



British Youth Sailing Programme

Selection Policy & Procedures

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SELECTION POLICY & PROCEDURES

1 INTRODUCTION

- 1.1 This document sets out the selection policy, practice, process, criteria and the responsibilities of individuals involved in the selection process for the RYA British Youth Sailing Programmes.
- 1.2 This document is supplemented by squad, team or class-specific selection notices that are prepared annually. The guidelines contained apply to all selection unless explicitly amended by an RYA class specific selection notice. It consists of the following sections:
 2. Aims of the Programme
 3. Eligibility
 4. Selection practice
 5. Selection process
 6. Selection criteria
 7. Appeals
 9. StatusAppendix – Roles and Responsibilities

2 AIMS OF THE PROGRAMME

- 2.1 The overall aim of the RYA British Youth Sailing programme is to:

Develop the Best Young Racing Sailors in the World

- 2.2 In order to achieve the above, we aim to select those individuals and teams who are most likely to excel at dinghy, windsurf and kiteboard racing to receive additional coaching and support from the RYA and thereby:
 1. Ensure the best chances of medal success;
 2. Accelerate individuals/team development;
 3. Create an environment which will optimally feed the GBR Olympic, GBR Paralympic and other senior development programmes; and
 4. Make best use of RYA, funding partner and sponsor resources.(together the “Programme Aims”)
- 2.3 The RYA will establish squad, team or class-specific selection programmes so as to achieve the above objectives while minimising the resources expended on selection both in terms of manpower and costs.

3 ELIGIBILITY

- 3.1 Be U23 in the year of selection. This age may be reduced by the specific squad, team or class selection policy.
- 3.2 To be eligible for selection sailors must be eligible to compete for Great Britain at a World Sailing sanctioned event as defined in World Sailing/ISAF Regulation 19.
- 3.3 In exceptional circumstances, sailors who do not comply with 3.2 may nevertheless be eligible if expressly confirmed by the RYA Racing Manager. Such sailors will be required to carry GBR on their sails and may be required to sign a written declaration of intent to comply with section 3.2

4 SELECTION PRACTICE

4.1 The Youth Racing Committee (YRC) will appoint an independent Chair of Selectors. The Chair has a two-year renewable tenure with a maximum of two consecutive tenures.

4.2 The RYA will appoint a Selection Committee for Youth Classes and World Sailing/EUROSAF teams. This committee would normally consist of:

Chair of Selectors – Youth Racing Committee
RYA Performance Director
RYA Youth Racing Manager (YRM)
RYA Single-handed Pathway Manager
RYA Double-handed Pathway Manager

4.3 The RYA will appoint a Selection Committee for each of the Junior Classes.

- Each Selection Committee to have a one year renewable tenure and be appointed in partnership with each Class Association.
- Each Selection Committee to have an individual appointed by the Junior Class Association normally having a representative on their own committee and thereby be in a position to satisfy their membership that the correct process is followed.
- Each Junior Class Selection Committee to have a Chair agreed by the RYA and normally the relevant single or double-handed pathway manager.

4.4 The RYA will ensure that selectors have expert and current knowledge of the British Youth Sailing Programme and the classes to which they are appointed and who are seen to have independence.

4.5 The RYA will lay down certain selection criteria and confer on the committee of selectors the discretion to apportion different weighting to different criteria and the right to alter that weighting in making their decisions within the remit of fulfilling the Programme Aims (as set out in section 2)

4.6 The selection criteria are listed in section 6.

4.7 The Selection Committee therefore has the discretion to determine:

- The size of the squad, taking into account the indicative squad size,
- Which of the criteria to take into account,
- How much weighting (if any) to give to criteria they do take into account,
- Who to select,
- Not to make any selection for any particular class or to select less than the indicative squad size

4.8 In making their decisions and exercising their discretions, the Selection Committee is expected to:

- Use their own expertise and experience,
- Rely on their own observations of the competitors, together with the observations made by other individuals, such as class coaches, other support staff, class representatives and
- Have regard to the Programme Aims

4.9 The practicalities of the indicator series and of the decision making process may require the Selection Committee to make decisions which are based on less than

complete information. When decisions have to be made under these circumstances the selectors will endeavour to communicate the rationale behind their selections.

