

Team Surrey Performance Sports Selection Policy

Selection is the responsibility of the Head coach and/or committee members, with the Head Coach having the final say

Selection for Team Surrey performance squads will be based on the following key criteria:

- **Skill Level:** Demonstrates the technical ability required for high-level performance.
- **Commitment:** Consistently attends and engages in training, matches (85% of BUCS fixtures/events), and team activities.
- **Lifestyle:** Maintains a lifestyle that supports high performance (e.g. recovery, nutrition, rest).
- **Conduct:** Displays professionalism, respect, and adherence to the Team Surrey standards.
- **Availability:** Communicates clearly about availability and manages academic/sport balance. Availability should be communicated with at least 5 days' notice.
- **Ongoing Assessment:** Selection is reviewed throughout the season based on performance and attitude.

If an athlete is not happy with the selection process, they can take the following steps:

1. The athlete can request constructive feedback from the Head Coach based on the above criteria and/or other relevant details e.g. squad depth etc. This request and feedback should be written / emailed to both parties within 7 days of receipt of the request.
2. If the athlete feels that the club has not followed correct processes, they may contact the Performance Sport Co-ordinator (Performance@teamsurrey.co.uk).
3. The Performance Sport Manager will then collate information from both the Head Coach and the athlete and take any actions necessary.

Reasons for deselection include, but are not limited to:

- Lack of representation of Team Surrey at BUCS competitions.
- Negatively damage the reputation of Team Surrey and Surrey University.
- Cease to meet the performance criteria due to sickness, injury, change in personal circumstance, retirement or other incapacity lasting for more than six consecutive months.

Deselection from the squad:

1. Head Coach informs the athlete of their deselection specifically referencing key areas such as skill level, commitment, fitness and lifestyle behaviours. This will include constructive feedback as well as areas for improvement relating to what is needed in order to be considered for selection once more. This will be put in writing for all parties to see not later than 7 days after the deselection has been communicated to the player / athlete.
2. If the athlete feels that the club has not followed correct processes, they may contact the Performance Sport Co-ordinator (Performance@teamsurrey.co.uk).

3. The Performance Sport Manager will then collate information from both the Head Coach and the athlete and take any actions necessary.

Appeals Process

1. If an athlete feels the selection or deselection process has not been followed, they can appeal to the Student Sport and Performance Manager (l.bennet@surrey.ac.uk).
2. The Student Sport and Performance Manager will then collate information from the Head Coach, athlete and Performance Sport Manager and follow appropriate steps to either resolve the issue, or gather more information either directly or via a mediated meeting.
3. Any such meeting will be conducted not later than 30 days after the appeal has been received.