

Performance Foundation Programme Selection Policy 2025-26



1. Purpose

The Performance Foundation investment received from **sportscotland** is directed towards creating a route for Scottish male and female curlers to progress onto the British Curling World Class Programme. This Selection Policy outlines the process to select individuals onto the British Curling Performance Foundation Programme and individuals will, thereafter, be formed into teams across men's, women's and mixed doubles disciplines in discussion with the Selection Panel.

The Performance Foundation Programme details and benefits:

- Commitment as detailed in Section 3
- Individual technical and team tactical coaching support
- International competition opportunities
- Access to managed interdisciplinary Support Services through the **sportscotland** Institute of Sport.

2. Performance Objectives

The purpose of this Selection Policy is to ensure British and Scottish Curling invests in players with the potential to progress onto the British Curling World Class Programme in the 2026, 2030 and 2034 Olympic Games cycles. For clarity, the purpose of the Performance Foundation tier of the pathway is to utilise team experience to support the development of individuals on the programme. Athletes are expected to demonstrate ongoing improvement in their skills and overall performance.

3. Selection Criteria

All individuals applying are required to meet the following essential criteria:

- Eligibility** - all individuals are required to meet the eligibility (See **Appendix 1**)
- Commitment** - all selected individuals and teams will be required to demonstrate commitment at a level that relates to the overriding objective of progressing to the World Class Programme. This commitment will vary dependent upon the stage of development of the individual/team, but for clarity, the general training expectations of the Performance Foundation Programme are outlined below:
 - Centralised on ice training 3-4 days per week at the National Curling Academy, Stirling
 - circa 2-3 x individual/paired sessions per week
 - circa 2 x team sessions per week
 - 2-4 physical prep gym sessions per week
 - Overall commitment to training (in its widest definition) and competition plans identified post selection.

The wider commitment expectations of the programme are outlined in **Appendix 2**. All athletes wishing to be considered for selection should read this thoroughly and be sure they can commit before applying.

The following principles will be used by the Selection Panel to select individuals who meet the above essential criteria:

- Performance Data** - results, rankings and achievements during the previous three seasons.

- d. **British Curling's 'What It Takes to Win' model (WITTW)** – British Curling's 'What It Takes to Win' model (WITTW) – Programme insights on individual competence against the seven pillars of Delivery, Sweeping, Decision Making, Performance Behaviours, Physical Performance, Mental Performance, Team Skills, and the skills that sit underneath those pillars.
- e. **Team Development Potential** – Insights into the individuals most capable of forming teams where the learning and development environment as an elite curler will be maximised.

4. Selection Timelines

31 March 2025

Selection Policy issued.

Applications open – applications should be completed via the online form available [here](#).

Athletes who are current members in season 2024-25 of either the Olympic Programme or the Performance Foundation Programme need not apply.

Sunday 20 April 23.59 BST

Applications close.

w/c 19 May 2025

Selection Panel meets. All applicants informed of outcome by 31st May. For successful applicants this will include confirmation of team line-ups for the upcoming season and any information in relation to their selection.

The appeals process available to non-selected individuals is outlined in **Appendix 3**. The communication of selection is strictly confidential and not to be publicised until after the selection announcement.

07 July 2025

On ice training commences

5. Selection Panel

All selection decisions will be made at a meeting of the Selection Panel. Panel membership is as follows:

Chief Executive Officer - Panel Chair (non-voting)

Interim Performance Director – Voting member

Pathway Manager (Olympic) - Voting member

Scottish Curling Representative - Voting member

British Curling Board Representative - This member is to oversee the proper conduct and due process of the selection process and ensure appropriate recording of all selection information. Non-voting member.

Performance Operations Manager (or nominated replacement) – Official record keeper. Non-voting member.



The Selection Panel will consider the stated selection criteria in making their decisions and may also consult other staff support specialists where appropriate.

The selection process is generally an exercise of judgement. Selection decisions are necessarily subjective and an exercise of expert opinion. This is particularly relevant in the aspect of forming teams. As such, while an appeals policy is provided for individuals to appeal non-selection on the grounds that the policy has not been adhered to, athletes are not able to appeal against selection decisions on any other grounds including against a panel member's judgement. A process whereby an individual can request an appeal of a decision is provided for in Appendix 3.

6. Selection Announcement

Selected players agree not to make any public announcement to the media or public in any form (including personal websites and social media channels) regarding their selection until British and Scottish Curling have announced the Programme selections for 2025-26.

British and Scottish Curling will work with selected athletes to ensure co-ordination of announcements.



Appendix 1

Player Eligibility for Selection by British/Scottish Curling

To be considered for selection to the Programme, athletes must meet the eligibility criteria set out below. The athlete must:

- Be a member of Scottish Curling.
- Be either born in Scotland, have a Scottish parent or have been domiciled in Scotland for two consecutive years.
- Be eligible to compete in WCF competitions in the category for which they are applying for selection.
- Not already be serving a suspension or be ineligible from participating in their sport for any reason.
- Not already be ineligible to receive funding from UK Sport.
- Not have an unspent conviction for a serious criminal offence in the UK.
- Not have a conviction for a serious offence relating to betting, manipulation of results or corrupt conduct.
- Not have brought, or bring, through their actions or comments (directly or indirectly) any of the partners or funders into disrepute e.g. British Curling, Scottish Curling, the National Lottery, **sport**scotland, UK Sport etc.

