

# Motorsport UK Selection Policy

## 1. Purpose and Scope

This policy sets out how motorsport Competitors are selected into the talent pathway established by Motorsport UK and the Motorsport UK Academy, consisting of the following programmes:

- High Performance Academy
- Race Academy
- Karting Academy
- Rally Academy
- Enhanced Diploma in Sporting Excellence (DiSE) programme

This policy also sets out how Competitors are selected for FIA talent initiatives where the identification and selection of Competitors to represent the UK are confirmed by Motorsport UK. FIA initiatives include but are not limited to:

- FIA Motorsport Games
- FIA Karting Academy Trophy
- FIA Rising Stars

No Competitor has the right to expect that they will be selected for any programme because of their previous inclusion in any of the programmes or initiatives outlined above or any other applicable programme or initiative of Motorsport UK, the FIA or any other ASN from time to time.

## 2. Performance Mission & Objectives

Motorsport UK's Academy is committed to developing world class Competitors who can function in a high performance/international environment including the element of being an ambassador for motorsport generally, their specific motorsport discipline, the FIA and Motorsport UK. This aspiration provides the beacon to guide all performance activity and decision-making including management of the selection to, and development of, athletes within High Performance Academy, Race, Karting, Rally and DiSE.

Motorsport UK Academy's performance mission is to provide a world leading talent pathway, and the primary objectives are to select athletes who are capable of world-class success, especially in national and international championships. Selections may also be made on the basis of providing development for future success, for example, to athletes within the DiSE or the Race, Karting or Rally programmes.

## 3. Eligibility

To be eligible for selection into the High Performance Academy, Race, Karting, Rally or DiSE, or any representative Competition (such as FIA initiatives), the applicant must:

- (a) Be eligible to represent the UK (as determined by FIA regulations applicable at the appropriate time);
- (b) Have been born in the UK; or have at least one parent of British nationality; or have acquired British nationality or have officially resided in the UK continuously for not less than three complete years immediately prior to the date of or entry into the programme or international event they are being considered for.

- (c) Hold a valid Competition Licence issued by Motorsport UK and compete regularly in their chosen discipline (regularly meaning in this case having competed in at least 5 Events annually in the 2 calendar years preceding the date of consideration but 5 Events in the year of consideration will count towards this criteria).
- (d) not be currently serving any sanction for any violation of any relevant anti-doping laws and/or regulations.

As long as the applicant meets all of the eligibility criteria set out in this Eligibility section and meets all of the commitments for High Performance Academy, Race, Karting, Rally and DiSE and FIA Initiative (as applicable) the applicant may currently be living temporarily (but not be a resident) and/or competing overseas subject to conformity with FIA and ASN Licensing Regulations.

For selection onto the DiSE programme, the applicant must ordinarily live in England, however, candidates from all home nations will be considered.

#### **4. Selection principles**

A Selection Panel will be established by Motorsport UK for selecting athletes into:

- (a) Motorsport UK Academy programmes; High Performance Academy, Race Academy, Karting Academy, Rally Academy, DiSE
- (b) FIA Talent initiatives

Each Selection Panel will apply the following principles in the course of carrying out any Selection Process:

- Employ an open, transparent and fair process that gives all applicants a fair chance to seek selection.
- Selection will be based on merit and the need to achieve the objectives set out in the Performance Mission and Objectives section above along with the specific practical and educational requirements of the relevant programme.
- No applicant should have the right or expectation to on-going or automatic selection for any of the Motorsport UK Academy programmes or FIA talent initiatives, at any time.
- Each Selection Panel has the right to determine, in its sole discretion, whether it will reselect applicant into any of the Motorsport UK Academy programmes or FIA talent initiatives
- Applicants are required to sign an Athlete Agreement in order to participate in the Motorsport UK Academy. The terms of the Athlete Agreement that relate to Eligibility and Selection are a contract that must be adhered to by Motorsport UK and the applicant. Successful applicants may be subject to de-selection if they breach the Athlete Agreement signed by them or any other relevant policies or regulations of Motorsport UK and / or FIA as published from time to time.
- The responsible Academy Coach or Performance Manager has the right to invite in their discretion applicants from outside Motorsport UK's Academy Programmes to be observed and considered by the Selection Panel for inclusion in the relevant programmes

#### **5. Selection Criteria**

Whenever selecting applicants, the relevant Selection Panel shall apply the Selection Principles set out above. The Panel will also consider 'other factors' listed below within their final selection decisions:

Other factors considered will include:

- (a) Coachability: understands expectations and can apply coaching and make changes;
- (b) Demonstrates performance qualities and 'fit' within the culture of the programme;
- (c) Maintaining the applicant's state of fitness, health and wellbeing;
- (d) Succession planning;

- (e) Focus on the current year in terms of key events;
- (f) Current form or performance levels of existing Academy members;
- (g) Performance relative to experience allowing for applicant's age;
- (h) Nature of the programme, or competition/initiative the applicant is being selected for;
- (i) Whether an applicant's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or other evidenced matters which have temporarily compromised their form and/or recent contribution;
- (j) Consideration may also be given to any other factors that the Selection Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular applicant;

## 6. The Selection Panel

Selection Panel members will be appointed by the Motorsport UK Academy Team and/or relevant Sporting Executive (FIA Talent Initiatives).

