



2024 Paris Olympic Games – Selection Process Document

Version 3: February 2024

Published: 27 February 2024

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1. INTRODUCTION

- 1.1. PentathlonGB is the governing body for Modern Pentathlon in Great Britain and is affiliated to the UIPM. As such it selects athletes and teams for major events, including World Championships and Olympic Games.
- 1.2. The 2024 Olympic Games are to be held in Paris, France from 28th July 2024 - 11th August 2024. PentathlonGB intend to nominate athletes in some or all of the events to the British Olympic Association (“BOA”) in the week commencing 24th June 2024. PentathlonGB may change this date for operational reasons.
- 1.3. Nomination to the BOA does not guarantee selection for Paris 2024. The BOA must approve all nominations made by PentathlonGB before the selection is confirmed.
- 1.4. This document outlines the process and criteria that PentathlonGB will use to determine which athletes it wishes to nominate to the BOA for selection to compete for the British Olympic team (“Team GB”) in the Modern Pentathlon events at the Paris 2024 Olympic Games (“Paris 2024”).
- 1.5. This document will be subject to periodic review and may be amended post review both to ensure that it takes account of any performance strategy, external rule changes or policy amendments; and to ensure it includes any relevant feedback. Such amendment will be approved by the PentathlonGB Board and the BOA and the revised policy will be published on PentathlonGB’s website.



- 1.6. This document is subject to any Olympic Participation Agreement that PentathlonGB enters into with the BOA prior to Paris 2024.
- 1.7. The Selection Panel will not take account of any verbal or written agreements with any individual athlete, whether or not they conflict with the published Policy and Process, meaning that no athlete should have any 'legitimate expectation' save as set out in this document.
- 1.8. All nominated athletes must meet the Olympic Qualifying Standards as stipulated in the IOC UIPM qualification document – <http://bit.ly/uipm-paris2024-qualification-guide>
- 1.9. No athlete selection announcement may be made by PentathlonGB or any athletes eligible for selection without the prior approval of BOA.

2. SELECTION PROCESS AIM

The primary aim of this process is;

- 2.1. To maximise the medal winning potential for Great Britain at the Paris 2024 Olympic Games.

3. ELIGIBILITY

To be eligible to compete at Paris 2024 as part of the team, each athlete shall:

- 3.1. Have qualified a quota place under the UIPM/IOC Qualification Guide (found here – <http://bit.ly/uipm-paris2024-qualification-guide>). Only those athletes will be considered for selection for the Paris 2024 Olympic Games.
- 3.2. Hold a valid British passport and be eligible to represent Great Britain;
- 3.3. Meet PentathlonGB, UK Sport's and the BOA's rules on representing Team GB at the Olympic Games;
- 3.4. Hold a valid UIPM Licence including riding permission at senior level;
- 3.5. Not to be subject to any sanction issued by PentathlonGB, UK Anti-Doping or the UIPM;
- 3.6. Have signed a PentathlonGB Athlete Agreement, or, in the case of non-World Class Programme members, a PentathlonGB NTC Agreement;
- 3.7. Comply with any PentathlonGB Regulations, Code of Conduct and Policies in force from time to time, which shall be available on request from PentathlonGB;
- 3.8. Comply with the provisions of the Olympic Charter currently in force, including but not limited to Rule 41 (Nationality of Competitors) and Rule 43 (World Anti-Doping Code and the Olympic Movement Code on the Prevention of Manipulation of Competitions); and
- 3.9. Comply with the UIPM and UK Anti-Doping rules and anti-doping blood/urine testing policies, and in particular, provided that an athlete coming out of retirement has notified UK Anti-Doping in accordance with its rules, secured dispensation to participate in the sport;
- 3.10. Not be serving a ban from participation in the sport for any reason (including as a result of being found guilty of a doping offence or being found guilty of an offence relating to betting, manipulation of results, corrupt conduct, inside information) at the time of selection and/or at the time of the Event;
- 3.11. Satisfy any eligibility criteria imposed by the BOA, IOC and/or UIPM;

- 3.12. Sign a BOA Team Members Agreement.
- 3.13. Ensure that they provide the information as required by the process prior to any stipulated deadline, failure to do so may result in the PentathlonGB Selection Panel rescinding the athlete's nomination.
- 3.14. Nominated athletes must comply with the PentathlonGB Regulations and the PentathlonGB Athlete Agreement or PentathlonGB National Training Centre (NTC) Athlete Agreement and failure to do so may result in the PentathlonGB Selection Panel rescinding the athlete's nomination.
- 3.15. At all times athletes must conduct themselves as suitable ambassadors for PentathlonGB and Team GB and the sport of pentathlon, and act in a manner befitting a representative of Team GB and the BOA.

