



Selection Policy

 **UK Delegation**
Invictus Games 2020

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1.0 Invictus Games 2020: Team UK Overview

This document contains the Team UK Selection Policy for the 2020 Invictus Games. The Invictus Games represents the highest level of competition in military adaptive sport. The substantial growth of the Games, since its inception in 2014, has demonstrated its relevance on the world stage, by providing a significant platform for the members of Team UK to accelerate or maintain their recovery and, for some, to begin a journey that may take them into high performance sports programmes.

Our aim is to select a team to represent the UK that consists of individuals who will seize the recovery opportunities presented to them, who will compete hard, demonstrate an Invictus Spirit and who will go on to become advocates for the power of sport in recovery.

Team UK has been given 65 competitor places for the 2020 Invictus Games in The Hague. The 2020 Organising Committee will confirm the specific number of competitors who can be selected for each sport, by event / discipline / category, in due course.

1.1 Team UK Values & Behaviours

All Team UK Members will be required to sign a 'Team Member's Agreement', which outlines the commitment between team members and the UK Delegation Staff. It sets out the personal responsibilities of members of Team UK and the high standards of behaviour expected. This document will be published in Sep / Oct 2019.

The Team UK Project Team reserves the right to select or deselect any competitor who does not meet the standards required of them as stipulated in the Team Member's Agreement and / or anyone who has misrepresented their eligibility and / or medical history / condition (see below eligibility criteria) at any point during the application and /or qualification process and / or following selection.

1.2 Competitor Eligibility

In addition to the Selection Principles outlined in Section 2, all individuals must comply with the criteria set out by the Invictus Games Foundation as follows:

'The Invictus Games are open to Wounded, Injured and Sick service personnel, both serving and veteran, from all branches of the regular or reserve Armed Forces of Participating Nations (PN) who have become wounded, injured sick during, or as a direct consequence of their service'

Please be aware that eligibility will be confirmed before an individual's application can be processed. For further information on eligibility please read the Team UK Eligibility Policy [here](#).

2.0 Selection Principles

Team UK will be adopting an approach to selection based on two principles. The purpose of this approach is to ensure a robust, fair and consistent methodology to selection is applied. The two Team UK selection principles are:

1. Recovery
2. Coachability

These two principles will be developed into an individual profile for each applicant that will include input from; the individual competitor, the IG Project Team and Team UK coaches. These profiles will be presented to the Selection Panel in September 2019 and can be made available to competitors, upon request, following the selection decision.

Applicants will be graded against each of the two principles from 1 – 10 and provided with a RAG rating (Red, Amber, Green) that will be summarised in a Profile Dashboard (see para 2.3).

The two principles are outlined in further detail below:

2.1 Recovery

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| WHAT will be measured? | <ul style="list-style-type: none"> • Self-led recovery with long term aims and ambitions including clear plans on how best to use Invictus (training camps and Games time) to support their recovery journey and what comes next • Passion and commitment to own and fellow team members recovery • Using Invictus Games to accelerate or maintain recovery journey |
| HOW will it be measured? | <ul style="list-style-type: none"> • Personal Statement • Observations of engagement and personal progress – in and out of sport • Clear RAG Rating |
| WHO will input? | <ul style="list-style-type: none"> • Competitor • Help for Heroes Regional and National Recovery Teams • IG Project Team |
| WHEN will it be reviewed? | <ul style="list-style-type: none"> • Throughout engagement with Invictus Games • Personal statements and recovery impact will be presented to the Team UK Selection Panel |
| WHY is it a selection factor? | <ul style="list-style-type: none"> • To ensure that selection remains true to the Invictus Games principle of supporting the acceleration or maintenance of an individual's recovery |

2.2 Coachability

| | |
|---|--|
| <p>WHAT will be measured?</p> | <ul style="list-style-type: none"> • Sport specific – ability to listen and act on coaching advice and work well as a team member • Ability to understand and operate functionally in the Invictus Games environment – e.g. sharing rooms, managing set backs, reacting to change etc. • Adherence to values and standards outlined below and in the Team Member’s Agreement • Respect and support (yourselves, team mates, staff) • Attendance of one multi-sports training camp • Attendance at the Invictus UK Trials Sheffield 2019 • Attendance at a minimum of one pre-selection training camp after Sheffield 2019 • Demonstration of commitment outside of camps (sport specific) • Consideration to no-shows, including the financial losses to the UK Delegation due to no show |
| <p>HOW will it be measured?</p> | <ul style="list-style-type: none"> • Coach Reports • Interaction with the IG staff (including other IG competitors, IG Project Team, coaches, medics, press officers etc.) • Camp attendance registers • Clear RAG Rating |
| <p>WHO will input?</p> | <ul style="list-style-type: none"> • Coaches • IG Project Team • IG support staff (e.g. medics etc) • Competitors |
| <p>WHEN will it be reviewed?</p> | <ul style="list-style-type: none"> • Throughout engagement with the 2020 Invictus Games programme (i.e. pre- and post- selection) including training camps and Team UK Trials Sheffield 2019 • Coach reports and feedback, attendance rates and the IG Project Team’s comments will be presented to the Selection Panel |
| <p>WHY is it a selection factor?</p> | <ul style="list-style-type: none"> • To ensure that we are delivering a best prepared team to the Games, who are safe to compete, have shown individual progress and are competent within their sports to deliver safe, fulfilling and successful performances that enhance an individual’s recovery experience • To ensure that the selected team can operate effectively, both in the UK and at the Games, as ‘One Team’, upholding Team UK values • To ensure that the selected team can operate safely and effectively in a multi-sport (team) environment • To prevent unnecessary costs falling to the Games Partners for events that were not attended when there was no good reason for a person’s absence |

