

**Commonwealth Shooting Championships Chandigarh, India. January 2022,
Athlete Selection Policy**

Please note due to Corona-19 virus, dates in this policy are possible for change

Introduction

All athletes wishing to be considered for selection to Team Wales for the Commonwealth Shooting Championships Chandigarh India ("The Games") agree to adhere to this Selection Policy, and agree to facilitate the various procedures laid out and to provide such assistance and information as Welsh Target Shooting Federation (WTSF) shall reasonably require.

The WTSF is ultimately responsible for Team Wales selection based on selections made by the WTSF High Performance Unit to the WTSF Board. Therefore, WTSF carries out the selection process which leads to selection being made and finally confirm the Wales Commonwealth Games Team known as Team Wales Shooting.

Once selected, both WTSF athletes and staff will be bound by the WTSF Team Members agreement, and any other rules and regulations of the WTSF. This must be signed and returned by the individual before selection is confirmed. It is a legally binding document the purpose of which is to protect individuals and the WTSF as well as the integrity of "The Games" as a whole. Selection is confirmed by the WTSF only after the successful resolution of any Appeals (see Item 20 and Selection Timeframe).

An athlete already selected in one event may also be entered in additional events, provided they have obtained an MQS in that event, subject to the maximum participation rule, and in consultation with and subject to the consent of the Team Manager/Head Coach.

For any athlete not already included in the WTSF Talent Support system, the WTSF Associations (WAA, WCTSA, WRA, WSRA) are to nominate to the High Performance Unit any athlete that they consider that has a high enough standard to meet the current WTSF Selection criteria.

- a) This selection policy has been agreed by WTSF with support of Commonwealth Games Wales. It provides detail on the process by which WTSF will arrive at its selection of athletes within the Welsh Team for "The Games" which will be submitted to WTSF for consideration.
- b) In all cases, selection by WTSF represents a selection to WTSF Board for ratification. The final decision in selection to the 2022 Games lies with WTSF Board. Achievement of the selection criteria therefore represents **eligibility for selection**, not selection or even selection.
- c) WTSF will nominate only those athletes that have qualified under the WTSF selection criteria below.

Corona-19 Virus

All athletes and support staff must comply to the Wales Elite Sport RTT protocols and complete the required Return To Play Awareness Certificate <https://playerwelfare.worldrugby.org/covid-19-courses>

Expression of Interest for consideration for selection

Copy of the "Covid-19 Return To Play Awareness certificate" to be returned to WTSF Performance Director as expression of consideration for selection. John.dallimore@wtsf.org.uk

Aim of Selection Policy

- 1 a. To select athletes capable of competing with distinction at the 2022 Chandigarh Commonwealth Shooting Championships, with the Individuals, and or Pairs having the ability to achieve at least a top six (individual) or third (pairs) placing in the anticipated field.
- b. Aim of the WTSF is to win a minimum of two medals at “The Games” and ensure that all athletes achieve best possible placing at “The Games” in each discipline.

Athlete Eligibility

The eligibility criteria of the Commonwealth Games Federation (CGF), must be met by all nominees, PLEASE NOTE: *change*

- Where the relevant International Federation recognises grandparents as part of its eligibility criteria a Welsh grandparent. (*Liable for update*)
- 2 Where prospective Team members do not comply with eligibility, they will only be nominated for final selection if they receive prior dispensation from the Commonwealth Shooting Federation.

Games Competition Format

- 3 Discipline details for shooting events (max two athletes per event)

Please note.

As at March 2021 events are unknown, these events are liable to alteration by ISSF & NRAI.

