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1. Introduction

- 1.1 Competing for Wales at a Commonwealth Games is a highlight of any athlete's career. The opportunity to compete at a Games or to be a member of the support team at a Commonwealth Games is a privilege experienced by few people.
- 1.2 Since Melbourne 2006 Wales has had a clear selection policy based on performance standards and over the years Team Wales has grown in strength culminating in the most successful Welsh team at Glasgow Commonwealth Games in 2014.
- 1.3 This handbook will describe the process for nomination and selection for the 2018 Commonwealth Games in Gold Coast. The Glasgow 2014 Games was the last Games in which Wales could freely determine the team size competing at a Commonwealth Games.
- 1.4 It is important to note that Sport National Governing Bodies can only nominate and not select in this process. Nomination by a Sport National Governing Body does not mean that the nominated person will be selected for the 2018 Games in Gold Coast. It is CGCW who will select Team Wales Members.
- 1.5 Each Sport National Governing Body must meet its obligations set out in this Handbook within the time periods notified by the CGCW prior to the Games.
- 1.6 CGCW reserves the right to vary these selection principles and any other contents of this Handbook or the policies contained therein based on changes to competition format at the Games, the projected standard of the event, any essential changes to selection timeframes, issues of medal potential or any other associated items. CGCW reserves the right to raise or lower the standard of qualification in relation to any event. Such alteration would be discussed in advance with each NGB.

2. Defined terms



For the purposes of this handbook, the terms set out below shall have the following meanings:-

ADRV: Anti-Doping Rule Violation

Board: the board of directors of CGCW

Cap: 108 Individual Athletes including each member of the Individual Teams

CGCW: Commonwealth Games Council for Wales

CGCW Agreed Qualification Standard: the requirement to achieve a top 6 finish in the Games

CGCW Anti-Doping Policy: the anti-doping policy operated by CGCW which can be found at www.ukad.org.uk/2015-code.

CGF: Commonwealth Games Federation

CGF Constitution: the articles of association or other form of constitution adopted by the CGF, as amended from time to time

CGF Qualification Standards: standards or rankings set by an IF for Team Sports and Quota Sports

Games: the Commonwealth Games 2018 to be held in Gold Coast, Australia

Games Period: the period of time linked to the Games as defined by the CGF

GOLDOC: Organising Committee of the Commonwealth Games Gold Coast 2018

IF: the international federation for each Sport

Individual Athletes: athletes who compete in the Individual Sports

Individual Sports: athletics, aquatics, badminton, boxing, cycling, gymnastics, lawn bowls, shooting, squash, table tennis, triathlon and wrestling

Individual Teams: the relay or team entrants for athletics, aquatics, badminton, gymnastics (artistic), table tennis, track cycling team pursuit, track cycling team sprint, road cycling and triathlon

Individual Team A: an Individual Team that competes in an event in which:-

- a) a specific number of team members are required in order to compete; and
- b) only one medal can be won by the team as a whole.

Individual Team B: an Individual Team that competes in an event in which:-

- a) there is no set number of team members required in order to compete; and
- b) each team member could potentially win a medal individually.

Key Events: an international, continental or national competition which is a major or pinnacle event for the Sport or at least the equivalent of a Commonwealth Championship and have an equivalent or higher field of competitors to that which is



likely to occur at the Games. Examples of “Key Events” include but are not limited to World Cups, World Championships and European Championships.

MQS: the minimum qualification standards set for field athletics

NGB: the national governing body for each Sport

Nominee: any person or team or an NGB on behalf of a person or team who submits an appeal to the Appeal Panel

Quota Sports: the sport of weightlifting and all para-sports

Selection Committee: a committee made up of the Selectors

Selection Meeting: the meeting of the Selection Committee which will take place in December 2017

Selectors: the individuals nominated by the Board to select athletes to compete at the Games

Sport: a sport which is to be competed at the Games

SR: the Sport Dispute Resolution Panel (UK)

Support Athlete: an Individual Athlete who is nominated as a member of an Individual Team B and who fulfils the criterion set out at paragraph 6.5.3 below.