All Selection Panel members are accountable to Motorsport UK's Academy Team and/or relevant Sporting Executive (FIA Talent Initiatives) and ultimately Motorsport UK's Board for ensuring that this Selection Policy and all associated procedures are applied in a fair and consistent manner.

Any individual applicant's inclusion in Motorsport UK Academy's programme is decided on a majority vote by all members of the relevant Selection Panel.

## 7. Selection process

The process of selecting applicants into the Motorsport UK Academy programmes:

- High Performance Academy
- Race, Karting and Rally
- DiSE

or FIA Talent Initiative, is as follows:

### (a) Shortlisting:

- (i) All applications are reviewed by the Panel in an open, transparent and equitable process in a manner giving all applicants a fair chance to challenge for selection.
- (ii) The Panel will evaluate the strength of the application giving consideration to the content of the application against the programme criteria and Selection Criteria.
- (iii) The Panel will select the strongest applicants to move forward to the next stage of the selection process.
- (iv) The shortlisted applicants will be those that, in the expert opinion of the relevant Coach, are most able to achieve the objectives of the Motorsport UK Academy set out in the Performance Mission and Objectives section above, the programme requirements and Selection Criteria.

### (b) Further assessment of shortlisted applicants:

- (i) The Panel shall review the applicant's performance at designated selection or assessment events or championship/series performances will be observed either live or via video recording or by using times, results, reports or championship standings and shall be assessed against the selection criteria set out in this Selection Policy and the relevant programme criteria.
- (ii) Following completion of the review of the applicant's participation in designated selection event or championship/series rounds, the relevant Academy Coach(es) will consult with the Motorsport UK Academy Team and take into account any relevant input from identified Motorsport UK

Academy supporting staff such as human performance and sport science practitioners deemed necessary to make informed applicant nominations for selection.

- (c) The relevant Academy Coach will meet with the relevant Selection Panel to discuss the performance merits of the shortlisted applicants and provide the opportunity for the members of the relevant Selection Panel to check and challenge and ensure the applicants selection decisions are evidence-based taking into account the selection criteria outlined in this Selection Policy.
- (d) Any individual applicant's inclusion in the Motorsport UK Academy shall be decided on a majority vote by all members of the relevant Selection Panel.

## **8. Announcement & Notice**

- (a) Successful applicants will normally be notified of selection within 14 working days of the final Selection Panel meeting
- (b) Announcements will be posted on the Motorsport UK website after this date.
- (c) Successful applicants of Motorsport UK's Academy or FIA Talent Initiatives must not make any announcement to the media or public in any form (including personal websites or social media sites) regarding their selection until after Motorsport UK have announced selection decisions on the Motorsport UK website <https://www.motorsportuk.org/>

## **9. Confidentiality**

All those involved in the nomination and selection process must keep confidential and not disclose any information regarding any aspect of the process and/or any nominated or selected applicant, unless authorised by Motorsport UK who shall always respect applicable Data Protection obligations as the Data Controller.

## **10. Appeals Process**

The Appeals process is as follows:

- (a) There is no designated appeal provided by the General Regulations at the date of this Policy; therefore, the following process is nonetheless to be effective and of equivalent Regulatory status.
- (b) The following appeal against non-selection may be brought:
  - (i) Appeal due to mitigating/extenuating circumstances as set out in Clause 5(j) of this Policy.
- (c) An applicant wishing to Appeal against the decision of non-selection as permitted at 2(b) above shall no later than 5 working days after the selection result indicate that intention to appeal in writing addressed to the Regulatory Counsel of Motorsport UK who shall as soon as practicable refer the matter to the National Court and confirm that step to the Appellant. No fee is payable.
- (d) The National Court shall appoint a Chair and a panel consisting of no more than 4 additional members of suitable experience; the Chair shall within 7 days of appointment set out a timetable and directions leading to a Hearing as well for the presentation of written statements of case by the parties and where Motorsport UK shall through its Regulatory Counsel represent the Selection Panel including a representative of Motorsport UK Academy and/or relevant Sporting Executive (FIA Talent Initiatives).
- (e) The Appellant may be represented.

(f) Any Appellant under 18 must be represented by their parent or guardian and who in any event must confirm the intention to appeal if that person is not formally represented.

(g) The National Court will hold a Hearing and which may be by the most convenient means possible including virtual.

(h) The Court when delivering its Decision and which shall be in writing may in its entire discretion award costs based on the principles of unreasonable conduct.

Note: Motorsport UK will endeavour to allow time for appeals to be heard and dealt with before external announcements regarding selection are made. However, there may be circumstances in which selection announcements have to be made externally whilst appeals may still be ongoing. Such announcements shall be made on the basis that an Appeal is pending. This may particularly be the case when the timetable for a particular competition is outside Motorsport UK's management or control.