- 4.10 By entering an event or activity that is part of a selection series the competitors agree that the Selection Committee have such discretions.

5 SELECTION PROCESS

5.1 Youth World Sailing Championships

- Selection to the British Youth Sailing Team will be at the discretion of the Selection Committee appointed as per section 4.

The aim of the selection process is to maximise the individual and team medal winning potential of the British Youth Sailing Team and the effective development of sailing talent and knowledge for future major international regattas and the Olympic Games.

In selecting the representative from each class, the selectors will select the sailors they feel will best represent Great Britain at the Youth World Sailing Championships.

- Selection will normally be based upon performance in the primary indicator event but the Selection Committee have discretion to take into account any other factors they feel are relevant to the Programme Aims.

5.1..1 The primary indicator event to select the team should take place as close as practically possible to the event to give the best indication of those sailors best placed to win medals. This is considered vital since we recognise that young competitors develop quickly and often performance improvements are made in spurts during the key phase of preparation in the early season.

5.1..2 When the Youth World Sailing Championships is to be held in the summer period (i.e. April-Sept) then this would normally be the RYA Youth National Championships.

5.1..3 When the Youth World Sailing Championships is to be held in the winter period (i.e. Oct-Mar) then this would normally be through sailor performances at their World and/or European Championships.

5.1..4 If there is not a clear winner or conditions at the event are unsatisfactory, the selectors are able to also consider performances in nominated secondary indicator events.

The events described are used as a selection trial since that environment creates pressures that are akin to the Worlds event itself.

5.2 EUROSAF Youth Sailing European Championship Team

- Selection to the British Youth Sailing Team will be at the discretion of the Selection Committee appointed as per section 4.

The aim of the selection process is to maximise the individual and team medal winning potential of the British Youth Sailing Team and the effective development of sailing talent and knowledge for future major international regattas and the Olympic Games.

In selecting the representative from each class, the selectors will select the sailors they feel will best represent Great Britain at the EUROSAF Youth European Sailing Championships.

- Selection will normally be based upon performance in the primary indicator event but the Selection Committee have discretion to take into account any other factors they feel are relevant to the Programme Aims.
- 5.2..1 The selection event to select the team should take place as close as practically possible to the event to give the best indication of those sailors best placed to win medals. This is considered vital since we recognise that young competitors develop quickly and often performance improvements are made in spurts during the key phase of preparation in the early season.
- 5.2..2 This would normally be the RYA Youth National Championships.
- 5.2..3 If there is not a clear winner or conditions at the event are unsatisfactory, the selectors are able to also consider performances in nominated secondary indicator events.

The RYA Youth National Championships are used as a selection trial since that environment creates pressures that are akin to the European event itself.

5.3 Youth International Competition Support

- Selection of sailors to receive international competition support will be at the discretion of Selection Committee appointed as per section 4.

The Selection Committee will select competitors, who in their opinion, will have:

- The best prospects to medal at the event; or,
 - The potential to medal at similar international events in the future.
- Normally, sailors chosen to receive support for international events will be identified on the basis of performance at the RYA Youth National Championships. The Selection Committee may also take into account performances at secondary indicator events or nominated squad reviews and any other factors they feel are relevant to the Programme Aims.

5.4 RYA UK Youth Transition 2 Squad (T2)

- Selection of the sailors for inclusion in the Transition 2 Squad will be determined by an independent Selection Committee consisting of:
 - Chair of Selectors – Youth Racing Committee
 - RYA Performance Director
 - RYA Youth Racing Manager (YRM)
 - RYA Single-handed Pathway Manager
 - RYA Double-handed Pathway Manager

5.5 **RYA UK Youth Squad (UKYS)**

- Selection to UK Youth Squad will be at the discretion of the Selection Committee appointed as per section 4.

