



**XXII Commonwealth Games  
Birmingham, England  
28 July – 8 August 2022**

**Selection Policy and Standards  
HOCKEY**

**May 2021**

Amendment to 12.2 & 12.4 update of FIH's World Ranking cut-off date

**March 2021**

**Glasgow National Hockey Centre  
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# **Team Scotland: Birmingham 2022 Commonwealth Games**

## **HOCKEY**

### **Athlete - Sport Selection Policy and Standards**

The information in this Selection Policy is accurate as at February 2021 but remains subject to change. As a result of the unique and extenuating circumstances caused by COVID-19 and the subsequent impact on international sporting calendars, CGS and Scottish Hockey will be closely monitoring this Selection Policy to determine if any changes are necessary.

For the avoidance of doubt, CGS reserves the right to amend this Selection Policy in any manner, and in the sole and absolute discretion of CGS, should CGS consider that qualification process would be fairer having regard to the interests of all Athletes and the prevailing circumstances.

In addition CGS and Scottish Hockey reserve the right to not apply any aspect of this Selection Policy when making any decision, if in the sole and absolute discretion of CGS, it would, as judged by CGS, be unfair or unreasonable not to, provided always that CGS has regard to the interests of all Athletes in the prevailing circumstances

### **Introduction**

- 1 This selection policy has been agreed by Scottish Hockey and Commonwealth Games Scotland (CGS). It provides detail on the process by which Scottish Hockey will arrive at athlete nominations, which will be submitted to CGS for consideration, for final selection to Team Scotland for Birmingham 2022.
- 2 Achievement, by an athlete, of individual selection standards, detailed in this document, is therefore the 1st step by which nomination can be considered. The final decision in selection to the 2022 Games lies with CGS
- 3 Scottish Hockey will nominate only those athletes that have qualified under both the Hockey Specific Selection Standards stated below, and the CGS General Selection Policy (available on the CGS website) that should be read in conjunction with these standards.

### **Team Scotland General Selection Policy Aim**

- 4 Scotland selects a team that performs with distinction in 2022:
  - having a higher percentage of athletes meeting the selection standards when in competition at these Games than in 2018
  - meeting the stated performance aims of each sport at the Games
  - with all Team members having a positive experience within Team Scotland at the Games.
- 5 This hockey policy is consistent with the aim.

## **Athlete Eligibility**

- 6 The eligibility criteria of the CGF Constitution and Byelaws, must be met by all nominees, see Appendix 1.
- 7 Where prospective team members do not automatically comply with the above, they will only be nominated for final selection if they receive prior approval from the CGF under their guidelines.

## **Games Competition Format**

- 8 Competition format consists of two pools of five teams playing each other in a round-robin tournament.
- 9 On completion of the pool fixtures, the top two in each pool play semi-final cross over matches with the winners contesting the final and the losers contesting the bronze medal.
- 10 Cross over matches will be played to rank teams 5th to 10th.
- 11 The maximum number of athletes selected by any country will be in line with CGF allocation for each invited team.

## **Sport Specific Selection Standards and Framework**

### **12 Team Qualification**

- 12.1 The General Selection Criteria of Commonwealth Games Scotland must be met by Scottish Hockey and all players.
- 12.2 Competing in the Games is subject to CGS receiving an invite from the CGF to compete in the Games. In order to receive an invite each team will need to be placed in the top 10 Commonwealth nations (including the hosts and current champions with representation from a least four of the CGF six regions) from the world rankings as at 1 February 2022.
- 12.3 In order for each team to gain selection to Team Scotland it is necessary to evidence performances showing the potential to place in the top six in the Games.
- 12.4 In order to evidence a potential top six finish each team will show one or more of the following criteria:
  - a) Ranked in the top eight Commonwealth Countries from the World rankings as at 1 February 2022.
  - b) Finish in Division A or the Top Two of Division B at the 2021 European Championships.
  - c) Achieve a Top 6 finish at the World Cup qualifier in October 2021 assuming a round robin format for the eight teams. This will be reviewed once the format of tournament is confirmed by FIH/EHF.
- 12.5 If neither team are able to evidence a potential top six finish, then the team with the highest Commonwealth ranking will be selected to attend the Games.

