



2025 EUROPEAN CROSS-COUNTRY CHAMPIONSHIPS: 14 DECEMBER 2025 LAGOA, PORTUGAL

SELECTION POLICY – published July 2025

Updated September 2025 – Date amendment (Trials, Selection Meeting, EOI deadlines)

This Selection Policy (“the Policy”) set outs the selection process for the Novuna Great Britain & Northern Ireland team at the 2025 European Cross-Country Championships in Lagoa, Portugal (the “Championships”).

Athletes should note that they must comply with all General Eligibility requirements to compete for Great Britain and Northern Ireland at these Championships. Please refer to Appendix 1.

PERFORMANCE OBJECTIVES

- Medal success at the 2025 European Cross Country Championships
- Opportunities for developing athletes with the potential for future success at senior outdoor major championships (including future World Cross-Country championships)

TRIALS

1. The Trials for athletes wishing to be considered for selection in all events **with the exception of** the Senior Mixed Relay, will be held at the UK Athletics Cross Challenge in Liverpool on 22 November 2025 (the “Trials”).
2. The official trial for the Senior Mixed Relay will be the short course race at the UK Athletics Cross Challenge in Cardiff on 8 November 2025 (the “Senior Mixed Relay Trial”). References to the Trials includes the Senior Mixed Relay Trial.
3. It is not mandatory to compete at the Trials for athletes seeking selection for any European Cross-Country events, however priority is given to competing athletes and therefore athletes who do not compete may risk non-selection.

SPECIFIC PROVISIONS FOR TRIALS

4. **The Senior Mixed Relay event:**
 - a. Athletes seeking selection in Cardiff should complete and return an Expression of Interest form before **26 October 2025** to be considered for entry into the short-course race at Cardiff.
 - b. The Expression of Interest form can be found [here](#).
5. **The Junior U20 Teams:**
 - a. U17 male athletes wishing to qualify for selection for the junior team via the Trials should register to compete in the U20 race in Liverpool.



- b. U17 female athletes already compete in the U20 race at the Trials so will automatically be considered for the U20 team.

6. Athletes not competing at the Trials:

- a. Athletes seeking selection who are unable to compete at the Trials in any event should complete an Expression of Interest form before **21 November 2025**. The Expression of Interest form can be found [here](#).

SELECTION MEETING

- 7. The selection meeting will take place on **24 November 2025**.
- 8. Selections will be based on the performance objectives for the Championships and subject to the maximum number of entries permitted by European Athletics ("EA") (see the EA website for details), as follows:
 - a. **Senior, U23 and U20 Men and Women**
A maximum of six (6) athletes can compete in each of the individual events.
 - b. **Senior Mixed Relay**
Four (4) athletes can be selected for the Mixed Relay Event; two (2) male and two (2) female. Each athlete will each run 1 lap of the course (approx 1500m per lap).
- 9. To be considered for selection in each of the individual events, athletes must be born in the years referenced in Appendix 1, as follows:
 - a. For Senior Mixed Relay Athletes – be born in 2005 or earlier
 - b. For U23 Athletes – be born in 2003, 2004 or 2005
 - c. For U20 Athletes – be born in 2006, 2007, 2008 or 2009
- 10. **'Doubling Up'**
An athlete may only be selected for one event at the European Cross Country Championships and therefore athletes will not be able to double up and compete in both an individual and relay race.

SECTION ONE: ELIGIBILITY FOR SELECTION

- 11. To be eligible for consideration for selection, athletes must have competed at Trials or completed an Expression of Interest form (paragraph 6a) **AND** satisfy the General Eligibility Criteria set out in Appendix 1. For the avoidance of doubt, compliance does not guarantee selection.
- 12. Athletes who meet both requirements are "Eligible Athletes"

SECTION TWO: SELECTION PROCESS

The Selection Panel (the "Panel") will only select from Eligible Athletes.

- 13. Selection will be made in four (4) rounds by event, using the stages and process outlined below.



14. Round 1 – Senior Individuals

- a. The first four (4) placed male and first four (4) placed female Eligible Senior Athletes in the respective combined Senior/U23 Trial will be selected for the individual Senior race.
- b. Should any of the top four finishers at the Trials not be eligible for selection (or decline their selection), their place will not be offered by default to the next best Eligible Athlete. Any places not taken will be re-considered for selection based on the Panel's comparative assessment of the criteria listed in paragraph 14c below.
- c. The Panel will then select athletes to fill the remaining places based on a comparative assessment of Eligible Athletes against the criteria listed below. The Panel will ultimately select Eligible Athletes with the greatest potential to fulfil the Performance Objectives of the Championships.
 - Athletes' current form and fitness from 1 September – 23 November 2025
 - Athletes' previous cross-country competition history
 - Performance at the Trials
 - Head-to-Heads during the 2025 autumn cross-country season
 - Current injury and illness status
 - Any other factors the Panel considers relevant
- d. In the expert view of the Selection Panel, they may consider some or all of the key elements outlined in paragraph 14c above, and they may be weighted as necessary to best meet the Performance Objectives. The criteria are not listed in order of priority.

