

## **ENGLAND GOLF SELECTION POLICY 2019**

### **SCOPE**

This policy applies to the selection for and/or recruitment to England Golf Teams and Squads.

### **PURPOSE**

This policy aims to establish a clear, transparent and accountable system of selection for and/or recruitment to England Golf Teams and Squads that is, as far as possible, objective and understood by players, parents/persons with parental responsibility, managers, coaches and all interested parties.

This policy also aims to:

- Identify the objectives of the England Golf Selection Committees;
- Identify the selection process, criteria and key timescales for selection for England Golf Teams for major amateur team championships;
- Identify the selection process, criteria and key timescales for selection for an England Golf Coaching Squad;
- Identify the recruitment process, criteria and key timescales for selection for Regional Coaching Squads; and
- Identify the appeals process should an individual(s) believe that this policy has not been implemented with regards to the selection for or recruitment to an England Golf Team, Coaching Squad or Regional Coaching Squad.
- Identify the general qualification process and individual eligibility to represent England Golf Teams (Appendix 1);
- List the members of the England Golf Selection Committees for the forthcoming season (Appendix 2);

Appendix 3 gives the deadline dates for selection for relevant team events and tournaments.

### **SELECTION COMMITTEE OBJECTIVES**

The objectives of the England Golf Selection Committees are to:

- Select England Golf Teams at Men's, Women's, Boys' and Girls' levels for major amateur team championships;
- Nominate England Golf Coaching Squads at Men's, Women's, Boys' and Girls' levels for the Performance Director's approval;
- Assist the Performance Director to nominate players for events that form part of the England Golf Coaching Squad programme;
- Ensure that future playing potential as well as current achievement remains a key factor in the nomination process of England Golf Coaching Squads;
- Ensure all players considered for any given England Golf Team or Coaching Squad are provided with feedback from the Chairman of the relevant Selection Committee

on why they have or have not been selected. This may also include feedback to parents or guardians when players are performing at U18 or U16 level;

- Recognise the importance of players remaining in education and not to penalise players unwittingly when educational/examination needs prevent them from playing in certain events;
- Obtain as much information as possible about players from club, county or regional matches and championships; using coaches, managers, captains or other personnel as appropriate.

## **ENGLAND GOLF SELECTIONS FOR REPRESENTATIVE TEAMS AND INDIVIDUAL EVENTS**

### **England Golf Girls' and Boys' Teams**

For England Golf teams at Girls' and Boys' level, the relevant England Golf Selection Committee will select what in its reasonable judgement is the team or individual, who is available to compete with distinction at a specific venue or in a specific style of competition (i.e. match or stroke play) taking into account the following selection tools (in no particular order):

- England Golf Order of Merit (OOM);
- Performances in relevant events;
- Stroke averages;
- Golf based statistics;
- Performances in recent years in major amateur events/championships;
- Performances in recent years in major international teams;
- World Amateur Golf Ranking (WAGR);
- The potential of players to represent England Golf with distinction;
- The willingness of players to commit to Home Internationals, European Team Championships and World Championships;
- The experience players will gain from playing in the event; and/or
- Compliance with the general eligibility criteria set out in Appendix 1.

### **England Golf Men's and Women's Teams**

Subject always to the general eligibility criteria set out in Appendix 1, the selection of Men's and Women's teams shall be in accordance with the selection tools above and for specific events in accordance as below:

#### **Women's European Team Championships**

- The top player from the OOM;
- A further 5 players selected by the selection committee using the selection tools set out above.

#### **Women's Home Internationals**

- Top 2 players from the OOM;
- A further 5 players selected by the selection committee using the selection tools set out above.

#### Men's European Team Championships

- The top player from the OOM;
- A further 5 players selected by the selection committee using the selection tools set out above.

#### Men's Home Internationals

- Top 3 players from the OOM;
- A further 8 players selected by the selection committee using the selection tools set out above.

#### Note

- Should any player(s) who automatically qualifies for any of the above teams via their OOM position and who subsequently doesn't play in the event, the replacement player(s) making up the total number of players required for the team will be selected by the selection committee.

### **England Golf Senior Teams**

Subject always to the general eligibility criteria set out in Appendix 1, the selection of Senior Ladies' and Men's teams shall be in accordance with the following:

#### Senior Ladies' Home Internationals

- Top 5 players from the OOM;
- A further 2 players, aged 50 years or over, selected by a sub-committee of non-playing personnel appointed by the England Golf Performance Director using the selection tools set out above.

