



Volleyball England Athlete Selection and Delegation Appointment Policy

Confédération Européenne de Volleyball (CEV)

Continental Cup Phase 1. London, 2019

Athlete Selection and Delegation Appointment Policy

1. Overview

- 1.1 This document details the information regarding the selection of male and female English athletes for the CEV Continental Cup phase 1 due to take place in May in London, England. The document details how Volleyball England (VE) will arrive at its decisions to select athletes and appoint the delegation members to lead and compete in the CEV Continental Cup phase 1 2019.
- 1.2 The CEV Continental Cup phase 1 is part of the official qualification system for Tokyo 2020 (see appendix 1 for full qualification system). The top two National Federations placing NFs will progress to the CEV Continental Cup phase 2 (see appendix 2 for full CEV progression scheme).
- 1.3 Any subsequent progress in the CEV Continental Cup will be governed by a separate athlete and delegation selection policy specific to that event.

Athlete Selection Policy

2. Athlete Eligibility and Selection

- 2.1 Subject to enough athletes fulfilling the eligibility criteria and meeting the selection criteria, VE will select the maximum team size it can (8 athletes; 4 male and 4 female) as per the CEV regulations for the competition.
- 2.2 The aim of this section of the selection policy is:
 - 2.2.1 Select eligible athletes capable of achieving the highest possible placing in the competition.
- 2.3 VE Technical and Talent sub group will give final ratification to athletes selected by a nominated selection panel.
- 2.4 Athletes should recognise that due to the limited team size, achieving the selection criteria detailed in section 4 does not guarantee selection for the competition.
- 2.5 Athletes should recognise that should they partake in CEV Continental Cup phase 1, that this does not guarantee their selection for any other subsequent competition including but not limited to CEV Continental Cup phase 2 – see section 1.3 above.

3. Essential Eligibility Criteria

- 3.1 To be considered eligible for selection, athletes must;
 - 3.1.1 Be eligible to represent England in CEV and FIVB competition as per the FIVB regulations set out [here](#).
 - 3.1.2 Have completed the FIVB 'Play Clean' award.

- 3.1.3 Agree to comply with pre-games preparation and plans which will be published nearer the time and determined by VE at their absolute discretion.
- 3.1.4 Have completed all necessary VE, CEV and FIVB administrative documents on time and in full.
- 3.1.5 Have no outstanding payments due to VE or British Volleyball Federation (BVF).

4. Essential Selection Criteria

- 4.1 The selection panel will select athletes through assessing the performance factors and additional factors detailed below. From that, the selection panel will select the eight athletes (four male and four female) which they believe can achieve the highest possible placing in the competition.
 - 4.1.1 Results against FIVB top 100 ranked opponents
 - 4.1.2 The performance record of athletes at international level events
 - 4.1.3 The performance record of athletes at domestic level events
 - 4.1.4 Historical results / experience
 - 4.1.5 FIVB World Ranking
 - 4.1.6 Illness and injury record / current health
- 4.2 Additional factors which will be considered
 - 4.2.1 Adherence to the VE 'Code of Conduct'
 - 4.2.2 The attitude and commitment of athletes in representing England
 - 4.2.3 Any disciplinary history
- 4.3 The selection panel retain the right to request athletes to attend trials if they are not able to assess players solely on the above factors.

5. Selection Process

- 5.1 The VE Technical and Talent sub group will appoint an athlete selection panel consisting of:
 - 5.1.1 one representative of the VE Technical and Talent sub group who will chair the panel; and
 - 5.1.2 an independent individual with thorough knowledge of the sport discipline at international level; and
 - 5.1.3 one other person with skills suitable to the function of athlete selection
- 5.2 VE will confirm selection of athletes no later than March 11th 2019.

6. De-Selection

- 6.1 Athletes can be de-selected from the England team/for the relevant competition in the following instances;
 - 6.1.1 Anti-Doping Rule Violations – Athletes suspended by VE due to ongoing or concluded anti-doping violation allegations, may no longer be considered for selection.
 - 6.1.2 Injury – If injury issues are identified during the time of selection, a fitness test may be required to determine whether the athlete can perform at their best without further detriment to their health and well-being. The format of this test will be determined jointly by VE selection panel members or independent personnel nominated by the selection panel along with an independent medical expert. Any selection or de-selection decision resulting from this test will be final.
 - 6.1.3 Breaches of Conduct – Athletes in breach of the VE Code of Conduct may be de-selected at any time during the qualification phase.

