



British Youth Sailing Programme

Selection Policy & Procedures

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SELECTION POLICY & PROCEDURES

1 INTRODUCTION

- 1.1 This document sets out the selection policy, practice, process, criteria and the responsibilities of individuals involved in the selection process for the RYA British Youth Sailing Programmes.
- 1.2 This document is supplemented by squad, team, region or class-specific selection notices that are prepared annually. The guidelines contained apply to all selection unless explicitly amended by an RYA specific selection notice. It consists of the following sections:
 1. Aims of the Programme
 2. Eligibility
 3. Selection practice
 4. Selection process
 5. Selection criteria
 6. Appeals
 7. Status
 8. Appendix – Roles and Responsibilities

2 AIMS OF THE PROGRAMME

- 2.1 The overall aim of the RYA British Youth Sailing programme is to:

“Develop & Retain the Best Racing Sailors in the World”

- 2.2 In order to achieve the above, we aim to select those individuals and teams who are most likely to excel at dinghy, windsurf and kiteboard racing to receive additional coaching and support from the RYA and thereby:
 1. Create high performance environments that develop sailors to successfully transition into the BST (and other senior programmes) to meet the needs of that programme.
 2. Make best use of RYA, funding partner and sponsor resources.

together the **“Programme Aims”**

- 2.3 The RYA will establish squad, team or class-specific selection programmes so as to achieve the above objectives while minimising the resources expended on selection both in terms of manpower and costs.

3 ELIGIBILITY

- 3.1 The candidate should be U23 in the year of selection. This age may be reduced by the specific squad, team or class selection policy.
- 3.2 To be eligible for selection sailors must be eligible to compete for Great Britain at a World Sailing sanctioned event as defined in World Sailing Regulation 19.
- 3.3 In exceptional circumstances, sailors who do not comply with 3.2 may nevertheless be eligible if expressly confirmed by the RYA Youth Racing Manager. Such sailors will be required to carry GBR on their sails and may be required to sign a written declaration of intent to comply with section 3.2

3.4 The RYA will take all reasonable steps to ensure that a sailor who has a genuine and serious desire to identify in a different gender to that assigned at birth is able to participate in the RYA squad programme appropriate to their self-identified gender.

3.5 For more information on the RYA's policy please contact the RYA Safeguarding Team, on 023 8060 4104 or e-mail safeguarding@rya.org.uk

4 SELECTION PRACTICE

4.1 The Youth Racing Committee (YRC) will appoint an independent Chair of Selectors. The Chair has a two-year renewable tenure with a maximum of two consecutive tenures.

4.2 The RYA will appoint a Selection Committee for Youth Classes and World Sailing/EUROSAF teams. This committee would normally consist of, none of whom will have eligible children within the Youth classes:

- Chair of Selectors BYS – Youth Racing Committee appointment
- RYA Director of Racing
- RYA Youth Racing Manager (YRM)
- RYA Performance Manager (Lead for Sailors in Education)
- BST Pathway Head Coach

4.3 The RYA will appoint a Selection Committee for the Junior Classes to compete at International events. This committee would normally include a class specific representative relative to the individual class selections that is renewed annually and approved by the relevant committee. This committee would normally consist of, none of whom will have eligible children within the Youth classes:

- Chair of Selectors BYS – Youth Racing Committee appointment.
- RYA National Performance Manager
- RYA Regional Performance Manager (lead for specific class)
- RYA Pathway Head Coach
- Specific Class representative

4.4 The RYA will appoint Selection Committees for the Regional Training groups to receive additional RYA supported training on a regional basis. None of the committee will have eligible children within the Youth classes except for the nominated regional class representative where any conflict of interest would be declared prior to selection taking place:

- RYA National Performance Manager
- RYA Regional Performance Manager – for relevant region
- Class Association nominated representative

The relevant Regional Training Group Lead Coach will not be part of the selection committee but will attend the meeting and advise on sailor development and selection.

4.5 The RYA will ensure that selectors have expert and current knowledge of the British Youth Sailing Programme and the classes to which they are appointed and who are seen to have independence.