#### Senior Ladies' European Team Championships

- Top 4 players from the OOM;
- A further 2 players, aged 50 years or over, selected by a sub-committee of non-playing personnel appointed by the England Golf Performance Director using the selection tools set out above.

#### Senior Men's Home Internationals

- Top 5 players from the OOM, who fit the age criteria of 55 years or older;
- A further 2 players selected by a sub-committee of non-playing personnel appointed by the England Golf Performance Director using the selection tools set out above.

#### Senior Men's European Team Championships

- Top 4 players from the OOM;
- A further 2 players, aged 55 years or over, selected by a sub-committee of non-playing personnel appointed by the England Golf Performance Director using the selection tools set out above.

## **SELECTION FOR ENGLAND GOLF COACHING SQUADS**

The relevant Selection Committee will nominate players for the approval of the Performance Director. Players will be nominated for England Golf Coaching Squads based on the following criteria:

- Individual performance levels and comparable gross scores in a wide range of international, national, regional and county level tournaments relevant to the age group;
- Potential to play for the relevant England Golf Team in the forthcoming season;
- Players' willingness to commit to Home Internationals, European Team Championships and World Championships;
- Potential to progress further up the player pathway; to be nominated for Coaching Squads at a higher level in one or two years, depending on age;
- Players to be considered for the England Golf Girls' and Boys' Coaching Squads at the end of the domestic playing season are required to be Under 18 years of age at midnight on 1<sup>st</sup> January in the year following selection;
- Players to be included in a Coaching Squad will be identified by mid-September of that year;
- Players selected for coaching squads are expected to commit to the dates of the annual coaching programme. Any departure from those dates must be agreed, in advance, with the relevant Performance Manager;
- Players to possess the appropriate attitude, 'coachability' and willingness to learn;
- Players contribute positively to the culture of the squad and the high standards of on and off course behaviour to be expected of a player representing England Golf;
- Typically, to have achieved a golfing handicap of approximately (guideline figures only):
  - Women's Coaching Squad +2 or better;
  - Girls' Coaching Squad Scratch or better;
  - Men's Coaching Squad +4 or better;
  - Men's Coaching A Squad +3 or better;
  - Boys' Coaching Squad Scratch or better.

## **REGIONAL SQUAD RECRUITMENT AND SELECTION**

Players will initially be required to apply for a place on an England Golf U18 Regional Boys' Squad or England Golf U18 Regional Girls' Squad.

The qualification criteria for a place on one of the ten England Golf U18 Boys' or ten England Golf U18 Girls' Regional Squads are:

- Players should be Under 18 years of age at midnight on 1<sup>st</sup> January in the year following their application. Typically, successful players are aged between the years of 12 to 17 at the point of recruitment, with their golfing development and ability considered relative to their age;
- Players must have a competitive golfing CV and a complete and up to date CONGU CDH (Handicap) record;
- Qualification and desire to play for England Golf in the future;
- A strong commitment and work ethic to fulfil their potential in golf;
- Players contribute positively to the culture of the squad and the high standards of on and off course behaviour to be expected of a player representing England Golf;

- Prepared to commit fully to the Regional Squad Programme at weekends and during school holidays for the following year (A maximum of 30 coaching and match days in total, with further mandatory sessions targeting physical development).

In exceptional circumstances, England Golf retain the right to include players within the Regional Coaching Programme that don't meet all of the above criteria, at the careful discretion of the Performance Director and relevant Selection Committee.

Players that apply for the Regional Coaching Programme who are 16 years of age at midnight on 1<sup>st</sup> September of the year of their application (having just completed their GCSE examinations and Year 11 school academic year) will automatically be considered for the Diploma in Sporting Excellence (DISE) qualification, provided they meet the following additional criteria: -

- Players must be aged 16 at midnight on 1<sup>st</sup> September on the year of application;
- Players must have passes in Maths and English GCSE's or equivalent, or a commitment to be working towards these passes in the subsequent academic year as they continue in education;
- Commitment to gathering the required evidence to qualify for an EDEXCEL Level 3 Diploma in Sporting Excellence.
- Be in full time education

Players of this age group that are successful in being offered a place on an England Golf U18 Regional Boys' Squad or England Golf U18 Regional Girls' Squad to complete the DISE programme will be guaranteed their place for two years, provided they are up-to-date with all the requirements of the DISE programme and adhere to the initial criteria of selection into the Regional Coaching Squads.