Events competed at Gold Coast 2018:

ISSF Shotgun (six events)

- | | |
|---------|--|
| • Men. | Olympic Trap, Olympic Skeet and Double Trap. |
| • Women | Olympic Trap, Olympic Skeet and Double Trap. |

ISSF Rifle (six events)

- | | |
|---------|----------------------------------|
| • Men | 3x40, Air Rifle and Prone Rifle. |
| • Women | 3x40, Air Rifle and Prone Rifle. |

ISSF Pistol (five events)

- | | |
|---------|---|
| • Men | Air Pistol, 50mtr Pistol and Rapid-Fire Pistol. |
| • Women | Air Pistol and 25mtr Pistol. |

ISSF Possible Pairs events

- | | |
|--|---|
| • Possible four pairs events? TBC | ISSF Skeet, Trap, ISSF Air rifle & Pistol |
|--|---|

ICFRA Full-bore Rifle (two events)

- | | |
|--------------|-------------------------------------|
| • Open event | Queens Prize, Individual and Pairs. |
|--------------|-------------------------------------|

Selection criteria

- 4 The selection of nominees to the WTSF Selection Panel will take place
- By 30th September 2021 TBC
- 5 WTSF requires that athletes have the ability to finish in the top 6 or a minimum of a top half placing, whichever is the higher standard, or to have the ability to enhance a medal potential for a Pairs Event at the 2022 Games. The following table gives the expected qualifying standards for selection from the WTSF to the Selection committee, which is based on the WTSF 2018 Selection policy, Glasgow 2014 & Gold Coast results also *ISSF MQS for Olympic Games has been considered*. **Please note** this a minimum requirement and the selection committee will be looking for scores in excess of the minimum score
- http://www.issf-sports.org/competitions/ogqualification/mqs_qualifiers.ashx

These MCS scores are based on known competitions to be held at “The Games” and are liable to possible alterations with any ISSF rule change in early 2021

ISSF Clay Target				
Skeet. M	117		Skeet. W	115
Skeet Pairs. <i>if mixed pairs MCS scores to be determined</i>				
Trap. M	117		Trap. W	115
Trap Pairs. <i>if mixed pairs MCS scores to be determined</i>				
D Trap. M	132		D Trap. W	85x100

ISSF Rifle, Pistol				
Prone. M	618.6		Prone. W	615.4
3x40	1145		3x40	1145
Air Rifle. M	616		A' Rifle. W	616
Air Rifle Pairs. <i>if mixed pairs MCS scores to be determined</i>				
Air Pistol M	566		A' Pistol. W	562
Air Pistol Pairs. <i>if mixed pairs MCS scores to be determined</i>				
25m R.Fire	566		25m Pistol W	571
50m FP M	542		-	-

ICFRA Full-bore Rifle (Open)				
Open	399 x 405		Pairs	590 x 600

5.1 Above criteria will not be a right of entry for selection or support, it should be a minimum prerequisite. All athletes must have shot several minimum MCS's in their event (at least three), and under varied conditions of climate and competition pressure. For outdoor Competitions adverse weather conditions will be taken into consideration.

Only this repeatability demonstrates worthiness for selection and support, not the one-off performance, this all relates to performance-based selection at the highest level.

- 6 Athletes must also compete in a minimum of 5 occasions from the following:
- GBR or Wales International matches when selected.
 - British/Welsh Selection and or Selection competition.
 - Attend training camps as there may be test competitions during these camps (Potential athletes will be notified in advance).
- 7 Relevant athletes must compete in the British National ISSF Shotgun, 10/50 mtr/F-bore Championships 2020/21. Any exceptions to this must be approved by the WTSF High Performance Director.
- 8 The following factors will be taken into consideration for athlete selection for “The Games”:
- All athletes must have shot “a number of” minimum MCS in their event (at least three) in the International or major domestic ISSF competitions nominated paragraphs section 10, 11 and 12 (list of individual major competitions can be obtained from pa Team irs manager).
 - Progression in training as measured by
 - Coach reports
 - Documented progression in training (training diaries)
 - Consistency of verified training scores
 - Attitude and Commitment
 - Demonstrated ability to perform under pressure
 - Potential to win a medal at “The Games”
 - Depth of field and strength of competition in their event
 - Ability to perform credibly in more than one event
 - Competition results and consistency
 - Potential to medal in “The Games” based on projected trajectory
 - Potential to medal at future Commonwealth/World class competitions
 - The Selection Committee reserves the right not to nominate as many athletes as there may be places available should they not fulfil the above considerations.
- 8a When submitting their list of Individual Athletes and Pairs to be considered for selection, the WTSF will:
- Identify the proposed members of the (Fullbore, Shotgun, Rifle & Pistol) Individual & pairs.
 - Rank each Individual Athlete and each (Fullbore Shotgun, Rifle & Pistol) as a pairs.
 - Predict the performance of each Individual Athlete or Individual pairs as follows: -
 - Is the Individual, predicted a medal?
 - Is a top 4 finish predicted for the Individual?
 - Is a top 5 finish predicted for the Individual Athlete?
 - Is a top 6 finish predicted for the Individual Athlete?
 - Is the pairs finish predicted a medal position?
 - Confirm the degree of confidence that the WTSF has in respect of the above five sub paragraphs.
 - Confirm the number of times that the Individual Athlete has been in top 6 in a Key Event.
 - Confirm the number of times that the Individual Athlete has medalled in a Key Event.
 - As the Sport is one in which there are scores, WTSF to confirm details of the scores attained in the last year (2020/21) in Key Events.
 - Provide evidence in support of all of the above.
 - Provide evidence of any other factors such as injury/illness, and why that has impacted upon the Individual Athlete or Individual Pairs rank/predictions – positive or negative.
 - Provide evidence of conduct of any Individual Athlete – positive or negative.
 - Provide evidence of potential of the Individual Athlete in the future.

