



BRITISHROWING

# British Rowing

# Selection Policy

# 2025 - 2029

## International Teams

Updated January 2025

TEAMWORK | OPEN TO ALL | COMMITMENT

## **BACKGROUND**

This Selection Policy outlines British Rowing's approach to selecting individuals and crews to represent the GB Rowing Team at key international events. It seeks to outline the principles, criteria and standards to facilitate a transparent selection process for all registered and eligible athletes (sweep rowers, scullers and coxes (Classic and Beach Sprint)).

This selection policy should be read in conjunction with the Annual Performance Strategy document for the relevant event or age group. This will provide the detail and dates relating to the selection process in addition to naming the responsible Selection Panel. An Annual Performance Strategy may be updated or amended by the Director of Performance with the approval of the CEO of British Rowing.

## **1. SCOPE**

1.1 This Selection Policy applies to the following events:

- 1.1.1 World Rowing Championships;
- 1.1.2 World Rowing Beach Sprint Finals;
- 1.1.3 European Rowing Championships;
- 1.1.4 European Rowing Beach Sprint Championships;
- 1.1.5 World Rowing Cup Regattas;
- 1.1.6 World Rowing Under 23 Championships;
- 1.1.7 World Rowing Under 19 Championships; and
- 1.1.8 Coupe de la Jeunesse.

1.2 This Selection Policy does not apply to:

- 1.2.1 The Olympic and Paralympic Games – these events are instead covered by bespoke selection policies and processes, ratified by the British Olympic Association and British Paralympic Association respectively.
- 1.2.2 Any events not listed in 1.1 that may form part of the Annual Performance Strategy – selection decision for these events will be made by the relevant Head Coach as nominated by the Director of Performance and are not subject to appeal.
- 1.2.3 Nomination to the British Rowing World Class Programme – these nominations are covered by a separate process agreed by UK Sport.

## **2. OVERSIGHT OF SELECTION**

2.1 For each event listed at 1.1, the selection process is overseen, and selection decisions taken, by a Selection Panel comprising of 3 Selectors who will be named in the relevant Annual Performance Strategy.

2.2 Each Selection Panel will consist of the following 3 Selectors:

- 2.2.1 The Director of Performance, or their nominee, who shall chair the selection meeting;

- 2.2.2 The Head Coach or nominated Lead Coach for the relevant squad/event; and
  - 2.2.3 An External Selector.
- 2.3 Selection Panel meetings may take place in person or via video conference. Where selection meetings are called on short notice, they may take place via telephone.
- 2.4 In the event that a panel member is unable to fulfil their duties a suitable nominee may be appointed by the Director of Performance.
- 2.5 The 'External Selector' in their role alongside the Director of Performance or their nominee, will:
- 2.5.1 Ensure that the Selection Process is followed by the Head Coach;
  - 2.5.2 Highlight any semblance of bias and provide the Head Coach with an opportunity to answer this with further evidence/explanation; and
  - 2.5.3 Actively contribute to the discussion so as to select the best individuals and crews.
- 2.6 In the event of an actual, potential or perceived conflict relating to a member of the Selection Panel, these shall be declared. Where a member of the Selection Panel declares a conflict, the remaining Selection Panel members shall determine whether such conflict requires action. Where relevant the Director of Performance may issue a directive for a suitable nominee to assume the role of the conflicted individual for the purpose of considering the decision in question.
- 2.7 Decisions of the Selection Group must be unanimous.
- 2.8 Selection decisions shall be communicated to athletes promptly in an appropriate manner by the Nominated Coach and/or Director of Performance or their nominee.

