ICE HOCKEY UK

SELECTION POLICY 2025 – GB Women

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## The Purpose of the Selection Policy

* 1. The purpose of this Selection Policy is to set out how players are selected into Ice Hockey UK GB Women’s Competition Squads for each of the events in 2025 identified below.

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| **GB Women’s Competitions in 2025** |
| **Competition** | **Location** | **Date of Competition** |
| Olympic Qualification  | Sheffield, UK | 11th -15th December 2024 |
| Olympic Qualification  | TBC | 5th – 9th February 2025 |
| IIHF World Championships Division I, Group B | Dumfries, UK | 8 – 15 Apr 2025  |

## Accountability

* 1. The Governance & Risk Committee of the Board of Ice Hockey UK (IHUK) have approved this Selection Policy. The Selection Panel is accountable to the Board of IHUK for carrying out the responsibilities as set out within this Selection Policy.

## Definitions

* 1. The following terms shall have the meanings as set out below:

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| --- | --- |
| **Board** | The Board of Ice Hockey UK as defined within the Memorandum and Articles of IHUK. |
| **Force Majeure**  | Any act, event, omission, cause or circumstance not within the reasonable control of IHUK, including but not limited to any strike, lockout or other industrial action, any civil commotion or disorder, riot, invasion, war or terrorist activity or threat of war or terrorist activity, any action taken by a governmental or public authority of any kind (including, without limitation, not granting a consent, exemption, approval or clearance), any fire, explosion, storm, flood, earthquake, subsidence, epidemic or other natural physical disaster. |
| **GB Women’s Competition Squads** | Squads of players selected for those international competitions identified and in accordance with this policy. |
| **Governance & Risk Committee** | The Committee of the Board, as defined within the Memorandum and Articles of IHUK, responsible for assisting the Board in fulfilling its governance responsibilities including the approval and oversight of policies including the Selection and Selection Appeal Policies. |
| **Head Coach and Assistant Coach** | The Head Coach and Assistant Coach for the GB Women’s Team appointed by IHUK for a fixed period. |

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| --- | --- |
| **IHUK National Team Player Agreement** | The Agreement approved by the Board of IHUK which sets out the responsibilities of IHUK and the players, including the code of conduct and signed by each player who competes for the GB Women’s Squad. |
| **Selection Criteria** | The method used by selectors to determine the selection of players as set out in section 7 |
| **Selection Panel** | The panel of individuals appointed by the Governance and Risk Committee of IHUK and delegated authority to manage the selection process for the GB Women’s squads. |
| **Selection Process** | The process as set out in section 8 of this policy and approved by IHUK, which sets out how players are selected for the GB Women’s squads. |

## IHUK Ambition

* 1. Ice Hockey UK aims to provide the best support possible to the GB Women’s players, to enable the teams’ continuous improvement in World Ranking positions and to showcase inspiring performances by outstanding players which inspire the next generation of players.

## GB Women’s Performance Goals in 2025

* 1. The performance goals for the GB Women’s Performance Squad in 2024/25 are to:
		1. Qualify for the final Olympic Qualification group stage by winning the 2nd round Olympic Qualification group
		2. Be competitive in the final Olympic Qualification group stage
		3. Be competitive and Medal in the IIHF Division 1B World Championship
		4. Provide an opportunity for the development of GB players capable of performing in the IIHF Ice Hockey World Championships in 2026 and beyond.
		5. Provide an opportunity for the development of GB players capable of qualifying and performing in the 2030 Olympic Games and beyond.

## Selection Eligibility

* 1. To be eligible for selection for the GB Women’s Competition Squads in 2025, players must:
		1. Be a UK citizen and UK passport holder
		2. Have signed the IHUK National Team Player Agreement for 2025.

### Acquiring a new national eligibility

* 1. When a player has changed her citizenship or has acquired another citizenship and wants to participate for the first time in an IIHF competition representing GB, she must:
		1. Prove that she has participated in the UK on a consistent for at least one hockey season and have been member of a UK association for at least 8 consecutive months (240 days) during that period
		2. Have an international transfer card (ITC) that shows the transfer to a club or league operating within the UK and which was approved and dated at least 8 months (240 days) before the start of the IIHF competition in which she wishes to participate.

