



WELSH TARGET SHOOTING FEDERATION
Ffederasiwn Saethu Targedau Cymru

sportwales
chwaraeocymru

14th September 2016

Commonwealth Games Gold Coast 2018
Athlete Nomination Policy

Introduction

All athletes wishing to be considered for nomination to Team Wales for the Gold Coast 2018 Commonwealth Games (The Games) agree to adhere to this Nomination Policy, and agree to facilitate the various procedures laid out and to provide such assistance and information as Welsh target Shooting Federation (WTSF) or Commonwealth Games Council for Wales (CGW) shall reasonably require.

The CGW is ultimately responsible for Team Wales selection based on nominations made by WTSF. Therefore although WTSF carries out the nomination process which leads to nomination being made to the CGW, the CGW will select the members of the team from the nominations made by WTSF and finally confirm the Wales Commonwealth Games team known as Team Wales.

Once selected, both WTSF athletes and staff will be bound by the CGW Team Members agreement, and any other rules and regulations which WTSF and/or CGW from time to time may impose. This must be signed and returned by the individual before nomination is confirmed. It is a legally binding document the purpose of which is to protect individuals and the CGW as well as the integrity of the Games as a whole. Nomination is confirmed by the CGW only after the successful resolution of any Appeals (see Item 20 and Nomination 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 CGW Commonwealth Games Nomination criteria.

- a) This nomination policy has been agreed by WTSF and CGW. It provides detail on the process by which WTSF will arrive at its nominations for nomination of athletes within the Welsh Team for Gold Coast 2018 which will be submitted to CGW for consideration.
- b) In all cases, nomination by WTSF represents a nomination to CGW for ratification. The final decision in selection to the 2018 Games lies with CGW. Achievement of the nomination criteria therefore represents **eligibility for nomination**, not selection or even nomination.
- c) WTSF will nominate only those athletes that have qualified under both the WTSF nomination criteria stated below, and Commonwealth Games Wales Selection Handbook Gold Coast 2018 Criteria (available on the WTSF website) that should be read in conjunction with this policy.

Aim of Nomination Policy

- 1 a. To select a team of athletes capable of competing with distinction at the 2018 Commonwealth Games, with the individuals and or the team having the ability to achieve at least a top six placing in the anticipated field.
- b. Aim of the WTSP is to win a minimum of two medals at Gold Coast 2018 and ensure that all athletes achieve best possible placing at the Games in each discipline.

Athlete Eligibility

- 2 The eligibility criteria of the Commonwealth Games Federation (CGF), Article 25, must be met by all nominees, see Appendix 2.
- 3 Where prospective team members do not comply with Item 5 they will only be nominated for final nomination if they receive prior dispensation from the Commonwealth Games Federation (CGF).

Games Competition Format

- 4 Discipline details for shooting events (max two athletes per event)
Please note. *As at Feb 2016 these events are liable to alteration by CG.*

ISSF Shotgun (six events)

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

Full-bore Rifle (two events)

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

ISSF Rifle (six events)

- | | |
|---------|----------------------------------|
| • Men | 3x40, Air Rifle and Prone Rifle. |
| • Women | 3x20, Air Rifle and Prone Rifle. |

ISSF Pistol (five events)

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

Nomination criteria

- 5 The nomination of nominees to the WTSF Nomination Panel will take place
- from 1st September- 12th November 2017
- 6 CGW 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 medal potential for a Pairs Event at the 2018 Commonwealth Games. The following table gives the expected qualifying standards for nomination from the WTSF to the Commonwealth Games Selection committee which is based on the WTSF 2014 Nomination policy, Glasgow 2014 results & ISSF MQS for Olympic Games. **Please note** this a minimum requirement and the nomination committee will be looking for scores in excess of the minimum score
- <http://www.thecgf.com/sports/games.asp>
 - http://www.issf-sports.org/competitions/ogqualification/mqs_qualifiers.ashx

These MCS score are based on known competitions to be held at Gold Coast 2018 and are liable to possible alterations with any ISSF rule change in early 2017

