

Selection Policy for the Scotland Rowing Team for the 2018 Home International Regatta

The 2018 regatta will take place at Iniscarra Lake, Cork, Republic of Ireland on 21st July.

The Home International Regatta (HIR) is an annual challenge match between Scotland, England, Ireland and Wales. In recent years, the Scotland Senior Teams have experienced a period of success, winning 5 of 8 Senior Team Competitions. The Scottish Rowing High Performance Group (HPG) is striving for this level of performance to be replicated at Junior Level.

World-wide elite level sport has in recent years been marred by issues of doping abuse. The Scotland Rowing Team wishes to play a proactive role in keeping the sport of rowing drug free. As part of the registration process for the 2018 Team, all athletes seeking selection will not only have to agree to abide by anti-doping regulations but will have to demonstrate that they have a strong understanding of the practical and ethical issues of anti-doping.

The HPG believes that representing Scotland is a special honour and as such expects all athletes to regard selection as an aspirational goal and encourages athletes seeking selection to do all they can to prove themselves to obtain a place on the Scotland Rowing Team. All Team Members will be expected to agree to adhere to the Scotland Rowing Team Code of Conduct.

Key Points of the Policy and Changes for 2018

- All athletes seeking selection will be required to attend anti-doping training or complete the UKAD online accredited advisor course.
- The selection process requires the submission of two monitored ergometer results. A performance standard will be applied to the 2km submission.
- The Scottish Rowing Championships is the main selection regatta. All athletes must compete in either 1x or 2-
- Following the Scottish Rowing Championships, a list of provisionally selected athletes will be produced. This list will not contain crew allocations. Athletes will subsequently be assigned to crews.

Selection Policy

The Scotland Rowing Team will be selected using the following principles

1. The best Scottish athletes should be given the opportunity to represent Scotland
2. All selected crews should be competitive at the HIR
3. Taking in to account 1 & 2, crews should be selected to obtain the most number of points at the 2018 HIR
4. Rowing for Scotland should be a positive experience

1. Eligibility

All athletes seeking selection must fulfil ONE of the following:

- Be born in Scotland.
- Be resident in Scotland for 6 out of the 12 months prior to the 2018 HIR.
- Live in the British Isles and have a Scottish parent or grandparent.

Any athlete who competed at the 2017 HIR for a team other than Scotland is not eligible for selection. Junior athletes are required to have been born on or after 1st September 1999.

All athletes must comply with Scottish Rowing's anti-doping regulations and not currently be under disqualification or suspension imposed by Scottish Rowing, British Rowing, Welsh Rowing, the IARU or FISA.

2. Registration

All athletes wishing to be considered for selection must register using the online entry system at <https://scottishrowing.wufoo.eu/forms/scotland-rowing-team-2018/>

IMPORTANT: Online registrations **MUST** be completed by **Monday 12th February 2018** to be considered for selection for the Scotland Rowing Team in 2018.

To comply with Scottish Rowing Child Protection procedures, junior athletes must be registered by their parent/guardian.

2.1 Anti-Doping Requirements

To be eligible for selection, all athletes must, prior to the 8th of June (start of the Scottish Rowing Championships) have:

- attended a Scottish Rowing recognised Anti-doping workshop since 21st July 2016
or
- completed the UKAD online accredited advisor course (or requalification course) since 21st July 2016

Athletes can access the UKAD online accredited advisor course at <http://ukad.coachwisehub.com/store/207350-accredited-advisor-assessment>

In both cases athletes will be required to provide evidence of course attendance/completion.

During the 2017/2018 season Scottish Rowing will run a series of Anti-doping workshops. Registered athletes will receive details of these when they are announced.

3. Regatta Format

3.1 Senior Events

The following senior events will comprise the 2018 Home International Regatta, with each event comprising one 2000m final

Men	Women	Lightweight Men	Lightweight Women
8+	8+		
4x	4x		
4-	4-		
4+	4+		
2-	2-	2-	2-
2x	2x	2x	2x
1x	1x	1x	1x
Para-rowing 1x	Para-rowing 1x		

The senior teams (men and women) may consist of a maximum of 18 rowers/scullers. Athletes competing in the 4x and 8+ must have competed in an event earlier in the day at the HIR.

Teams (Men and Women) may also select up to 2 coxes.

Para-rowing athletes with different classifications will compete in a single race and the winner determined by comparison to published Gold Medal Times for the different event classifications.