2.3 Profile Dashboard

As part of the information presented to the Selection Panel, each competitor will have an individualised profile containing all information required to ensure a robust and fair process.

To this end, each competitor will have a dashboard, reflecting their progress aligned to each of the two Selection Principles – they will be scored from 1 – 10 under a RAG rating system (section 2.4), and these scores will be plotted using the diagram below:



2.4 RAG Ratings

The selection principles outlined above will be reviewed and provided with a RAG rating. The RAG ratings are outlined as follows:

| Selection Factor | RED (0-3) | AMBER (4-6) | GREEN (7-10) |
|---|---|--|---|
| Recovery (Overall) | <ul style="list-style-type: none"> Hasn't demonstrated a positive recovery impact from being involved with IG20 Minimal or no indication of a self-led approach Poor ability to understand and operate functionally in the IG environment Has shown no / minimal indication that IG could accelerate or maintain their recovery | <ul style="list-style-type: none"> Has shown some recovery impact could be achieved, but isn't consistent Minimal or some indication of a self-led approach Some ability to understand and operate functionally in the IG environment Has shown some indication that IG could accelerate / maintain recovery | <ul style="list-style-type: none"> Has demonstrated, over the course of their engagement, a self-led approach, which was evident from their initial involvement Has shown a positive recovery impact through their involvement and evidence as to how IG will support the acceleration/maintenance of recovery Demonstrable ability to understand and operate functionally in the IG environment |
| Coachability (Sport specific) | <ul style="list-style-type: none"> Does not show any capability to listen during coaching sessions Does not show any capability to accept coaching advice Does not show an ability to operate as a team player | <ul style="list-style-type: none"> Has shown some capability to listen during coaching sessions Has shown some capacity to take coaching advice on board Has shown some ability to operate as a team player | <ul style="list-style-type: none"> Listens well and actively takes on board coaching advice and acts upon it Supports fellow competitors and is a strong team player. |

2.4 Attitude

It is expected that over the course of your engagement in the programme, you adhere to the values and standards set out in the 'Athlete Agreement'. You should not only take care of yourself, but you should support others when able to do so and remain respectful to your teammates, coaches and support staff. You should remain committed to your recovery and do nothing that could adversely impact on the recovery of others.

2.5 Commitment

You are expected to show continued commitment to camps and demonstrate commitment outside of IG training camps, where possible by joining a club, training at home etc.

2.6 Ongoing Review

The selection factors outlined above will be reviewed following selection to ensure that those selected continue to adhere to the values and standards expected of a member of Team UK. Therefore, the Project Team reserves the right to deselect any competitor who falls below the minimal standard required in one or more of the selection factors identified above.

2.7 Additional Selection Factors

- Individuals' commitment, recovery, coachability and attitude throughout their previous Invictus Games participation (whether as a selected, reserve or non-selected competitor) may be considered
- Competitor's must be and remain eligible as per the eligibility criteria set out in Section 1 and have completed all relevant paperwork
- High Performance competitors (i.e. those who have represented GB at national/ international level in their chosen sport) are eligible for Invictus Games selection
- Individuals who have competed in two or more Invictus Games will be required to provide (a) an enhanced Recovery statement as part of their application form and (b) a third-party reference (e.g. Invictus Games coach, national coach, Commanding Officer/ Recovery Officer, Key Worker etc.) in order to be eligible for selection
- Remain healthy and not develop any medical contraindications that would represent a significant health risk

3.0 The Selection Process

Competitor profiles formulated from the above selection principles, including coaches input and additional factors will all be taken into consideration for selection.

The Panel will sit in September 2019, and will comprise of:

- Help for Heroes Partnership Board Representative
- The Royal British Legion Partnership Board Representative
- MoD Partnership Board Representative
- Invictus Games Team UK Strategic Advisor
- Team UK Chef de Mission
- Independent Representative (non-voting)

Successful and unsuccessful applicants for Invictus Games will be alerted in Oct 19.

4.0 Appeals

The Team UK Project Team will **not** be operating a formal appeals process for individuals wishing to challenge selection decisions. However, if applicants request individual feedback, within 48 hours of the team being announced, one to one feedback, by telephone, can be arranged on an individual basis.