- 4.6 The RYA will lay down certain selection criteria. However, there will be an allowance for the selection committee to use their discretion to determine how to apportion the different criteria and to decide on the priority requirements in making their decision within the remit of fulfilling the Programme Aims (as set out in section 2)
- 4.7 The selection criteria are listed in section 6.
- 4.8 The Selection Committee therefore has the discretion to determine:
- The size of the squad, taking into account the indicative squad size,
 - Which of the criteria and to what proportion these criteria shall be taken into account,
 - Who to select,
 - Not to make any selection for any particular class or to select less than the indicative squad size
- 4.9 In making their decisions and exercising their discretions, the Selection Committee is expected to:
- Use their own expertise and experience,
 - Rely on their own observations of the competitors, together with the observations made by other individuals, such as class coaches, other support staff, class representatives and
 - Have regard to the Programme Aims
- 4.10 The practicalities of the indicator series and of the decision making process may require the Selection Committee to make decisions which are based on less than complete information. When decisions have to be made under these circumstances the selectors will endeavour to communicate the rationale behind their selections.
- 4.11 By entering an event or activity that is part of a selection series the competitors agree that the Selection Committee have such discretions.

5 SELECTION PROCESS

5.1 Youth World Sailing Championships

- Selection to the British Youth Sailing Team will be at the discretion of the Selection Committee appointed as per section 4.
- The aim of the selection process is to maximise the individual and team medal winning potential of the British Youth Sailing Team and the effective development of sailing talent and knowledge for future major international regattas and the Olympic Games.
- In selecting the representative from each class, the selectors will select the sailors they feel will best represent Great Britain at the Youth World Sailing Championships.
- Selection will normally be based upon performance in the primary indicator event but the Selection Committee have discretion to take into account any other factors they feel are relevant to the Programme Aims.

5.1.1 The primary indicator event to select the team should take place as close as practically possible to the event to give the best indication of those sailors best placed to win medals. This is considered vital since we recognise that young

competitors develop quickly and often performance improvements are made in spurts during the key phase of preparation in the early season.

5.1.2 When the Youth World Sailing Championships is to be held in the summer period (i.e. April-Sept) then this would normally be the RYA Youth National Championships.

5.1.3 When the Youth World Sailing Championships is to be held in the winter period (i.e. Oct-Mar) then this would normally be through sailor performances at their World and/or European Championships.

5.1.4 If there is not a clear winner or conditions at the event are unsatisfactory, the selectors are able to also consider performances in nominated secondary indicator events.

The events described are used as a selection trial since that environment creates pressures that are akin to the Worlds event itself.

5.2 EUROSAF Youth Sailing European Championship Team

Selection to the British Youth Sailing Team will be at the discretion of the Selection Committee appointed as per section 4.

The aim of the selection process is to maximise the individual and team medal winning potential of the British Youth Sailing Team and the effective development of sailing talent and knowledge for future major international regattas and the Olympic Games.

In selecting the representative from each class, the selectors will select the sailors they feel will best represent Great Britain at the EUROSAF Youth European Sailing Championships.

Selection will normally be based upon performance in the primary indicator event but the Selection Committee have discretion to take into account any other factors they feel are relevant to the Programme Aims.

5.2.1 The selection event to select the team should take place as close as practically possible to the event to give the best indication of those sailors best placed to win medals. This is considered vital since we recognise that young competitors develop quickly and often performance improvements are made in spurts during the key phase of preparation in the early season.

5.2.2 This would normally be the RYA Youth National Championships.

5.2.3 If there is not a clear winner or conditions at the events are unsatisfactory, the selectors are able to also consider performances in nominated secondary indicators as published .

The RYA Youth National Championships are used as a selection trial because it endeavours to create a pressured environment that is akin to the European event itself.

5.3 Youth International Competition Support – BYS Teams

5.3.1 Selection of sailors to receive international competition support will be at the discretion of Selection Committee appointed as per section 4.

The Selection Committee will select competitors, who in their opinion, will have:

- The best prospects to medal at the event; or,
- The potential to medal at similar international events in the future.

5.3.2 Normally, sailors chosen to receive support for international events will be identified on the basis of performance at the RYA Youth National Championships. The Selection Committee may also take into account performances at secondary indicator events or nominated squad reviews and any other factors they feel are relevant to the Programme Aims.

5.4 RYA UK Youth Squad (UKYS)

5.4.1 Selection to UK Youth Squad will be at the discretion of the Selection Committee appointed as per section 4.

Their remit is to select a squad which, when taken as a whole, will:

1. Have the best prospects of producing medal winners at World and European Championships, now and in the future.
2. Have the best prospects of producing medal winners at the Youth World Sailing Championships and EUROSAF Youth Sailing European Championships.
3. Have the best prospects of optimally feeding the British Sailing Team, and other senior development programmes; and
4. Best fulfil the Programme Aims.

5.4.2 Normally, the squad will be selected partly on the basis of performance at the primary indicator event. The Selection Committee may also take into account performances at secondary indicator events.