5. Junior Selection Procedure

5.1 Monitored Ergometer Submissions

Athletes are required to submit details of ergometer performances for the following, to be completed during the dates specified.

5km@R26	20th January – 24th February
2km	3rd March – 7th April

Athletes failing to submit details may be removed from consideration for selection. Information on how to submit details of performances will be provided to all registered athletes prior to each submission.

IMPORTANT: The following minimum performance standard will be applied to the 2km submission.

Junior Men	6:55
Junior Women	7:50

Any athlete failing to meet this standard may be asked to provide further information as to the level and progression of physical conditioning or may be removed from consideration for selection.

No performance standard will be applied to the 5km submission.

5.2 Main Selection Regatta

The Scottish Rowing Championships will serve as the main selection regatta.

As part of the registration for the Scottish Rowing Championships athletes will be asked to confirm that they wish to continue to be considered for selection. Athletes and coaches are reminded that athletes are accepting a potential place on the team rather than as part of a specific crew. Any athlete withdrawing from selection (for other than medical reasons) after this time may be liable for any costs incurred.

5.3 Selection of 2-, 4+ and 4-

Junior athletes seeking selection **MUST** enter Junior 2- at the Scottish Championships. Selection for both crews will be based primarily on the results of this event.

5.4 Selection of the 1x, 2x and 4x

All athletes seeking selection for these crews **MUST** enter Junior 1x at the Scottish Championships. In addition, athletes are encouraged to demonstrate, where possible, their sculling ability in larger sculling boats.

5.5 Selection of the 8+

The selection of all other crews will be confirmed before selection of this crew is considered. No athlete will be selected to this crew who has not competed in the Junior 2- event at the Scottish Championships.

5.6 Selection of Junior Coxes

There is no gender restriction on junior coxes. Junior coxes will be selected following consultation between the HPG and the coaches of athletes assigned to coach the coxed events. The decision will be based on technical ability and crew suitability. Part of the selection process will also be based on geographical factors in order to maximise crew training times.

5.7 Provisional Team & Confirmation of Intention to Continue to Seek Selection

Following the Scottish Rowing Championships, a list of athletes who remain under consideration will be published on or before **Thursday 15th June**. Athletes will not be allocated to crews at this time.

The parents/guardians of junior athletes listed in the provisional team will be contacted directly to confirm that they wish to continue to be considered for selection. Communication in this manner is required in order to comply with Scottish Rowing's Child Protection Guidelines. Athletes, coaches and parent/guardians should be aware that

by making this confirmation they are accepting a potential place on the team rather than as part of a specific crew. Any athlete withdrawing from selection (for other than medical reasons) after this time may be liable for any costs incurred

The HPG reserves the option to add or remove athletes to this list. Should the HPG make any changes to the teams after this time, the parents/guardians of junior athletes involved will be informed, as will their coach.

5.8 Additional Selection and Crew Formation Trial

Athletes on the provisional list will be invited to participate in additional selection/crew formation trials commencing from **Tuesday 10th July**.

Depending on individual athlete availability and their potential involvement in the Henley Royal Regatta the HPG may decide to hold some of the additional selection trials and/crew formation trials at other times.

6. Additional Selection Considerations

6.1 Performance Exemption

Exceptional athletes may be selected for the team without attendance at the Scottish Championships. Such athletes should be actively seeking selection for GB teams and be able to provide evidence of a high standard of performance.

6.2 Medical Exemption

Athletes not competing at the Scottish Championships or those unable to complete monitored ergometer tests due to medical reasons should inform the Team Manager as soon as possible and may be required to provide a medical certificate.

6.3 Team Size

It is the intention of Scottish Rowing that a full team should represent Scotland at the 2018 HIR. However, should the HPG be of the opinion that no crew of sufficient standard exists for a specific event then the HPG may choose not to select a crew to compete in that event.

6.4 Athlete Availability and Final Selection

Prior to the Scottish Championships athletes will be required to submit details of their availability to attend any additional selection trials or team training days between **Monday 11th June** and the commencement of the HIR. This should include details of any race commitments with their Club/School. Details of how to submit this information will be provided to all registered athletes prior to the Scottish Rowing Championships.

Athletes may be removed from consideration for selection, if they:

- Fail to provide this information
- Are unable to make themselves available for selection trials or team training days
- Fail to demonstrate they are able to achieve a satisfactory level of preparation for the regatta

The HPG recognises the particular challenge of the Henley Royal Regatta, as such athletes on the provisional list will be permitted to train and race as required by the Club.

