European Cross Country Championships
8 December 2019
Lisbon, Portugal

Selection Policy – Updated 23rd October 2019

Overview

British Athletics consider the European Cross Country Championships as a key stepping stone towards success at future global track and field championships.

Full GB & NI men’s and women’s senior, U23 and junior teams will be selected for this competition (6 athletes per team). For the third time in its existence a senior mixed relay team will also be selected (2 senior men and 2 senior women).

The 2019 European Cross Country Championships policy has been structured to select a team with the following aims:
- Medal success at the 2019 European Cross Country Championships; AND
- Opportunities for developing athletes with the potential for future success at senior outdoor major championships (including future Cross Country championships).

The Official Trial (“the Trials”), takes place in Liverpool as part of the British Athletics Cross Country Challenge on Saturday 23 November 2019.

Please note, U17 male athletes wishing to qualify for selection for the junior team via the Trials should register to compete in the U20 race at the Trials (U17 female athletes already compete in the U20 race at the Trials so will automatically be considered for the U20 team).

The British Athletics team will travel to the Championships as a single team. Domestic travel (travel from home to the international departure airport) expenses will be subject to the British Athletics Domestic Assembly Policy.

All questions related to the selection policy (including those relating to athletes based overseas) and the trial races should be directed to Team Leader Rob Denmark, at rdenmark@britishathletics.org.uk.

Eligibility

1. To be considered eligible for selection, athletes must satisfy the following:
   a. Be eligible to compete for GB&NI (i.e. full British passport holder);
   b. For U23 athletes, be born in 1997, 1998 or 1999;
   c. For junior (U20) athletes, be born in 2000, 2001 2002 or 2003;
   d. For the senior mixed relay, athletes must express their interest in this event, via Team Leader Rob Denmark rdenmark@britishathletics.org.uk and/or Maddy Ibbett mibbett@britishathletics.org.uk by 5pm on Sunday 24 November 2019.
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 panel and only if they believe that doing so would be in the best interests of the team OR the best long term interests of the individual athlete. Agreement of the individual athlete is also required.

Selection process

2. The team will be selected in one selection meeting on **Monday 25 November 2019**.

3. Selectors on the panel have been chosen based on their expertise and knowledge in the field of Cross Country. The panel will also include a non-voting independent observer and an Athletes Commission member.

4. The team will be announced on Tuesday 26 November 2019.

5. Round 1 – Senior Individuals
   a. The top 4 eligible senior athletes from each senior race at the Trials (not including any U23 athletes competing in the joint senior/U23 Trial race) will be automatically selected for the individual senior race.
      i. For the avoidance of doubt, if any of the top four at the Trials decline selection (through injury or any other reason) their automatic selection WILL be offered to the next eligible senior athlete at the Trials.
   b. The Selection Panel will select athletes to fill the remaining two individual spots based on the following criteria (the criteria below are not listed in any priority orders):
      i. athletes’ current form and fitness;
      ii. athletes’ previous cross country competition history;
      iii. performance at the Trials;
      iv. any other factors the selection panel deem relevant to this competition.

6. Round 2 - Senior Mixed Relay
   a. Once all individual senior spots are filled, the Selection Panel will select a mixed relay team consisting of 4 senior athletes - 2 male and 2 female who will each run 1 lap of the course approx. 1.5km per lap. Athletes will be selected in this round based on the Panel's consideration of a combination of the following criteria. The criteria below are not listed in any priority order:
      i. athletes’ current form and fitness;
      ii. athletes’ previous cross country competition history;
      iii. athletes form over 1500m in the 2019 outdoor track season;
      iv. performance at the Trials;
      v. any other factors the selection panel deem relevant to this competition. Performances over short course cross country races, road races and/or indoor performances during the period of the 2019 autumn cross country season may be taken in to consideration.
7. Round 3 – U23s:
   a. The first four placed eligible U23 athletes at the Trials (in the combined senior/U23 trial race) will be automatically selected for the U23 race. For the avoidance of doubt, if any of the first four placed athletes at the Trials decline selection (through injury or any other reason) their automatic selection will NOT be offered to the next eligible athlete at the trials. Their place will be re-allocated based on point b below.
   b. The Selection Panel will select athletes to fill the remaining team spots based on the following criteria (the criteria below are not listed in any priority order):
      i. athletes' current form and fitness;
      ii. athletes' previous cross country competition history;
      iii. performance at the Trials;
      iv. any other factors the selection panel deem relevant to this competition

8. Round 4 – Juniors (U20s):
   a. The first five placed eligible junior athletes (including U17's) at the Trials will be automatically selected for the junior race. For the avoidance of doubt, if any of the first five placed athletes at the Trials decline selection (through injury or any other reason) their automatic selection will NOT be offered to the next eligible athlete at the trials. Their place will be re-allocated based on point b below.
   b. The Selection Panel will select athletes to fill the remaining team spots based on the following criteria (the criteria below are not listed in any priority order):
      i. athletes' current form and fitness;
      ii. athletes' previous cross country competition history;
      iii. performance at the Trials;
      iv. any other factors the selection panel deem relevant to this competition

9. British Athletics will select two non-travelling reserves for each individual team and the mixed relay. These athletes will be added to the final entry and will be called upon if logistically possible should any athlete withdraw. Non-travelling reserve places will be selected based on the criteria listed above in points 5.b, 6.a, 7.b, and 8.b.

Appeals

10. There shall be no right of appeal to the selection of the GB&NI Team made by the Selection Panel. The provisions of the British Athletics Selection and Nomination “Fast” Appeals Procedure do not apply to the GB&NI team selections for the 2019 European Cross Country Championships.

Amendment

11. British Athletics reserves the right to amend this Selection Policy at its sole discretion and will make any amended version publicly available (including the date on which any amendment was made) at www.britishathletics.org.uk.
**Section A**

<table>
<thead>
<tr>
<th>Date of screening</th>
<th>25/08/2019</th>
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<tbody>
<tr>
<td>Name of person and job title of the person screening</td>
<td>Charlie Burn, Olympic Performance Project Manager</td>
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<tr>
<td>What is being screened?</td>
<td>2019 European Cross Country Selection Policy</td>
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<table>
<thead>
<tr>
<th>Is this a policy or procedure document?</th>
<th>Yes</th>
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<tr>
<td>Is this a policy being taken to the Board?</td>
<td>Yes</td>
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<tr>
<td>Is this a document that provides guidance for employees?</td>
<td>No</td>
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</tbody>
</table>

If the answer to any of these is yes, please go to Section B. If the answer is no, you do not require to complete an EQIA.

**Section B**

<table>
<thead>
<tr>
<th>Does the decision or policy impact disproportionately on gender and does the policy resolve this? (This can include pregnancy/maternity and marriage/civil partnerships?)</th>
<th>No</th>
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<tbody>
<tr>
<td>Does the decision or policy impact disproportionately on different age groups?</td>
<td>No</td>
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<td>Does the decision or policy impact disproportionately on people from different ethnic groups?</td>
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<td>Does the decision or policy impact disproportionately on people with a disability or disabilities?</td>
<td>No</td>
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<td>Does the decision or policy impact disproportionately on people from different religions, faiths or beliefs?</td>
<td>No</td>
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<td>Does the decision or policy impact disproportionately on people from different sexual orientations?</td>
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<td>Does the decision or policy impact disproportionately on transgendered people?</td>
<td>No</td>
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<tr>
<td>Does this decision or policy potentially affect the health and safety of the employees or other parties?</td>
<td>No</td>
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<tr>
<td>Any other changes to the policy required?</td>
<td>No</td>
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