- 12.6 Scottish Hockey will identify to CGS the competition, preparation plans and any conflicts by 31 March 2021.
- 12.7 Team composition will be determined by Scottish Hockey on the basis that the athletes selected are the best players, with the Commonwealth Games taking precedence over club or other international commitments.
- 12.8 Scottish Hockey's nominations will only be selected by CGS where it is clear that performance at the Games has been made a competitive priority during the selection period (1 March 2021 to 15 May 2022) and their preparation programmes are directed at the best possible performance.

**All nominated athletes must have completed the required anti-doping education programme.**

## **Internal Selection Criteria**

### **13 Fitness Standards**

The Head Coach will make available the minimum fitness assessment standards prior to the start of the nomination period

### **14 Squad Size**

- 14.1 Scottish Hockey will nominate 18 players and four reserves for each team by 15 May 2022. The final team size is subject to the regulations as laid out by the CGF for the Commonwealth Games 2022 competition format (refer point 11).
- 14.2 Two players from the four reserves will be named by Scottish Hockey as travelling reserves and will attend all camps up to the entry to the Games village. This is subject to finance being available from Scottish Hockey to take an additional two travelling reserves.

### **15 Squad Players**

- 15.1 All players selected for squads must undertake a full training programme as set by the squad Head Coach.
- 15.2 All players are subject to fitness monitoring throughout the selection period and must meet the minimum standards as set by the Head Coach of the respective squad.
- 15.3 It is recognised that in nominating, account must be taken, of an individual's ability to contribute to the aims and balance of the team and therefore the ability to play in a number of positions and to combine with other players are major factors.

### **16 Player characteristics**

- 16.1 Player Characteristics over and above the technical, tactical, physical and psychological skills required - are documented within Scottish Hockey's Performance Blueprint – and while not exhaustive, the BRAVE characteristics of Bold, Relentless, Accountable, Versatile and Excellent decision makers are the key elements.

## 17 **Form and Fitness Issues, prior to nomination**

- 17.1 Any player ill or injured prior to competing in any tournament leading up to the Games will undergo assessments to determine their ability to compete.
- 17.2 The assessments will be carried out by one or more of the following: a doctor; physiotherapist; S&C coach; and Head Coach and will include physical tests.
- 17.3 The physical tests will be agreed with the player and will include but not limited to: sprints; acceleration and deceleration; turning; hockey specific skills tasks and if required an aerobic component.
- 17.4 The final decision to compete will rest with the Head Coach and Head of Performance in consultation with the medical staff and other support staff.
- 17.5 Any selection or de-selection decision, following such a test, will be final.

## **Selection Timeframe**

- 18 Scottish Hockey will send final nominations to CGS by 15 May 2022 and CGS will confirm the final team selections by 30 May 2022
- 19 Each player will be notified in writing of their nomination to the Commonwealth Games team by 1 May 2022. Players in line with CGF allocation will be notified for each squad and this will include the names of these team players, two travelling reserves and two non-travelling reserves.
- 20 Final selection to the Games team is dependent on receipt of relevant information required by CGS such as completion and signing of the CGF Eligibility Form and CGS Team Member Agreement.

## **Selection Process**

- 21 Nomination of team players is the responsibility of Scottish Hockey on the following basis:
  - 21.1 The competition programme within the selection period between 1 January 2021 and 15 May 2022, will be made available to all players as early as possible
  - 21.2 The Head Coach in consultation with the assistant coaches and the Head of Performance will select the initial squad.
  - 21.3 The Head Coach is responsible for the nomination of all final squads' members.
  - 21.4 The Head of Performance in consultation with the Head Coach is responsible for ratification of the final team players for nomination to CGS.

Any non-nominated player may have the opportunity to meet with the Head Coach and request the attendance of the Head of Performance.