Athletes included on the provisional list who are NOT involved in training and racing for HRR may be expected to be able to attend any Scotland Rowing Team training days during this period.

From Tuesday 10th July, ALL athletes on the provisional list will be expected to attend ALL additional selection, crew formation and training sessions as set by the HPG and Team Coaches. Failure to do so may result in an athlete being removed from consideration.

IMPORTANT: All selections remain provisional until confirmed by the Scottish Rowing Board on **Monday 16th July**

6.5 Crew Changes during the HIR

During the regatta any decision on changes to crews because of injury or other unforeseen circumstances will be made by the Team Manager in consultation with the team coaches.

7. Selectors & Appeals

Both Senior and Junior Teams will be selected by the Scottish Rowing High Performance Group (HPG).

If an athlete feels that the HPG decisions have not followed the Selection Policy or the Scottish Rowing Equality Policy they may submit an appeal to the Scottish Rowing Board following the Scottish Rowing Appeals Procedure. The decision to make an appeal should not be made lightly. Those submitting an appeal are asked to pay particular notice to the Prior Consultation section of the Appeals Procedure. An athlete selected in a particular boat class cannot make an appeal to be selected in another crew.

8. Selection of Coaches

Coaches will be appointed to crews by the Scottish Rowing High Performance Group. As such it does not follow that the selection of an athlete/crew to the team means that their regular coach will also be selected. A job description detailing the roles and responsibilities for Scotland Rowing Team Coaches is available on the Scottish Rowing website.

All coaches interested in working with the Scotland Rowing Team should register with <https://www.scottish-rowing.org.uk/index.php/takingpart/coaching/coachdevelopment>

8.1 Anti-Doping Education Requirements

All coaches on the Scotland Rowing Team must, prior to the 8th of June (start of the Scottish Rowing Championships) have:

- attended a Scottish Rowing recognised Anti-doping workshop since 21st July 2016
or
- completed the UKAD online accredited advisor course (or requalification course) since 21st July 2016

Coaches can access the UKAD online accredited advisor course at <http://ukad.coachwisehub.com/store/207350-accredited-advisor-assessment>

In both cases coaches will be required to provide evidence of course attendance/completion.

8.2 Safeguarding Requirements

Everyone has a responsibility to safeguard children and young people (no matter what their role), therefore Scottish Rowing wants to ensure all Scotland Team coaches all have an up-to-date awareness of this topic. To ensure this knowledge and empower all the coaches, we also require all coaches to have completed the Sports Coach UK Safeguarding and Protecting Children Course (or equivalent) within the past three years.

Details of the course are available www.sportscoachuk.org/site-tools/workshops/about-our-workshops/safeguarding-and-protecting-children

All coaches of junior athletes will be appointed in accordance with the Scottish Rowing Child Protection Policy and are required to have registered to the Scottish Rowing PVG Scheme.

For further details and to arrange registration to the Scottish Rowing PVG scheme contact Mark Senter the Scottish Rowing Child Protection Officer.
childprotection@scottish-rowing.org.uk

9. Additional Team Information

9.1 Costs

Athletes, coaches and support staff will be expected to pay a contribution towards costs for attending the 2018 HIR as a member of the Scotland Rowing Team.

9.2 Equipment

The Team Manager will liaise with selected athletes and coaches to ensure that equipment is available for all competing athletes. Equipment not covered by existing insurance policies may be insured by Scottish Rowing. Team Members will be responsible for the any equipment entrusted to them during their time with the team and may be liable for damage incurred if used improperly. For further details, contact the Team Manager.

9.3 Transport and Accommodation

Transport and accommodation for all athletes, coaches and support staff will be arranged by the Team Manager.

9.4 Code of Conduct & Child Protection

Athletes and coaches selected will be expected to follow a high standard of behaviour while representing Scotland and will be expected to sign a document declaring such. Athletes and coaches seeking selection are reminded that unduly attempting to influence the selectors will be regarded as a disciplinary matter.

Scottish Rowing wishes for children and young people to stay safe and have fun while taking part in Rowing. Everyone involved in Scottish Rowing has a duty to safeguard the welfare of all children in their care. Scottish Rowing has made a commitment to promote safe practice and to protect children from harm, abuse and exploitation. This duty extends to the prevention of physical, sexual or emotional abuse of any child and shall be applied regardless of a child's gender, race, religion, sexuality or disability.

