



**CLIMB
SCOTLAND**

SCOTLAND SQUADS APPENDIX 1

Selection Panels, Exceptional Circumstances & Appeals

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Selection Panel

The information laid out in this document and the Selection Criteria are the primary input into the selection decision making process. They will support the professional judgement regarding squad selections. To minimise the risk of 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 Development Officer (Chair, casting vote)
- A 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 Development Officer (Chair, casting vote)
- ClimbScotland Development Manager (voting)
- A Mountaineering Scotland, ClimbScotland or SportScotland member of staff, or board member – with relevant experience and knowledge.
- 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 Development Officer – the Chair of the selection panel – via email – jack@mountaineering.scot.

Should a climber miss an event, fall ill or become injured, prior to or during elements of the selection process; or have any other exceptional circumstances, the Talent Development 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 Development 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 Development 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 Development Officer.
- In such a case the Talent Development 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 Development 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 Development 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 Development 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 relevant Selection Criteria 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 or Criteria documents.

How to Appeal

This appeals process is commenced when a 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 Development Officer – jack@mountaineering.scot.

The notice of appeal must be submitted within 72 hours of the selection decision being communicated to the climber.

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 appeals 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.