Their remit is to select a squad which, when taken as a whole, will:

1. Have the best prospects of producing medal winners at World and European Championships, now and in the future.
 2. Have the best prospects of producing medal winners at the Youth World Sailing Championships and EUROSAF Youth Sailing European Championships.
 3. Have the best prospects of optimally feeding the British Sailing Team, and other senior development programmes; and
 4. Best fulfil the Programme Aims.
- Normally, the squad will be selected partly on the basis of performance at the primary indicator event. The Selection Committee may also take into account performances at secondary indicator events.
 - Squad membership will be considered at any designated review points. Selectors will take into account any factors they consider to be relevant to the Programme Aims.
 - The overall objective of the British Youth Sailing programme is to provide a constant stream of talented sailors into the British Sailing Team and senior development programmes and therefore it is expected that there will be a breadth of ages within each squad.

5.6 **Junior International Competition Support**

- Junior International Competition Support may be delivered individually or to a whole team at the discretion of the YRM. If delivered to a team, the terms and conditions of the support shall be agreed between the YRM and the Class Steering Group.
- In selecting competitors to receive individual international competition support, the YRM and the other members of the Selection Committee shall select competitors, who in their opinion, will have:
 - The best prospects to medal at the event; or,
 - The potential to medal at the event in the future; or
 - The potential to achieve success in the British Youth Sailing Pathway,
 - Any other criteria listed in the class specific selection notice
- Sailors chosen to receive support for international events may be partly based on performance at a specified indicator event or series of events specifically chosen for this purpose.
- The receipt of Junior International Competition Support from the RYA is normally conditional upon selected sailors being eligible for and acknowledging the need to progress into the British Youth Sailing Pathway

whilst they are U16.

5.7 **RYA UK Junior Squad (UKJS)**

- Selections for the UKJS will normally be made by the Selection Committee appointed as per section 4, using a combination of results, which will be used to identify top performers and also their own observations and experience to select a squad who in their opinion, will produce sailors with the best prospects of:
 - Representing Great Britain at the Class Junior Worlds or Europeans.
 - Successfully following a Youth pathway.
- Primary selection shall normally be gained through performance in an indicator series which is defined by the individual Class Associations and held as close as is practically possible to the end of the main competition season in September.
- Sailors may also, at the discretion of the Selection Committee, gain selection to the UK Junior Squads via performances in other significant domestic or international regattas.
- Selection of members for UK Junior Squads will be at the discretion of the YRM, and the other members of the individual Class Selectors.

5.8 **Zone Squad (ZS)**

- Selection of sailors will be determined by the Selection Committee appointed by the RYA High Performance Manager who will look to identify a squad comprising who in their opinion, will produce sailors having the best prospects of progressing to the UK Junior Squad and subsequently into the British Youth Sailing Pathway in the future.
- Primary selection may normally be gained through performance at:
 - An RYA Zone & Home Country Championships
 - A regional Class Association Regatta
 - A Class Association organised open training session.
- Sailors may also be subsequently invited to participate in ZS Training via:
 - Performance in open training.
 - Performance in Class National Junior Squad indicator events
 - Other significant events taking place within their Class/Zone.

5.9 **Suspension and Termination**

- Continued membership of any squad will normally be dependent upon:
 - Continued funding of our squad programmes by the Lottery Sports Fund.
 - Satisfactory performance.
 - Achieving the relevant physiological benchmarks

- Conformance with the codes of conduct that are laid down or recognised from time to time.
 - Conformance with programmes, training requirements, policies and procedures, and other reasonable requests.
 - Continuing to gain selection in future squad selections.
- Performance and conformance will be reviewed on a regular basis.
 - Squad membership may be suspended or terminated at any time and for any reason.

6 SELECTION CRITERIA

6.1 The selection criteria are:

- Achieving the relevant physiological benchmarks;
- Performance at the identified indicator events, where applicable;
- Performance at other events;
- Performance at a significant international regatta;
- Performance at major national events/training;
- Age, height and weight.
- Future potential.
- Goals and aspirations.
- Attitude and behaviour at the events in the series and during previous training.
- Factors affecting results.
- Class ranking lists.
- Anticipated squad dynamics
- Any other factors the selectors considered relevant to fulfilling the Programme Aims.

6.2 Squad selection and international competition support selection would normally involve a broader use of the above criteria.

7 APPEALS

7.1 No legal action may be taken arising from a decision made by the Selectors.

7.2 Any appeal relating to the selection process will be conducted in accordance with the RYA Racing Department Selection Appeals Policy. A copy of this document is available on request from the RYA Racing Operations Manager.

