

## 2025 SCOTLAND SQUADS COMPETITIVE SELECTION STRATEGY

### **DISCIPLINES:**

Boulder, Lead, Speed

### **CATEGORIES:**

#### **Scotland Development Squad:**

Youth A (U18), Youth B (U16), Youth C (U14), Youth D (U12), Youth E (U10)

#### **Scotland National Squad:**

Junior (U20), Youth A (U18), Youth B (U16)

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## **1. Purpose of this Document**

- 1.1 To Provide insight into the purpose of and objectives that ClimbScotland wish to work to in developing and supporting the Scotland Development Squad (SDS) and Scotland National Squad (SNS)
- 1.2 To provide detailed information to assist Climbers, parents, and home coaches in understanding the criteria that will be used in the decision-making process. Aiming:
- To communicate the selection strategy that ClimbScotland will undertake when selecting eligible Climbers to the SDS & SNS 2025 (including de-selection).
  - To communicate the criteria by which Climbers will be selected to the SDS & SNS.
  - To outline the Exceptional Circumstances process, and the Appeals process (see Appendix 1).

## **2. Objectives of the Scotland Squads**

### **2.2 Scotland Development Squad**

- 2.2.1 To provide support, and opportunities for holistic climber-centred development, to Climbers' resident in Scotland, who have shown themselves to have climbing potential and ambition.
- 2.2.2 To provide the initial step onto the pathway that has the possibility to lead on to the Scotland National Squad (SNS), and the GB Team.
- 2.2.3 To provide climbers with a breadth of experiences to showcase climbing as a culture, a profession, and a sport.
- 2.2.4 Through the SDS, we intend to:
- Help Climbers progress and develop their climbing skills, capabilities, and standards.
  - Help Climbers determine (and support them towards) their own specific ambitions.
  - Provide opportunities which aid these ambitions, as well as provide opportunities to broaden a climber's knowledge and skill set.
  - If appropriate, prepare Climbers for selection to the SNS.

### **2.3 Scotland National Squad**

- 2.3.1 To provide support, and opportunities for holistic climber-centred development, to climbers' resident in Scotland, who have shown themselves to have performance orientated potential, and ambition.
- 2.3.2 To provide climbers with a breadth of experiences to showcase climbing as a culture, a profession and a sport.
- 2.3.3 To provide the linking step in the pathway from the Scotland Development Squad (SDS) to the GB Climbing Team.
- 2.3.4 Through the SNS, we intend to:
- Help climbers progress and develop their climbing skills, capabilities, and standards – with competitions and climbing performance, more generally, in mind – to deliver personal best performances.
  - Help climbers determine (and support them towards) their own specific ambitions.
  - Provide opportunities which aid these ambitions, as well as provide alternate opportunities to broaden a climber's knowledge and skill set.
  - Help prepare climbers for selection to the GB Team.

2.4 ClimbScotland will aim to meet these objectives by:

- Providing a programme of academies and training camps (for the SNS) offering both general and specific content, applicable to the squads.
- Opening opportunities for joint training between the squads through certain training academies, where it is deemed appropriate.
- Providing opportunities to engage with the ClimbScotland National Coaching Team for support through age and stage relevant learning and advice.
- Endeavouring to understand the aims and ambitions of the squad members so that further guidance can be given, and where appropriate assist with a climber's own development plans.

### 3. Eligibility

3.1 In addition to ClimbScotland eligibility below, Climbers must comply with the [UK Sport Eligibility Policy](#) (including anti-doping):

- 3.1.1 Climbers must be members of ClimbScotland/Mountaineering Scotland.
- 3.1.2 Climbers must be resident (with a full-time address) in Scotland.
- 3.1.3 Climbers must hold a current UK Passport.
- 3.1.4 Climbers (and parents/guardians) will sign the ClimbScotland Climber Agreement and abide by its terms and conditions. Any climber failing to do so will see their selection being withdrawn.
- 3.1.5 Climbers will comply with UK Anti-Doping rules and anti-doping blood/urine testing policies. Notified Climbers in the National and/or International Registered Testing Pools, or the UK Anti-Doping Domestic Testing Pool, will comply with the requirements of the World Anti-Doping Code and International Standard for Testing and Investigation with regards to ADAMS and their Whereabouts Information.

