



## Selection Policy

 **UK Delegation**  
Invictus Games 2018



## Contents

<b>CONTENTS</b> .....	<b>2</b>
<b>1.0 INVICTUS GAMES 2018: UK TEAM OVERVIEW</b> .....	<b>3</b>
UK Team Values & Behaviours .....	3
Athlete Eligibility .....	3
Warrior Games 2018 .....	4
<b>2.0 SELECTION PRINCIPLES:</b> .....	<b>5</b>
2.1 RECOVERY .....	5
2.2 ATTITUDE .....	6
2.3 COMMITMENT .....	6
2.4 PERFORMANCE.....	7
2.5 PROFILE DASHBOARD .....	7
.....	Error! Bookmark not defined.
2.6 RAGG Ratings .....	8
2.6 ONGOING REVIEW .....	9
2.7 ADDITIONAL SELECTION FACTORS .....	9
<b>3.0 THE SELECTION PROCESS</b> .....	<b>10</b>
<b>4.0 APPEALS</b> .....	<b>10</b>
<b>APPENDIX 1: Individual Sport Performance Criteria</b> .....	Error! Bookmark not defined.



## 1.0 Invictus Games 2018: UK Team Overview

This document outlines the UK Team Selection Policy for the 2018 Invictus Games. The Invictus Games represents the highest level of competition in military adaptive sport. The substantial growth of the Games since its inception in 2014 has demonstrated its relevance on the world stage, by providing a significant platform for the members of the UK Team to accelerate or maintain their recovery and, for some, to begin a journey that may take them into high performance sports programmes .

Our aim is to select a team to represent the UK comprised of individuals who will seize the recovery opportunities presented to them, who will compete hard and with the Invictus Spirit and who will go on to become advocates for the power of sport in recovery.

The UK Project Team are awaiting final confirmation of the number of UK competitor places for Invictus Games 2018. The 2018 Organising Committee will confirm the specific number of competitors who can be selected for each sport by event/ discipline/ category in due course.

### UK Team Values & Behaviours

All UK Team Members will be required to sign a 'Team Member's Agreement' – this document outlines the commitment between team members and the UK Delegation Staff. It outlines an individual's personal responsibilities as a member of the Invictus Games 2018 UK Team and the high standards of behaviour expected. This document will be published in Spring 2018.

The UK Team Management reserves the right to select or deselect any athlete who does not meet the standards required as stipulated in the Team Member's Agreement and/ or has misrepresented their eligibility and/ or medical history/ condition (see below eligibility criteria) at any point during the application process or following selection.

### Athlete Eligibility

In addition to the Selection Principles outlined in Section 2, all individuals must be eligible against the criteria set out by the Invictus Games Foundation.

Eligibility to compete at the Invictus Games has been confirmed by the Invictus Games Foundation as follows:

*'Invictus Games is open to Wounded, Injured and Sick participants from all branches of the regular or reserved Armed Forces of Participating Nations (PN) who have become ill or injured during, or as a direct consequence of their service'*

Please be aware that eligibility will be confirmed before an individual's application can be processed. For further information on eligibility please read the UK Team Eligibility Policy or contact

[ukinvictus@helpforheroes.org.uk](mailto:ukinvictus@helpforheroes.org.uk)



## Warrior Games 2018

The Warrior Games 2018 UK Team is awaiting a formal invitation from the US Department of Defence. If a UK Team is invited to the Warrior Games in 2018, the programme will sit within the UK's Invictus Games 2018 Programme. This means that in order to be considered for Warrior Games, individuals must be a part of the Invictus Games process and their selection for the Warrior Games will be determined at the same time as those for Invictus. There will be two points on the Invictus Journey where individuals can indicate if they would like to be considered for:

1. The Invictus Games
2. The Warrior Games
3. Both Warrior Games and Invictus Games (N.B. you will only be selected for one)

These points are at 'Register your Interest' phase (1<sup>st</sup> October – 30<sup>th</sup> November) and the formal Application stage (January – end of Feb 2018). Selection for both events will happen at the same time and will be decided by the same panel against the same criteria, taking into consideration the differing environments of the two events.

Please note that we are still waiting for the formal invitation to Warrior Games so timeframes may need to be shifted accordingly. We will communicate this at the earliest opportunity.

## 2.0 Selection Principles

The UK Team will be adopting an approach to selection based on 4 principles. The purpose of this is to ensure a robust methodology, whilst applying a fair approach to selection. The four UK Team election Principles are:

1. Recovery
2. Attitude
3. Commitment
4. Performance

These four principles will be developed into an individual profile for each applicant, which will include input from; the individual competitor, the IG Project Team, IG Management Team and UK Team coaches. These profiles will be presented to the Selection Panel in May 2018 and will be made available to all athletes who apply for the Invictus Games and Warrior Games 2018 following the selection decision.

Applicants will be graded against each of the four principles from 1 – 10, provided with a RAGG rating (Red, Amber, Green, Gold) that will be summarised in the Profile Dashboard (see para 2.5).

