



Selection Policy for the Scotland Rowing Team for the 2025 Home International Rowing Regatta

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The Home International Rowing (HIR) Regatta is an annual challenge match between Scotland, England, Ireland and Wales.

The 2025 Home International Rowing Regatta (HIRR) will be hosted by Wales at Dorney Lake, Windsor on Saturday 26th July.

For information on the HIR Beach Sprints (HIRBS) refer to the separate selection policy document.

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 Regatta.
3. Crews should be selected to obtain the greatest number of points at the 2025 HIR Regatta.
4. Rowing for Scotland should be a positive experience.

1. Eligibility

All athletes seeking selection must fulfil at least ONE of the following:

- Be born in Scotland.
- Be resident in Scotland for 6 of the 12 months prior to the 2025 HIR Regatta.
- Have a Scottish parent or grandparent.
- Have completed at least 5 years primary or secondary education in Scotland.
- Have previously competed for Scotland at the HIR Regatta / Beach Sprints.

Athletes who competed at the 2024 HIRR / HIRBS for a country other than Scotland are not eligible for selection.

Junior athletes are required to have been born on or after 1st September 2006.

Under 23 athletes are required to have been born on or after 1st January 2003.

As well as satisfying the eligibility criteria, all athletes on the Scotland Rowing Team must be a member of Scottish Rowing or hold a British Rowing Race membership.

2. Registration

All athletes and coaches seeking selection must complete the following online form by Monday 2nd June 2025.

Register HERE → tinyurl.com/ScotlandHIR25

A list of registered athletes seeking selection to the 2025 HIRR will be circulated by Friday 6th June 2025.

Please note that following the Scottish Rowing Championships (the 'main selection regatta') invitations will be issued to eligible 'athletes under consideration' to join the Spond app using the contact details provided to Scottish Rowing through the online form above. Further details regarding the trials process will then be facilitated through the Spond app. Junior athletes aged under 18 are required to have their parent/guardian also join.

Important: Athletes should complete the registration process after they have completed the ergometer submission requirement detailed in section 4.1.

3. Regatta Format

The following categories will comprise the 2025 Home International Regatta

| Senior Men | Senior Women | Junior Men | Junior Women |
|------------|--------------|------------|--------------|
| 8+ | 8+ | 8+ | 8+ |
| 4x | 4x | 4x | 4x |
| 4- | 4- | 4- | 4- |
| 4+ | 4+ | 4+ | 4+ |
| 2- | 2- | 2- | 2- |
| 2x | 2x | 2x | 2x |
| 1x | 1x | "A" 1x | "A" 1x |
| U23 1x | U23 1x | "B" 1x | "B" 1x |
| PR1/2 1x | PR1/2 1x | | |
| PR3 Mix2x | | | |

Events take the form of a single 2000m race.

In addition to the 2000m races there will be additional 500m races for the 4x ,8+, PR1/2 1x & PR3 Mix2x.

Teams (e.g. Senior Women) must comprise of a maximum of 14 rowers (not including Para rowers) and one cox.

All athletes must compete in at least one of the following events (1x, 2-, 2x, 4+ 4-) AND at least one of the following events (4x, 8+ - either 2000m or 500m).

All para-rowing athletes must have received an appropriate British Rowing classification prior to the HIR Regatta. For details on how to obtain a classification please contact the [HIRR Team Manager](#).

4. Selection Procedure

4.1 Monitored Ergometer Submissions

Athletes are required, as part of the registration process, to submit details of an ergometer performance for the following assessment, to be completed during the dates specified. All ergometer assessments should be completed under the supervision of a [Scottish Rowing registered coach](#) (Coach membership) / Scottish Rowing Performance Pathway Coach who will be required to verify the score.

Senior & Junior teams

- 2km @ free rate to be completed since 1st September 2024 (and ideally from 1st February 2025)

Athletes failing to submit details will be removed from consideration for selection unless a medical exemption has been requested in writing to the Team Manager or in other exceptional circumstances as agreed by the Head of Performance.