7. Appeals

- 7.1 The sole grounds upon which an athlete may appeal his or her non-selection for the squad are:
 - 7.1.1 The selection policy has not been properly followed or implemented
 - 7.1.2 The athlete was unduly prevented from having reasonable opportunity to meet the selection criteria
 - 7.1.3 The selection group has not acted in line with the Volleyball England policies and codes of conduct
- 7.2 Any appeal from an athlete against his or her non-selection will be resolved according to the following procedure
 - 7.2.1 The appeal will be heard by an appeals panel established by the VE Tech & Talent sub group
 - 7.2.2 The appellant must be the athlete who has not been selected
 - 7.2.2.1 If the appellant is under the age of 18, a parent or guardian may appeal on their behalf.
 - 7.2.3 The appellant must give written notice, including grounds of his or her appeal to Volleyball England's Technical and Talent sub group as soon as possible and where practicable within 72 hours of being informed of their non-selection.
 - 7.2.4 The panel will comprise of the following persons, as appointed by the Volleyball England Technical & Talent sub group:
 - 7.2.4.1 one independent representative who will act as Chair; and
 - 7.2.4.2 one person with thorough knowledge of the sport discipline at international level; and
 - 7.2.4.3 one other person with skills suitable to the function of the appeal
 - 7.2.5 No person is eligible to be appointed to the panel if he or she is a member of the VE Technical and Talent sub group, original selection panel or VE Board or if because his or her relationship with the appellant or any member of the VE Board or selection group he or she would not reasonably be considered to be impartial.
 - 7.2.6 The panel will convene a hearing as soon as possible after the submission of the grounds of appeal. The panel is not bound by the rules of evidence but must observe the principles of natural justice and procedural fairness.
 - 7.2.7 Prior to the hearing, the selection group will provide the panel and the appellant with a written as to the reasons for the decision against which the appeal is made together with such other information as the panel might reasonably request.
 - 7.2.8 The panel will give its decision as soon as practicable after the hearing and may provide the VE Technical and Talent sub group and the appellant with a statement of the reasons for its decision.
 - 7.2.9 The VE Board and the Chair of the panel may impose any other procedure for the appeal which, in either's belief, is fair and appropriate in the circumstances.
- 7.3 Absent manifest error or a failure to follow the procedure set out herein, the decision of the appeals panel will be final and binding on the parties and it is agreed that neither party will institute or maintain proceedings in any court or tribunal other than the appeals process here.
- 7.4 If there is a failure to observe the above time limits the appeals panel may render any appeal a nullity. The athlete may apply to the VE Technical and Talent sub

group for an extension of time in which to commence the appeal. The VE Technical and Talent sub group has discretion whether to grant an extension of time, although shall only do so in circumstance where the delay is caused by extenuating circumstance outside the control of the athlete concerned.

Athlete Selection Timeline					
Event	Selection Date	Ratification by	Selection/Non-Selection Notification	Appeals by	Cases Answered
CEV Continental Cup Phase 1	March 9 th 2019	March 10 th 2019	March 11 th 2019	March 14 th	March 21st

TABLE 1. Athlete selection timeline for CEV Continental Cup phase 1.

Delegation Appointment Policy

8. Delegation Appointment Policy

8.1 Subject to prospective delegate members fulfilling the eligibility criteria, VE may select a minimum of one delegation member; or maximum of two delegation members per gender. The total minimum delegation for England shall be two; the total maximum delegation for England shall be four as per the CEV regulations for the competition [here](#)

8.2 Where the delegation size is one person, this person must be an appointed coach meeting the eligibility requirements in 10.2 and must also serve as head of delegation.

8.3 Where the delegation size is two people, the VE Technical and Talent sub group will nominate the head of delegation.

8.4 Additional roles considered outside of team coach are;

8.4.1 Doctor

8.4.2 Physiotherapist

8.4.3 NF Delegate

8.5 Head of Delegation responsibilities

8.5.1 In the event of a golden match, the head of delegation will be responsible for **deciding and communicating** his/her decision on team composition for their respective squad to the competition organisers as per the CEV Continental Cup phase 1 regulations

8.6 The VE Technical and Talent sub group will appoint a delegation appointment panel consisting of:

8.6.1 One member of the VE Technical and Talent sub group who will Chair the panel; and

8.6.2 One independent individual with thorough knowledge of the sport discipline at international level; and

8.6.3 One person with skills suitable to the function of delegation selection.

9. Appointed non-coaching members of the delegation must meet the following criteria regardless of their specific expertise:

9.1.1 Complete the UKAD Advisor course

9.1.2 Compete the FIVB Coach Clean accreditation.

9.2 Appointed delegation team coaches must meet the following criteria:

- 9.2.1 Have relevant coaching experience as deemed appropriate by the VE Technical and Talent sub group.
- 9.2.2 Have relevant coaching qualifications, as deemed appropriate by the VE Technical and Talent sub group.
- 9.2.3 Be a current registered coach with VE
- 9.2.4 Have completed the UKAD Advisor course
- 9.2.5 Have completed the FIVB Coach Clean accreditation.

Delegation Appointment Timeline		
Event	Appointment Date	Ratification by
CEV Continental Cup Phase 1	April 31 st 2019	May 1 st 2019

- 9.3 All decisions of delegation appointment panel will be ratified by the VE Technical and Talent sub group
- 9.4 Any appeal of a decision can only be made on the grounds that this selection policy has not been properly followed or implemented. Appeals will be heard by a panel appointed by the Technical and Talent sub-group in accordance with the same process as set out in section 7.2 above. Absent manifest error or a failure to follow the procedure set out herein, the decision of the VE Technical and Talent sub group or any subsequent appeals panel (where appropriate) shall be final and binding.

Appendix 1. Tokyo 2020 Qualification System

[Click here](#)

Appendix 2. CEV Progression Scheme

[Click here](#)