### 4. Selection to the Scotland Squads

- 4.1 Selection decisions will be made following the conclusion of the 2024 competition season (November-December).
- 4.2 Selection decisions will be made using the **Objectives of the Scotland Squads**, the **Selection Decision Objectives**, and the criteria laid out in the **2025 Scotland Squads Selection Criteria**.
- 4.3 These will be mandatory consideration that will **guide** the decision-making process. Where it is deemed appropriate, wider information may be used as optional considerations to help further support the decision-making process (for example, specific competition performance information).
- 4.4 Members of the 2024 SNS that are not selected to the SNS for the 2025 season will be automatically selected into the SDS 2025.
- 4.5 Members of the 2024 GB Squad/Team will be automatically selected into the SNS 2025.
- 4.6 Despite the Junior category not being part of the SDS 2025, climbers in the upper half of Youth A who meet the selection criteria can still be offered a place on the SDS and access to the 2025 programme.

## **5. Selection Decision Objectives**

### **5.1 Scotland Development Squad:**

- 5.1.1 Have a clear ambition to progress along the ClimbScotland Pathway.
- 5.1.2 Have a clear motivation to engage in the programme and expand their skill set.
- 5.1.3 Have shown potential in competitive performance.

### **5.2 Scotland National Squad:**

- 5.2.1 Have a strong competitive performance standard.
- 5.2.2 Have a clear potential for future development.
- 5.2.3 Have a determined motivation to engage in the programme and expand their skill set.
- 5.2.4 A further route into the SNS is available through a demonstration of a high-performance standard that does not necessarily meet the competitive requirements as per the pathway laid out in this document. Such as that achieved in an outdoor climbing environment.
- 5.2.5 Full details of which can be found in the **2025 Scotland National Squad Non-Competitive Performance Pathway Strategy**.

## **6. Selection Process**

### **6.1 Scotland Development Squad**

- 6.1.1 The Scotland Development Squad will be selected in December and will run for the year.
- 6.1.2 Climbers who wish to be considered for selection to the Scotland Development Squad will need to participate in the relevant competitions across the 2024 season. Following the conclusion of the 2024 season ClimbScotland shall review all eligible participants against the selection criteria as laid out in the **2025 Scotland Squads Selection Criteria**. A selection decision shall be made using these criteria as a guide, along with consideration of the **Objectives of the Scotland Squads**, the **Selection Decision Objectives**.

### **STAGE 1**

ClimbScotland will present the 2024 competition participants to a Nomination Panel, who shall review these against the selection criteria, squad objectives and selection decision objectives.

The Nomination Panel shall submit those that meet the criteria and objectives to the Selection Panel.

### **STAGE 2**

A Selection Panel shall review those that have been submitted by the Nomination Panel, ensuring due process has been followed, and shall make final decisions on selections to the Scotland Development Squad.

For further information on the Nomination Panel and Selection Panel please see Appendix 1.

### **6.2 Scotland National Squad (Boulder & Lead)**

- 6.2.1 The Scotland National Squad will be selected in December and will run for the year.
- 6.2.2 Climbers who wish to be considered for selection to the Scotland National Squad will need to participate in the relevant competitions across the 2024 season. Following the conclusion of the 2024 season climbers will need to submit an application form to

ClimbScotland for consideration. Applications will be reviewed against the selection criteria as laid out in the **2025 Scotland Squads Selection Criteria**. A selection decision shall be made using these criteria as a guide, along with consideration of the **Objectives of the Scotland Squads**, the **Selection Decision Objectives**.

## STAGE 1

ClimbScotland will present the applications to a Nomination Panel, who shall review these against the selection criteria, squad objectives and selection decision objectives.

The Nomination Panel shall submit those that meet the criteria and objectives to the Selection Panel.

## STAGE 2

A Selection Panel shall review those that have been submitted by the Nomination Panel, ensuring due process has been followed, and shall make final decisions on selections to the Scotland National Squad.

For further information on the Nomination Panel and Selection Panel please see Appendix 1.

### 6.3 Scotland National Squad – Speed

6.3.1 The Scotland National Squad will be selected in December and will run for the year.

6.3.2 Climbers who wish to be considered for selection to the Scotland National Squad for speed will need to achieve the times specified in the **2025 Scotland Squads Selection Criteria**. An application will need to be made with video evidence of achieving the qualification time on an IFSC ratified speed wall, using official speed wall timing system.

## 7. Selection Time Frames

7.1 Applications for the 2025 Scotland National Squad (Boulder, Lead & Speed) will be made available via the ClimbScotland website at the end of the season. Applications should be submitted between the 25<sup>th</sup> November and the 6<sup>th</sup> December.

7.2 The panels shall be held in the week commencing the 9<sup>th</sup> December and climbers shall be notified of the selection decisions within 2 weeks of this date.

## 8. Confidentiality

8.1 Those privy to any selection decisions or appeals must not disclose any information regarding any selection decisions or appeals until such information is publicly announced or disclosed by ClimbScotland/Mountaineering Scotland.