4. SELECTION CRITERIA

- 4.1. There is no right of automatic selection nor will any performance in one competition be a definitive factor in selecting one athlete over another. When making its decision, the Selection Panel will consider various factors set out below, in any order and with weighting only applied if the Selection Panel deems it appropriate to do so. The guiding principle for the Selection Panel is to achieve the primary aim (2.1):
 - 4.1.1. International Competition performances in UIPM Category A competitions in the period 1st March 2023 to 30th May 2024 (or the date immediately following the World Cup final 2024, if the date for such final changes);
 - 4.1.2. UIPM Olympic Ranking list on 30th May 2024 (or the date once the list has been updated following the completion of the World Cup final 2024);
 - 4.1.3. Trajectory of the athlete against the Paris 2024 What It Takes To Win (WITTW) model for their respective gender;
 - 4.1.4. Qualification route and ability to optimise preparation to medal at the Olympic Games;
 - 4.1.5. PentathlonGB Coaches recommendation;
 - 4.1.6. Demonstrating the commitment to, and co-operation in, planned team training sessions as communicated by coaches;
 - 4.1.7. An athlete's compliance with the PentathlonGB Regulations, any applicable Code of Conduct and any PentathlonGB Athlete Agreement or PentathlonGB National Training Centre Agreement an athlete has entered into with PentathlonGB; and/or;
 - 4.1.8. Any other reasonable points the Selection Panel deems necessary.
 - 4.1.9. Inherent in any selection process is an element of subjectivity. Notwithstanding this, the Selection Panel will, as far as is reasonable, take selection decisions on the basis of material objective facts, and the Selection Panel will endeavour to act fairly, rationally, and without bias in selection matters.

5. SELECTION PANEL

- 5.1. All selections are made by a Selection Panel chaired by the PentathlonGB Performance Director or another individual appointed by the Performance Director. Representation from within PentathlonGB and/or externally will form the remainder of the panel, who may include but are not restricted to: PentathlonGB Board members, performance staff, coaches and expert advisers.
- 5.2. There will be a minimum of 3 voting members of the Panel including the Performance Director. In addition, there may be a number of non-voting Panel members present. All members of the Panel will be appointed by the Performance Director and recorded and minuted as part of any Selection Panel meeting minutes.
- 5.3. In addition to the Selection Panel there will be one or more additional independent observer/s, as approved by the Performance Director of PentathlonGB. The identity of the observers may be different for each meeting and may include representatives from the BOA and/or BAEE. The observers will not have voting rights but will be present to supervise procedures and to ensure that both due process is followed and that the selection criteria are appropriately applied.
- 5.4. Members of the Selection Panel must declare any actual or potential conflict of interest and disqualify themselves where the interest is material or could reasonably give rise to an impression of bias or unfairness.
- 5.5. The Performance Director is responsible for ensuring that any conflict of interest is identified, and that the member of the Selection Panel concerned is withdrawn from the decision-making process.
- 5.6. The Selection Panel will exercise its discretion fairly and without bias in making its decision.
- 5.7. Decisions will be made by majority vote. In the event of a tied vote, the Performance Director shall have the casting vote.

6. COMMUNICATION OF SELECTION DECISIONS

- 6.1. The Selection Panel will meet during the week of the closure of the UIPM Olympic qualification system closure (week commencing 17 June 2024).
- 6.2. The Performance Director will communicate selection decisions in writing by email within 24 hours of the Selection Panel meeting.
- 6.3. All selection decisions will however be subject to ratification by the BOA.
- 6.4. Selection decisions will also be communicated to those staff involved in the delivery of training and support to affected athletes.
- 6.5. Athletes are prohibited from making any announcement to the public or to the press or other media regarding nomination or selection unless and until such selection has been officially notified by the BOA and any official announcement by the BOA and PentathlonGB has taken place.

7. RESERVES AND DE-SELECTION Reserves:

- 7.1 Following nomination of athletes that will make up the team, the Selection Panel will also consider reserve places for the Event.
- 7.2 Any athletes considered for reserve places must meet the eligibility criteria set out in clause 3.
- 7.3 The number of reserve places offered will be at the discretion of the Selection Panel. Reserves may not necessarily be identified for the Event and will be selected using the same criteria listed above.
- 7.4 Any reserves identified may be prioritised in number order by the Selection Panel. There will be no right to appeal this order. The Selection Panel may change the order of reserves if it believes this best serves the aim of the process. If the requirement to use a reserve athlete does arise, there will be no subsequent right of appeal for any unused reserves.

De-selection:

- 7.5 At any stage of the selection process prior to the date of the Delegation Registration Meeting (DRM) on 12 July 2024 (when the BOA enters the full British Olympic Team with the Paris Organising Committee for the Olympic Games) the PentathlonGB Selection Panel reserves the unconditional right to de-select any athlete or reserve on the following grounds:
 - 7.5.1 Medical grounds – i.e. when an injury/illness may, in the reasonable opinion of the Selection Panel, inhibit the achievement of appropriate performance; or
 - 7.5.2 Suitability as a team member, where for example (but not limited to) an athlete's behaviour or attitude leads the Selection Panel to determine in its opinion that the selection of such athlete would be inappropriate; or
 - 7.5.3 Poor form – i.e. when an athlete's form in events and/or training has decreased to a level which, in the opinion of the Selection Panel, would inhibit the achievement of appropriate performance.
- 7.6 After the DRM has been completed, de-selection and selection of a replacement athlete is only allowed in accordance with the International Olympic Committee's (IOC) Late Athlete Replacement Policy ("LARP") (or any revised or amended IOC policy dealing with athlete replacement) and is the responsibility of the BOA. The LARP primarily provides for replacement in the case of injury and/or illness. In the event of there being a query over the ability of an athlete to be able to compete to the best of his/her ability due to an injury or illness the following procedure will be adhered to:
 - 7.6.1 After nomination, the BOA's Chief Medical Officer can require an athlete to undergo a medical investigation to determine his/her fitness to participate. This examination will be carried out by the BOA's Chief Medical Officer or another doctor delegated by him/her. If the athlete fails the medical examination, he/she will be withdrawn from Team GB and PentathlonGB may (if appropriate) nominate a replacement athlete in accordance with this Policy.



