



# SELECTION & APPEALS POLICY

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## Preamble

Great Britain Deaf Football is affiliated to UK Deaf Sport and oversees football teams competing at the Deaflympics.

The team managers reports to the GBDF Executive Management Board and ultimately to UKDS.

Where appropriate a scoring system will be used to assess performance of squad members and their peers over time to aid the selection process. A player not being in a National Squad is not precluded from consideration for selection in any team or event.

### 1. Aim

This document sets out the policy and procedures for selecting footballers to represent Great Britain.

### 2. GB Squads

The players are selected to represent teams at the following events

- a. Men's Deaflympic football tournament
- b. Women's Deaflympic football tournament

### 3. Selection

Each team's Team Manager will conduct selection with support of their coaching and back room staff.

### 4. Timing of Selection

Provisional squads shall be announced a minimum of 6 months prior to the commencement of the respective competition.

The final squad shall be announced a minimum 2 months prior to event.

### 5. Events to Play for Selection Consideration

Players who are seeking selection in representative squads for the Deaflympics should at least:

- a. **Be registered to a FA (English, Scottish, Welsh and Northern Ireland) afflicted club:** Players performances in their respective clubs will be taken into consideration.

- b. **Play regularly:** Players should train and play for their respective clubs regularly.

## 6. Power to Amend Selection Policy

This policy can be amended at any time and from time to time by GBDF for reasons determined to be in the best interests of GBDF, UKDS and Deaf Football.

## 7. Athletes Responsibility to Read

While every endeavour will be made to promote this policy and its contents to potential GBDF squad members, it remains the individual footballer's responsibility to read this document and seek clarification on any points from the GBDF Executive Board. Every footballer who is selected for the GBDF squad must sign GBDF and UK Deaf Sport Deaflympic Team Agreement & Code of Conducts.

## 8. Selection Criteria/Method of Selection

In considering the selection, GBDF may take into account a combination of objective and subjective criteria. In the case of subjective criteria, Selectors will use their absolute discretion, and will take into account, but not limited to considering the following:

- a. **Eligibility:** The player must be a British Citizen
- b. **Hearing Loss:** The player must have an hearing loss of 55dB or greater in the better ear (ICSD Technical Reg, 2.2 Eligibility)
- c. **Performance:** The players performance over the previous 12 months and tournaments.
- d. **Prior Record:** The player's prior record, attitude, commitment and communication in previous tournaments.
- e. **Game Suitability:** The players ability to:
  - Adjust to required type of tactics employed
  - Cope with weather conditions at which the competition is being held
  - Demonstrate excellent team ethos on and off the pitch
  - Recover well after training sessions and matches
- f. **Technical Ability:** The player's overall ability in terms of:
  - Footwork/Ball control
  - Passing, dribbling, handling of the ball, shooting and so on
  - Positional and tactical awareness.
- g. **Behaviour:** The players general on-course & off-course behavior (including use of social media)
- h. **Physical Fitness:** The players physical fitness to compete at the elite level and tournament formats where they will be required to play successive matches over short period of time.
- i. **Training Programmes:** The players attendance, performance and attitude at any squad/team training programmes/ camps/events
- j. **Team Co-operation:** The player's ability to communicate and work within a team environment including taking direction from Managers & Coaches.
- k. **Opinion of Team Manager's Selection Panel:** The collective opinion of the Selection Panel as to the potential of the player to represent GB at the highest level.

Ideally, selection will be by unanimous decision of the Selection Panel. Otherwise selection will occur by majority vote. If the vote is tied, the Team Manager will have the deciding vote.

The Selectors decision will then be subject to UK Deaf Sports approval before players are officially named as members of the GBDF Deaflympics team.

The Selection Panel may at its discretion give weight to extenuating circumstances that may prevent an athlete from competing in an event/events or attendance at training or training camps.

In the case of injury or illness an athlete may be required to undergo a medical examination or provide proof of injury or illness by way of a medical certificate.

The Selection Panel may, at its absolute discretion, add players to any squad, subject to that athlete meeting the selection criteria.

### **9. Removal from the GB squad**

A footballer may be removed from the GB squad if that athlete:

- a. Breaches or fails to observe this policy
- b. For reason of illness or injury is unable to perform to the required standard in the opinion of the Selection Panel
- c. Breaches or fails to fulfill a requirement of the Anti-Doping Policy of UK Deaf Sport
- d. Breaches or fails to observe either of GBDF or UKDS Deaflympics Team Agreements/ Codes of Conducts
- e. Fails to adhere to a specified training programme

### **10. Selection Appeals Tribunal**

The role of the Selection Appeals Tribunal is to deal with any formal appeal by a player against a non-selection decision by the Selection Panel. The Selection Appeals Committee is to consist of three (3) persons appointed by GBDF and includes:

- a. One person who is appointed to chair the Tribunal
- b. One person who has experience in dispute resolution
- c. One other person from a team sport and footballing background

No member of the Selection Appeals Committee may be party to or directly interested in the matter under consideration.

### **11. Appeals Process**

The process for dealing with appeals against non-selection will be as follows:

- a. Consultation and mediation whereby the parties meet to discuss the decision (ideally within 24 hours of the selection announcement and typically involving the Chair of Selectors and the player (With Parent/Guardian in the case of a player under the age of 18)
- b. Only where the parties do not reach agreement via consultation and mediation will a non-selected athlete be allowed to appeal to the GBDF Selection Appeals Committee convened by GBDF
- c. UK Deaf Sport will determine appeals against the GBDF Selection Appeals Tribunal.
- d. The sole ground for that appeal is that the selection policy was not followed and/or implemented

### **12. Appeals Procedure**

The appeals process is to generally be in accordance with the following:

- a. Any appeal against a decision by the Selectors must be made within 48 hours of the mediation meeting referred to above (Clause 11 Appeals process)
- b. The appeal must be lodged in writing with the designated officer of UKDG and must set out:
  - i. The decision of the Selectors Panel in question
  - ii. The grounds on which the appeal is being made
  - iii. The reasons or circumstances supporting the alleged grounds of appeal
- c. Nothing in this Policy prevents the withdrawal of the appeal at any time in writing
- d. On receipt of an appeal in accordance with the policy the designated officer of GBDF will forward the appeal documentation immediately to the Selection Appeals Committee
- e. The Selection Appeals Committee shall convene a meeting to hear the appeal and shall:
  - i. Give the aggrieved person (With Parent/Guardian in the case of a player under the age of 18) and the GBDF Selection panel every opportunity to be heard
  - ii. Give due consideration to any written statement by the aggrieved person (co-signed by a Parent/Guardian if player under 18)
  - iii. Allow the aggrieved person to be present (with Parent/Guardian if player under 18) and /or provide such evidence as is available
  - iv. Request or require any Witness (With Parent/Guardian if under 18 years old) to attend the meeting and/or provide such evidence as available
  - v. Following consideration of all the relevant and available information shall arrive at a finding by majority vote
  - vi. Provide a written response to the designated officer of GBDF within 24 hours of the meeting
- f. The athlete shall be notified of the decision of the Selection Appeals Committee within 7 days of the hearing
- g. If the Selection Appeals Committee considers the grounds alleged by the aggrieved person to be satisfied, it shall recommend that the GBDF Selection Panel again consider the selection of the relevant individual
- h. Subject to Clause 9 (Removal from the GB squad) – of this Policy, any further selection decision of the GBDF Selection Panel under the direction of the Selection Appeals Committee shall be final and no further appeal shall be available to the aggrieved person in respect of that selection

**END.**