5.4.3 Squad membership will be considered at any designated review points. Selectors will take into account any factors they consider to be relevant to the Programme Aims.

5.4.4 The overall objective of the British Youth Sailing programme is to provide a constant stream of talented sailors into the British Sailing Team and senior development programmes and therefore it is expected that there will be a breadth of ages within each squad.

5.5 Junior International Competition Support – BYS Teams

5.5.1 Junior International Competition Support may be delivered individually, to a whole team or a number of teams at the discretion of the YRM. If delivered to a team/s, the terms and conditions of the support shall be agreed between the YRM and the Class Association as laid out in their class agreement

5.5.2 In selecting competitors to receive international competition support, the YRM and the other members of the Selection Committee shall select competitors, who in their opinion, will have:

- The best prospects to thrive and learn in the competition environment
- The potential to transition into and achieve success in the British Youth Sailing Pathway,
- The potential to perform at the event in the future; or

- The best prospects to preform at the event;
- Any other criteria listed in the class specific selection notice

5.5.3 Sailors chosen to receive support for international events may be partly based on performance at a specified indicator event or series of events specifically chosen for this purpose.

5.5.4 The receipt of Junior International Competition Support from the RYA is conditional upon selected sailors being eligible for and acknowledging the need to progress into the British Youth Sailing Pathway whilst they are U16.

5.5.5

5.6 Regional Training Groups (RTG's)

5.6.1 Sailors identified to be part of a training group will in the opinion of the selection committee, have met any agreed minimum required standards and have the best prospects of progressing into BYS Recognised Youth Classes and the British Youth Sailing Pathway in the future.

5.6.2 Primary consideration would normally be through performance at:

- The RYA Regional Junior Championships

5.6.3 Sailors may also be subsequently invited to participate in BYS Regional Training groups via:

- Performance within secondary indicator events
- Skill demonstration, along with aptitude and attitude to training taken from Class Association open training events.

5.6.4 Sailors looking to be considered for a Regional Training Group, should apply for and sail in the indicator series of the training group that either:

- a. Falls within the region of their primary place of residence, or
- b. Falls within the region of their primary Sailing Club.

If a sailor's primary place of residence and primary Sailing Club fall within different regions then the sailor may initially choose which Regional Training Group to apply for and therefore which indicator series to participate in.

Once a sailor has been selected for a Regional Training Group they will not be permitted to switch to another region without the express permission of their Regional Performance Manager. Sailors are only likely to be given permission to switch to a new Regional Training Group due to a family's change in circumstance, for example moving house out of an existing region.

A list of regions and the counties within each region is available on the RYA website.

5.7 Suspension and Termination

5.7.1 Continued membership of any squad or regional training group will normally be dependent upon:

- Continued funding of our squad programmes by the Lottery Sports Fund.
- Satisfactory performance.
- Achieving the relevant physiological benchmarks
- Conformance with the codes of conduct that are laid down or recognised from time to time.

- Conformance with programmes, training requirements, policies and procedures, and other reasonable requests.
- Continuing to gain selection in future squad selections.

5.7.2 Performance and conformance will be reviewed on a regular basis.

5.7.3 Squad membership may be suspended or terminated at any time and for any reason.

6 SELECTION CRITERIA

6.1 The selection criteria are:

- Achieving the relevant physiological benchmarks;
- Performance at the identified indicator events, where applicable;
- Performance at other events;
- Performance at a significant international regatta;
- Performance at major national events/training;
- Age, height and weight.
- Future potential.
- Goals and aspirations.
- Attitude and behaviour at the events in the series and during previous training.
- Factors affecting results.
- Class ranking lists.
- Anticipated squad dynamics
- Any other factors the selectors considered relevant to fulfilling the Programme Aims.

6.2 Squad selection and international competition support selection would normally involve a broader use of the above criteria.

7 APPEALS

7.1 No legal action may be taken arising from a decision made by the Selectors.

7.2 Any appeal relating to the selection process will be conducted in accordance with the RYA Racing Department Selection Appeals Policy. A copy of this document is available on request from the RYA Racing Operations Manager.

8 STATUS

8.1 The RYA policies and procedures are subject to change from time to time, including variations required to comply with Sports Councils' directions on the investment of National Lottery funds.

8.2 The RYA reserves the right to amend, supplement and/or discontinue at its absolute discretion, for whatever reason, any or all of its policies and procedures.

