

Performance Foundation Programme

Selection Policy

2026-27



1. Purpose

The Performance Foundation investment received from **sportscotland** is directed towards creating a route for Scottish Curling athletes 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 who will train for men's, women's and mixed doubles disciplines. Selected athlete numbers are dependent on the resource available to appropriately service each individual and offer the necessary development opportunities.

The Performance Foundation Programme details and benefits:

- Commitment as detailed in Section 3
- Individual and team coaching support for training and competition
- An agreed competition schedule within the means of funding support
- Access to managed interdisciplinary Support Services through the **sportscotland** Institute of Sport.

2. Performance Objectives

The purpose of this Selection Policy is to ensure that British and Scottish Curling invests in individual athletes who demonstrate genuine elite potential, mindset, and skill to progress to the British Curling World Class Programme within the 2030, 2034, and 2038 Olympic cycles.

Athletes are expected to demonstrate continuous progression appropriate to their age and stage within the performance pathway. Accordingly, standard performance indicators outlined in the selection criteria will be applied.

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 will be required to demonstrate a level of commitment aligned with the overarching objective of progressing to the World Class Programme. This commitment will vary depending on the individual's or team's stage of development; however, all athletes are expected to actively engage in physical preparation, on-ice training, an agreed competition plan and support service provision as a condition of retaining their place within the programme.

The general training expectations and the wider commitment expectations of the programme of the Performance Foundation Programme are outlined within **Appendix 2**.

All athletes wishing to be considered for selection should read this thoroughly and be sure they can commit fully 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 for up to the previous three seasons.
- British Curling's 'What It Takes to Win' model (WITTW)** – Programme insights on individual competence and development against the WITTW skills data. Athletes will be assessed quarterly on a range of on and off skills that indicate medal winning performance.
- Team Development Potential** – Insights into the individuals most capable of forming high functioning teams where the learning and development environment as an elite curler will be maximised.

4. Selection Timelines

06 April 2026

Selection Policy issued.

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

Athletes who are current members in season 2026-27 of either the Olympic Programme or the Performance Foundation Programme need not apply. Any current programme athletes who do not wish to be considered must notify us by 20th April 2026.

20 April 23.59 BST

Applications close.

w/c 11 May 2026

Selection Panel meets. All applicants informed of outcome by 29th May 2026. 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.

13 July 2026

On ice training commences

Performance Foundation Induction Days (TBC)

5. Selection Panel

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

Sport Org Board Representative – Panel Chair (Non-Voting)

Role: To oversee the proper conduct and due process of the selection process and ensure appropriate recording of all selection information. Non-voting member.

Performance Director – Voting member

Pathway Manager (Olympic) - Voting member

Scottish Curling Academy Manager - Voting member

Olympic Head Coach - Non-voting member

Data Scientist – Non-Voting Member

Role: To provide data and insights on athletes being considered for selection.

Head of Performance Services – Non-Voting Member

Role: To provide data and insights on athletes being considered for selection.

Interim Chief Operating Officer (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 2026-27

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, **sportscotland**, UK Sport etc.

Appendix 2

Performance Foundation Programme Expectations

Initial meetings with the Pathway Manager will establish an appropriate balance between training, education, lifestyle, and other commitments. Athletes should recognise that this stage of the pathway is a stepping stone towards the Olympic Programme and, as such, be prepared to prioritise curling and progressively increase their training commitment.

The expectations below outline the responsibilities of athletes within the Performance Foundation Programme and will be confirmed through ongoing discussions with the Pathway Manager. A high level of engagement, communication, and organisational skills is required at all times.

Performance Planning & Reviews

- Participate in What It Takes to Win (W.I.T.T.W.) reviews and goal setting at least three times per season
- Contribute to an individual development plan covering:
 - Delivery, release, and sweeping techniques
 - Weight control and shot-making
 - Team communication and ice skills
 - Strategy and decision-making
 - Mental performance, attitude, and team dynamics
- Demonstrate professionalism and appropriate performance behaviours at all time

On-Ice Training

- Training will take place primarily at the National Curling Academy, Stirling
- Expected weekly commitment:
 - 3–4 days per week
 - 6–8 sessions (minimum 12–16 hours per week)
- Typical session times:
 - Weekdays: 16:00–17:30 and 19:00–20:30
 - Sundays: 09:00–11:00 and 12:00–14:00
- Additional daytime ice may be available depending on facility availability

Physical Preparation

- Engage in 4–6 gym sessions per week
- 2–3 supervised sessions (Stirling or agreed regional location)
- Sessions typically scheduled early morning or early afternoon
- Conditioning is a vital component, with a minimum of 2 sessions per week required
- Physiotherapy profiling will take place 2–3 times per year

Competition & Programme Commitment

- Commit fully to agreed training and competition goals following selection
- Competition schedules will be agreed with the Pathway Manager in line with development needs and available resources
- Demonstrate long-term commitment to World and Olympic success, including making appropriate lifestyle decisions (e.g. relocation, education, career choices)
- Work with programme-appointed coaches as assigned
- Cooperate fully with the Operations Team for planning and budgeting purposes

Use of Support Services

- Actively engage with all support services and required testing processes
- Take advantage of available support, including:
 - Physiotherapy
 - Psychology
 - Nutrition
 - Sports Science and Medicine
 - Data Analysis
 - Lifestyle Support



Monitoring & Self-Management

- Participate in regular testing to track progress against performance benchmarks
- Independently review performance data and video footage
- Maintain training diaries
- Observe and analyse high-performance curling to stay aligned with world-class standards

Availability & Time Off

- Annual leave should be taken during the off-season (mid-April to early July)
- Any time away from training must be requested in writing and approved by the Pathway Manager in advance
- An athlete absence policy will be shared as part of your induction pack.

Each athlete wishing to be considered for selection must read, understand and be realistically able to commit fully to the expectations outlined above. Failure to meet expectations may result in deselection.

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.