Selection Events and Required Scores.

Performances in WTSF recognised domestic and international competitions during the previous 24 months, with emphasis on achieving the MCS score and/or medal or final placing.

Performance in Major Events during the previous 24 months, with prominence on athletes achieving a medal placing.

Minor domestic results and rankings will not be taken into consideration for selection purposes except, if necessary, to adjudicate between two or more otherwise similarly qualified nominees as a guide to current form.

The Selection Panel reserve the right to organise or nominate a final trial between similarly qualified athletes as a guide to current form. EG. Preferably to be an International competition.

The MCS required for consideration for selection can only be achieved at the International or major domestic ISSF events as listed by associations with WTSF HP approval.

The MCS required by event is listed in section 6.

Other Selection Factors for Consideration:

9 The following aspects will also be considered:

- Head to head results against higher ranked opposition in the Commonwealth.
- Where an athlete has clearly demonstrated before a period of injury their ability to meet the criteria which has affected their ranking/performance.
- Ability of an athlete to enhance medal potential in the Pairs event.
- Athletes will also be asked to undertake health and fitness also Covid-19 checks prior to selection to the WTSF team or any period thereafter and prior to “The Games”.

Changes to the Selection Process

There will be no substantive changes to the selection policy after publication. Any changes will be agreed with WTSF Strategic Committee, WTSF selection committee and circulated in appropriate time frames to maintain the integrity of the process.

Selection process

10 The WTSF Selection Panel, as appointed by the Board of Directors, will propose a list of athletes for submission to the WTSF in accordance with the selection criteria detailed above:

The Panel will consist of:

○ **WTSF Performance Director**

Currently: *W J Dallimore*

- Chair the meeting to ensure selection process according to this policy.
- In the event of a tie in votes will have an additional casting vote.

○ **Sport Wales High Performance Advisor (non-voting)**

Currently: *J Roberts*

- Will help to ensure that the letter and spirit of this policy is upheld throughout.

○ **Airgun Coach**

Currently: *A Green*

○ **Small Bore Rifle Coach**

Currently: *S Downes/DWF Phelps*

○ **Shotgun Coach**

Currently: *RH Stepney*

○ **Full bore Coach**

Currently: *MP Watkins*

○ **Independent member of selection committee**

Currently: *PA Donovan*

The relevant discipline coach will present the selection case for each athlete in turn, following the selection criteria set out in this document. This will include both objective results and their professional opinion of athlete performances in training and competition. This information will be considered by the remaining coaches on the Selection Panel who will vote to approve or not approve the selection. The Selection Panel may consult specialists including Sports Science practitioners and other consultants and coaches as appropriate.

In the event of a split decision, the WTSF Performance Director will have the casting vote, provided always the WTSF Performance Director shall be free from bias and any conflict of interest.

The selection process is an exercise of judgement and is guided by, but not determined by, results in competitions and trials (see Section 10 for consideration competitions). The selection decision necessarily includes a subjective element and is an exercise of expert opinion (see Section 9). However, a process whereby an athlete can appeal against the selection decision is provided for in Section 20 & Appendix 1 appeals policy.

