203 126 4270.

Review Process

80. This Selection Policy will be reviewed a minimum of once during each Olympic cycle.

APPENDIX 1

GB BOXING PERFORMANCE GUIDE

Appendix 2 – APA Matrix

APPENDIX 3

Appeals Panel

- Jason Glover (GB Boxing Chair and Appeals Panel Chair) – email jason.glover@stblaw.com
- Mr Simon Toulson (GB Boxing Board Member) OR Ms Christine Ohuruogu (GB Boxing Board Member)
- An external independent person with high performance and elite sport knowledge/experience selected by the GB Boxing CEO and Chair

Alternative Panel Member

- Either a GB Boxing board member or external person depending on the vacant position.