9.5 2017 Dates of Interest

12th February	Deadline for Athlete Registration
20th January – 24th February	1 st Ergometer Submission Window
3 rd March – 7 th April	2 nd Ergometer Submission Window
8th June	Deadline for Completion of Anti-Doping Registration Requirements
8 th 10 th June	Scottish Rowing Championships, Strathclyde Park
15 th June	Publication of Provisional Athlete List
10 th July	Additional Selection and Crew Formation Trial Commence
16 th July	Announcement of Final Teams
21 st July	Home International Regatta, Cork, Ireland

9.6 Correspondence

Graeme Cunningham, the Team Manager, can be contacted

by email graeme.cunningham@scottish-rowing.org.uk

or via phone 07824341287

All postal correspondence should be sent to
HIR 2018
Scottish Rowing Centre
366 Hamilton Road
Motherwell
ML1 3ED

Online registration for all athletes, coaches, parents/guardians and other interested parties is available at <http://bit.ly/ScotlandRowingTeam2018>

Or

<https://scottishrowing.wufoo.eu/forms/scotland-rowing-team-2018/>

General Information on the Home International Regatta, including results from previous years is available from www.homeinternationalregatta.org

Appendix A Home International Regatta Race Programme

1)	Lt. W 1x	10.00	11) W 2 -	11.20	21)	W2x	12.40
2)	Lt. M 1x	10.08	12) M 2 -	11.28	22)	M2x	12.48
3)	JW 1x	10.16	13) JW 4 -	11.36	23)	JW 4+	12.56
4)	JM 1x	10.24	14) JM 4 -	11.44	24)	JM 4+	13.04
5)	W 1x	10.32	15) W 4+	11.52	25)	W 4 -	13.12
6)	M 1x	10.40	16) M 4+	12.00	26)	M 4 -	13.20
7)	Lt. W 2 -	10.48	17) Lt. W 2x	12.08	27)	JW 4x	13.28
8)	Lt. M 2 -	10.56	18) Lt. M 2x	12.16	28)	JM 4x	13.36
9)	JW 2 -	11.04	19) JW 2x	12.24	29)	Para W	13.45
10)	JM 2 -	11.12	20) JM 2x	12.32	30)	Para M	13.55

Lunch Break

31)	JW 8o	15.00	32)	JM 8o	15.10
33)	W 4x	15.20	34)	M 4x	15.30
35)	W 8o	15.40	36)	M 8o	15:15

Appendix B Weights Limits

With respect to lightweights and coxes, the regatta is run under FISA rules with the following exceptions:

“All lightweight athletes and coxes must weigh-in between one hour and two hours before the start of the regatta, in race clothing. Lightweight athletes failing to make weight at the HIR will be ineligible to compete in the 4x or 8+ events.

“Coxes must wear a lifejacket and abide with any other local rules with respect to safety”

The weight limits are:

	Individual	Crew Average
Men	72.5kg	70kg
Women	59kg	57kg

The minimum weight limit for coxes (Senior and Junior) is 55kg with a maximum of 15kg of deadweight to be carried.

Appendix C Home International Points Scoring System

4 Boat Races		3 Boat (or fewer) Races	
1 st	4pts	1 st	3pts
2 nd	3pts	2 nd	2pts
3 rd	2pts	3 rd	1pt
4 th	1pt		

Appendix D Para-rowing Gold Medal Times

Men Trunk & Arms 1x	09:11.6
Women Trunk & Arms 1x	10:42.4
Men Arms & Shoulders 1x	10:11.2
Women Arms & Shoulder 1x	11:24.3

Appendix E Anti-Doping Resources

UKAD Online Accredited Advisor Course

<http://ukad.coachwisehub.com/store/207350-accredited-advisor-assessment>

100% Education Programme

<https://ukad.org.uk/education/athletes>

British Rowing Anti-Doping Education Resources

<https://www.britishrowing.org/about-us/governance/anti-doping/>

WADA Prohibited List 2018

https://www.wada-ama.org/sites/default/files/prohibited_list_2018_en.pdf

Global Drug Reference Online (Global DRO)

<http://www.globaldro.com/Home>

Appendix F Monitored Ergometer Standards

Senior Men	6:30
Senior Men (<73.5kg)	6:45
Senior Women	7:30
Senior Women (<60kg)	7:45
Junior Men	6:55
Junior Women	7:50