Team Leader: the person appointed by each NGB in respect of their Sport to be the main contact between CGCW and the NGB until the commencement of the Games

Team Manager: the person nominated by each NGB and appointed by the Selection Committee to attend the Games and manage the NGB’s athletes and represent the NGB at the Games

Team Sports: the sports of basketball, hockey, netball and rugby

Team Wales: the team comprising the Team Wales Members

Team Wales Athletes: the team of athletes which will represent Wales at the Games

Team Wales Members: the Team Wales Athletes and all other persons who are selected by CGCW or invited by the CGF to attend the Games as representatives of Wales, including but not limited to Team Leaders and other staff members

UKAD: UK Anti-Doping

3. Changes since 2014

Changes to Nomination Process- Transition

3.1 We are in a period of transition and by 2022 all Sports will have quotas determined by the CGF and the IF and Wales will have to earn slots through performance or rankings. As part of the transition for this Games:-

3.1.1 the Quota Sports will move to quotas;

- 3.1.2 the Team Sports will continue to be determined by quota/rankings, as previously;
- 3.1.3 the badminton team event only will be based on an invitation process;
- 3.1.4 field athletics will have MQS; and
- 3.1.5 all Individual Sports save for field athletics and the badminton team will nominate athletes based on standards agreed between the NGB and CGCW. The achievement of these standards by an athlete does not mean CGCW will select the athlete as the IF Minimum Standard will be below the CGCW Agreed Qualification Standard.

Individual Sports

- 3.2 The number of Individual Athletes to be included in Team Wales will be limited to the Cap. Following a meeting with NGBs in Wales we agreed that the fairest way of allocating places was for there to be only one Selection Meeting so that the Selection Committee can consider all nominations across all Sports at the same time.
- 3.3 It is possible that the number of Individual Athletes nominated by NGBs will exceed the Cap. Should this be the case, the Selection Committee and, where necessary, the Appeal Panel will exercise their respective discretion under Section 8 of this Handbook to ensure that the number of Individual Athletes does not exceed the Cap. The results of such exercise of discretion could include (but is not limited to):-
 - 3.3.1 An Individual Athlete who has met all of the standards referred to in paragraph 3.1.5 above and who has also met all of the requirements in Sections 6 and 7 of this Handbook not being selected to join Team Wales.
 - 3.3.2 An Individual Athlete who has been selected to join Team Wales being deselected following an appeal process by another athlete under Section 8 of this Handbook.

Raising Standards to Top 6

- 3.4 As the team size will fall compared to Glasgow 2014 and following discussions with Sports throughout 2015 the Board has raised the standard for nomination to the achievement of a Top 6 place at a Commonwealth Games. This is also part of the transition towards 2022.
- 3.5 This was discussed at the November 2015 meeting with all Sports. The outcome of this meeting forms the basis of the nomination timeframe.
- 3.6 The Board has delegated all matters relating to selection policy and implementation to the Selection Committee. The Board will ratify all selections at its meeting in late December 2017.

Team Sports and Quota Sports

- 3.7 The Quota Sports and the Team Sports are not included in the Cap.
- 3.8 In 2022 all sports will move to quota by ranking.

4. Timetable



- 4.1 All Commonwealth Games have a series of deadlines and these Games will be no different, however, an April Games has many challenges around Christmas 2017 and New Year 2018. Some deadlines will come forward by a few weeks, please be aware of deadlines and ensure that ALL deadlines are met.
- 4.2 Additional dates may be added to the below when the same are communicated by GOLDOC.
- 4.3 CGCW reserves the right to amend the dates listed below, and to add or remove any dates, at its discretion.

Milestone	Due Date
The Selection Committee will review and approve all nomination documents drafted by the NGBs and based upon the CGCW Agreed Qualification Standard. This documentation should be based upon the Appendix A.	1 November 2016
The CGCW over-arching selection document will be published	2016
Regulations to be issued by the CGF regarding qualification for the Quota Sports, the Team Sports, the badminton team event and field athletics	July 2016
Sport standards to be agreed and published by CGCW	1 November 2016
Selection events	28 th October 2016 to 10 th December 2017
Entry by Sport (1) – the first stage at which CGCW will confirm the sports that it wishes to enter into the Games	30 April 2017
Nominations from NGBs to CGCW open	1 October 2017 – 11 December 2017
Entry by Sport (2) – the second stage at which CGCW will confirm the sports that it wishes to enter into the Games	31 October 2017
Allocation of quota places	TBC
Long list entry closes	24 November 2017
Nominations close	4:00pm on 11 December 2017
Last date for conclusion of appeals against non-nomination to NGBs	15 December 2017
Selection Meeting	Mid- December 2017
Ratification of selections by the Board and communication of the same to NGBs	December 2017
Athletes to be notified by NGBs of selection or non-selection	Before Christmas 2017
CGCW selection appeals window	2 – 9 January 2018
CGCW appeal hearings	11 th and 12 th January 2018
CGCW and NGB joint selection announcements	Week commencing 22 January 2018
Closure of entries for the Games by	21 February 2018