## 9. De-selection – Substitutions and Injuries

9.1 A climber may be de-selected from the Scotland Squads on the following grounds:

- Ceasing to comply with the eligibility criteria set out in this selection policy.
- Injuries, illness and changes in health status will be considered on a case-by-case basis where a climber wishes to be considered for selection.

9.2 Failure to engage with Scotland Squad programmes may also under certain circumstances result in deselection and engagement shall be reviewed throughout the year.

9.3 Replacement of climbers de-selected from the squad will be considered at the complete discretion of the Selection Panel. Any replacement will be selected in accordance with the selection policy.

9.4 Climbers will cease to comply with the eligibility criteria set out in the selection policy if any of the following occur:

- An anti-doping rule violation or receiving provisional suspension due to anti-doping infringement; or
- A serious misconduct or suspension due to misconduct; or
- A breach of any ClimbScotland/Mountaineering Scotland Department Policy.

## **10. Disclaimer**

10.1 The selection process may be amended at any time at the total discretion of ClimbScotland.

10.2 Should amendments be made they will be made public via an updated version of this document, made available (including the date on which any amendment was made) on the ClimbScotland website.

10.3 This policy is subject to periodic review to ensure that the selection policy remains fair and efficient; considers any external rule or policy amendments; and includes any relevant feedback from the selectors, climbers, coaches, and appeals panels.

## **11. Questions about the Policy**

11.1 Questions about this policy should be directed to [info@climbScotland.net](mailto:info@climbScotland.net) where a staff member who has been involved in the selection process will respond.

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## **Appendix 1 – Selection Panel, Exceptional Circumstances and Appeals**

### **Selection Panel**

The minimum points requirement, application forms and the information laid out in this document are the primary input into the selection decision making process. They will support the professional judgement and subjective decision-making regarding climber selections. To minimise the risk of personal biased judgments, a range of people will make up the nomination and selection panels.

- All selection recommendations will be made by the following nomination panel:
- ClimbScotland Talent & Pathway Officer (Chair, casting vote)
- ClimbScotland member of staff with relevant experience and knowledge (Minimum x2, voting)
- Independent Observer (non-voting) – with relevant experience and knowledge.

All selection nominations will be presented to the following Selection Panel:

- ClimbScotland Talent & Pathway Officer (Chair, casting vote)
- ClimbScotland Climbing Development Officer (voting)
- ClimbScotland Development Manager (voting)
- Independent Observer – (non-voting) – with relevant experience and knowledge.

The Selection Panel will be responsible for:

- Confirming that due consideration and process has been followed and that the climber nominations made by the Nomination Panel are appropriate, free from bias and/or conflict of interest.
- Ensuring selections are made in accordance with the purpose of the selection strategy as stated.
- Ratifying the nominations of the Nomination Panel. Using the most recently published selection document, in conjunction with its own assessments, as a guide to its deliberations and conclusions.

Other expert advisors or observers such as representatives from Mountaineering Scotland, SportScotland, and GB Climbing may be invited to attend.

Conflicts of interest (if any) will be declared at the start of the meeting. In the event of a conflict of interest, the person will not be eligible to vote. The existence of a disclosed conflict will not preclude a member of the nomination or selection panel from participating in deliberations.

Each voting member of the Nomination and Selection Panels shall have one vote as regards to each selection decision. In the event of a tie, the Chair will have the casting vote.

There is no obligation for the Nomination or Selection Panel to select a specific number of squad members. Selection will be based on climbers who achieve the criteria outlined in the Selection Strategy 2025 document.



### **Exceptional Circumstances**

The Selection Panel has the sole discretion to invoke the provisions in this clause and any decision is final. It is also recognised that although the below aims to account for most consequences of an exceptional circumstance, there may be circumstances that fall outside of this. In these instances, the Selection Panel can, at their discretion, invoke the exceptional circumstances clause and consider the case.

Any requests for exceptional circumstances should be directed to the Talent & Pathway Officer – the Chair of the Selection Panel – via email – [jack@mountianeering.scot](mailto:jack@mountianeering.scot).