7.6.2 If the athlete passes the medical examination carried out in accordance with (i) above but PentathlonGB and/or the BOA still have concerns over whether or not the athlete is able to compete to the best of his/her ability due to the underlying injury or illness, the BOA Chef de Mission can require the athlete to undergo a set of pre-determined sports specific performance tests. Such tests, and the most appropriate staff to conduct such tests shall be agreed in advance and following consultation between PentathlonGB & the BOA's Chief Medical Officer. If the athlete fails such a test he/she will be withdrawn from the team on medical grounds and, if appropriate, a replacement may be nominated by PentathlonGB in accordance with this Policy.

7.7 Nominated athletes must agree to participate fully in all elements of the PentathlonGB and BOA team preparation for Paris 2024, details of which will be communicated to them on nomination. Failure to participate fully without the written and express permission of the PentathlonGB Performance Director may result in an athlete forfeiting their place in the team. PentathlonGB may (if appropriate) nominate a replacement athlete in accordance with this policy.

7.8 Nominated athletes will be contacted initially by PentathlonGB. Subsequently, selected athletes will have their selection confirmed in writing by the BOA. All considered athletes will be informed by PentathlonGB if they have not been selected. Due to the numbers of athletes involved this will normally be by email within the same time period. It is the intention that those athletes not selected for nomination to BOA will receive personal follow up from PentathlonGB Staff.

8. APPEALS

8.1 PentathlonGB operates a formal appeals procedure for challenging selection decisions. The Appeals Procedure must be instigated within 48 hours (excluding weekends and bank holidays) of email notification of the decision of the Selection Panel being sent. Appeals will only be accepted from athletes that are eligible for selection, as outlined in clause 3.

8.2 Any appeal shall be managed in accordance with the Major Event Selection Appeals Policy available on the PentathlonGB website - https://pentathlongb.org/media/pgb-major-event-appeal-policy_.pdf or upon request from performance@pentathlongb.org.

Guidance: a form of Notice of Appeal is provided by Pentathlon GB- this can either be found on the Pentathlon GB website [here](#) or athletes can email performance@pentathlongb.org to request a copy. Athletes should use this form when making an appeal.

9. DATA PROTECTION

9.1 Personal data collected as part of this process will be managed in line with our Athlete Data Protection and Privacy Policy. For more information please contact the PentathlonGB Head of Pathways rhys.edwards@pentathlongb.org.

10. ACKNOWLEDGEMENT

10.1 Athletes will be required to acknowledge their understanding of the conditions of this policy, expression of interest to be selected pending their eligibility to do so, and for consent for information to be shared with the BOA.

APPENDIX 1 – DEFINITIONS

- **“BOA”** means the British Olympic Association
- **“UIPM”** means the Union Internationale de Pentathlon Moderne
- The **“PentathlonGB 2024 Olympic Selection Process”** or the **“Process”** means everything included in this document that relates to the process for the selection of the athletes that PentathlonGB will nominate to the British Olympic Association for selection to represent GBR at the 2024 Olympic Games.
- The **“PentathlonGB 2024 Olympic Selection Criteria”** or the **“Criteria”** means everything included in this document that relates to the criteria for the selection of the athletes that Pentathlon will nominate to the British Olympic Association for selection to represent GBR at the 2024 Olympic Games.
- **“PentathlonGB World Class Programme”** or **“PGB WCP”** or **“WCP”** means the programme funded by UK Sport for athletes to realise their full potential covering athletes with medal winning capabilities at the next Olympic Games and/or those athletes with realistic medal winning capacity at the subsequent Olympic Games.
- **“Delegation Registration Meeting”** or **“DRM”** means the official meeting between the BOA and Paris 2024 Organising Committee when Team GB is officially entered into the Paris 2024 Olympic Games.
- **“Event”** means an event at the Paris 2024 Olympic Games
- **“Team GB”** means the team selected by the British Olympic Association for participation at Paris 2024
- **“Paris 2024”** means the Paris 2024 Olympic Games
- **“Selection Panel”** means the panel appointed by PentathlonGB to select the athletes to be nominated to the BOA to represent Great Britain at the Paris Olympic Games in the Modern Pentathlon events.
- Where this policy refers to the Performance Director, the Performance Director or the Chief Executive Officer (“CEO”) of PentathlonGB may, where necessary or in extreme circumstances, appoint a replacement to carry out some or all of the duties