GOLDOC	
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5. Personnel

Team Officials – Manager, Leader and Coaches

- 5.1 The number of team officials that can accompany athletes is already capped and 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.
- 5.2 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.
- 5.3 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 NGB. Each NGB will be asked to nominate high quality candidates, gone are the days of selecting a Team Manager because it is his or her turn. Many Sports have performance directors and CGCW expects these performance leads to play a significant part in the preparation for the Games.

Team Leader

- 5.4 Each NGB is required to appoint a Team Leader and notify CGCW as to the identity of the same, in many cases this will be the NGB's performance director.
- 5.5 The Team Leader will be a vital link between CGCW and the NGB. The Team Leader will lead, manage and represent the Sport as the single point of contact with between the NGB and CGCW until the Games, at which point the Team Manager will assume this role.
- 5.6 It is essential that this person attends ALL Sports forum meetings and communicates back within their NGB and to their athletes and staff.
- 5.7 Each Sport must use best endeavours to maintain the same nominated Team Leader up to and throughout the Games. The initial appointment and any changes to the individual in this position must be agreed with the CGCW.
- 5.8 Nominations for this key role will open in June 2016.

Team Manager

- 5.9 Each NGB is also required to identify and nominate to CGCW in writing a Team Manager, in many cases this will be the NGB's performance director. The NGB must take advice from the Chef de Mission before nominating a Team Manager.
- 5.10 The Selection Committee will appoint the Team Manager at the Selection Meeting, subject to the ratification process in paragraph 8.19. There is no right of appeal against the decision of the Selection Committee in relation to the appointment of the Team Manager.
- 5.11 The Team Manager will attend the Games and be a vital link between CGCW and the NGB at the Games.
- 5.12 Nominations for this key role will open in June 2016.

Team Manager Training

- 5.13 In the past CGW has worked with WSA to deliver levels 1, 2 and 3 of Team Manager training. Following evaluation after Glasgow the process will be different for the Games. WSA will co-ordinate all level 1 and 2 training with Sports. All Team Leaders and Managers must complete this training and should contact WSA about courses.
- 5.14 The final level of training for the Games (the old level 3) will be only open to nominees for Team Managers. It will take place in October/November 2017. We will circulate more details in 2016.

6. Qualification and Nomination

- 6.1 CGCW and each NGB will agree and sign a Sport specific Games nomination document establishing all aspects of the qualification, nomination and appeal process for that Sport for the Games.
- 6.2 The mere fact that a nominated athlete or team has qualified a placing for an event at the Games will not guarantee selection of the nominated athlete or team into Team Wales.
- 6.3 For reference, key definitions in this Section 6 are:-

Individual Athletes: athletes who compete in the Individual Sports

Individual Sports: athletics, aquatics, badminton, boxing, cycling, gymnastics, lawn bowls, shooting, squash, table tennis, triathlon and wrestling

Individual Teams: the relay or team entrants for athletics, aquatics, badminton, gymnastics (artistic), table tennis, track cycling team pursuit, track cycling team sprint, road cycling and triathlon

Individual Team A: an Individual Team that competes in an event in which:-

- a) a specific number of team members are required in order to compete; and
- b) only one medal can be won by the team as a whole.

Individual Team B: an Individual Team that competes in an event in which:-

- a) there is no set number of team members required in order to compete; and
- b) each team member could potentially win a medal individually.

Key Events: an international, continental or national competition which is a major or pinnacle event for the Sport or at least the equivalent of a Commonwealth Championship and have an equivalent or higher field of competitors to that which is likely to occur at the Games. Examples of "Key Events" include but are not limited to World Cups, World Championships and European Championships.

Quota Sports: the sport of weightlifting and all para-sports

Support Athlete: an Individual Athlete who is nominated as a member of an Individual Team B and who fulfils the criterion set out at paragraph 6.5.3 below.