All ergometer tests should be completed on a Concept2 static ergometer at the following Drag Factor:

- Senior/U23 Men (138)
- Senior/U23 Women & Junior Men (130)
- Junior Women (125)

Athletes should only register once they have completed their Spring 2km Test. Should registered athletes improve on their 2k ergometer performance further during the season (and before the close of registrations) they should contact [Tom Young](#) to inform him of their new score.

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

| | | | | |
|----------------|------|--|------------------|-------|
| Senior Men | 6:30 | | Senior Women | 7:30 |
| Senior Men PR1 | 9:05 | | Senior Women PR1 | 10:41 |
| Senior Men PR2 | 7:50 | | Senior Women PR2 | 9:05 |
| Senior Men PR3 | 6:50 | | Senior Women PR3 | 8:00 |
| Junior Men | 6:55 | | Junior Women | 7:50 |

Rowers who fail to achieve these standards will only be considered for selection for an exceptional reason as agreed by the Head of Performance. The Head of Performance may adjust the performance standard for a category of athlete or a subset athlete category (i.e. sweep, sculling) to ensure that an appropriate number of athletes are available for consideration by the Selectors.

4.2 Main Selection Regatta

The Scottish Rowing Championships (7th - 8th June) will serve as the main selection regatta.

4.2.1 Selection of Sweep Athletes

Sweep athletes seeking selection should enter the combined 2- event* at the Scottish Rowing Championships. Both athletes competing in a 2- should be registered for selection in order to have their performance considered. Athletes are also encouraged to demonstrate their rowing ability in larger crew boats.

4.2.2 Selection of Sculling Athletes

All athletes seeking selection for these crews should enter the combined 1x event* at the Scottish Rowing Championships. Athletes are also encouraged to demonstrate their sculling ability in larger crew boats.

** the Championship events that athletes should enter are:*

- O 1x, O Lwt 1x, J18 1x, J16 1x / W 1x, W Lwt1x, W J18 1x, W J16 1x
- O 2-, J18 2-, J16 2- / W 2-, W J18 2-, W J16 2-

Entries in novice, intermediate, masters or younger junior (J15 & under) events will not be considered.

4.2.3 Advanced Junior Crew Selection

For the 2025 HIR Regatta, a number of junior crews will be provisionally selected from their crew boat performances at the Scottish Rowing Championships (these crews may be made of multiple clubs). For each Junior team, one sculling boat (1xA or 2x) and one sweep boat (2-, 4- or 4+) will be provisionally offered selection based on their performance in the corresponding crew boat event (J18/W J18), supported by their 1x/2- performances. This provisional selection will be made at the discretion of the selection panel.

To be eligible for advanced selection, a crew must*:

- All be registered for the 2025 HIR Regatta.
- All have raced in the J18/W J18 1x or 2-, as appropriate.
- All have met the ergometer performance standard.

*At the discretion of the Team Manager/Head of Performance, a suitable (eligible) substitute may be used for a 'selected' crew in the event of injury/illness/unavailability for the regatta, or as a result of GBRT U19 selection. Coaches should strive to ensure that their crews are eligible for the advanced crew selection as outlined to the criteria above.

4.2.4 Para Rowing Athletes

Para-rowing athletes are encouraged to enter the Para 1x event at the Scottish Rowing Championships. Results from other Para-rowing competitions will also be considered where appropriate.

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

Following the Scottish Rowing Championships, the selectors will consider the results from all registered athletes. A list of athletes who remain under consideration ('the provisional list') will then be published on or before **Friday 13th June**. Athletes will not be allocated to crews at this time (exception as described in point 4.2.3 above). The Scottish Rowing High Performance Group (HPG) reserves the option to add or remove athletes from this list.