### Change of national eligibility

* 1. A player, who has previously participated in IIHF competition, can switch national eligibility to the UK (but only once in a player's life) if:
		1. She is a UK citizen.
		2. She has participated for at least two consecutive years (730 days) in UK competitions, during which period she has neither transferred to another country nor played ice hockey

within any other country and has not played for her previous country in an IIHF competition during this two year period.

* + 1. She has an international transfer card (ITC) that shows the transfer to the UK national association and which was approved and dated at least two years before the start of the IIHF competition in which the player wishes to participate.

## Selection Criteria

* 1. Selection within a multi-faceted team sport is most effectively achieved through the combination of expert decision making, the triangulation of selectors’ and coaches’ opinions and objective and subjective information. All selection decisions will be taken based on relevant information and will be taken fairly, equitably and free from bias.
	2. Selection will be determined by a Selection Panel. The composition of the Selection Panel and the Selection Process is detailed in Section 8 below.
	3. The Selection Panel will use their reasonable discretion and consider the Selection Criteria when determining the selection of players for each competition squad.
	4. Due to the shortness of time between the competitions, the Selection Panel will be selecting a squad capable of competing in all three International competitions with appropriate reserves.
	5. To be considered for selection, players should have no serving suspension in force at the time of the international competition.
	6. Players who are living and/or competing overseas and who meet all of the commitments as set out by the squad head coach, may be considered for selection.
	7. Selection decisions will be significantly informed by information gathered from:
		1. International match play and tournament performances throughout the Milano Cortina 2026 Olympic cycle.
		2. Performances within the respective domestic leagues matches of the player.
		3. Any programme match play opportunities including, but not limited to; training matches or inter-squad match play simulations, fixtures against domestic club teams, fixtures against other national teams.
	8. Priority will be given to data captured and observations made during the previous 12 months, although historic data from previous years may be considered to identify performance trends

and patterns, or where it has not been possible to capture sufficient data in the previous 12 months.

* 1. The selectors may consult with other coaches or practitioners from within the UK or overseas to inform their data.
	2. Ice Hockey is a team sport and whilst players seek to develop and perform as individuals, ultimately players must be able to realise their potential and perform at their best within the team. The Selection Panel at their sole discretion, shall take into account team factors such as player availability, the combination of players, player versatility across playing lines and the balance of a squad in determining selection to the competition squad.
	3. Consideration may also be given to any other such factors that the Selection Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.
	4. The balance of weighting of the selection criteria shall be at the sole discretion of the selectors and will be dependent upon the nature and objectives of the competition or programme for which players are being selected.

## The Selection and De-Selection process

### Responsibilities of the Selection Panel

* 1. The Selection Panel is responsible for the following:
		1. Consulting and drafting the Selection Policy
		2. Selecting players in accordance with the policy
		3. Communicating selection decisions
		4. Reviewing the Selection Policy annually

### Membership of the Selection Panel

* 1. The membership of the Selection Panel for the GB Women’s Competition Squads in 2025 will include the following roles/individuals:

Chair of the Panel & Head of Performance Andrew Partridge (Voting)

Head Coach Mike Clancy (Voting)

Assistant Coach TBC (Voting)

Independent Observer Faye Andrews (Non-Voting)

* 1. The Independent Observer shall be appointed by the Board and shall serve for a maximum of two (2) Olympic cycles. Their role is to contribute specific skills to ensure that selection is always managed according to the Selection Policy.
	2. IHUK reserves the right to appoint appropriate alternative selectors in unforeseen circumstances where those selectors identified are unavailable.

### Managing Conflicts of Interest

* 1. All members of the Selection Panel must declare any conflicts of interest and notify the Selection Panel of this prior to the start of the selection meeting. If an interest is declared, they should then exclude themselves from the discussion and decision-making of any selection matter where they have declared an interest. If a person is unsure if they have a conflict, they should consult with the CEO of IHUK.

### Selection Panel Meetings

* 1. The Selection Panel will meet on or around the dates as shown below to select the Competition Squads for each of the named competitions in 2025.