Team Sports: the sports of basketball, hockey, netball and rugby

Qualification – Individual Sports



- 6.4 The qualification standard for the Games will be at least the CGCW Agreed Qualification Standard being the minimum required by CGCW of a Top 6 place at the forthcoming Games.
- 6.5 Any Individual Athlete or Individual Team that wishes to be selected for Team Wales must demonstrate to the satisfaction of CGCW that they either:-
- 6.5.1 are capable of achieving the CGCW Agreed Qualification Standard in their event;
 - 6.5.2 have a track record of sufficient quality and depth that the CGCW believes demonstrates the nominated athlete(s) or team will be competitive at the Games and will perform creditably in their event; or
 - 6.5.3 have demonstrated they are capable of having a positive impact on another nominated athlete's medal success at the Games and their primary role at the Games will be to support the nominated medal capable athlete prior to and during competition to effectively enhance the changes of medal success.
- 6.6 To demonstrate satisfaction of the criteria in clause 6.4 above, satisfactory evidence must be produced to the CGCW by the NGB of the Individual Athlete's or Individual Team's performances and results in Key Events, as defined in paragraphs 6.7 – 6.8, in the event(s) at which they seek to be selected for the Games. This evidence shall include, where available/appropriate, the performance and results of the likely competitors in the individual performance plan ("IPP") approved by Sport Wales Institute and/or the NGB for the Individual Athlete or Individual Team and evidence on the progress of the Individual Athlete or Individual Team against that IPP.
- 6.7 The Key Events must be agreed between the NGB and CGCW and be listed in the NGB nomination criteria. Generally, the Key Events must be held within the selection period of 28th October 2016 to 11 December 2017 or as other agreed between the CGCW and the NGB in the NGB nomination criteria.

Qualification – Quota Sports and Team Sports

- 6.8 CGCW reserves the right to require standards over and above those set by CGF for Team Sports and Quota Sports.
- 6.9 CGCW is not obliged to accept places in the Games offered by the CGF for the Team Sports and the Quota Sports. Any such acceptance will be solely at the discretion of CGCW and in accordance with this Handbook.

Nomination process – Individual Sports

- 6.10 Each NGB nomination document must include a copy of that Sport's Games nomination standards, as approved by CGCW in accordance with paragraph 6.5 above and CGCW's selection criteria as set out in Section 7 below.
- 6.11 NGBs must refer to Appendix A when preparing their nomination document.
- 6.12 Each NGB is responsible for ensuring that its policies and timelines in relation to nomination are communicated to its athletes and support staff.
- 6.13 The final nomination criteria to be adopted by the NGB are subject to the approval of CGCW.
- 6.14 When submitting their list of Individual Athletes and Individual Teams to be considered for selection, NGBs must:-
- 6.14.1 Identify the proposed members of the Individual Teams;
 - 6.14.2 Rank each Individual Athlete and each Individual Team A as a team;

- 6.14.3 Predict the performance of each Individual Athlete (including members of each Individual Team B) or Individual team A as follows:-
 - 6.14.3.1 Is the Individual or Individual Team A predicted a medal?
 - 6.14.3.2 Is a top 4 finish predicted for the Individual or Individual Team A?
 - 6.14.3.3 Is a top 5 finish predicted for the Individual Athlete or Individual Team A?
 - 6.14.3.4 Is a top 6 finish predicted for the Individual Athlete or Individual Team A?
 - 6.14.3.5 Predict the performance for an individual in an Individual Team B – this can be below the CGCW Agreed Qualification Standard provided that the provisions of paragraph 6.5.3 of this Handbook apply.
- 6.14.4 Confirm the degree of confidence that the NGB has in respect of paragraphs 6.14.3.1-6.14.3.4.
- 6.14.5 Confirm the number of times that the Individual Athlete or Individual Team has been in top 6 in a Key Event.
- 6.14.6 Confirm the number of times that the Individual Athlete or Individual Team has medalled in a Key Event
- 6.14.7 If the Sport is one in which there are scores, confirm details of the scores attained in the last year in Key Events.
- 6.14.8 Provide evidence in support of all of the above.
- 6.14.9 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.
- 6.14.10 Provide evidence of conduct of any Individual Athlete – positive or negative
- 6.14.11 Provide evidence of potential of the Individual Athlete in the future.
- 6.14.12 Confirm the number of additional Individual Athletes that need to be taken to make up an Individual Team A aside from those also nominated independently of an Individual Team A.
- 6.14.13 Provide evidence of the impact of a Support Athlete on the medal prospects of the Individual Athlete(s) in Individual Team B that the Support Athlete is supporting.