## De-Selection

- 22 **Form and Fitness: Injury Management:** Where form and fitness issues are identified at or after selection, a fitness test may be used to determine that the athlete is capable of performing to the level required for the Games. The format will be determined by CGS after discussion with the Hockey Team Management. This will be specific to hockey and the athlete's condition and may include input from CGS medical staff. Any selection or de-selection decision, following such a test, will be made by CGS after discussion with the Hockey Team Management and will be final.
- 23 **Antidoping:** athletes suspended by their Governing Body as a result of ongoing or concluded anti-doping violation allegations will not be considered for selection, and if previously selected, will be deselected from the Birmingham 2022 team.
- 24 **CGS Policies:** Athletes in breach of CGS policies, code of conduct and team agreement may be de-selected.

## Appeal Process

- 25 An appeal against non-nomination to CGS by Scottish Hockey is entirely a matter for the athlete and Scottish Hockey. This should be held in accordance with Scottish Hockey's own appeal procedures but taking into consideration only the CGS selection policy and agreed sport specific selections standards and conditions.
- 26 Any player not nominated to the team has the right to meet with the Head Coach and the Head of Performance in order to seek further clarification on their non-nomination to the team of players. The player must request this meeting by 3 May 2022. After this meeting a player may appeal in writing to Scottish Hockey and that appeal must arrive at the Scottish Hockey offices by 7 May 2022. The CEO of Scottish Hockey will convene a meeting in line with Scottish Hockey policy and procedures, and within four days of receipt of the appeal. The player will be notified of the decision of the appeals panel and the decision of the panel is final.
- 27 An appeal against non-selection, by CGS, of an athlete may only be submitted by Scottish Hockey and not by any individual athlete. If an appeal is submitted to CGS by Scottish Hockey, a CGS Appeal Panel will consider the case along with any additional information provided. The appeal must be made by email to [jon.doig@teamsotland.scot](mailto:jon.doig@teamsotland.scot) within 48 hours of notification of selection outcomes to Scottish Hockey by CGS

## Appointment of Team Staff

- 28 A Team Manager for each team has been appointed by CGS in consultation with Scottish Hockey. The final complement of hockey team staff attending the Games will ultimately depend upon team numbers and composition and will be determined by CGS in consultation with Scottish Hockey. This will include different categories of accreditation and access to the Games Village and other secure areas

## Appendix 1

<b>CGF Byelaw 17 Eligibility</b>
<p>1. It is the responsibility of all Affiliated CGAs to ensure that their competitors are fully aware of and comply with Byelaw 17.</p>
<b>2. Primacy</b>
<p>2.1 Subject to Byelaw 17(4) 17(5) 17(6) and 17(7), a competitor shall be eligible to represent the Commonwealth Country which enters them where they satisfy at least one of the following requirements:</p> <ul style="list-style-type: none"><li>a) Are in possession of a current valid passport of the Commonwealth Country which enters them;</li><li>or</li><li>b) Are a subject who can demonstrate 'Belonger Status' in Great Britain or relevant British Overseas Territory of the Commonwealth Country which enters them</li><li>c) In respect of the following Affiliated CGAs: -<ul style="list-style-type: none"><li>i. Guernsey, Jersey, and Isle of Man. The governments of these three Crown Dependencies do not define citizenship. For these Affiliated CGAs, citizenship shall be defined as three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the "final entries deadline"* date of the relevant Games as determined by the respective Organising Committee ("Continuous Residency") and the competitor must be in possession of a current valid UK passport.</li><li>ii. Northern Ireland. Byelaw 17 will defer to the Belfast Agreement (1998). Northern Ireland athletes who meet birth right criteria are to be treated equally regardless of their possession of either a current valid UK or Irish passport (but must hold one of these). This right is enshrined within the Constitution Issues (iv) of the 1998 Belfast Agreement.</li><li>iii. Norfolk Island. Any individual who was in possession of a current valid New Zealand passport and was also deemed eligible to compete at the Gold Coast 2018 Commonwealth Games for Norfolk Islands may continue to compete for Norfolk Islands at future iterations of the Games.</li></ul></li></ul>
<b>3. Secondary</b>
<p>3.1 Subject to Byelaw 17(4) 17(5) 17(6) and 17(7), where a competitor was born in a Commonwealth Country which has common citizenship/passport with other Commonwealth Countries, the competitor may represent either:</p> <ul style="list-style-type: none"><li>a) the Commonwealth Country of their birth;</li><li>or</li><li>b) the Commonwealth Country of birth of their parent;</li><li>or</li><li>c) where the relevant IF recognises grandparents as part of its eligibility criteria, the competitor may represent the Commonwealth Country of birth of their grandparent;</li><li>or</li></ul>

- d) the Commonwealth Country where they have completed a minimum period of three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the “final entries deadline”\* of the relevant Games as determined by the respective Organising Committee.