### **3. ELIGIBILITY**

- 3.1 In order to be considered for selection an individual must fulfil the following minimum eligibility criteria:
- 3.1.1 Have a current British Rowing or Scottish Rowing racing membership;
  - 3.1.2 Be a British citizen;
  - 3.1.3 Hold a valid passport and be able to travel to events and training camps;
  - 3.1.4 Be eligible to compete under the World Rowing Nationality Regulations;
  - 3.1.5 Be eligible to compete under the World Rowing Gender Regulations;
  - 3.1.6 In the case of Para athletes, comply with the World Rowing Classification Regulations;
  - 3.1.7 In the case of age group Championships, athletes must be eligible to compete under the World Rowing Age Group Regulations;
  - 3.1.8 Fulfil any other eligibility rule or requirement from World Rowing, WADA or any other relevant international or national governing body or organisation;

- 3.1.9 Not be subject to any period of ineligibility or provisional suspension due to an antidoping rule violation;
  - 3.1.10 Be a fit and proper person to represent British Rowing by remaining compliant with the British Rowing Code of Conduct and not being subject to any other, conduct, disciplinary or safeguarding investigations;
  - 3.1.11 Complete the registration process for the Selection Trials Process;
  - 3.1.12 Complete, or be exempted from, each element making up the Selection Trials Process as set out in the Annual Performance Strategy for the event;
  - 3.1.13 Be available for any crew formation process or ad hoc trial notified by British Rowing;
  - 3.1.14 Attend the National Training Centre or other venue notified by British Rowing when required; and
  - 3.1.15 Comply with any requirements or criteria set out in the Annual Performance Strategy or communicated by British Rowing.
- 3.2 The relevant Selection Panel may exclude from the process any crew or individual who cease for whatever reason to be eligible.

#### **4. SELECTION STANDARDS AND RATIONALE FOR SELECTION**

- 4.1 To be selected to represent Great Britain a boat must, in the opinion of the Selection Panel, meet one of the following criteria:
- 4.1.1 Performance
    - 4.1.1.1 Be of at least a standard to finish in the top half of the predicted entry. Where the entry is likely to be 8 or less, it must be capable of contending for a medal; or
    - 4.1.1.2 Where stricter performance standards are outlined in the Annual Performance Strategy, boats must satisfy these criteria to be selected under 4.1.1.
  - 4.1.2 Future Potential
    - 4.1.2.1 Where a boat is not capable of achieving the selection standard a crew of future prospects with a trajectory for medal success may be selected.
  - 4.1.3 Crew Testing & Performance Development
    - 4.1.3.1 For World Rowing Cups or European Rowing events, where these competitions are part of building towards the season's milestone event, boats may be selected for the purpose of testing crew combinations in a race environment or providing performance development opportunities for athletes.
  - 4.1.4 Alternative Stated Aim
    - 4.1.4.1 Be adjudged by the Selection Panel to be in keeping with a further performance goal (eg. Olympic/Paralympic qualification strategy) as outlined in the Annual Performance Strategy or as communicated by British Rowing.

- 4.2 For events where more than one Great Britain crew can be selected, the Selection Panel may select more than one crew, provided they meet one of the criteria listed at 4.1.
- 4.3 For the avoidance of doubt, and notwithstanding any other provision in the policy, the Selection Panels reserve the right not to nominate a crew for a particular event.

## **5. SELECTION FACTORS**

- 5.1 The factors that may be taken into account by the Selection Groups in making their selection decisions include:
  - 5.1.1 Results from crew formation races;
  - 5.1.2 Performance in the Selection Trials Process;
  - 5.1.3 Performance in ad hoc trials;
  - 5.1.4 National and international racing results in the current or previous seasons;
  - 5.1.5 Training performance including inter squad racing and trials;
  - 5.1.6 Ergometer results;
  - 5.1.7 Ability to maintain training loads;
  - 5.1.8 Technical proficiency, level of skill and fitness;
  - 5.1.9 Any past, current or recurring injury or condition (physical or otherwise) which has or may have the potential to inhibit the performance of an athlete (or group of athletes);
  - 5.1.10 Factors relevant to an athlete's combination within a crew, including but not limited to compatibility, personal attributes and attitudes, technical compatibility, crew balance and harmony;
  - 5.1.11 Factors relevant to team balance and harmony;
  - 5.1.12 Ability or willingness to train and compete within the British Rowing programme at times and places required or designated by British Rowing;
  - 5.1.13 Findings from consultations with relevant coaches and/or support staff;
  - 5.1.14 Findings from medical examinations, psychological evaluations or physiological analysis;
  - 5.1.15 Potential for future development as an individual or combination; and
  - 5.1.16 Any extenuating circumstances that may have impaired an athlete's performance or excluded an athlete from an event or trial.
- 5.2 Additional factors that may be taken into account by the Selection Panel in making selection decisions relating to Beach Sprints Candidates, both scullers and coxes, include:
  - 5.2.1 Ability and requirement to sprint in line with World Rowing's regulations relating to the gender of runners; and
  - 5.2.2 Athlete suitability for the competition location, beach profile, and anticipated wave conditions at the relevant event.