Nomination process – Quota Sports and Team Sports

- 6.15 Each NGB nomination document must include a copy of that Sport's Games nomination standards, as approved by CGCW in accordance with the CGF Qualification Standards.
- 6.16 NGBs must refer to Appendix A when preparing their nomination document.
- 6.17 Each NGB is responsible for ensuring that its policies and timelines in relation to nomination are communicated to its athletes and support staff.
- 6.18 Where the CGF provides discretion as to which Quota Sport athlete shall fulfil the applicable quota place, the final nomination criteria to be adopted by the NGB for this purpose is subject to the approval of CGCW.

Nomination appeals process

- 6.19 As in previous games all Sport nomination documents must include an appeals process with appropriate timelines. CGCW advises NGBs to inform all athletes of their nomination or non-nomination as soon after the NGB



- nomination meeting as possible. This allows Sports to complete their appeal process well before 11 December 2017 nomination deadline.
- 6.20 Those Sports using the full selection period to 11 December 2017 must complete any appeals by the end of that week, Friday 15 December 2017. No changes to any nominations will be accepted by CGCW after 5:00pm on Friday 15 December 2017.
- 6.21 The Sport nomination document must state that once the Sport nominations are made public:-
- 6.21.1 any athlete or team not nominated; or
 - 6.21.2 any athlete or team who was originally nominated but subsequently de-nominated; or
 - 6.21.3 any nominated athlete or team who does not agree with their ranking and/or predicted result/finish
- has the right of appeal. Appeals against non-nomination, de-nomination, or ranking or predicted result/finish will be heard by the appeals committee within the relevant Sport, in accordance with the bye-laws and rules of that Sport.
- 6.22 Typical grounds for appeal include (not an exclusive list): -
- 6.22.1 That the applicable nomination criteria was not properly followed and/or implemented; or
 - 6.22.2 That the athlete or team was not afforded a reasonable opportunity by the NGB to satisfy the applicable nomination criteria; or
 - 6.22.3 The nomination decision or ranking or predicted result/finish was affected by apparent bias; or
 - 6.22.4 There was no material on which the nomination or ranking or predicted result/finish decision could reasonably be based.
- 6.23 It is important to remember that an athlete or team who is not nominated; is de-nominated or wishes to appeal against their ranking or predicted result/finish may not appeal directly to CGCW. Appeal to CGCW can only be made by athletes or teams who are nominated by the NGB but not selected by CGCW – see Section 8 below.

7. Criteria

- 7.1 It is not sufficient for an athlete or team to be nominated by their Sport. In order to be considered for selection, athletes and teams must also comply with the requirements of this section.
- 7.2 All nominated athletes and teams who wish to be considered for selection to the Games Team must meet all eligibility requirements set out in the CGF Constitution and rules applicable to the Games, this Handbook, the NGB nomination criteria and any requirements of the Sport.
- 7.3 This Section 7 shall apply to all Team Wales Athletes, whether nominated by an NGB or offered a quota place by the CGF.

Eligibility of Athletes

- 7.4 All athletes must be eligible to compete by nationality for Wales as per the CGF Constitution.
- 7.5 All athletes must hold a British passport.



- 7.6 Each athlete must either have been:-
- 7.6.1 Born in Wales;
 - 7.6.2 Have a Welsh parent; or
 - 7.6.3 Have applied for and been granted a dispensation.
- 7.7 There are some areas where we ask for dispensation, most commonly 5 years residency. This is 5 years continuous up to the Games. Please alert the CGCW office – cjenkins@teamwales.cymru to any athlete who may need dispensation. We are very experienced in this area and can give advice on a case.