Clay Target				
Skeet. M	117		Skeet. W	68
Trap. M	117		Trap. W	68
D Trap. M	128		D Trap. W	85
ISSF Rifle, Pistol				
Prone. M	618.6		Prone. W	614.4
3x40	1141		3x20	570
Air Rifle. M	613.4		A' Rifle. W	411.4
Air Pistol M	569		A' Pistol. W	376
25m R.Fire	560		25m Pistol W	569
50m FP M	540		-	-
Full-bore Rifle (Open)				
Open	399 x 405		Pairs	590 x 600

6.1 Above criteria is not be seen as a right of entry for nomination or support, it should be seen as a minimum prerequisite, All athletes must have shot a number of 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 nomination and support, not the one off performance, this all relates to performance based nomination at the highest level

- 7 Athletes must also compete in a minimum of 5 events from the following:
- GBR or Wales International matches when selected.
 - British/Welsh Selection and or Nomination competition.
 - Attend training camps as there may be test competitions during these camps (Potential athletes will be notified in advance).



- 8 Relevant athletes must compete in the British National ISSF 10/50 mtr/F-bore Championships 2016/7. Any exceptions to this must be approved by the WTSF High Performance Director.
- 9 The following factors will be taken into consideration for athlete nomination 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 team 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 Gold Coast 2018 based on projected trajectory
 - The Nomination Committee reserves the right not to nominate as many athletes as there may be places available should they not fulfil the above considerations.
- 9a When submitting their list of Individual Athletes and (Fullbore) Individual Team to be considered for selection, the WTSF will:-
- Identify the proposed members of the (Fullbore) Individual Team;
 - Rank each Individual Athlete and each (Fullbore) Team A as a team;
 - Predict the performance of each Individual Athlete or Individual team A as follows:-
 - Is the Individual or Individual Team A predicted a medal?
 - Is a top 4 finish predicted for the Individual or Individual Team A?
 - Is a top 5 finish predicted for the Individual Athlete or Individual Team A?
 - Is a top 6 finish predicted for the Individual Athlete or Individual Team A?
 - Confirm the degree of confidence that the WTSF has in respect of the above four 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 (2016/17) 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 Team's 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.



Nomination Events and Required Scores

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

The Nomination 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 nomination 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 Nomination Factors for Consideration:

10 The following aspects will also be taken into account:

- 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 (full-bore).
- Athletes will also be asked to undertake health and fitness checks prior to nomination to the CGW or any period thereafter and prior to the Games.

Changes to the Nomination Process

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

Nomination process

11 The WTSF Nomination Panel, as appointed by the Board of Directors, will propose a list of athletes for submission to the CGW in accordance with the nomination criteria detailed above:

The Panel will consist of:

- | | |
|---|---|
| <ul style="list-style-type: none"> ○ WTSF Performance Director
Currently: W. John Dallimore
Chair the meeting to ensure nomination 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: Owen Lewis
Will help to ensure that the letter and spirit of this policy is upheld throughout. | <ul style="list-style-type: none"> ○ Airgun Coach
Currently: Steve Pengelly ○ Small Bore Rifle Coach
Currently: Robert Riddett ○ Shotgun Coach
Currently: Richard Stepney ○ Full bore Coach
Currently: Martin Watkins ○ Member of WTSF HP Strategic committee
Currently: Paul Donovan |
|---|---|

The relevant discipline coach will present the nomination case for each athlete in turn following the nomination 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 Nomination Panel who will vote to approve or not approve the nomination. The Nomination Panel may consult specialists including the Sports Wales 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 nomination process is an exercise of judgement and is guided by, but not determined by, results in competitions and trials (see Section 10 for nomination competitions). The nomination 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 nomination decision is provided for in Section 20.

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

If, in the opinion of the Nomination Panel, none of the eligible athletes 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 2022 and would consequently benefit from nomination 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 Nomination 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 Gold Coast 2018.

- 12 The qualifying period for Shooting will commence on 28th October 2016 and end on 11th November 2017. (with regular checks on athlete standards) The proposed list of nominees will be submitted to CGW before 30th November 2017 with possible additional nominees before first week in December.
- 13 Details of compulsory Games briefing/fitting session will be end of September 2017
- 14 CGW will confirm the final team selection and the full team will be announced in January 2018.
- 15 Final nomination to the Games team is dependent on receipt of relevant information required by CGW such as the CGF Eligibility form and the Team Member Agreement.