- 5.3 Additional factors that may be taken into account by the Selection Panels in making decisions relating to coxes include:
  - 5.3.1 Making and maintenance of body mass targets in accordance with the information outlined at Appendix A;
  - 5.3.2 Ability to steer;
  - 5.3.3 Coxing ability on the water in a racing, race piece and/or training setting. This may be live or via a recording;
  - 5.3.4 Coaching ability in a towpath/launch setting including the briefing, session coaching and debrief of a crew;
  - 5.3.5 Interaction with coaches, staff and squad colleagues on land; and
  - 5.3.6 Performance against the underpinning technical, cognitive and behavioural competencies outlined at Appendix B.
- 5.4 British Rowing recognises the subjective nature of selection decisions and in making these, the Selection Panels, in their sole discretion and reflecting their expert opinion, may give what they consider to be appropriate weight to any one or more of the factors in 5.1, 5.2 and 5.3 as appropriate.
- 5.5 In the assessment of on water performances, individuals and crews may be assessed against “Gold Medal Times” (GMTs) as well against each other, or international opposition. GMTs set by British Rowing, and reviewed annually, represent the predicted standard to win a gold medal in best possible conditions.
- 5.6 In relation to the selection of reserve athletes for events, the Selection Panels shall take into account the needs of the team as a whole. This may mean, for example, picking a reserve who is able to sweep row and scull efficiently, rather than the next best sculler or rower. The role of the reserve athlete is to support the training needs of the team. If a substitution is required at an event the needs of the racing crew will be prioritised and the next best available athletes will be selected. This will not necessarily be the named reserve.

## **6. SELECTION PROCESS**

- 6.1 The timeline for the selection process will be published in the Annual Performance Strategy. This will provide dates by which the selection of boats for events listed at 1.1 will take place (the “Selection Date”).
- 6.2 Late entries to the process may be accepted at the sole discretion of the relevant Selection Panel.
- 6.3 If an athlete cannot participate in a trial or other test for either medical or other reasons, they must follow the correct Exemption Request procedure as detailed in the Annual Performance Strategy. Failure to comply is likely to result in an athlete becoming ineligible for selection.
- 6.4 An athlete will be expected to produce their best performance at all Selection Trials, other trials and races. If there is a medical or other reason why an athlete or crew cannot perform at their best, the Director of Performance must be notified in writing

in advance, together with a medical certificate if appropriate. The nature of the illness or injury or other reason will be established and monitored at an early stage by the Team Doctor or their nominee, who will advise the relevant Coach and Director of Performance accordingly.

- 6.5 While the Selection Panel may take account of any factor affecting performance, British Rowing is not bound to delay or alter the selection process as a consequence.
- 6.6 Where there is disruption to the Selection Trials Process and/or other events (for example due to illness or adverse weather conditions), selection shall be made using the factors available to the Selection Panel.
- 6.7 The Head Coach, with the approval of the Selection Panel, may organise additional and compulsory assessments, tests and trials with reasonable notice given.
- 6.8 British Rowing acknowledges the time taken to build successful crews and the Selection Panel may select an individual or crew ahead of the stated Selection Date for an event.
- 6.9 The Selection Panel may also give continuity of development to crews or elements of crews from one event to the next without further testing.
- 6.10 There is however no guarantee of selection for a subsequent event. The Selection Panel retains the right to make unilateral changes to the shape of the team where results of international racing or internal testing indicate that changes to crews, no matter how successful they have been, could lead to better results against the stated outcome targets or aims in the Annual Performance Strategy.