Accreditation – security checks

- 7.8 All athletes and staff selected by CGCW are subject to final ratification by GOLDOC. If accreditation is denied, the CGCW will consider whether it can assist. However, it is the individual athlete or member of staff's responsibility to deal with the issues with GOLDOC as these matters are confidential between the individual and GOLDOC. CGCW cannot be held responsible in the event that accreditation is ultimately denied.
- 7.9 GOLDOC along with the Australian Dept. of Immigration and Borders reserves the right to refuse entry to Australia and to the Games. The accreditation manual is not due to be published until one year out from the Games. In the meantime CGCW is working with GOLDOC on clarification of likely rules. CGCW will keep Sports informed of any updates ahead of the Games. The current character requirements for a Visa are set out on the website of Australian Borders – Visas
<http://www.border.gov.au/about/corporate/information/fact-sheets/79character>

Anti-doping and Health and Fitness

- 7.10 Each NGB must be signed up to and be committed to the implementation of the World Anti-Doping Code. Athletes and staff must attend, all education and training provided by CGCW and/or UKAD.
- 7.11 NGBs must not nominate any athlete who has or will be banned or suspended from competition during the Games due to an ADRV ruling or investigation.
- 7.12 The selection and/or accreditation of any athlete and/or ASP under any form of doping investigation is at the sole discretion of CWG-Wales and will be done so after consultation with UKAD as to the extent and status of such investigation.
- 7.13 Each NGB is responsible for ensuring selected athletes and staff are fit and healthy prior to entering an NGB pre-Games preparation camp or the Games Village.
- 7.14 Each NGB is required to monitor the fitness and health of selected athletes and staff and promptly notify CGCW of any significant fitness or health related issues.

Child Protection

- 7.15 No person shall be permitted to become a Team Wales Member if they have:-
- 7.15.1 Been disqualified or are under suspension by an NGB for inappropriate behaviour towards children, and CGCW may not permit them to become a Team Wales Member if they are not suspended but are under investigation for inappropriate behaviour towards children;

- 7.15.2 Have been convicted of a criminal offence involving children as outlined in Schedule 1 of the Children and Young Persons Act 1933;
or
- 7.15.3 Are currently charged with a criminal offence against children as outlined in Schedule 1 of the Children and Young Persons Act 1933

Disrepute

- 7.16 No person shall be permitted to become a Team Wales Member if they have been found guilty of an offence liable, in the opinion of CGCW, to bring the CGCW or its teams into disrepute. The NGB and/or the nominated person must disclose to CGCW any information regarding such offence of which they have knowledge.
- 7.17 The NGB is responsible for ensuring its athletes and staff members are aware of the CGCW's code of conduct and ensuring its athletes and staff members comply with such policy at all times.

8. Selection Process

- 8.1 Performance at the Games represents the pinnacle of athletic achievement within the Commonwealth nations and this policy reflects the need to ensure a high entry standard into the Games Team is maintained.
- 8.2 The CGCW has ultimate authority to determine its representation at the Games, including the sports represented within the Welsh team, and any Games qualification process.
- 8.3 The size of the team selected by CGCW to represent Wales will be capped by the CGF in agreement with GOLDOC.
- 8.4 Team Wales represents CGCW not the individual NGB. All Team Wales Members will be accountable to CGCW, through the Chef de Mission appointed by CGCW, for all Games related matters.
- 8.5 The purpose of this policy is to set out the principles which CGCW will apply in selecting Team Wales.
- 8.6 This policy along with the contents of Sections 6 and 7 above and Appendix A are to be reflected in the nomination criteria to be adopted by each NGB for all athletes wishing to be considered for nomination to compete in the Games.

Selection Committee

- 8.7 CGCW has determined that the following individuals will act as the Selection Committee on its behalf:-
- 8.7.1 Anne Ellis, President of CGCW who shall act as Chair of the Selection Committee
- 8.7.2 Brian Davies – Elite Performance Director of Sport Wales
- 8.7.3 Gareth Davies, Chair of the Welsh Rugby Union
- 8.7.4 Chris Jenkins, Chief Executive of CGCW (in an advisory, non-voting role)
- 8.8 CGCW reserves the right to appoint additional Selectors or to replace any or all of the Selectors listed at paragraph 8.7.
- 8.9 Each Selector shall have one vote in relation to any issue of selection, save that in the event of any tie between the votes of the Selectors, the Chair shall have the casting vote.



- 8.10 In the event that any of the Selectors has a conflict of interest in relation to the selection any person or team, they shall declare it to the other Selectors and shall not exercise their vote in relation to the selection of that person or team.

Selection Criteria

- 8.11 The CGCW will consider all eligible nominated athletes for selection as Team Wales Athletes against the Agreed Qualification Standard and the criteria set out in Sections 6 and 7 above, alongside the other factors set out below in this Section 8.