15. Round 2 – U23 Individuals

- a. The first four (4) placed male and first four (4) placed female Eligible U23 Athletes in the respective combined Senior/U23 Trial will be selected for the individual U23 race.
- b. Should any of the top four finishers at the Trials not be eligible for selection (or decline their selection), their place will not be offered by default to the next best Eligible Athlete. Any places not taken will be re-considered for selection based on the Panel's comparative assessment of the criteria listed in paragraph 15c below.
- c. The Panel will then select athletes to fill the remaining places based on a comparative assessment of Eligible Athletes against the criteria listed below. The Panel will ultimately select Eligible Athletes with the greatest potential to fulfil the Performance Objectives of the Championships.
 - Athletes' current form and fitness from 1 September – 23 November 2025
 - Athletes' previous cross-country competition history
 - Performance at the Trials
 - Head-to-Heads during the 2025 autumn cross-country season
 - Current injury and illness status
 - Any other factors the Panel considers relevant
- d. In the expert view of the Selection Panel, they may consider some or all of the key elements outlined in paragraph 15c above, and they may be weighted as necessary to best meet the Performance Objectives. The criteria are not listed in order of priority.

16. Round 3 – U20 Individuals

- a. The first five (5) placed male and first five (5) placed female Eligible U20 Athletes (including U17's) in the respective Junior Trial will be selected for the individual U20 race.



- b. Should any of the top five finishers at the Trials not be eligible for selection (or decline their selection), their place will not be offered by default to the next best Eligible Athlete. Any places not taken will be re-considered for selection based on the Panel's comparative assessment of the criteria listed in paragraph 16c below.
- c. The Panel will then select athletes to fill the remaining places based on a comparative assessment of Eligible Athletes against the criteria listed below. The Panel will ultimately select Eligible Athletes with the greatest potential to fulfil the Performance Objectives of the Championships.
 - Athletes' current form and fitness from 1 September – 23 November 2025
 - Athletes' previous cross-country competition history
 - Performance at the Trials
 - Head-to-Heads during the autumn 2025 cross-country season
 - Current injury and illness status
 - Any other factors the Panel considers relevant
- d. In the expert view of the Selection Panel, they may consider some or all of the key elements outlined in paragraph 16c above, and they may be weighted as necessary to best meet the Performance Objectives. The criteria are not listed in order of priority.

17. Round 4 – Senior Mixed Relay

- a. The first placed Eligible Athlete from each of the short-course Trial races (one male and one female) will be selected for the Mixed Relay Event.
 - b. If either of the first placed finishers at the Trials is not eligible for selection (or decline their selection), their place will not be offered by default to the next best Eligible Athlete. Any place not taken will be re-considered for selection based on the Panel's comparative assessment of the criteria listed in paragraph 17c below.
 - c. The Panel will then select athletes to fill the remaining places based on a comparative assessment of Eligible Athletes against the criteria listed below. The Panel will ultimately select Eligible Athletes with the greatest potential to fulfil the Performance Objectives of the Championships.
 - Athletes' current form and fitness from 1 September – 23 November 2025
 - Athletes' previous cross-country competition history
 - Performance at the Senior Mixed Relay Trial
 - Head-to-Heads during the autumn 2025 cross-country season
 - Current injury and illness status
 - Any other factors the Panel considers relevant
 - d. In the expert view of the Selection Panel, they may consider some or all of the key elements outlined in paragraph 17c above, and they may be weighted as necessary to best meet the Performance Objectives. The criteria are not listed in order of priority.
18. Eligible U20 or U23 athletes will only be considered for selection in an age-group above for the individual events at the discretion of the Panel and only if the Panel deems it to be in the long-term interests of the individual athlete. Eligible Athletes will need to have demonstrated the ability to perform at Senior level.
- #### **19. Reserves**
- a. The Panel may nominate two additional reserves for each team including the Mixed Relay. Such reserves will be assessed as outlined in paragraphs 14c, 15c 16c and 17c above.



- b. Reserves shall be non-travelling, and it is in the Panel's discretion to determine whether a reserve will be called upon to compete.

SECTION THREE: SELECTION PANEL

20. The Selection Panel (the "Panel") will comprise the Voting and Non-Voting members stated below. The Panel will be chosen based on their expertise and knowledge in the field of Cross Country. A substitute may be nominated at any time by the UKA Endurance Strategy Manager if a member (including the UKA Endurance Strategy Manager) is unavailable.

a. Voting Members:

- i. UKA Endurance Strategy Manager
- ii. Team Leader
- iii. Team Coaches, who will each vote on all athlete selections

b. Non-Voting Members:

- i. Chairperson
- ii. Independent Observer (if available)
- iii. UK Athletics Medical Representative (as required)
- iv. Media Representative (if available)
- v. Note-taker(s)
- vi. Any other person invited by the Chairperson

21. In the event of an actual, potential, or possible conflict relating to any voting member of the Panel, it should be reported to the Chairperson who shall determine whether the voting member in question should be permitted to take part in relation to any selection decision(s). The Chairperson may appoint an alternative voting member if necessary.