Appendix G Extract from Scottish Rowing Discipline & Appeals Procedures

FOR SCOTLAND TEAM SELECTION

Right of Appeal

1. Any athlete registered with Scottish Rowing is entitled to appeal against a decision of Scotland Team Selectors in respect of the implementation of the Scottish Rowing Selection Policy insofar as it relates to that athlete. In such circumstances, the athlete shall appeal to the Board of Scottish Rowing for determination in accordance with this Appeal Procedure.
2. The appeal process can only be used to determine:
 - a. Whether the correct procedures have been followed in the implementation of the Selection Policy.
 - b. Whether the Selectors have acted reasonably, fairly and without bias in making a decision.
 - c. Whether the athlete has been treated fairly in the context of paragraphs 2a and 2b.
3. The Appeal Procedure in itself has no power of selection, which will remain with the Selectors.

Prior Consultation

4. Athletes entitled to appeal should, prior to commencing an appeal, consult with the Team Manager to establish the reasons for the decision and the scope for review of the decision.
5. Such consultations are not obligatory but may help to resolve the situation, clarify any misunderstandings or help identify the issues in dispute before an appeal is formally notified. The consultations are not binding but they may be referred to in any appeal, as may any failure or refusal to participate in such consultations.

Starting an Appeal

6. Athletes shall commence the appeal procedure by notifying the Scottish Rowing Office in writing (by email is acceptable) setting out full details of the basis upon which the athlete wishes to appeal against the decision of the Team Selector(s) (Notice of Appeal). The Notice of Appeal should be accompanied by any relevant documentation that the athlete wishes to rely on and a bond of £50 which will be repaid in the event that the Appeal is successful.

7. On receipt of an appeal the Scottish Rowing Administrator shall inform the President of Scottish Rowing or delegated Board Member. That person shall convene an Appeal Panel. The Team Manager shall supply copies of the Notice of Appeal to the members of the Appeal Panel.

8. It is vital for athletes requesting an appeal and the Appeal Panel in responding to the Notice of Appeal, to appreciate that the outcome of the Appeal may have consequences affecting other athletes and the subsequent selection process. Any delay, therefore, in commencing and processing the Appeal may ultimately prejudice the outcome of the Appeal.

Appeal Panel

9. The President or delegated Scottish Rowing Board member shall, following receipt of the Notice of Appeal, convene as expeditiously as possible an Appeal Panel to hear the appeal.

10. Members of the Appeal Panel shall be selected from a list of people, who have been approved annually (normally in March) by the Scottish Rowing Board. If necessary, an informed independent person² not on the approved list can be appointed to the Appeal Panel if accepted by the Chairman as having sufficient knowledge of the sport of rowing and as being appropriately independent.

11. The Appeal Panel will comprise three members and be chaired by the convener. When constituting the Appeal Panel, the Chairman shall have regard to the principle that the Appeal Panel should be and be seen to be impartial and open-minded.

12. Whatever the outcome, the Appeal Panel will report its findings in writing to the athlete, the Team Manager and the Selectors.

Time and Place of the Appeal

13. The Chairman shall notify all the parties concerned as soon as possible of the place and time of the appeal together with the names of the members of the Appeal Panel. The Appeal Panel must be attended by both the athlete and the relevant selector.

Appeal Hearing Procedure and Decision

14. The athlete may be accompanied or represented at the hearing by a maximum of two people. In the case of an athlete who is a minor at the date of the appeal hearing one of the representatives should be a parent or guardian. The parent or guardian may, however, appoint the club coach of an athlete to act on their behalf.

15. If at any time during the hearing there is any unreasonable behaviour the Appeal Panel Chairman may bring the proceedings to a close and the Appeal Panel will determine the appeal on the basis of the written and verbal submissions received at that time.

16. The athlete or their representative will present their case, the Appeal Panel will ask questions as required. The representative of the selection panel will present their case, the Appeal Panel will ask questions as required. Either party may then ask questions through the Chairman. Both parties shall make final submissions with the athlete having the right to be heard last.

17. Once the Appeal Panel has considered the facts a decision shall be made and notified to the athlete, the Team Manager and Selectors within one working day. The panel may seek additional expert advice where necessary.

18. If the appeal is dismissed, the appeal process is closed.

Panel Recommendation

If the appeal is upheld the Appeal Panel will make recommendations to the Team Manager, the selectors and other appropriate parties. The Board of Scottish Rowing is to be informed if such recommendations cannot be implemented. The Board will then make a decision which will be final.