Other factors

The Cap

- 8.12 The Selectors must have regard to the Cap when considering the selection of any Individual Athlete or Individual Team and shall have the sole discretion to take all necessary steps to ensure that the Cap is not exceeded, including but not limited to de-selecting any Individual Athlete or Individual Team. This discretion shall, where necessary, override all other standards, criteria and/or factors set out in this Handbook or otherwise in relation to selection. The Selection Committee may select less than the maximum number of Individual Athletes provided for under the Cap.
- 8.13 It is for the Selection Committee to determine what factors and/or issues it wishes to take into account when exercising its discretion under paragraph 8.12 above.

Extenuating circumstances

- 8.14 In considering the performance of nominated athletes, specific circumstances may be taken into account and CGCW may therefore waive or vary some or all of its criteria. NGBs must supply detailed evidence to support consideration of extenuating circumstances under this clause. For the purpose of this policy, "extenuating circumstances" means the inability of an athlete or team to compete or perform to an optimum level due to factors such as:
- 8.14.1 Injury or illness of an athlete;
 - 8.14.2 Equipment failure;
 - 8.14.3 Travel delays;
 - 8.14.4 Bereavement or personal misfortune; and/or
 - 8.14.5 Such other circumstances as the Selectors reasonably consider constitute extenuating circumstance.

Additional circumstances

- 8.15 In considering the performance of nominated athletes at Key Events, CGCW may, in its sole discretion, waive or vary some or all of its standards/criteria to take into account athletes who have demonstrated they are capable of having a positive impact on another nominated athlete's medal success at the Games. Such nominated athlete's primary role will be to support the nominated medal capable athlete prior to and during competition to effectively enhance the chances of medal success.



- 8.16 CGCW may also, in its sole discretion, take into account the level of confidence that it has in the data that is provided to it by the NGB. CGCW may (but is not obliged to) give consideration to matters including, but not limited to:-
- 8.16.1 medal success for the applicable Sport in the previous 3 Commonwealth Games;
 - 8.16.2 how the Sport has performed in the previous 3 Commonwealth Games, taking into account the number of top 8 places in proportion to the number of athletes entered); and/or
 - 8.16.3 how the performance of the Sport has trended over the preceding 2 years.

Conduct

- 8.17 Team Wales must operate as a harmonious and cohesive unit and CGCW may therefore also take into consideration and history of ability or inability of an athlete to function appropriately in a team environment.

Anti-doping

- 8.18 CGCW will only select nominated athletes who have fully complied with the CGCW Anti-Doping Policy.

Ratification

- 8.19 The Selection Committee shall submit a list of all athletes which it wishes to select to the Board. A ratification committee consisting of three Board members, to be determined by the Board but excluding:-
- 8.19.1 any member of the Board who is appointed to the appeals panel; and
 - 8.19.2 any person who acted as a member of or advised the Selection Committee,
 - 8.19.3 the Chair of CGCW;
- shall review the list submitted by the Selection Committee with a view to ratifying the selection of the listed athletes, subject to paragraph 8.29 below.
- 8.20 Once the decisions of the Selection Committee have been ratified, the selected athletes will be notified of their selection.

Appeal

- 8.21 A Nominee has the right to appeal to CGCW against non-selection.
- 8.22 The CGCW and all athletes, teams and NGBs agree:-
- 8.22.1 to submit any dispute concerning any matter connected with or arising out of selection issues to the binding process in accordance with the provisions of this appeal procedure;
 - 8.22.2 not to commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of this appeal procedure, or any decision made under this appeal procedure, before any court of law or other dispute resolution body, including the Court of Arbitration for Sport (**CAS**);
 - 8.22.3 That in the matter of selection for teams there is a need for certainty and that where a decision is challenged that it is fair, in the interests of the proper management of Team Wales, that a quick method of resolving any dispute permitted by this appeal procedure is adopted

even at the expense of further procedural steps such as recourse to the courts of law or CAS;

8.22.4 That this appeal procedure supersedes and operates exclusively in relation to any other grievance or appeal procedure published by CGCW and they shall not have recourse to any other appeals or grievance or dispute resolution policy or procedure in respect of the selection decisions covered by this appeal procedure; and

8.22.5 That this appeal procedure is to be considered as an arbitration procedure under Part 1 of the Arbitration Act 1996 ('the Act') and the provisions of this paragraph 8.22 amount to a binding arbitration agreement for the purposes of section 6 of the Act. The seat of the Arbitration shall be England. This appeal procedure sets out the entire agreement of all parties in respect of the matters covered by it and no prior or subsequent oral or written agreement or representation shall have binding effect save for a bona fide amendment to this appeal procedure enacted by CGCW acting through duly authorised officers or employees and notified to the athletes.