8 STATUS

8.1 The RYA policies and procedures are subject to change from time to time, including variations required to comply with Sports Councils' directions on the investment of National Lottery funds.

8.2 The RYA reserves the right to amend, supplement and/or discontinue at its absolute discretion, for whatever reason, any or all of its policies and procedures.

APPENDIX

ROLES & RESPONSIBILITIES

Youth Racing Committee (YRC)

- To appoint an independent Chair of Selectors and monitor their performance.
- To appoint suitable class selectors with the assistance of the Chair of Selectors and the Performance Directorate.
- To ensure that the annual selection programme is prepared and agreed by January each year.
- To receive reports and approve an annual report prepared by the Chair of Selectors with input from each Class Selector.
- To review these guidelines for selection annually.

Independent Chair of Selectors (or their nominated representative normally the YRM)

- To fulfil YRC selection policy & procedures
- To assist the RYA YRM in preparing the selection programme for the following year.
- To help prepare the Selection Notices.
- To establish and brief a team of selectors with the assistance of the RYA Performance Directorate.
- To lead and support the team of class selectors at each stage of the selection process.
- To oversee the selection of squad members in all classes.
- To oversee, where appropriate, the selection of sailors for international competition support.
- To select the team (in conjunction with the selectors) to represent British Youth Sailing at the Youth World Sailing Championships.
- To select the team (in conjunction with the selectors) to represent British Youth Sailing at the EUROSAF Youth Sailing European Championships
- To assist the Class Selectors in dealing with selection issues and appeals.
- To make reports to the YRC.

Class Selectors

- To work with the Chair of Selectors and the RYA Pathway Managers to plan the programme of selection and indicator events for the class.
- To assist the Chair of Selectors to prepare the Selection Notices for the Class.
- To arrange any RIB(s) they require to observe and assess sailors.
- To attend all or part of the indicator events to observe and assess competitors, and record the conditions and factors affecting races.
- To work with the Chair of Selectors to nominate members for the class squad and international competition support to the RYA Performance Directorate.
- To deal with all selection enquiries, issues and appeals in liaison with the RYA Performance Directorate.
- To ensure the relevant administrator makes contact with squad members who are unsuccessful in maintaining their squad place.
- To review squad membership and subsequently recommend sailors to be de-selected or gain selection to squads to the RYA Performance Directorate.

RYA Performance Directorate

- To work with the Chair of Selectors and Class Committees to determine the annual selection programme and draft a plan and budget for the coming year by the end of November.
- To assist the Chair of Selectors in identifying and recruiting selectors.
- To determine the target sizes for Youth, Junior and Zone Squads.
- To support the Selectors as is necessary.
- To ratify all selection recommendations from the Chair of Selectors and Class Selectors.
- To provide financial information as necessary for budgets and reports.

Document Data:

Version and Amendment History:			
No.	Author & Date	Pages	Remarks
1.0	Steve Joel July 2001	4 A4	First version.
3.0	Steve Joel Jan 2003	7 A4	Major update. International Competition Support section added. Primary Youth Squad selection changed to September with Selectors becoming fully responsible for all Selections. Appointment of National Junior Squad selection chair added. Transition training and Zone Junior Squad selection process updated to reflect recent changes.
3.2 /3.3	Steve Joel Jan2004	8 A4	Inclusion of eligibility policy, the purpose of selection for each squad and minor amendments to the responsibilities of the Selectors.
4.2	Roger Wilson April 2006	8 A4	Major update to stop document being year specific, and make selectors not class specific.
4.6	Roger Wilson May 2006		updated to reflect changes in Junior and Transition Selection process and reducing term of Chair of selectors
4.7	Duncan Truswell, March 2009		Updated to reflect changes regarding NYS, International Competition support and ISAF Youth Worlds Selection, effective as of March 2009.
5.0	October 2012 – Duncan Truswell		General update
8.0	February 2015 – Mark Nicholls		Major Update, remove transition programme, include T2 programme and EUROSAF event
9.0	Jan 2016 – Legal		Legal review
14. 0	Feb 2016 – Youth Racing	10 A4	Detailed updated following legal

Distribution List:		
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Youth Racing Committee		