



Selection/De-selection Procedures

1. **The Talent Pathway**
2. **United World Wrestling (UWW) approved International Competitions (Open to all countries of the world affiliated to UWW)**
3. **European and World Championships and Olympic Qualification Events**

Policy Objective

To create a policy which is clear, concise and puts athlete and National/Regional Coaches firmly in charge of their collective destiny.

General Principles

The Mission Statement of the BWA is a good starting point and reads as follows: *'To provide opportunities for the peoples of the United Kingdom to become involved in amateur wrestling and for those who actively participate in the sport help enable them to realise their full potential'*

A Talent Pathway adopted by the BWA is now in place and which gives clear guidance to athletes and coaches and provides a road map of the way forward for athletes from beginner to international participation.

The pathway is very much athlete centred supported by a coaching structure, which collectively adopts an open and growth mind-set approach. We must get away from the dogmatic approach of the fixed-mind set which has resulted in a lack of meaningful progression for both athlete and coaches alike.

In order to achieve a growth mind-set approach we have to adopt a system which rewards athletes for hard work, structured progression in terms of technique, tactics, physical and mental attributes and possibly, above all else, generates co-operation, understanding and trust in the athlete/coach relationship.

In order to accomplish the progression required, the athlete will be set short-term achievable goals, but only as a result of discussion and agreement between athlete and coach.

Whilst the Development Squad (NTS) of the talent pathway is progressing satisfactorily it is not realistic at this stage to implement a senior squad, as we need more juniors to progress to the senior level. In the meantime any seniors who want to be part of the talent pathway should qualify themselves to join the NTS.

The ultimate aim of the BWA, supported by the selection process, must be one of securing UK Sport funding to finance a programme of some 8 or more athletes to train full-time and be able to compete with distinction on the world stage. The aim is achievable but is obviously subject to a commitment to hard work, structured progression and athlete/coach relationship dependant.

1. The Talent Pathway

Initial Preparation – school and club environment

This is to aid the development of children and teenagers (beginners) and should include:

- Improving their general health and physical development through exercise and education
- Provide the basics in terms of wrestling stance (including the importance of the ability to change levels whilst retaining good balance), grips and techniques (white and yellow awards) and physical exercises allied to the BWA Physical Testing Protocols (as outlined in the BWA Talent Pathway manual)
- Recognising the differences in the natural development of young athletes and the need for athletes to develop at their own pace in an atmosphere of fun and enjoyment, placing skill acquisition ahead of competition
- Encouraging athletes to develop skills which allow them to execute techniques on both sides of partner's body

Regional Training – Base Preparation

All athletes seeking selection on to a regional squad should be aware of the skills required of a competitive wrestler i.e. technical, tactical, physical and mental and should seek guidance from their club coach on these important issues and the training required.

Eligibility criteria:

- Athletes must have passed the BWA white and yellow technical awards and achieved an above average mark in the BWA Physical Testing Protocols applicable to their age before they become eligible for an invitation to join their Regional Squad
- Any athlete who has passed the BWA white, yellow and orange awards and achieved an above average mark in the BWA Physical Testing Protocols applicable to their age **must** be accepted on to their Regional Squad

Note:

- For the avoidance of doubt a pass mark in the physical testing protocols means an overall average mark of above 50% taking into account all the testing protocols where the top mark in each is 5 so the average must exceed 2.5.***
- The criteria as laid down are a guide to athletes and coaches it is not totally prescriptive. What is important is that talent is nurtured and athletes encouraged to adopt the philosophy of the Talent Pathway at an early age.***

Tasks associated with Regional Training

- Improving the health and well-being of athletes
- Addressing any weaknesses in the level of their physical development, technical or mental skills
- Encouraging athletes to work hard on their physical, psychological and technical preparations
- Learning and practising techniques from the orange award
- Capturing some of the tactics of freestyle wrestling
- Encouraging athletes to develop skills which allow them to execute techniques on both sides of opponent's body

Development Squad (NTS) – Specialised Base Preparation

Eligibility criteria: This group will be formed from the previous groups and will involve those:

- Not less than 13 years of age
- Not less than 12 months experience at Regional level
- Who have achieved an above average mark in terms of execution of the Orange Technical Award and the BWA Physical Testing Protocols

*Note: Any athlete who has passed the BWA white, yellow, orange and green awards and achieved an above average mark in the physical testing protocols applicable to their age **must** be accepted onto the Development Squad*

Tasks associated with specialised base preparation include:

- Forming individual styles of wrestling on the basis of innate physical and psychological qualities
- Structured development of the required physical qualities considering the individual's age and the objective of achieving the athlete's potential
- Practise Orange and Green Award techniques, both attack and defence
- Encourage athletes to develop skills which allow them to have the confidence to execute techniques on both sides of an opponent's body

Testing and assessment of physical, technical, tactical and mental skills will be carried out on a regular basis.