8.23 For the avoidance of doubt, there is no right of appeal to CGCW in respect of any non-nomination by an NGB. Such non-nomination appeal must be submitted to the NGB in accordance with the rules and practices of that NGB, as referred to in Section 6 above.

Appeal process

8.24 In the event of an appeal being submitted, an appeal panel comprising three members, at least one of whom will be a Board member who was not involved in the initial selection decision and at least one of whom will be an independent person will consider each case with any additional information provided (the "Appeal Panel").

8.25 Appeals must be made in writing and sent by email to the Appeal Panel at helen.phillips@teamwales.cymru and received by no later than 4pm, on 9/1/18.

8.26 The Appeal Panel will only consider issues of CGCW's compliance with the selection policy in this Section 8. It will not consider the levels of the qualification standards and conditions or issues relating to nomination.

8.27 Appeals shall be made only on the following grounds:-

8.27.1 that the evidence given to the Selection Committee and/or the Board contained factual errors which had a material effect on the decision of the Selection Committee and/or the Board; and/or

8.27.2 that new evidence has come to light or circumstances arisen which was not available to the Selection Committee and/or the Board and which could satisfy the selection criteria and which would have had a material effect on the decision of the Selection Committee and/or the Board; and/or

8.27.3 that the selection process was not correctly followed and this had a material effect on the decision of the Selection Committee and/or the Board; and/or

8.27.4 that the selection panel has not exercised its discretion under paragraphs 7.16 and 8.12 to 8.16 above inclusive reasonably or fairly.



- 8.28 The Appeal Panel shall be appointed by the Chair of CGCW and consist of three persons, at least one of whom must be independent, meaning that that person will not sit on or advise the Board of CGCW or any committees of CGCW. The independent person shall act as Chair of the Appeal Panel.
- 8.29 The Board reserves the right to change the members of the Appeal Panel at any time.
- 8.30 Each member of the Appeal Panel shall have one vote in relation to any issue of selection, save that in the event of any tie between the votes of the members of the Appeal Panel, the Chair shall have the casting vote.
- 8.31 In the event that any member of the Appeal Panel has a conflict of interest in relation to the appeal of any person or team, they shall declare it to the other Appeal Panel members and shall not exercise their vote in relation to the appeal of that person or team. The Board may exercise its rights under paragraph 8.29 above in such circumstances.
- 8.32 The Nominee shall be informed of the date, time and location when the Appeal Panel will hear the appeal ("Appeal Hearing").
- 8.33 The Nominee shall be entitled to make oral or written representations to the Appeal Panel at the Appeal Hearing, and the Appeal Panel may also, at its own discretion, invite oral or written representations from the Selection Committee, the NGB for the applicable Sport or any other third party.
- 8.34 In the event that an appeal is successful, the Appeal Panel may, at its sole discretion, either:-
- 8.34.1 refer the issue back to the Selection Committee; or
 - 8.34.2 deselect any other Team Wales Athlete who was selected by the Selection Committee, irrespective of whether or not such selection has previously been ratified by the Board, in order to ensure that the Cap is not exceeded.
- 8.35 The Nominee shall be notified in writing of the outcome of the appeal by no later than one week following the date of the appeal hearing.
- 8.36 No athlete, team or NGB on behalf of the same athlete or team may exercise more than one right of appeal to CGCW under these paragraphs 8.22 – 8.33 in relation to the Games.
- 8.37 The decision of the Appeal Panel shall be final and binding.

Other appeal related issues

- 8.38 Irrespective of whether any appeal is submitted, the Board has the right to rectify an error and/or reverse its own decision or the decision of the Selection Committee to apply to selection and de-selection on the grounds listed at paragraph 8.27 above.

This Handbook remains the property of CGCW. CGCW reserves the right to amend this Handbook wholly or in part from time to time at its sole discretion.

Approved by the Board
December 2017