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| --- |
| **GB Women’s Selection Dates in 2025** |
| **The Competition** | **Selection date**  | **Team announcement date** |
| Olympic Qualification Round 2 + Olympic Qualification Final round +IIHF World Championships | 11th November 2024 | 15th November 2024 |

* 1. The meetings may be held in person, by teleconference or video conference and individual members may join a physical meeting remotely via teleconference or video conference and be regarded as present at the meeting.
	2. A minimum of three members of the Selection Panel must be present for the meeting to be quorate.
	3. Where a consensus cannot be agreed, the chair of the Selection Panel may request a vote on a show of hands, in which case each voting member shall have one vote. Voting may also take place electronically when required.
	4. Minutes of the selection meeting shall be taken to record the topics discussed and the decisions of the panel, but discussions in the meeting should not be attributed to individuals.

### Communications of Selection and Non-Selection Decisions

* 1. To aid effective World Championship performance and potential Olympic Qualification, it is planned that players will be notified of their selection or non-selection onto the competition squads no later than one month prior to each competition. This will be subject to balancing adequate match play (prior to selection), providing an effective squad preparation window

prior to the World Championships and Olympic Qualifier and any other factors which come into play.

* 1. Selection will be communicated by email to each player. It will also be communicated via a telephone conversation with the Head Coach or Assistant Coach if this is requested in advance, by the player.
	2. Players who are not selected at the final stage selection, will be notified by email and also by a telephone conversation with the Head Coach or Assistant Coach, if requested by the player in advance.
	3. Travelling or non-travelling reserves may be named in each Competition Squad. The number of players placed on the reserve list will be at the discretion of the GB Head Coach.
	4. Players who are selected as reserves will also be notified within this same process by email.
	5. Players are not permitted to announce any selection decisions or information prior to the public announcement of the teams by IHUK.

### Pre Selection or De-selection - illness and injury or other grounds around fitness to compete

* 1. After selection has been communicated, the Selection Panel retains the right to deselect a player on any grounds in accordance with the Selection Criteria or on the grounds of injury/fitness to compete, or if the player is subject to an IHUK or International Federation disciplinary procedure.
	2. In the event of there being a query over the ability of a player to be able to compete to the best of their ability due to an injury or illness, or other unexpected factors, pre or post selection, the following procedure will be followed:
		1. The Ice Hockey UK Chief Medical Officer or Team Doctor can require a player to undergo a medical examination to determine her fitness to participate. This examination will be carried out by the requesting medical staff or another doctor. If the player fails the medical

examination or fails to attend, she will be withdrawn from the squad and where appropriate, the Head Coach will select a replacement player.

* + 1. If the player passes the medical examination but the coaching and/or support staff still have concerns over whether the player can compete to the best of her ability due to the underlying injury or illness, Ice Hockey UK can require the player to undergo a set of sports specific performance tests where the results will be compared to the player’s previous relevant test results. The tests can be repeated more than once and within a short timeframe if required and will usually be carried out by either the squad’s physiotherapist and/or strength and conditioning coach together with the Head Coach or Assistant Coach.
		2. If the player does not meet the required test levels, she will be withdrawn from the squad on medical grounds and, if appropriate, a replacement will be nominated by the Head Coach.
		3. If the player reaches the required test levels but concerns remain in relation to a player’s ability to perform in a tournament environment, a final selection decision will be made and communicated by the Head Coach.

## Appeals

* 1. Players may appeal their non-selection in accordance with the Selection Appeal Policy.

## Minor and Non-Consequential Breaches of this procedure

* 1. A minor or non-consequential deviation from any aspect of this Selection Policy shall not invalidate the policy nor any decision of the Selection Panel unless there is a clear and significant risk or indication that the deviation has affected the decision of the Selection Panel.

## Review Process

* 1. This Selection Policy will be reviewed on an annual basis. This will include consultation with the players and the coaching team.

## Force Majeure

* 1. In the event of ‘Force Majeure’ affecting the application of the Policy, the CEO of IHUK shall consult with the Selection Panel and Chair of the IHUK Governance & Risk Committee and have sole discretion to take any decision in line with the ambition, performance goals and principles of this Selection Policy.

## Confidentiality

* 1. Any confidential information discussed within a selection meeting shall remain confidential until such time that the confidential information comes into the public domain.

## Data Protection

* 1. All personal data held by the Selection Panel in connection with selections will be held in accordance with IHUK’s Data Protection Policy.