The selection of athletes for selection will be based on the opinion of the Selection Panel who will together decide who, in their combined opinion, has the greatest medal winning potential for “The Games” in each discipline.

2026 Potential Development Athletes

If, in the opinion of the Selection Panel, any of the eligible athletes in a discipline has a realistic prospect of medalling at “The Games”, then the Panel “may go on” to consider whether any eligible athlete(s) has, in their view, significant medal winning prospects for Commonwealth Games 2026 and would consequently benefit from selection for “The Games”.

- WTSF may nominate an athlete or athletes who fulfil the ‘2022’ criteria ahead of an athlete who arguably could place higher in “The Games”, but only after the Selection Panel (acting as experts) have determined that none of the eligible athletes, not already selected for the discipline in question, has a realistic prospect of medalling at “The Games” and that the lower ranked athlete or athletes have a better prospect of medalling in Chandigarh 2022.

- 11 The qualifying period (*liable to be change due to Corona virus*) dates for Shooting commenced on 1st January 2020 and will end on 29th September 2021. TBC, with regular checks on athlete standards.

The proposed list of nominees will be submitted to WTSF before 29th October 2021 TBC with possible additional nominees before end of October TBC.

- 12 Details of compulsory Games briefing/fitting session will be end of September 2021 TBC

- 13 WTSF will confirm the final team selection and the full team will be announced in November 2021 TBC.

Final selection to “The Games” Team is dependent on receipt of relevant information required by WTSF such as the CGF Eligibility form and the team Member Agreement.

De-selection

- 14 De-selection from the list of athletes submitted to WTSF may occur as a result of:
- Failure to meet the standard fitness testing protocols as agreed with the WTSF.
 - Failure to adhere to the athlete code of conduct or the team Member agreement.

Other Criteria

- 15 The WTSF will comply with the WTSF Selection criteria especially:
- Eligibility
 - Accreditation – Security checks
 - Anti-Doping and Health & Fitness
 - Child Protection
 - Disrepute

Appeals Process

- 16 The list of nominees will be confirmed by the 12th October 2021 TBC. Following the confirmation of the list of nominees, The Welsh Target Shooting Federation Performance Director will contact, by telephone and in confidence, those shooting athletes who are to be nominated to WTSF for selection. This will be done by 6pm on Friday 15th October 2021 TBC.

16a Shooting athletes who do not receive a phone call from the Welsh Target Shooting Federation Performance Director by 6pm on Friday 15th October TBC should consider themselves as not being included in the list of selections to WTSF. Confirmation of this can be sought by emailing the Welsh Target Shooting Performance Director.

16b Any athlete not included in the NOMINATED Team has the right of appeal. Appeals against non-selection and de-selection will be heard by the WTSF Appeals Committee, in accordance with the Byelaws and Rules of the Welsh Target Shooting Federation. see Appendix 1

- 17 An athlete not included for selection **MAY NOT** appeal directly to the WTSF Board.

- 18 If any suitably qualified nominated athlete is not selected then the only right of appeal is to the governing body “WTSF”

Appointment of team Staff

- 19 The number of Team officials that can accompany athletes is already capped
- These limits will continue to apply. As the number of athletes will be lower so will the number of support staff both from WTSF resource.
 - WTSF will appoint team manager, coaches and support staff. Their appointment will be at the sole discretion of the Selection Panel following their selection by the WTSF. The WTSF will be asked to nominate high quality candidates,

APPENDIX 1 - APPEALS

The Parties agree to exclusively submit any dispute concerning any matter connected with or arising out of this Selection Policy and procedure to binding arbitration to be conducted by an arbitrator (or panel) appointed Mr Paul Gumn who will appoint a committee of two additional independent members and pursuant to any rules as to the conduct of the arbitration laid down by Welsh Target Shooting Federation (WTSF) (or the Arbitrator so appointed).

The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this Procedure to any court of law or any other dispute resolution procedure. The outcome of the WTSF arbitration shall be final and binding.

Any appeal against the decision(s) made by the WTSF “The Games” Selection Panel must be submitted to Chairman, C/O Welsh Target Shooting Federation Office, Sports Council of Wales, Sophia Gardens, Cardiff, CF11 9SW. no later than 4pm 21st October 2021 TBC after the athlete has not been notified.(note 18a & 18b).