The recruitment and selection processes for a place on an England Golf U18 Regional Boys' Squad or England Golf U18 Regional Girls' Squad are:

- Players fitting the criteria above will have the opportunity to apply for the relevant Regional Coaching Squad, the deadline for which is the fourth Friday in August annually;
- In September, from the initial applications received, a maximum of 16 players will be invited to a selection weekend at a local venue in each Region;
- The final squad of four to eight players will then be selected by the Regional Coach and Regional Manager. In making this selection they will consider:
  - Individual performance levels and comparable gross scores in a wide range of international, national, regional and county level tournaments relevant to the age group;
  - The CDH (Handicap) record and attainment relevant to the age group;
  - Potential to play for the relevant full England Golf Team within two seasons;
  - Potential to progress further up the player pathway, to be nominated for Coaching Squads at a higher level in one or two years, depending on age;
  - The quality of play demonstrated at the selection weekend, both on the golf course and in skills challenges;
  - The attitude, commitment and willingness to learn, demonstrated at the selection weekend both on the golf course and in skills challenges;
  - Existing knowledge the Regional Coach and Regional Manager have of the players;

- Recommendations of and references from County Coaches and County Managers;
- Attention to detail and scope of the initial application form and golfing CV;
- Any other such information that makes the selection as transparent and objective as possible.

## **APPEALS PROCESS**

In the event that an individual believes that this policy has not been implemented during the selection for or recruitment to an England Golf Team, Coaching Squad or Regional Coaching Squad, the individual concerned has the right to appeal against any such decision. Leave to appeal can only be sought on one or more of the following grounds:

- the decision was based on error of fact or could not have been reasonably reached by a selection committee when faced with the evidence before it;
- serious procedural or other irregularity in the proceedings;
- significant and relevant new evidence has become available which was not available before the selection committee but which could have been available at the time of the decision, and, had it been available, may have caused the selection committee to reach a materially different decision; and/or
- the decision was manifestly unreasonable in the light of the facts before the selection committee.

The party seeking leave to appeal (the 'Appellant') shall serve a Notice of Appeal in writing upon the England Golf Legal & Compliance Manager within three working days following their notification of a missed team selection or 10 working days following their notification of a missed squad selection or the announcement of the team/squad selection against which the appeal is being made or, in the event of significant and relevant new evidence, within 10 working days of that coming to light.

The Notice of Appeal shall state the date and decision against which the appeal is lodged; state the grounds of appeal relied upon; set out the statement of facts upon which the appeal is based; and include any supporting documentation upon which the Appellant will rely.

Upon receipt of the Notice of Appeal, the Legal & Compliance Manager will consider the matter and decide if the Notice of Appeal shows that grounds are made out for the appeal to be determined. If the Legal & Compliance Manager is satisfied that there are grounds to do so he/she shall refer the Appeal to the Appeals Panel. The appeal shall be dealt with in accordance with the appeals process under the England Golf Disciplinary & Appeal Regulations and the Appeals Panel may reject the appeal; partially uphold the appeal; or fully uphold the appeal. In the event that the Appeals Panel partially or fully upholds the appeal, it shall also specify what action should then take place which may include reconvening the selection committee.

## **POLICY ENFORCEMENT**

This policy will be enforced by the Performance Director of England Golf.

## **REVIEW**

This policy will be subject to regular review and amendment.

## **APPENDIX 1 – ELIGIBILITY TO REPRESENT ENGLAND GOLF**

Players to be considered and selected for England Golf Teams and Coaching Squads must meet the following general criteria and satisfy the individual eligibility criteria as follows:

### **General Eligibility**

- Comply with the Rules of Amateur Status as laid down by R & A Rules Ltd.;
- Comply with anti-doping rules laid down by England Golf and the World Anti-Doping Agency (WADA). This includes the need to be available for in competition and out of competition drugs tests. Players must ensure they advise England Golf of any medication they are currently taking;
- Enter a standard player contract with England Golf on the conditions set out in that Agreement;
- Sign and abide by the relevant England Golf Code(s) of Conduct
- Comply with England Golf regulations, policies and rules in force at any time and accept the jurisdiction of England Golf; and
- Comply with accepted standards of behaviour at all times.
- Not to be the subject of any welfare, criminal or legal investigation/concern from which selection would present a risk of harm to any Player or the reputation of England Golf.

### **Individual Eligibility**

Players are eligible to play for England Golf if they meet one of the following criteria:

- They were born in England;
- One of their parents was born in England;
- One of their grandparents was born in England;
- They have been domiciled in England for two years prior to the start of the English Amateur Championship (if under 18 years); or
- They have been domiciled in England for five years prior to the start of the English Amateur Championship (if over 18 years).