All athletes on the provisional list will be required to pay a deposit of £100. This deposit will be forfeited should the athlete subsequently remove themselves from selection for reasons other than injury or commitments pertaining to the GB Rowing Team. Athletes who continue in the trialling process but who subsequently do not achieve selection to the Scotland Rowing Team will receive a refund of their deposit. The deposit will be deducted from the final athlete contribution for those achieving selection to the Scotland Rowing Team.

4.4 Additional Crew Formation Trials / Training

The Scotland Rowing Team has allocated additional dates to support the crew formation process and these dates are listed below. **All athletes on the provisional list are required to make themselves available on these dates** (including any provisionally selected Junior crews) unless an exemption has been granted by the Scottish Rowing Head of Performance on behalf of the selectors.

The provisional dates for these trials will be:

Junior team: Wednesday 9th – Thursday 10th July*

Senior team: Friday 11th – Sunday 13th July

** Athletes involved in the GB France J16 Match and / or the GBRT Under 19 Crew Formation Trials will be exempt from these trials and may be brought back into the process at a later date.*

The format of these assessments will be confirmed after the HPG review the results of the selection regatta and all other relevant performance data. Athletes should not make any assumptions about the format of these trials and the best opportunity for securing a place in the team will come from a strong performance in the main selection regatta.

4.5 Final Selection

After all additional selection and crew formation testing has been completed the HPG will announce the final team.

5. Additional Selection Considerations

5.1 Exceptional Changes to Policy and Procedure

In response to any unforeseen circumstances the HPG may need to take action to modify the selection policy or procedure.

5.2 Performance Exemption

Athletes may, at the absolute discretion of the selection panel, be included in the selection process without attendance at the Scottish Rowing Championships and / or without prior registration. Any athletes (or parents of junior athletes) wishing to be considered for a performance exemption will be required to clearly demonstrate their performance level (positively contributing to the strength of the Scotland Rowing Team) to the Selection Panel by Monday 30th June at the latest.

Performance Exemption Requests can be made by completing the following form [HERE](#).

5.3 Medical Exemption

Athletes not competing at the Scottish Rowing Championships or those unable to complete the monitored ergometer test due to medical reasons should inform the Team Manager as soon as possible and will be required to provide a medical certificate. Scottish Rowing is not obliged to delay the selection process or give a rower special consideration as a consequence of such illness or injury.

Athletes unable to complete the ergometer assessment within the allocated time window due to illness or injury should complete the assessment at the earliest possible opportunity thereafter and submit their result to the Team Manager.

5.4 Athlete Availability

Athletes may be removed from consideration for selection if they:

- Are unable to make themselves available for selection trials or team training days as set by the HPG and Team Coaches (Appendix 1)
- Fail to demonstrate that they are able to achieve a satisfactory level of preparation for the HIR Regatta.

Junior athletes should note that to give the team the best chance to perform to their potential, they are expected to train in their selected crews from Tuesday 22nd July at the latest (Appendix 1), and if

required, the Team Manager/Junior Co-Ordinator may arrange a residential training camp to support the crews who require it, prior to the team departing for the HIR Regatta (from Tuesday 22nd July).

5.5 Sprint Racing

Athletes will be selected to the provisional team on the basis of their performance in 2000m racing. After athletes have been confirmed to the Team additional testing may be performed to confirm those athletes most suitable for the sprint events.

5.6 Selection of Coxes

There is no gender restriction on coxes. The Selectors will assess technical ability and select coxes following meetings / discussions with the crew coaches and from feedback from athletes in the selected crew.

Selected Coxes must:

- Have the ability to steer accurately, efficiently and safely
- Be confident
- Be able to quickly build a strong rapport with athletes
- Understand the HIR rules of racing
- Understand the safety considerations of training and racing
- Be able to deliver a session plan as specified by the crew coach and provide feedback to the coach

Coxes must be able to maintain an appropriate weight for an international regatta cox. Please note that the Scotland Rowing Team does not promote or encourage rapid or unhealthy weight loss. Coxes may be asked at various stages of selection to provide details of their weight.

