



Welsh Gymnastics
Gymnasteg Cymru

Selection Policy Principles
Egwyddorion Polisi Dewis

Approval

Approved by	Owner	Dept	Date
Gymnastics subcommittee	Director of Performance	Performance	

Document History

Version	Summary of Changes	Document Status	Date
1.0	New policy for selections created	Live	12/03/2024

Background

This Selection Policy Principles document has been created to provide a standardised approach, outlining the key principles which will be utilised within selection policies and processes across Welsh Gymnastics.

Purpose

To be able to select the highest performing gymnastics and where appropriate those gymnasts with the greatest potential to deliver on the world stage in the future. When selecting we will ensure consistency, fairness, and transparency across all levels of selections in each discipline. This policy serves to minimise biases and prevent discrimination, contributing to the overall equity and reputation of Welsh Gymnastics.

The policy will set out key principles to ensure that individuals with the best capability of contributing to Welsh Gymnastics success at international and domestic competitions are selected. Principles included in the policy will make sure there is consistency, fairness, and transparency across all levels of selections in each discipline. This policy serves to minimise biases and prevent discrimination, contributing to the overall equity and reputation of Welsh Gymnastics.

Scope

The policy covers the selection of gymnasts, coaches, and other support staff, and encompasses selection principles for the Commonwealth Games (CWG), international competitions (where representing Wales), regional representation competitions, and Welsh Gymnastics recognised squads. The policy also includes recommendations for Welsh Gymnastics' clubs.

Policy information / policy statement

Competitions

Commonwealth Games (CWG)

The selection policy for the CWG will be agreed by Welsh Gymnastics and Commonwealth Games Wales (CGW), then ratified by the Welsh Gymnastics Board. The policy will set out the process by which Welsh Gymnastics will arrive at its nominations to be submitted to CGW for consideration. Selection by Welsh Gymnastics will represent a nomination to CGW, who will make the final decision on selections. Team staff selections will also be included in this policy.

The policy will set out the aims, along with athlete eligibility and the format of the Games. Selection events and criteria will also be clearly presented. The Executive Director of Performance holds responsibility for establishing a selection panel and an appeals panel, both of which must be approved by the Welsh Gymnastics Board. This panel will be responsible for the nomination of gymnasts to CGW. The policy will also set out possible de-selection reasons and appeals processes.

The CWG selection policies will be published on the Welsh Gymnastics website 12 months prior to the event in normal circumstances. This timeframe is subject to change due to factors out of our control.

International and regional representation competitions

Competition selection policies will be produced for all international and regional representation competitions. The policies will be uniform in their format and will contain information relating to the competition under the following headings;

- Introduction
- Performance targets
- Selection and nomination timelines
- Competition format
- Gymnast eligibility criteria
- Performance standards
- Additional performance factors
- Selection panel
- Selection process for gymnasts

- Selection process for coaches and support staff
- Expectations of selected gymnasts and coaches
- Communication of selections
- Appeals
- Injuries and replacements
- Any additional matters not covered by the policy

The policies will be created by Welsh Gymnastics and will be ratified by the discipline's Technical Panel and where relevant, an athlete representative. Selection policies will have final sign off by the Director of Performance. The international competition policies will be sent directly to all coaches and gymnasts/parents in a Welsh Squad, who are age eligible*. The regional representation policies will be sent to all current Welsh Gymnastics' clubs. All policies will be published on the Welsh Gymnastics website, a minimum of 12 weeks prior to the competition start date.

The selection panel members will be identified in the policies by their title/role. This will always include an independent Welsh Gymnastics staff member and where appropriate, an athlete representative.

*Gymnasts do not have to be a current squad member to be eligible for international competitions.

Welsh Squads

Squad selection policies will exist across all levels of Welsh Gymnastics' performance pathway squads and will be published on the Welsh Gymnastics website and updated annually. The structure of the policies will be consistent, and the detail will sit under the following headlines;

- Introduction
- Selection timelines
- Gymnast eligibility criteria
- Performance standards
- Additional performance factors
- Selection panel
- Selection process for gymnasts
- Expectations of selected gymnasts and coaches
- Communication of selections (including non-selection)
- Complaints
- Injuries and replacements
- Any additional matters not covered by the policy

The policies will be created by Welsh Gymnastics and will be ratified by the discipline's Technical Panel and where relevant, an athlete representative. Selection policies will have final sign off from the Director of Performance and will be published on the Welsh Gymnastics website a minimum of 4 weeks prior to selection. Squad selections will be made by a panel, who will be identified in the

policies by their title/role. This will always include an independent Welsh Gymnastics staff member and where appropriate and possible, an athlete representative.

Clubs

Welsh Gymnastics strongly advises that clubs adopt their own policies around selections for squads, competitions, and any other relevant opportunities. Policies help to set expectations for gymnasts, coaches, and parents, and improve clarity and transparency when selecting individuals. We advise these policies, which are available for all members of the club to access are followed when making selections and the decisions don't rest with one person alone.

Definitions

CGW – Commonwealth Games Wales.

Clubs – Any Welsh Gymnastics affiliated club.

CWG – Commonwealth Games.

International competitions – Competitions where individuals will represent Wales against other international federations.

Non-selection – When an individual is not selected for a squad place following a selection panel.

Regional representation - Competitions where gymnasts will represent Wales in British Gymnastics competitions against regions from across the UK.

Technical Panel – A panel of discipline experts and Welsh Gymnastics staff, with responsibility of shaping and ratifying selection policies.

Welsh Squad – Any recognised squad that is delivered/facilitated by Welsh Gymnastics (this is inclusive of Area/Regional squads where they exist).

Impact

Procedures

Appendices

Policy due to be reviewed on 20/03/2025.