APPENDIX

ROLES & RESPONSIBILITIES

Youth Racing Committee (YRC)

- To appoint an independent Chair of Selectors and monitor their performance.
- To appoint suitable class selectors with the assistance of the Chair of Selectors and the Youth Racing Manager.
- To ensure that the annual selection programme is prepared and agreed by January each year.
- To receive reports and approve an annual report prepared by the Chair of Selectors with input from each Class Selector.
- To review these guidelines for selection annually.

Independent Chair of Selectors (or their nominated representative normally the YRM)

- To fulfil YRC selection policy & procedures
- To assist the RYA YRM in preparing the selection programme for the following year.
- To help prepare the Selection Notices.
- To establish and brief a team of selectors with the assistance of the RYA YRM
- To lead and support the team of class selectors at each stage of the selection process.
- To oversee the selection of squad members in all classes.
- To oversee, where appropriate, the selection of sailors for international competition support.
- To select the team (in conjunction with the selectors) to represent British Youth Sailing at the Youth World Sailing Championships.
- To select the team (in conjunction with the selectors) to represent British Youth Sailing at the EUROSAF Youth Sailing European Championships
- To assist the Class Selectors in dealing with selection issues and appeals.
- To make reports to the YRC.

Class Selectors

- To work with the Chair of Selectors and relevant RYA Managers to plan the programme of selection and indicator events for the class.
- To assist the Chair of Selectors to prepare the Selection Notices for the Class.
- To arrange any RIB(s) they require to observe and assess sailors.
- To attend all or part of the indicator events to observe and assess competitors, and record the conditions and factors affecting races.
- To work with the Chair of Selectors to nominate members for the class squad and international competition support to the YRM.
- To deal with all selection enquiries, issues and appeals in liaison with the RYA Racing Director.
- To ensure the relevant member of the Performance Operations Team (POT) makes contact with squad members who are unsuccessful in maintaining their squad place.
- To review squad membership and subsequently recommend sailors to be de-selected or gain selection to squads to the RYA YRM.

RYA Youth Racing Manager (YRM)

- To work with the Chair of Selectors and Class Committees to determine the annual selection programme and draft a plan and budget for the coming year by the end of November.
- To assist the Chair of Selectors in identifying and recruiting selectors.
- To determine the target sizes for Youth squads, International Competition Support and Regional Training Groups.
- To support the Selectors as is necessary.
- To ratify all selection recommendations from the Chair of Selectors and Class Selectors.
- To provide financial information as necessary for budgets and reports.

RYA Regional Performance Managers (RPM)

- To prepare the RTG guidance notes
- To establish and brief a selection committee for each RTG within each region
- To support the POT once selections have been made to invite sailors to the relevant RTG.
- To deal with RTG selection enquiries with any Issues and appeals in liaison with the RYA Racing Director.

Document Data:

Version and Amendment History:			
No.	Author & Date	Pages	Remarks
1.0	Steve Joel July 2001	4 A4	First version.
3.0	Steve Joel Jan 2003	7 A4	Major update. International Competition Support section added. Primary Youth Squad selection changed to September with Selectors becoming fully responsible for all Selections. Appointment of National Junior Squad selection chair added. Transition training and Zone Junior Squad selection process updated to reflect recent changes.
3.2 /3.3	Steve Joel Jan2004	8 A4	Inclusion of eligibility policy, the purpose of selection for each squad and minor amendments to the responsibilities of the Selectors.
4.2	Roger Wilson April 2006	8 A4	Major update to stop document being year specific, and make selectors not class specific.
4.6	Roger Wilson May 2006		updated to reflect changes in Junior and Transition Selection process and reducing term of Chair of selectors
4.7	Duncan Truswell, March 2009		Updated to reflect changes regarding NYS, International Competition support and ISAF Youth Worlds Selection, effective as of March 2009.
5.0	October 2012 – Duncan Truswell		General update
8.0	February 2015 – Mark Nicholls		Major Update, remove transition programme, include T2 programme and EUROSAF event
9.0	Jan 2016 – Legal		Legal review
14. 0	Feb 2016 – Youth Racing	10 A4	Detailed updated following legal
15.0	April 2017 – Youth racing		Detailed update
16.0	September- November 2018 – Mark Nicholls		Updated Programme Aims & Transgender statement
17.0	October 2019 – Mark Nicholls		Update to due change of management structure. Pathway Manager is no longer a role within the team.
18	March 2020 – RPM's		Update to incorporate Regional Training Groups.

Distribution List:		
Name/Team	Title	Date
RYA British Youth Sailing Staff		
Youth Racing Committee		