Should a climber miss an event, fall ill or become injured, prior to or during elements of the 2024 selection process; or have any other exceptional circumstances, the Talent & Pathway Officer reserves the right to provide an opportunity for a climber to challenge for selection under the following conditions:

- Details of the exceptional circumstances are provided in writing to the Talent & Pathway Officer, along with any supporting and/or certified evidence.
- If occurring in the lead up to an event - no later than 1 hour prior to the commencement of the event via email to the Talent & Pathway Officer.
- If occurring during an event – within 24 hours following the end of the event in which the incident occurred via email to the Talent & Pathway Officer.
- In such a case the Talent & Pathway Officer may identify another selection opportunity whereby the climber can provide the necessary performance data to support a selection decision.
- Or if no opportunity is available, submission of an application to the Talent & Pathways Officer may be accepted, with a request for further supporting information that demonstrates an established track record in climbing performance.
- Where an exceptional circumstance is deemed to effect more than one element of the selection process this should be expressed in the form and where possible supporting and/or certified evidence provided, either at the time or on an ongoing basis in the lead up to the other effected events.
- Where a climber is seeking any other exceptional circumstances to be considered, the climber (or their parent/guardian - in the case of an U16) must contact the Talent & Pathway Officer by email with full details as soon as possible within the selection timeframes.

All decisions made on exceptional circumstances relating to injury, illness or medical conditions will endeavour to consider the medical needs of the climber involved. The Talent & Pathway Officer may seek further medical advice from external professionals or may ask the climber to provide this further information.

### **Appeals**

Any appeal against a decision made in relation to selection to the Scotland National Squad must follow the procedures detailed in this appeals process

### **Reasons for an appeal:**



- There has been a failure to apply the selection criteria contained in the Selection Strategy 2025 document.
- There has been a failure to follow outlined procedures properly.
- Discretion has not been exercised in a reasonable manner, as such being prejudicial to the appellant.

The climber does not have the right to appeal against any judgement or discretion exercised while making a selection decision.

The climber does not have the right to appeal against the content of the Selection Strategy 2025 document.

### **How to Appeal**

This appeals process is commenced when an climber affected by a selection decision, or the climber's representative submits a formal written appeal ("the Notice of Appeal") to ClimbScotland via an email to the Talent & Pathway Officer – [jack@mountaineering.scot](mailto:jack@mountaineering.scot).

The Notice of Appeal must be submitted within 72 hours of the selection decision being announced or communicated to the climber (whichever is later).

If the climber fails to submit the notice of appeal within the time limit set out in this appeals process, they will have lost their right of appeal, save in wholly exceptional circumstances. This will be agreed by the Appeals Panel in their absolute discretion.

The Notice of Appeal must set out the full details of the climber's ground(s) of appeal and must include:

- Details of the decision which the climber is appealing.
- Details of the ground(s) upon which the climber relies.
- Including the precise manner in which the climber alleges that the selection criteria have not been applied.
- Or in which the procedure set out in the selection policy has not been followed.
- Any documents of evidence, specifically relevant to the grounds of appeal, upon which the climber relies for support of their appeal.

### **Appeals Panel**

The ClimbScotland Development Manager will appoint the Appeals Panel. It will be composed of three members, namely:

- Two Mountaineering Scotland Board members (who were not part of the selection panel). One of which will be nominated as Chair.
- An external person with performance and sports knowledge/experience.

The ClimbScotland Development Manager will ensure that those appointed to the Appeals Panel do not have an actual or perceived conflict of interest in respect of the appeal.

If any member of the Appeals Panel has

Any involvement with an appellant.

- Or is related to an appellant.
- Or any climber who might be affected by the outcome of the appeal.

- Or had any involvement with the selection decision under appeal.
- Or is in any way placed in a position of conflicting interests in respect to the appeal.

They shall be disqualified from sitting on the Appeals Panel and will be replaced by an alternate, who shall be nominated by the ClimbScotland Development Manager.

Upon receipt of the Notice of Appeal, the ClimbScotland Development Manager will circulate it to all members of the Appeals Panel as soon as reasonably practicable.

The Chair of the Appeals Panel will convene a meeting to take place as soon as practical, aiming for within five working days of receipt of the Notice of Appeal.

The Appeals Panel will investigate the grounds set out in the Notice of Appeal and establish to their reasonable satisfaction whether there has been a failure in the process.

The Appeals Panel, when considering the Notice of Appeal, shall be entitled to take advice (including legal advice) as they see fit.

### **The Decision**

The appeal panel shall be entitled to:

- Quash the selection decision under appeal and remit the matter back to the original decision maker, identifying the errors they have identified in the conduct of the selection process and request that a new decision be made within 72 hours; or
- Rescind the selection decision under appeal and confirm the selection of the climber.

The decision of the Appeals Panel shall be reached by a majority vote, and all members shall have one vote each.

In the case of a frivolous or vexatious appeal, the Appeals Panel reserves the right to seek remuneration against the appellant to cover the costs of the appeal.

The ClimbScotland Development Manager will, in writing, inform all parties about the Appeals Panel's decision to either uphold or reject the appeal.

The Appeals Panel's decision shall be final and binding on all parties.