



Royal Club Academy

Athlete Selection Policy 2013-2014

Aims

Through the alignment of the World Class Curling Olympic Performance Programme & British Curling/Royal Caledonian Curling Club Performance Programme we aim to invest programme support in athletes/teams who are fully committed to progression in a 4-8 year programme with the prospect and ultimate outcome of being able to medal at World level.

The Royal Club Academy Programme is a Development Programme.

Curling is a team sport, and whilst this policy defines the parameters that will be considered and recognizes athletes as individuals, ultimately the athletes have to have the ability to realise that potential and perform within a team. Acknowledgement is made in that selecting for a team sport, combinations of athletes, the balance of the squad and the ability of the athletes to play in more than one position are also considered.

Selection Eligibility

Inclusion on the programme will be seen as an “investment decision” for future potential over next 4-8 year period. The key question that will be asked when making any selection decision :-

***Is there a realistic potential of this athlete being
World Class Medal standard at the identified events?***

The Royal Club intends to build a strong pathway which delivers and aligns with the World Class Programme and which identifies and develops athletes. Those who meet the following criteria will be considered for selection into Royal Club Academy:-

- a) The programme aspires to build over the 2014 and 2018olympic cycles to a maximum number of 80 athletes to be selected to the programme in each year subject to Royal Club selection criteria and capacity numbers for each Region.
- b) Selection will be on an individual basis and successful applicants will be expected to form teams from this pool of successful athletes. This will be in consultation with the High Performance and Assistant Performance Development coaches to discuss, advise and guide you in team formations. This will ensure that all available resources and investment is focussed on the most promising athletes/teams.
- c) All Applicants must be members of the Royal Club.
- d) Each applicant must be either born in Scotland, have a Scottish parent or have been domiciled in Scotland for two consecutive years.
- e) Athletes will be supported in the Region where they are resident/working or studying.
- f) Selections will be conditional on the teams agreeing to an appropriate domestic and overseas training and competition programme with the Asst. Performance Development Coach. All athletes will be required to sign and adhere to an Athlete Performance Agreement.
- g) A Team/Support programme coach is central to a team's progression and performance. The Academy structure will ideally identify a suitable Team/Support coach in consultation with the Asst. Performance Development Coach.

Selection Criteria

Key Factors

Primary Key Factor - Skill Progression

Secondary Key Factor - Performance/Potential

Supporting Key Factor - Commitment/Mindset

1. Skill Progression - evidence of genuine improvement in Technical and Tactical skills through objective testing and subjective analysis of:

- Delivery Technique using video analysis and drills
- Weight Control
- Skill Acquisition Sensory testing
- Progress in Ice Session Drills
- Skills Awards
- Squad Day testing
- Fitness progression
- Advanced Sweeping skills such as Switch Sweeping
- Team Dynamics
- On and off ice communication.
- Coach Feedback
- Training History

2. Performance/Potential - ability to demonstrate consistent success leading to future potential at medal level. Results and Performance Statistics from the undernoted identified events

U21 Junior Events

- Junior World Championships
- EYOF
- Scottish Junior Finals and Playdowns
- U21 Junior Tour Events (Domestic and Overseas inc EJCT)
- U17 Grand Slam Events

Over 21 Events

- World University Games
- Grand Slam Events
- WCT / CCT
- Scottish Men's/Women's Playdowns and Finals
- Scottish Tour Events

3. Commitment/Mindset

Evidence that the athlete is actively adhering to programme requirements and maximizing their potential by making choices that develop and improve their performance (see Appendix 2). Attitude and a willingness to improve technical and tactical ability will also be key factors as will a track record of being a positive and successful member of previous teams. Sportsmanship, Etiquette and the Spirit of Curling are values we expect Royal Club Academy athletes to promote and adhere to.

Mindset Criteria from Sport Scotland - [click here to download](#)

Appendix 1 - Factors that will be considered to provide evidence that the athlete is making choices that maximise their potential to develop and improve their performance

Process

Based on the selection criteria outlined above, an overall ranking list for the athletes will be established. The 4 athletes individual rankings will then be combined to rank the prospective teams aspiring to RCA Gold and RCA Silver levels. This ranking list will be available to all supported athletes.

Structure

- Geographic Academy Areas with support delivered at identified ice rinks. This will be determined once athletes are selected.
- Managed by Royal Club High Performance Coach
- Delivery of Programme by Royal Club Asst. Performance Development Coach
- Delivered by identified local Royal Club Academy Coaches who are Royal Club qualified Technical Coaches.