For those eligible to join the Development Squad induction weekends will be in February and September each year

National Senior Squad – Higher achievement

This group will be formed from the Development Squad on a competitive basis and will involve those:

- Not less than 17 years of age
- Not less than 12 months experience with the Development Squad
- Have achieved an overall above average mark in terms of execution of the Orange and Green Technical Awards (both attack and defence) and where appropriate demonstrate an ability to execute techniques on both sides of the opponent's body
- Have achieved an above average mark in the appropriate physical testing protocols and achieved an appropriate level in the assessment of the athlete's mental skills.

Tasks associated with higher achievement

- Improvement in individual style of wrestling
- Purposeful development of those physical qualities which will contribute to developing individual styles of wrestling
- Improvement of individual technique and tactics
- Increase the reliability of competition results
- Have achieved an overall above average mark in the appropriate physical testing protocols and have achieved an appropriate level in the assessment of the athlete's mental skills
- All athletes should be encouraged to upgrade their technical skills to include the blue and brown awards.

The structure of the Talent Pathway is designed to ensure that any athlete no matter where they are on the pathway can achieve their next step and beyond if they so wish through their own efforts and dedication.

De-selection from any point in the Talent Pathway

1. Failure to attend three consecutive Regional or National training sessions, unless absence is due to medically certified injury or illness;
2. No evidence of progression of skills i.e. technical, tactical, physical or mental, over a 12 month period;
3. Serious breach of Athlete's Code of Conduct

Any athlete who is de-selected from any squad whether regional or national will be entitled to return to their respective club or regional system i.e. if the athlete is on the regional squad at the time he/she should return to their club, if the athlete is on the national system he/she should return to the regional system. Athletes may re-join the original squad from which they were de-selected after a period of 12 months providing they meet the necessary criteria for re-selection.

2. United World Wrestling (UWW) approved international competitions (Open to all countries of the world affiliated to UWW)

This particular section incorporates the majority of international competitions organised throughout the world.

The competency required to be successful in these competitions is very wide ranging in terms of ability and experience and gives coaches and athletes numerous opportunities to map the athletes' progress. Entry to any of these competitions should reflect an athlete's ability to win one or more matches based on their perceived competency and progression at the time of selection.

Nations and Regions in consultation with their Development Squad Lead Coach will have the freedom to select their athletes to participate in any competition deemed appropriate. It is hoped that the Nations and Regions will adopt a policy of selection which fully takes into account an athlete's ability and progression and which gives the athlete a realistic prospect of some success.

Nominations oversubscribed

Where there are more selections per weight category than that allowed by the organisers of the competition, account will, in the first instance, be taken of the last result in the British Championship. Providing that the athletes selected competed in the same age and weight category to be entered, the result of the British Championship will determine which athlete(s) will participate in the international competition.

If the athlete(s) selected did not compete in the same age or weight category and agreement cannot be otherwise reached, then a wrestle off, consisting of one match only, will be arranged with an allowance of 2kilos if a senior/junior age category or 1kilo for cadets.

Where possible the officials for such a wrestle off will be from regions other than those contesting the place(s).

3. European and World Championships and Olympic Qualification Events

Where possible selection for these important events will be made three months in advance so as to enable the Lead Coach to agree and document a programme of training and competition participation up to the event.

Responsibility for documenting a programme of training and participation and for ensuring that the athlete fulfils that programme will lie with the National Coach of the Home Nation from which the athlete resides and trains. The programme of training and participation should be shared with the athlete's regional and club coach in order to maximise the athlete's compliance. The Lead Coach of the Talent Pathway will also be available for consultation on the programme of training and participation.

The Selection Panel for these events will comprise of the following:

Chair of the Panel – BWA Chief Executive – No vote

BWA Performance Director – 1 vote

Lead Coach of Talent Pathway – 1 vote

Talent Pathway Coach of Scotland – 1 vote

Talent Pathway Coach of Northern Ireland – 1 vote

Talent Pathway Coach of Wales – 1 vote

Talent Pathway Coach of England – Northern Region – 1 vote

Talent Pathway Coach of England – Midlands Region – 1 vote

Talent Pathway Coach of England – Southern Region – 1 vote

The administrator of the BWA should also be present at these meetings and may be called upon to provide details of any documented evidence relative to any athlete under consideration – No vote