5.6.1 Session Voice Recording

Prior to the end of the Scottish Rowing Championships (Sunday 8th June), all registered coxes will be required to provide:

1. An extract of a recording taken during a normal crew training session (max 10mins)
2. An extract of a recording taken during a race or a high intensity training session (max 8mins)

Recordings, which should be taken from a session in 2025, should be submitted by email to [Tom Young](#). The recordings will be reviewed, and feedback provided. Part of the selection process will also be based on availability of coxes to attend scheduled crew training sessions.

6. Selection of Coaches

Coaches will be appointed to crews by the HPG. A job description detailing the roles and responsibilities is available on request. Coaches are reminded to complete the online registration process to express their interest in representing the Scotland Rowing Team.

All Scotland Rowing Team Coaches in 2025 will be required to hold a recognised rowing coaching qualification (L2 or equivalent), be a registered Scottish Rowing coach (Coach Membership) and be able to demonstrate that they meet all of the minimum requirements as outlined on the [Scottish Rowing website](#). Coaches working with the junior team will also need to be members of the PVG scheme for Scottish Rowing.

7. Selectors

Both Senior and Junior Teams for the Home International Rowing Regatta will be selected by the Scottish Rowing High Performance Group (HPG). Following the announcement of the final team any decision on changes to crews because of injury or other unforeseen circumstances will be made by the Team Manager in consultation with the Head of Performance and the Team Coaches.

The Scottish Rowing HPG consists of:

- Scottish Rowing, Board Director (Performance) - TBC
- Scottish Rowing, CEO – Lee Boucher
- Scottish Rowing, Interim Head of Performance – Tom Young
- Scottish Rowing, Junior Co-Ordinator – Mike Martin
- Scotland Rowing Team, HIR Team Manager – TBC
- Scotland Rowing Team, HIRBS Team Manager – Ailsa Martin
- **sportscotland** institute of sport, High Performance Manager – Kevin McHugh

8. Additional Team Information

8.1 Costs

Athletes will be expected to pay a contribution towards costs for attending the 2025 HIR Regatta as a member of the Scotland Rowing Team. Scottish Rowing will cover the cost of coaches appointed to the Scotland Rowing Team.

Athletes in significant financial hardship can contact the Team Manager who may be able to provide additional support. All disclosures will be treated in confidence and will not affect selection decisions.

8.2 Transport, Accommodation and Equipment

Accommodation & transport for all athletes, coaches and support staff will be arranged by Scottish Rowing. Travel for the Scotland Rowing Team to the team accommodation near Dorney will be arranged for Thursday 24th July and all athletes/coaches should be prepared to travel on this date.

The Team Manager will liaise with selected athletes and coaches to ensure that equipment is available for all competing athletes. Clubs putting forward athletes for selection will be expected to also provide equipment to the team. Equipment not covered by existing insurance policies may be insured by Scottish Rowing on request. Team members will be responsible for any equipment entrusted to them during their time with the team and may be liable for damage incurred if used improperly.

8.3 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 up to the [Scottish Rowing Codes of Conduct](#) for athletes and coaches.

All athletes must comply with Scottish Rowing's anti-doping regulations and not currently be under disqualification or suspension imposed by any national governing body or international federation.

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.

8.4 Contact Information

For questions relating to the selection policy and procedures contact:

Team Manager

TBC

hir.teammanager@scottish-rowing.org.uk

For information about the Scottish Rowing Performance Pathway contact:

Interim Head of Performance

Tom Young

tom.young@scottish-rowing.org.uk

Junior Co-Ordinator

Mike Martin

mike.martin@scottish-rowing.org.uk

For any safeguarding matters contact:

Child Wellbeing & Protection Officer

Mark Senter

childprotection@scottish-rowing.org.uk / 07852 947907

9. Appeals

Registered senior athletes, or the parent/guardian of registered junior athletes, are entitled to appeal against the decision of the Selectors. The nature of the selection process means that selections to the Team can often be made close to the regatta. As such the outcome of an appeal can have a significant impact not just on athletes directly involved in an appeal but on the preparation of other members of the Team. The Appeals process is therefore designed to operate quickly and minimise impact to athlete preparation. Athletes should carefully consider if an appeal is justified, before making one.