Programme

The support programme will take into consideration a needs analysis of each individual athlete/team's development

The top ranked teams will potentially receive additional training and overseas competition support subject to resources available.

The support areas of the programme will endeavour to deliver the following elements:-

1. **Athlete Development Plans** - arrange an initial Induction meeting to plan training and competition calendars and set goals and agree expectations. Athletes will be required to fill in an Athlete Needs Analysis and a Training Diary.
2. **Strength and Conditioning** - athlete to access local facilities (Council, School, etc) and arrange fitness programme (standard fitness programme template and guidance will be available as a download under the Performance - RCA section of the Royal Club website). This is to encourage improvement in fitness levels and educate on Sports Science. Ideally there will be 2 fitness tests throughout the year.
3. **Ice Training** - Summer Season technical work and In Season minimum fortnightly sessions commencing **Sept/Oct - March** to deliver coaching assistance on the following:- delivery analysis, release, weight control, sweeping, communication, split timing, **tactics**, angles, ice conditions, stone matching, rules, etiquette. **Practice Training** - each athlete will be expected to take responsibility for arranging their own on-ice practice at least once a week to improve technique. This should be recorded in their Training Diary. Many rinks now offer a Season Practice Ticket.
4. **Sports Science** - ice/stone management, psychology, nutrition and Major Event preparation will be delivered at the Squad weekend in September or at selected events throughout the season.
5. **Anti-Doping** - a compulsory training session will be arranged with RCCC Anti Doping Officer during the squad weekend or at events throughout the season.
6. **Competition** - athletes are expected to cover their own competition and travel costs. Athletes are required to compete in at least 3 major competitions to be agreed with the Asst.

- Performance Development Coach and play in the Scottish Playdowns/Finals. Competition results are required to be recorded by athletes on a monthly basis.
7. **Team Dynamics and Communication** - these are key areas that will affect the success of teams and will be worked on at competitions in conjunction with your Team coach and the Asst. Performance Development Coach.
 8. **Clothing** - athletes and coaches will receive a corporate Royal Club Academy curling overtop to be worn at all training sessions.
 9. **Equipment** - athletes will be expected to source their own curling equipment i.e. curling shoes, brushes, pads, rock watchers and gloves which are effective and in good condition in terms of performance enhancing.
 10. **Funding** - athletes are required to pay a £50 induction fee. This goes towards ice costs, training weekend, programme support and overtop. Fees should be made payable to "The Royal Caledonian Curling Club"
 11. **Review** - end of season review and evaluation will take place with the athlete, the athletes Technical Coach and the Royal Club Asst. Performance Development Coach.
 12. **Sponsorship** - athletes are encouraged to seek sponsorship and local council/educational facility grants to assist with Competition costs such as team kit, entry fees and travel.
 13. **Social Media** - athletes will be provided with documentation outlining the Royal Club and Sport Scotland Social Media Policies.
 14. **Discipline in Curling Guidelines** - These have now been published and are available as a download on the Royal Club website and will be enforced at all RCCC Competitions and Events.

Selection Process/Timelines

Selection Panel

The selection panel will consist of the Royal Club High Performance Coach, Royal Club Assistant Performance Development Coach, Royal Club Chair of Performance Committee and the Performance Director (who will oversee the process)

- Step 1 - Royal Club Academy **Note of Interest Form** will be available on the Royal Club website from Friday 1st Feb 2013 for all interested parties to apply and be considered. Applications must be received by 5pm on Tuesday 19th February 2013 at the Royal Club office (late entries will NOT be considered)
- Step 2 - Applications will be considered by the Selection Panel using the selection criteria week beginning Monday 29th April 2013.
- Step 3 - The selected athletes will be sent an official selection letter from the Royal Club by Monday 6th May 2013 by email and post.
- Step 4 - **Decision Review Process**
 1. An athlete may request a review of a selection decision by submitting a written request to the Performance Director for a review within 3 working days of the announcement of the selection decision, stating the grounds for the review.
 2. Reviews will only be considered on the grounds of;
 - (i) The selection policy process was not followed.

- (ii) Information used within the selection process was not considered correctly, or available information not considered.
- (iii) New information has come to light that was not available during the selection process

3. The review will be coordinated by the Performance Director and comprise of a panel consisting of the CEO of the Royal Club (who in normal circumstances will chair the process), a member of the Royal Club board and a representative of sportscotland and will be carried out within 7 days of receipt of the request for a review. This may at the Review Panel's absolute discretion, include a meeting with the relevant athlete/ Head Coach.