22. Voting of the Panel shall be by simple majority. The UKA Endurance Strategy Manager shall have casting vote, if required. If the UKA Endurance Strategy Manager is unable to vote due to conflict, the Chairperson will decide who shall have casting vote.

23. The Panel may make any selection subject to the athlete completing a performance requirement or test set by the Panel.

SECTION FOUR: DE-SELECTION

24. Following selection, an athlete may be de-selected by the Panel or UK Athletics in the event of:

- a. the athlete ceasing to comply with the eligibility criteria set out in this Selection Policy, or other document communicated by UK Athletics;
- b. the athlete's failure to sign the World Class Programme Athlete Agreement or Team Member Agreement;
- c. the application of the Medical De-Selection Protocol set out in the World Class Programme Athlete Agreement or Team Member Agreement;
- d. any anti-doping rule violation or provisional suspension;
- e. any serious misconduct or suspension due to misconduct;
- f. a breach of any UK Athletics policy



- g. UK Athletics reasonably considering that the athlete will be unable to perform at the level required or expected due to any reason including loss of form, failure to recover fully or as expected from injury or illness;
- h. the athlete's failure to opt-in to team training or events.

SECTION FIVE: GENERAL PROVISIONS

Appeals

- 25. There shall be no right of appeal to the selection of the GB&NI Team made by the Selection Panel. The provisions of the "UK Athletics Selection Fast Appeals Procedures" do not apply to the GB&NI team selections for the 2025 European Cross-Country Championships

Amendment

- 26. UK Athletics reserves the right to amend this Selection Policy at any time at its discretion and will make any amended version publicly available (including the date on which any amendment was made) at www.britishathletics.org.uk

Governing Law

- 27. This Selection Policy shall be governed by and constructed in accordance with the law of England and Wales.

Jurisdiction

- 28. Any dispute or claim (other than appeals) arising out of or in connection with this Selection Policy shall be submitted for determination exclusively to arbitration under the auspices of Sports Resolutions (UK) Limited and subject to the procedural control of the English Courts.

Team Logistics

- 29. Athletes must agree to the travel provisions made for the team. For the avoidance of doubt, UK Athletics will cover the costs of international travel to the competition from the United Kingdom and athletes shall be responsible for domestic assembly costs.

Contacts

Contact details are as follows:

- UKA Endurance Strategy Manager – Chris Jones (cjones@uka.org.uk)
- Policy queries – Tina Ryan (tryan@uka.org.uk)
- Championships logistics – Paula Gowing (pgowing@uka.org.uk)



APPENDIX 1 – GENERAL ELIGIBILITY CRITERIA

1. Be eligible to compete for GB&NI and be the holder of a full and current British passport;
2. For U20 athletes, be born in 2006, 2007, 2008 or 2009.
3. For U23 athletes, be born in 2003, 2004 or 2005
4. For the Senior Mixed Relay Event, athletes must be born in 2005 or earlier (i.e. they must be a Senior or U23 athlete).
5. Have completed the European Athletics 'I RUN CLEAN' anti-doping education programme via <https://www.irunclean.org/> and have a valid certificate number prior to the 2025 European Cross Country Championships selection meeting on 24th November.
6. Is not serving a period of ineligibility from the sport (as determined by UK Athletics or a Home Country Athletics Federation) or from any other sport. For example, due to misconduct and/or disciplinary reasons.
7. Not under investigation or been charged by UK Athletics, a Home Country Athletics Federation, or any other relevant organisation (including the police and CPS) with misconduct or any disciplinary, safeguarding or criminal offence.
8. Not committed a criminal, disciplinary or safeguarding offence that in the reasonable opinion of the Board of UK Athletics renders the athlete unsuitable for selection.
9. Has not, whether by an act or omission, brought UK Athletics into disrepute.
10. Meet the standards and behaviour expected by UK Athletics, as published from time to time, including in the International Athletes Code of Conduct;
11. Be registered as a member with the relevant Home Country Athletics Federation (HCAF), directly or through a club;
12. Sign the UK Athletics Team Members' Agreement ("TMA") and abide by its terms and conditions. Any athlete failing to do so prior to the first date of competition will result in their selection being withdrawn. The current version of the TMA can be found online at <https://www.uka.org.uk/performance/british-athletics-teams-information/>

Note: Athletes will be selected to compete in the age-group race for which they are eligible at the championships (i.e., U23 athletes will be selected for the U23 race, U20 athletes will be selected for the junior race). For the avoidance of doubt, should an U23 athlete finish ahead of a senior athlete in the joint race at the Trials, the U23 athlete will be selected for the U23 race, and will NOT be considered as one of the first senior athletes past the post. Exceptions to this rule (i.e., selecting U20 athletes to compete in the U23 race, or U23's in the in the senior race) may only be made at the discretion of the selection panel and only if they believe that doing so would be in the best interests of the team and the best long-term interests of the individual athlete. Agreement of the individual athlete is also required.