The process to be followed is as outlined:

- A. An athlete (“the Appellant”) may appeal against the decision of the WTSF “The Games” Selection Panel to The Chairman, WTSF Office, Sports Council of Wales, Sophia Gardens, Cardiff, CF11 9SW
- B. The Appellant shall lodge an appeal in writing (“Notice of Appeal”) to The Chairman, C/O Welsh Target Shooting Federation Office, Sports Council of Wales, Sophia Gardens, Cardiff CF11 9SW after the final decision (18a&18b) of the WTSF “The Games” Selection Panel, against which the Appellant wishes to appeal and not later than 4pm Thursday 21st October 2021 TBC The Notice of Appeal should set out in full the basis on which the Appellant wishes to appeal, and the remedy sought and should be accompanied by all relevant documentation which the Appellant wishes to rely on in support of the Appeal. A non-refundable deposit of £50 payable to WTSF, for administration costs, shall also be sent with the Notice of Appeal.
- C. WTSF shall appoint a single arbitrator Mr Paul Gumn (“the Arbitrator”) to consider the appeal who will appoint a committee of two additional independent members to form an Appeals Committee.
- D. A party may challenge the appointment of the arbitrator where there are justifiable doubts as to the Arbitrator’s impartiality or independence or where the party raises a material objection. Such challenge must be made in writing to WTSF within two working days of the party being notified of the Arbitrator’s appointment. Unless the Arbitrator elects to withdraw, WTSF board shall decide on the validity of the challenge within two working days. The decision of WTSF shall be final. A replacement arbitrator shall be appointed by WTSF as appropriate as and not later than 10 days before WTSF Selection meeting (date to be advised).

- E. WTSF shall have three working days to make its written response to the Notice of Appeal (“the Response”). WTSF may inform athlete(s) whose selection may be impacted by a successful appeal. These athletes may request being party to the Appeal.
- F. The Appeal shall be heard by way of written submissions unless the Appellant requests an oral hearing at the time of giving Notice of Appeal or the arbitrators so directs. Such hearing shall take place on a date and at a place to be determined by the Arbitrator normally within seven working days of the Notice of Appeal being lodged and no later than Date to be advised
- G. The Arbitrator may give such directions as he deems appropriate regarding the arrangements for, and the conduct of, the Appeal.
- H. Where the Appeal is considered by way of written submissions the Arbitrator shall give his written decision within three working days of WTSF’s Response being received.
- I. Where the Appeal is considered by way of oral hearing, the Arbitrator shall give his written decision within three working days of the hearing. The hearing shall be held in private. Mr Paul Gumn and WTSF may publish the written decision after it has been received by the parties.
- J. The decision of the Arbitrator shall be final and binding on the parties.
- K. Costs
The costs of the Appeal will be met as follows (excluding the £50 non-returnable administration fee)
- | | |
|----------------------------|--------------------------|
| Written Submission: | Oral Hearing: |
| Successful Appeal £100 | Successful Appeal £200 |
| Unsuccessful Appeal £200 | Unsuccessful Appeal £400 |
- Where an Appeal has been heard by way of oral hearing at the direction of the Arbitrator then the contribution payable by the Appellant shall be the same as if the Appeal had been dealt with by way of written submissions.
Each party will be responsible for its own costs, including travel and representation.
- L. The Appeal shall otherwise be governed by the arbitrator.
- M. The Appellant is required, when lodging the Notice of Appeal, to forward a cheque to WTSF for £200 or £400 as applicable to be held on account pending the outcome of the Appeal. In successful appeals the held cheque will be returned once a new cheque for the relevant amount has been received by WTSF (£100 or £200).

Appendix 2

Eligibility and Conditions for Representation

Competitor eligibility and conditions for representing Wales shall be as outlined in the Commonwealth Games Federation (CGF) Constitution and Regulations.

CGF Byelaw 17 Eligibility

<https://thecgf.com/sites/default/files/2020-12/Constitutional%20Documents%20of%20the%20Commonwealth%20Games%20Federation%202020.pdf>

1. It is the responsibility of all Affiliated CGAs to ensure that their competitors are fully aware of and comply with Byelaw 17.