For the purposes of this policy domiciled in England means living in England with the intent to make it a fixed and permanent home and not just resident.

Even if a player satisfies one or more of the criteria set out above, they are not eligible to play for England Golf if:

- They have played in the men's or women's Closed Championship of another country or; and/or
- They have played in the men's or women's full International Team of another country.
- For the avoidance of doubt, playing in a Closed Boys' or Girls' Championship of any other country or playing in the Boys' or Girls' International Team of any other country does not mean they are ineligible to play for England Golf.

## APPENDIX 2 – SELECTION COMMITTEE MEMBERS 2019

- **Women’s and Girls’ Selection Committee**
  1. Jenifer Henderson / Rebecca Hembrough, Performance Manager (Women’s Golf) - Chair;
  2. Anne Baines;
  3. Janet Melville;
  4. Chris Pascall;
  5. Elaine Ratcliffe;
  6. Sophie Walker.
  
- **Senior Women’s Selection Sub-Committee**
  1. Debbie Richards (Captain) - Chair;
  2. Nigel Edwards, Performance Director;
  3. Jennifer Henderson / Rebecca Hembrough, Performance Manager (Women’s Golf).
  
- **Boys’ Selection Committee**
  1. Stephen Burnett, Performance Manager (Men’s Golf) – Chair;
  2. Alan Covey;
  3. Nigel Edwards, Performance Director;
  4. Nick Over;
  5. Les Walker.
  
- **Men’s Selection Committee**
  1. Nigel Edwards, Performance Director - Chair;
  2. Gareth Jenkins;
  3. Tony Moran, England Golf Men’s A Squad Manager;
  4. Paul Williams.
  
- **Senior Men’s Selection Sub-Committee**
  1. Roy Smethurst (Captain) - Chair;
  2. Stephen Burnett, Performance Manager (Men’s Golf);
  3. Nigel Edwards, Performance Director.

For the avoidance of doubt, committees may ‘meet’ by way of exchange of electronic or paper communications; by telephone conference; or by Skype or other video conferencing conference. The inability of a member of a committee to attend or participate for medical reasons shall not invalidate the meeting.



## APPENDIX 3 – SELECTION DATES 2019

### Girls' England Teams

- U16 v Spain, Tues 7<sup>th</sup> May;
- European Girls' Team Championships, Mon 24<sup>th</sup> June;
- European Young Masters, Fri 21<sup>st</sup> June;
- Girls' Home Internationals, Mon 29<sup>th</sup> July;
- U16 V Switzerland, Fri 9<sup>th</sup> August;
- Canadian World Junior Girls, TBC.
- U16 v Ireland, Mon 2<sup>nd</sup> September.

### Women's England Teams

- French U21 Championships, Mon 4<sup>th</sup> March;
- European Nations Cup, Wed 20<sup>th</sup> March;
- England V Spain, Mon 15<sup>th</sup> April;
- European Women's Team Championships, Mon 17<sup>th</sup> June;  
The automatic OOM qualifier will be taken from the published lists on Mon 17<sup>th</sup> June;
- Home Internationals, Mon 29<sup>th</sup> July;  
The automatic OOM qualifier will be taken from the published lists on Mon 29<sup>th</sup> July.

### Senior Ladies Teams

- European Team Championships, Wed 3<sup>rd</sup> July;  
The automatic OOM qualifier will be taken from the published list on Wed 3<sup>rd</sup> July;
- Home Internationals, TBC;
- The automatic OOM qualifier will be taken from the published list on TBC.

### Boys' England Teams

- Boys v France, Tues 23<sup>rd</sup> April;
- U16 v Spain, Tues 7<sup>th</sup> May;
- European Boys' Team Championship, 24<sup>th</sup> June;
- European Young Masters, 21<sup>st</sup> June;
- Boys' Home Internationals, 27<sup>th</sup> July;
- U16 v Wales, 2<sup>nd</sup> September;
- U16 v Ireland, 2<sup>nd</sup> September.

### Men's England Teams

- European Nations Cup, Wed 20<sup>th</sup> March;
- England v Spain, Mon 15<sup>th</sup> April;
- European Men's Team Championship, Mon 24<sup>th</sup> June;  
The automatic OOM qualifier will be taken from the published list on Mon 24<sup>th</sup> June;
- Home Internationals, Mon 19<sup>th</sup> August;  
The automatic OOM qualifiers will be taken from the published list on Mon 19<sup>th</sup> August.

### Senior Men's Teams

- European Team Championships, 6<sup>th</sup> August;
- Home Internationals, 6<sup>th</sup> August.