Eligibility criteria

- a) *Athletes who have won two matches in any one UWW approved international competition during the 18 months prior to the selection process and whose opponents are other than from the Home Nations. The international competition must be one that is open to all countries affiliated to UWW;*
- b) *Athletes who are part of the talent pathway AND:*
 - i) *who demonstrate an open and growth mind-set, and*
 - ii) *who demonstrate a willingness to work in close co-operation with the talent pathway coaching staff, and*
 - iii) *who work hard to improve their technical ability, tactics, physical and mental attributes, and*
 - iv) *fulfil any programme of training and short term goals set by the talent pathway coaching staff;*
- c) *Athletes who have adopted the principles of the Talent Pathway and who, in the opinion of the Selection Panel, would benefit from the experience of world-class competition;*
- d) *Athletes selected must be a holder of a British passport.*

Nominations oversubscribed

Where there are two or more athletes under consideration for selection in a specific age and weight category and the matter cannot otherwise be resolved, the following procedure will be followed:

- i) Account will, in the first instance, be taken of the last result in the British Championship, providing that the athletes selected competed in the same age and weight category to be entered. The result of the British Championship will determine which athlete will participate in the competition;*
- ii) If the athletes under consideration did not compete in the same age or weight category there will be a wrestle-off, of one match only, with an allowance of 1 kilo (taking into account no weight allowance at European, World or Olympic qualification tournaments);*
- iii) Where possible the officials for such a wrestle off will be from nations/regions other than those contesting the place(s);*
- iv) The Mat Chair for any wrestle-off must be a FILA II referee.*

Procedures to be adopted and Roles of the Selection Panel

The Chair will ensure that selections are made in accordance with due process and the selection criteria detailed in this policy document.

The Chair must ensure that detailed contemporaneous notes are taken of any selection panel meetings.

The Chair may be involved in discussions and will provide advice on procedural matters but will not be entitled to a vote.

It will be the responsibility of the Chair of the Selection Panel to ensure that panel members have sufficient information in advance of the meeting on which to rationalise their decisions.

To aid that process details of an athlete's domestic and international results, testing protocols, training programmes and short-term goals should be documented and available to the Selection Panel.

Where possible selection panel meetings should take place with all panel members present but panel members may be allowed, at the discretion of the Chair, to participate via Skype or telephone. Substitutions for panel members where the nominated member is unable to attend or participate will only be allowed on the grounds of illness.

The Selection Panel with the exception of the Chair of that panel and the BWA Administrator should and will be expected to have a detailed knowledge of all athletes under consideration and must only consider the facts relative to any athlete. The evidence will either be objective or subjective. Objective evidence will carry greater weight but it should be recognised that on such matters as tactical or mental skills that these carry some degree of subjectivity.

In general terms the Selection Panel will only consider evidence gathered over the previous 18 months.

Selection Panel members must declare any perceived conflict of interest. In cases of where there is a conflict of interest then the selection panel member affected will remain in the meeting and will be able to discuss the merits of any athlete under consideration but will not be allowed to vote on the selection of the athlete subject of the declaration.

Note: If the BWA are to achieve their target of securing UK Sport funding in the future then we must select athletes for important events who are capable of:

- a) competing with distinction OR*
- b) demonstrate they are committed to the philosophy of the talent pathway as outlined above*

We must also be appreciative of the fact that UK Sport will closely monitor our results in these events as they view the results as an acceptable yardstick as to our current standing in the world.

De-selection

This will only occur as a result of illness, injury or failure to comply with the programme of preparation previously agreed between athlete and coach.

Administrative Directions

It is very important that these administrative directions are followed:

- i) Where the BWA Administrator is made aware of any international competitions (not European, World or Olympic Qualification tournaments) that are considered suitable for our athletes, the administrator will in turn make the nations and regions aware of that competition;
- ii) Where possible at least two months notice will be given to nations and regions and at the same time a deadline will be given for nominations;
- iii) The deadline given must be adhered to and no nominations will be accepted after that date, this is because calculations have to be made for possible inclusion referee, safeguarding officer and the number of coaches required;
- iv) With respect to the ratio of athletes to referees, nations and regions must understand that if the BWA does not meet criteria laid down by UWW then the BWA will be fined heavily, hence this reminder. Also, referees need to be given due warning that they may be required;
- v) For the avoidance of doubt a UWW referee will be required for any UWW tournament where there are more than 3 athletes but not exceeding 10 athletes, if over 10 an additional referee will be required;
- vi) It should be noted that the costs of referees, safeguarding officers and coaches will, where appropriate, be split amongst the athletes;
- vii) It should also be noted that for the foreseeable future any athlete selected for international competition will themselves have to meet the associated costs involved.