4. The Review Panel shall have an unfettered discretion either to uphold or amend the original decision as a result of the review and will communicate the decision to the relevant athlete(s) and Head Coach as soon as reasonably practical.

5. The decision of the Review Panel is final and binding on the athlete, as the review process is an exercise of discretion in the matter of selection. It is not a disciplinary or 'judicial' finding and as such, is not subject to further appeal.

Step 6 - The nominated athletes will then be required to sign the Athlete Performance Agreement and pay their Induction Fee by Monday 20th May 2013 to acknowledge their acceptance of the terms and conditions of becoming a Royal Club Academy athlete. They will then subsequently receive their formal selection letter.

Step 7 - Athlete and Team Inductions will be arranged and carried out in June 2013.

De-Selection

De-selection Process

- i) This will only happen if the athlete(s) fail to meet the expectations or to comply with the terms contained in Royal Club Academy Athlete Agreement and will occur without penalty due by the RCCC. Should athletes wish to appeal the de-selection process, the appeal should be submitted to the RCCC Performance Committee.
- ii) If athlete(s) do not meet the expectations or comply with the terms contained in the Royal Club Academy Athlete Agreement, they will be notified in advance to provide an opportunity to discuss the situation. After this time, if such failure remains unresolved a written notice will be issued, which will state a period, determined by the RCCC as appropriate by which the failure must be remedied by the athlete(s). If the athlete does not remedy such failure within such period, this will result in de-selection.

Athlete-Parent Resource

This document is published on the Royal Club website and is an invaluable guide for Athletes and Parents. It is available to view or download by topic in PDF format.

APPENDIX 1

'Evidence that the athlete is making choices that maximize their potential to develop and improve their performance.'

Listed below are the factors that would be considered when considering each athlete.

Each set of statements (A; B; C & D) has an ideal score of 4 and minimum score of 1.

The scores are intended as a tool to open up review/feedback discussions on areas of concern/ differences of approach etc.

A - Life Choices and Circumstances

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Being a full time athlete or adapting work/college to fit with training (b) Maintaining a diet with training and performance in mind (c) Ensuring adequate rest & recovery (d) Controlling social life to appropriate periods of the year in line with training and competition demands (e) No alcohol consumption	(a) Training taking second place to work or study (b) Consuming a poor diet without thought to training (c) Allowing outside influences to compromise recovery. (d) Participating in a social life that inhibits performance at training sessions or impairs recovery (e) Excessive or binge alcohol Consumption

B - Professional Life Style

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Be available for all training sessions at the home venue in Scotland (b) Be available for all squad training camps both domestically and overseas (c) Arrive at the training venue with all equipment in good order prior to the agreed time of training session (d) Arrive at all training sessions having made all efforts to recover optimally from previous training (e) Make time for session feedback from coaches and support staff following sessions (f) Constantly seeking new ways to improve performance	(a) Have other commitments resulting in non-attendance at training sessions (b) Non availability for training camps due to other commitments (c) Repeated late arrival at training sessions or failure to maintain personal equipment and specialist clothing (d) Allowing other commitments to obstruct full recovery from training (e) Failure to make time to seek feedback to aid performance development (f) Disinterested in new ideas, never challenging.

C - Commitment to engaging with the Performance Programme

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Full participation in the training and preparation programme (b) Actively seeking coaching input (c) Actively seeking support staff input (d) Support to the overall Performance Programme (e) Working in partnership with administration staff and managers to ensure good logistics (f) Providing constructive feedback and engagement to the programme	(a) Lack of or partial participation in the Performance Programme training and preparation programme (b) Failure to work constructively with the appointed Head coach (c) Failure to work constructively with the appointed support staff (d) Actions which may be detrimental to the Performance Programme &/or the GB/SCO National Teams (e) Failure to liaise effectively resulting in poor logistics (f) Providing destructive feedback or criticism, moaning about the situation etc without constructive suggestions

D – Performance Development Mindset

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Ability to recognize key challenges/ areas of weakness to enhance performance (b) Willingness to embrace and work on key challenges/ areas of weakness (c) Understands and works through a clear process of development (d) Willing to take on and learn from direct and honest feedback. (e) Ability to persist with a process even when faced with setbacks (f) Willing to take ownership and responsibility for their own performance and programme	(a) Unable to identify key challenges/ areas of weakness to enhance performance (b) Avoids or unwilling to work on key challenges/ areas of weakness (c) No understanding/ evidence that is working through a clear process for development. (d) Ignores feedback (e) Gives up when faced with set backs (f) Unwilling to take ownership and responsibility for own programme/ performance & blames others/ programme for negative results.