3.2 Subject to the other provisions of this Byelaw 17, where a competitor is eligible to represent more than one Affiliated CGA due to common passport privileges they may choose which Affiliated CGA to represent. For the avoidance of doubt, if an individual has competed at a Commonwealth Youth Games this will not be deemed to be a choice of country, and the competitor may choose to represent a different Affiliated CGA at a Commonwealth Games.

3.3 For the avoidance of doubt subject to Byelaw 17(4) and 17(5) any competitor of a common passport area who competes for their common passport country (i.e. Great Britain, New Zealand and Australia) at either the Olympic Games, Youth Olympic Games and/or any World Championships or any other major sporting event shall be entitled to choose to represent their home Affiliated CGA (e.g. Turks and Caicos) at the Commonwealth Games.

#### 4 Disqualifications and Suspensions

4.1 A competitor shall not be eligible to represent the Commonwealth Country which enters them if they:

- a) are currently under disqualification, expulsion or suspension by the Federation;

and/or

- b) are currently under disqualification, expulsion or suspension by their respective Affiliated CGA;

and/or

- c) are currently under disqualification, expulsion or suspension by their respective IF, National Federation

and/or

- d) are currently under disqualification or suspension under the World Anti-Doping Code.

#### 5 Compliance with applicable rules and regulations

5.1 A competitor shall only be eligible to represent the Commonwealth Country which enters them if they:

- a) Satisfy and comply with all applicable rules and regulations of the Federation;

and

- b) Satisfy and comply their respective IF rules and regulations (including but not limited to, complying with respective IF eligibility rules as applied within each respective edition of the Commonwealth Games Athlete Allocation Systems);

and

- c) Satisfy and comply with the World Anti-Doping Code as applied within the Federation Anti-Doping Standard to ensure that the overriding principles of the Commonwealth Games are observed.



5.2 For the avoidance of doubt, where there is an inconsistency between respective IF Nationality rules and regulations and those of the Commonwealth Games Federation, the Commonwealth Games Federation Bye Law 17 shall prevail.

## 6 Transfer of Allegiance

6.1 After having established eligibility status under this Byelaw 17 a competitor who has previously represented one Commonwealth Country at a Commonwealth Games may not represent another Commonwealth Country unless they also receive the prior approval of the Federation, the relevant IF and the relevant previously represented Affiliated CGA. For the avoidance of doubt, this Byelaw shall not apply if an individual has represented a Commonwealth Country at a Commonwealth Youth Games. Applications under this Byelaw 17(6) must be submitted to the Executive Board two calendar months before the “final entries deadline”\* for the respective Commonwealth Games. Applications must include formal confirmation of the prior approval of the relevant IF and the relevant previously represented Affiliated CGA.

6.2 All applications for transfer of allegiance under Byelaw 17(6) and/or discretionary eligibility dispensation under Byelaw 17(7) including all relevant paperwork and documentation must be submitted no later than two calendar months prior to the published “final entries deadline”\*, as outlined by the respective Organising Committee.

## 7 Dispensations

7.1 The Executive Board shall delegate authority to the Governance and Integrity Committee (GIC) who have the power to grant dispensations to Byelaw 17 in exceptional circumstances and to consider any matters relating generally to Byelaw 17. Each application for dispensation under Byelaw 17 shall be considered on its own merits and will not create a precedent for any future applications. Decisions made by GIC are subject to the right of appeal directly to the Executive Board, whose decision shall be final and binding.

\*“final entries deadline” means the final date that an individual athlete may be entered in a particular event(s) for the relevant Commonwealth Games, usually completed via an online entry system. Such date to be communicated for each relevant Commonwealth Games in the Sport Handbook.