De-nomination

- 16 De-selection from the list of athletes submitted to CGW may occur as a result of:
- Failure to meet the standard fitness testing protocols as agreed with the Welsh Sports Council and WTSF.
 - Failure to adhere to the athlete code of conduct or the Team Member agreement.

Other Criteria

17 The WTSF will comply to the CGW Selection handbook especially Item 7 Criteria

- Eligibility
- Accreditation – Security checks
- Anti-Doping and Health & Fitness
- Child Protection
- Disrepute

Appeals Process

18 The list of nominees will be confirmed on the 16th November 2017. 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 CGW for selection. This will be done by 6pm on the 17th November 2017.

18a Shooting athletes who do not receive a phone call from the Welsh Target Shooting Federation Performance Director by 6pm on the 17th November should consider themselves as not being included in the list of nominations to CGW. Confirmation of this can be sought by emailing the Welsh Target Shooting Performance Director.

18b any athlete not included in the NOMINATED team has the right of appeal. Appeals against non- nomination and de-nomination will be heard by the WTSF Appeals Committee, in accordance with the Bye-Laws and Rules of the Welsh Target Shooting Federation. see Appendix 1

19 An athlete not included for nomination **may not** appeal directly to the CGW.

20 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

21 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 Sports and central CGCW resource.
- CGCW will work with each Sport in forecasting the number of likely athletes meeting the CGCW Agreed Qualification Standard so discussions can start on the likely size and composition of the support team.
- CGCW will appoint all team managers, coaches and support staff. Their appointment will be at the sole discretion of the Selection Panel following their nomination 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 Nomination 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 Gold Coast 2018 Nomination 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 23rd November 2016 after the athlete has not been notified.(note 18a & 18b).

The process to be followed is as outlined:

1. An athlete (“the Appellant”) may appeal against the decision of the WTSF Gold Coast 2018 Nomination Panel to WTSF Office, Sports Council of Wales, Sophia Gardens, Cardiff, CF11 9SW
2. 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 Gold Coast 2018 Nomination Panel against which the Appellant wishes to appeal and not later than Thursday November 23rd 2017. 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.
3. 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.
4. 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 CGW Selection meeting (date to be advised).

5. WTSF shall have three working days to make its written response to the Notice of Appeal (“the Response”). WTSF may inform athlete(s) whose nomination maybe impacted by a successful appeal. These athletes may request being party to the Appeal.
6. 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
7. The Arbitrator may give such directions as he deems appropriate regarding the arrangements for, and the conduct of, the Appeal.
8. 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.
9. 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.
10. The decision of the Arbitrator shall be final and binding on the parties.

11. Costs

The costs of the Appeal will be met as follows (excluding the £50 non returnable administration fee)

Written Submission:

Successful Appeal £100

Unsuccessful Appeal £200

Oral Hearing:

Successful 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.

12. The Appeal shall otherwise be governed by the arbitrator.
13. 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. This is as follows:

ARTICLE 25 (Glasgow July 2014)

Eligibility

1. Subject to Article 25(2), as a condition of entry to compete in the Commonwealth Games, all competitors must be citizens or subjects of the Commonwealth Country that enters them and must:

(a) Not be currently under disqualification or suspension by the Federation, or their respective Affiliated CGA or IF or under the World Anti-Doping Code;

(b) Comply with all applicable rules and regulations of the Federation, their respective IFs and the World Anti-Doping Code as may be modified and applied by the Federation to ensure that the overriding principles of the Commonwealth Games are observed.

2. Subject to Article 25(3), where a competitor was born in a Commonwealth Country that has common citizenship/passport with other Commonwealth Countries, the competitor may initially represent either the competitor's Commonwealth Country of birth; or the Commonwealth Country of birth of his or her father or mother that shares the same citizenship/passport.

3. After having represented one Commonwealth Country at the Commonwealth Games, a competitor may not represent another Commonwealth Country unless he or she receives the approval of the Federation, the relevant IF and the Affiliated CGAs of the two Commonwealth Countries concerned. Applications under this article must be submitted to the Executive Board at least 12 months prior to the commencement of the Games.

4. It is the responsibility of all Affiliated CGAs to ensure that their competitors are fully aware of and comply with the eligibility rules of the Federation.

5. The Executive Board shall have the power to waive the provisions of Articles 25 (1-3) in its discretion.