## **7. CHANGES TO CREWS / DESELECTION**

- 7.1 Following selection, an athlete may be de-selected by the relevant Selection Panel or British Rowing in the event of:
  - 7.1.1 The athlete ceasing to comply with the eligibility criteria set out in this Selection Policy.
  - 7.1.2 Where the relevant Selection Panel, consider another athlete or selection decision is likely to lead to better results against the stated outcome targets or aims in the Annual Performance Strategy.
- 7.2 In the event of there being a query over the ability of an individual to be able to compete to the best of his/her ability at an event due to an injury or illness, pre or post-selection the following procedure will be followed:
  - 7.2.1 The British Rowing Chief Medical Officer (“CMO”) can require an athlete to undergo a medical examination to determine his/her fitness to participate. This examination will be carried out by the Team Doctor, CMO or another Doctor delegated by the CMO. If it is the opinion of the nominated doctor that the athlete is not able to compete for medical reasons, he/she will be withdrawn from the event and if appropriate, a replacement will be selected in accordance with the Selection Policy.

7.2.2 If the athlete passes the medical examination but the coaching and/or support staff still have concerns over whether or not the athlete is able to compete to the best of his/her ability due to the underlying injury or illness, the Director of Performance or Head Coach can require the athlete to undergo a set of sports specific performance tests where the results will be compared to the athlete's previous relevant results. The tests can be repeated more than once and within a short timeframe if required and will be carried out by designated support personnel. If as a result of the injury or illness the athlete does not meet the required test levels, he/she will be withdrawn from the event on medical grounds and, if appropriate, a replacement will be selected in accordance with the Selection Policy.

7.3 If a situation arises where the timing dictates that it is not possible for the relevant Selection Panel to meet, the decision will be taken by the Head Coach and Director of Performance, with the decision of the Head Coach being final in the event of any disagreement.

## **8. APPEALS**

8.1 Athletes may appeal selection decisions relating to the events listed at 1.1 in accordance with the GB Rowing Team Athlete Appeal Procedure. This is available on the British Rowing website or from [gbrt.trials@britishrowing.org](mailto:gbrt.trials@britishrowing.org)

8.2 Athletes are reminded of the strict time limits relating to appeals that are designed with the intention of resolving issues in a timely manner not just for the appellant but for any other parties affected by the appeal.

## **9. AMENDMENTS TO THIS POLICY**

9.1 This Selection Policy may be amended by the Board of British Rowing at any time at its sole discretion.

## **10. QUESTIONS REGARDING THIS POLICY**

10.1 Questions about this policy should be directed to [gbrt.trials@britishrowing.org](mailto:gbrt.trials@britishrowing.org)



## APPENDIX A: WEIGHT MANAGEMENT AND CONTROL FOR COXES

- A1. A cox must weigh a minimum of 40kg and in racing may carry up to 15kg of deadweight to meet the World Rowing requirement of 55kg.
- A2. Body mass requirements for coxes will be outlined in the Annual Performance Strategy. Body mass may be measured and recorded at trials and tests in line with British Rowing's Guidance on the weighing of coxes.
- A3. Coxes will be expected to monitor their body mass during training periods as part of demonstrating their health and ability to operate safely within their agreed body mass range or at their agreed race weight.
- A4. For Senior events, only in an exceptional circumstance approved by the Director of Performance would a cox whose race weight was more than 55kg be selected.

## APPENDIX B: COMPETENCIES OF WORLD CLASS COXES

- B1. World Class coxes will demonstrate the following underpinning technical, cognitive and behavioural competencies:

<b>T E C H N I C A L</b>	<b>Technical Ability to handle a boat</b>	<ul style="list-style-type: none"> <li>• Can steer and handle the boat safely at all times</li> <li>• Steer an optimal course by detecting deviations from this path and taking appropriate action</li> <li>• Controls the boat with accuracy and smoothness</li> </ul>
	<b>Technical Model</b>	<ul style="list-style-type: none"> <li>• Understands what contributes positively to developing a fast-moving boat</li> <li>• Develops a clear understanding of the crew coach's vision for the crew, working closely with the coach to impact change on aligned areas for each individual and the crew</li> <li>• Is able to coach, develop and prepare a small boat for a GBRT national trial or international competition in line with the GBRT technical model for their discipline</li> <li>• Be a well informed and reliable source of information during both training and competition environments. This can include logistics, timings, locations and contingency plans</li> <li>• Well versed in 'what if' scenarios and contingency strategies</li> </ul>
	<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Demonstrates thorough knowledge of World Rowing regulations, policies, and procedures</li> <li>• Understands GBRT Team policies and procedures</li> <li>• Correctly sources required event information such as competitor instructions and circulation pattern. Confirms with the coach which elements are to be shared with the crew, by whom and when</li> <li>• Demonstrates practical knowledge of human physiology and psychology and is able to exploit the individualities of different crew members</li> </ul>
<b>C O G N I T I V E</b>	<b>Situational Awareness</b>	<ul style="list-style-type: none"> <li>• Continually maintains awareness of the boat's state, position and general environment</li> <li>• Continually maintains awareness of the people involved in racing or training (e.g. awareness of other boats, marshals, umpires in your proximity)</li> <li>• Identifies and manages mistakes and errors, debriefing these with coaches and rowers openly</li> <li>• Regularly reviews the outing or racing plans in the moment, demonstrating ability to react dynamically and appropriately to unforeseeable or surprising changes in events such as weather or state of the crew</li> <li>• Considers not just 'what' to do but 'how' to do it</li> </ul>
	<b>Workload Management</b>	<ul style="list-style-type: none"> <li>• Is calm, methodical, process focussed and not impulsive</li> <li>• Anticipates and plans for potential high workload situations</li> <li>• Assesses and manages time and space on water to ensure outing plan completion</li> <li>• Manages on land tasks efficiently to minimise impact on crew or on water time</li> <li>• Manages interruptions and distractions effectively</li> <li>• Recognises signs of stress, fatigue and overload and responds by prioritising and reducing workload</li> <li>• Offers and accepts assistance/advice while being proactive in asking for help early</li> </ul>

	<b>Problem Solving &amp; Decision Making</b>	<ul style="list-style-type: none"> <li>• Uses all resources, senses and data available to diagnose and understand the problem</li> <li>• Makes rational decisions based on logic / data rather than emotion to improve the productivity of the crew in training or racing</li> <li>• If time allows, considers multiple options to challenge intuition/gut feel but not at the cost of acting decisively</li> <li>• Reviews and validates decisions</li> </ul>
<b>B E H A V I O U R A L</b>	<b>Personal Standards</b>	<ul style="list-style-type: none"> <li>• Determination to deliver the highest levels of performance</li> <li>• Maintains a high standard of discipline and conduct</li> <li>• Demonstrates responsibility for the duty of care and welfare of the crew</li> <li>• Considers the best commercial interests of British Rowing</li> <li>• Demonstrates a motivation for continuous professional development</li> <li>• Works effectively with the coaches and rowers to develop their coxing skills and impact on the crew</li> </ul>
	<b>Leadership &amp; Followership</b>	<ul style="list-style-type: none"> <li>• Takes initiative, inspires, influences, and motivates</li> <li>• Has a positive impact on the group dynamics, facilitating an open, supportive, and respectful environment by empowering and valuing other team members</li> <li>• Considers suggestions of others</li> <li>• Does not interfere unnecessarily</li> <li>• Advocates own position and intervenes when appropriate</li> <li>• Carries out instructions when directed</li> <li>• Encourages, gives and receives feedback constructively</li> <li>• Addresses and resolves conflict in a constructive manner</li> <li>• Able to de-escalate situations and encourage logical, rather than emotional, reactions from themselves and others</li> <li>• Demonstrates clearly, they are the interface between coach and crew</li> </ul>
	<b>Communications</b>	<ul style="list-style-type: none"> <li>• Conveys information clearly, accurately and in a timely manner</li> <li>• Uses body language that is consistent with verbal messages and reacts to non-verbal cues from others</li> <li>• Listens actively and demonstrates understanding</li> <li>• Uses relevant and effective questions to check for understanding and can resolve uncertainty/ambiguity to make sure that the crew are left in no doubt as to what is being planned or is happening</li> <li>• Able to tailor an approach to impact on the individual development of each crew member</li> </ul>