Appendix 2

Performance Foundation Programme Expectations

Introduction meetings with the Pathway Manager will establish a suitable commitment/lifestyle/education training balance. Athletes should however understand this level of the pathway is a stepping stone onto the Olympic Programme and as such be able to increase training and ensure Curling is a priority lifestyle choice.

Below is an outline of the expectations and responsibility of each athlete in the Performance Foundation Programme subject to discussions with the Pathway Manager. Please note a high level of engagement, communication and organisational skills with staff members will be required at all times.

- What it takes to Win (W.I.T.T.W.) reviews and goal setting will take place at least 3 times throughout the season to establish a tailored athlete development plan which incorporates delivery, release and sweeping techniques, weight control and shot making, team communication and ice skills, strategy decision making, mental performance, attitude and team dynamics
- Individual and team training will take place at the National Curling Academy in Stirling minimum 2-4 days a week; typically Mon- Fri, and Sunday
- The range of session times are typically 16:00 – 17:30 and 19:00 – 20:30 Monday to Friday, Sundays are 09:00 – 11:00 and 12:00 - 14:00. Daytime ice may be available depending on availability with other users
- The physical training schedule is 2-3 gym supervised sessions either at Stirling or a Regional location to be agreed. Gym sessions are typically early morning (07:00) or early afternoon. Conditioning is a vital component and a minimum of 1-2 session per week would be required to meet expectations required for a World Class programme. Physio profiling typically takes place 2-3 times a year
- A competition schedule will be agreed with the Pathway Manager in terms of development goals and budget
- Programme appointed coaches will also be agreed and allocated to individual/team training and competition requirements
- Over and above the on-ice and off-ice sessions athletes should be available to access and take advantage of additional programme staff support such as physiotherapy, psychology, nutrition, sports medicine and science, data science
- Testing will take place comparing benchmarks throughout the season on many skill aspects to ascertain progress and potential
- In their own time athletes are expected to review their own data and footage provided, manage training diaries and observe curling matches to keep relevant with World Class levels
- Any Athlete Annual Leave is expected to take place in the off season i.e. Mid April to Beginning of July and all requests of time off training must be requested for authorisation in writing to the Pathway Manager.

Each athlete wishing to be considered must read and be realistically able to commit to the expectations outlined above.

Appendix 3

Appeals Relating to British/Scottish Curling Performance Foundation Programme (PFP) Selection Decisions

This document sets out British/Scottish Curling's appeals procedure where an athlete ("the Appellant Athlete") wishes to appeal a selection decision taken in respect of PFP membership.

An athlete seeking an appeal of a selection decision should be aware of the time limits contained in the policy which are designed with the intention of resolving issues in a timely, fair and transparent manner.

This procedure is the only applicable appeals procedure and forms the entire agreement between each athlete wishing to be selected for the PFP and British Curling/Scottish Curling (together, "the Parties"). The Parties agree not to commence, continue, or maintain any legal challenge to any matter covered by this policy before any court of law. The Parties will treat all decisions under this procedure as final and binding upon them.

The British Curling appeal procedure consists of 1 stage:

- **Stage 1.** An Internal Appeal Panel to consider the grounds and merits of the appeal. Where the selection relates to a PFP.

All players should read this policy carefully and satisfy themselves that they are eligible to appeal in the first instance. Any appeals which do not satisfy the grounds of appeals will be dismissed automatically.

1. Grounds for Appeal

An athlete may appeal against a selection/nomination decision relating to the PFP on one or more of the following grounds:

- a. The correct selection process was not followed;
- b. A decision maker was biased; or
- c. The decision was made on an error of fact.

2. Appeal Procedure

This appeal procedure begins when an Appellant Athlete submits a formal written appeal that identifies one of the permitted grounds of appeal ("the Notice of Appeal") to the Chair of British Curling, via email - performance@britishcurling.org.uk.

The Notice of Appeal must be received by British Curling within **3 working days** of the selection decision, being communicated in writing (usually via email).

The Notice of Appeal must set out the full details of the Appellant Athlete's ground(s) of appeal and include:

- a. Details of the decision which the athlete is appealing;
- b. Details of the ground(s) of appeal upon which the athlete relies, including the manner in which the Appellant Athlete alleges that such ground(s) apply; AND
- c. Any documents or written evidence upon which the Appellant Athlete relies in support of his or her appeal.

3. Internal Appeal Panel



The Appeal Panel shall consist of the British Curling Chair and two independent people.

The Internal Appeal Panel shall:

- a. **Dismiss** the appeal and confirm the original selection decision; OR
- b. **Uphold** the appeal and remit the matter back to the original selection group, outlining the errors they have identified in the conduct of the original selection process, and request that a new decision is made within 48 hours.

The British Elite Athletes Association (BEAA), provides independent, confidential advice and support to World Class Performance athletes and BEAA members, with selection process, disputes and appeals.

The BEAA is always balanced and independent in its advice to athletes and if it feels there are no grounds for appeal, it will say so. The BEAA offers pastoral and emotional support throughout any process as well as referring athletes to Sport Resolution UK (SRUK) to request pro-bono legal advice if necessary.

Please contact the BEAA at admin@britisheliteathletes.org.