2. Primacy

- 2.1 Subject to Byelaw 17(4) 17(5) 17(6) and (17)(7), a competitor shall be eligible to represent the Commonwealth Country which enters them where they satisfy at least one of the following requirements:
 - a. Are in possession of a current valid passport of the Commonwealth Country which enters them; or
 - b. Are a subject who can demonstrate 'Belonger Status' in Great Britain or relevant British Overseas Territory of the Commonwealth Country which enters them.
 - c. In respect of the following Affiliated CGAs: -
 - I. Guernsey, Jersey, and Isle of Man. The governments of these three Crown Dependencies do not define citizenship. For these Affiliated CGAs, citizenship shall be defined as three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the "final entries deadline"* date of the relevant Games as determined by the respective Organising Committee ("Continuous Residency") and the competitor must be in possession of a current valid UK passport.
 - II. Northern Ireland. Byelaw 17 will defer to the Belfast Agreement (1998). Northern Ireland athletes who meet birth right criteria are to be treated equally regardless of their possession of either a current valid UK or Irish passport (but must hold one of these). This right is enshrined within the Constitution Issues (iv) of the 1998 Belfast Agreement.
 - III. Norfolk Island. Any individual who was in possession of a current valid New Zealand passport and was also deemed eligible to compete at the Gold Coast 2018 Commonwealth Games for Norfolk Islands may continue to compete for Norfolk Islands at future iterations of the Games.

3. Secondary

- 3.1 Subject to Byelaw 17(4) 17(5) 17(6) and 17(7), where a competitor was born in a Commonwealth Country which has common citizenship/passport with other Commonwealth Countries, the competitor may represent either:
 - a. the Commonwealth Country of their birth; or
 - b. the Commonwealth Country of birth of their parent; or

- c. where the relevant IF recognises grandparents as part of its eligibility criteria, the competitor may represent the Commonwealth Country of birth of their grandparent; or
 - d. the Commonwealth Country where they have completed a minimum period of three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the “final entries deadline”* of the relevant Games as determined by the respective Organising Committee.
- 3.2 Subject to the other provisions of this Byelaw 17, where a competitor is eligible to represent more than one Affiliated CGA due to common passport privileges they may choose which Affiliated CGA to represent. For the avoidance of doubt, if an individual has competed at a Commonwealth Youth Games this will not be deemed to be a choice of country, and the competitor may choose to represent a different Affiliated CGA at a Commonwealth Games.
- 3.3 For the avoidance of doubt subject to Byelaw 17(4) and 17(5) any competitor of a common passport area who competes for their common passport country (i.e. Great Britain, New Zealand and Australia) at either the Olympic Games, Youth Olympic Games and/or any World Championships or any other major sporting event shall be entitled to choose to represent their home Affiliated CGA (e.g. Turks and Caicos) at the Commonwealth Games.

4. Disqualifications and Suspensions

- 4.1 A competitor shall not be eligible to represent the Commonwealth Country which enters them if they:
- a. are currently under disqualification, expulsion or suspension by the Federation; and/or
 - b. are currently under disqualification, expulsion or suspension by their respective Affiliated CGA; and/or
 - c. are currently under disqualification, expulsion or suspension by their respective IF, National Federation and/or
 - d. are currently under disqualification or suspension under the World Anti-Doping Code.

5. Compliance with applicable rules and regulations

- 5.1 A competitor shall only be eligible to represent the Commonwealth Country which enters them if they:
- a. Satisfy and comply with all applicable rules and regulations of the Federation; and
 - b. Satisfy and comply their respective IF rules and regulations (including but not limited to, complying with respective IF eligibility rules as applied within each respective edition of the Commonwealth Games Athlete Allocation Systems); and
 - c. Satisfy and comply with the World Anti-Doping Code as applied within the Federation Anti-Doping Standard to ensure that the overriding principles of the Commonwealth Games are observed.

5.2 For the avoidance of doubt, where there is an inconsistency between respective IF Nationality rules and regulations and those of the Commonwealth Games Federation, the Commonwealth Games Federation Bye Law 17 shall prevail