The appeal process can only be used to determine:

1. Whether the correct procedures have been followed in the implementation of the Selection Policy
2. Whether the Selectors have acted reasonably, fairly and without bias in making a decision
3. Whether a selection decision was reached on the basis of an error of fact

The right to appeal a selection decision is provided on these grounds only and must not be seen as an opportunity to dispute the opinion of the Selectors, who will be regarded by the Appeals Panel as experts.

9.1 Making an Appeal

An appeal should be initiated by emailing office@scottish-rowing.org.uk setting out full details of the basis upon which the athlete is appealing against the decision of the Selectors.

The Appeal must be raised within 48 hours of a "Selection Decision". A Selection Decision is defined to be:

- The publication of the Provisional Team
- The publication of the Final Team
- Formal written communication between the Team Manager and the athlete that it is the intention of the Selectors to no longer consider the athlete for selection.

If the athlete fails to submit an appeal within the time limit, they will automatically lose the right of appeal. A £50 contribution towards the administrative costs of the appeal will be requested upon receipt of the appeal. This sum may be refunded upon conclusion of the appeal at the discretion of the Appeals Panel.

9.2 Appeals Panel

The Scottish Rowing President will select three people from a list, previously approved by the Scottish Rowing Board to form the Appeals Panel. No individual directly involved with the athlete making the appeal or who was involved with the selection process may be part of the Appeals Panel.

9.3 Conduct of the Appeal

The appeal will be conducted by written submissions only. No parties to the appeal will be entitled to appear before the Appeals Panel. However, the Appeals Panel, may contact a party to the appeal by telephone or by email to request further information. The Appeals Panel may make their deliberations in person or remotely as required.

The Appeals Panel will either:

1. Reject the appeal and confirm the decision of the Selectors, or;
2. Uphold the appeal and inform the Selectors that errors have been identified in the conduct of the selection process and request that a new selection decision be made as soon as is reasonably practicable.

The Appeals Panel will seek to reach its conclusion within 72 hours of receipt of the Appeal and will inform all interested parties as to their decision via email as soon as possible.

APPENDIX 1

Key Dates – Scotland Rowing Team 2025

| DATE | JNR/SNR | DETAIL |
|--|--------------|--|
| Monday 3rd February 2025 | All | Scotland Rowing Team Registration Opens (Athletes & Coaches) |
| Monday 2nd June 2025 | All | Scotland Rowing Team Registration Closes (Athletes & Coaches) |
| Friday 6th June 2025 | All Athletes | List of athletes seeking for Scotland Rowing Team in 2025 published [emailed] |
| Saturday 7th – Sunday 8th June 2025 | All | Scottish Rowing Championships, Strathclyde Park (HIRR 'Main Selection Regatta') |
| Sunday 8th June 2025 | Coxes | Deadline for submitting training and race recordings |
| Friday 13th June 2025 | All | List of athletes remaining under consideration for HIRR published (the 'provisional list') [emailed] + invitation to join Spond app + £100 non-refundable deposit requested |
| Wednesday 9th – Thursday 10th July 2025 | Juniors only | Scotland Rowing Team Junior Crew Formation, Strathclyde Park |
| Friday 11th – Sunday 13th July 2025 | Seniors only | Scotland Rowing Team Senior Crew Formation, Strathclyde Park |
| Tuesday 15th July 2025 | Seniors only | Scotland Rowing Team Senior Training period begins |
| Tuesday 22nd July 2025 | Juniors only | Scotland Rowing Team Junior Training period begins |
| Thursday 24th July 2025 | All | Team Travel to Dorney pre-HIR. |
| Saturday 26th July 2025 | All | Home International Rowing (HIR) Regatta 2025, hosted by Wales at Dorney Lake, Windsor. |