Each of the four principles are outlined in further detail below:

### 2.1 Recovery

<b>WHAT will be measured?</b>	<ul style="list-style-type: none"> <li>• Self-led recovery with long term aims and ambitions including clear plans on how best to use Invictus (training camps and Games time) to support their recovery journey and what comes next</li> <li>• Ability to understand and operate functionally in the IG environment – e.g. sharing rooms, managing non-selection decisions, reacting to change etc</li> <li>• Using IG to accelerate or maintain recovery journey</li> </ul>
<b>HOW will it be measured?</b>	<ul style="list-style-type: none"> <li>• Personal Statement</li> <li>• Observations of engagement and personal progress – in and out of sport</li> <li>• Clear RAGG Rating (Red = 1-3, Amber = 4-5, Green = 6-8, Gold = 9-10) including description of the RAGG rating given</li> </ul>
<b>WHO will input?</b>	<ul style="list-style-type: none"> <li>• Competitor</li> <li>• Recovery Teams</li> <li>• IG Project Team</li> </ul>
<b>WHEN will it be reviewed?</b>	<ul style="list-style-type: none"> <li>• Throughout engagement with Invictus Games</li> <li>• Personal Statements and Recovery Impact will be presented to the Selection Panel</li> </ul>
<b>WHY is it a selection factor?</b>	<ul style="list-style-type: none"> <li>• To ensure that selection remains true to the Invictus Games principle of supporting the acceleration or maintenance of an individual's recovery</li> </ul>

## 2.2 Attitude

<b>WHAT will be measured?</b>	<ul style="list-style-type: none"> <li>Adherence to values and standards outlined below and in the Team Member's Agreement</li> <li>Respect and support (yourselves, team mates, staff)</li> <li>Honesty and trust</li> <li>Passion and commitment to own and fellow team members recovery</li> </ul>
<b>HOW will it be measured?</b>	<ul style="list-style-type: none"> <li>Interaction with the IG staff (including other IG Hopefuls, Project Team, coaches, medics, press officers etc.)</li> <li>Clear RAGG Rating (Red = 1-3, Amber = 4-5, Green = 6-8, Gold = 9-10) including description of why RAGG rating given</li> </ul>
<b>WHO will input?</b>	<ul style="list-style-type: none"> <li>Coaches</li> <li>IG Project Team</li> </ul>
<b>WHEN will it be reviewed?</b>	<ul style="list-style-type: none"> <li>Throughout engagement with Invictus Games (pre- and post-selection)</li> <li>Coach reports and team feedback will be summarised into the competitor profile and presented at the selection panel</li> </ul>
<b>WHY is it a selection factor?</b>	<ul style="list-style-type: none"> <li>To ensure that the selected team uphold the values of the UK Team and can operate effectively in a multi-sport (team) environment</li> </ul>

## 2.3 Commitment

<b>WHAT will be measured?</b>	<ul style="list-style-type: none"> <li>Attendance at a minimum of <b>one</b> training camp for each sport applied for</li> <li>Demonstration of commitment outside of camps (sport specific)</li> <li>Consideration to no-shows/ impacted financial cost to UK Delegation due to no show</li> <li>Attendance of the trials event</li> </ul>
<b>HOW will it be measured?</b>	<ul style="list-style-type: none"> <li>Camp attendance registers</li> <li>Training logs/ coach interaction</li> <li>Clear RAGG Rating (Red = 1-3, Amber = 4-5, Green = 6-8, Gold = 9-10) including description of why RAGG rating given</li> </ul>
<b>WHO will input?</b>	<ul style="list-style-type: none"> <li>Coaches</li> <li>Competitors</li> <li>IG Project Team</li> </ul>
<b>WHEN will it be reviewed?</b>	<ul style="list-style-type: none"> <li>Throughout engagement with Invictus Games (pre- and post-selection)</li> <li>Attendance rates will be presented to the selection panel</li> </ul>
<b>WHY is it a selection factor?</b>	<ul style="list-style-type: none"> <li>To ensure that we act effectively both in the UK and at the Games as 'One Team', upholding the UK Team values</li> <li>To know and understand your fellow teammates, coaches and support staff</li> <li>To prevent costs falling to the Games Partners for events that were not attended.</li> </ul>

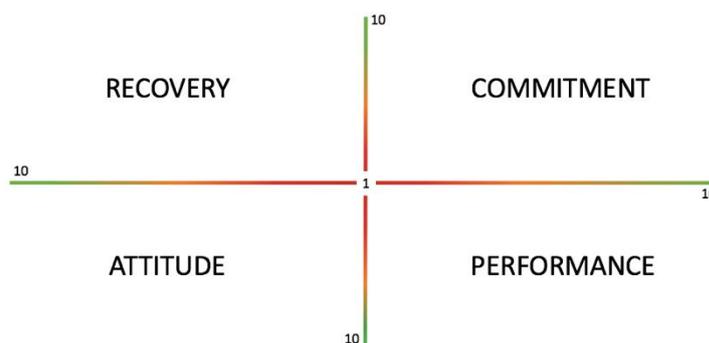
## 2.4 Performance

<b>WHAT will be measured?</b>	<ul style="list-style-type: none"> <li>• Sport specific – individual performance criteria set by the sport (See Appendix 1: Sport Performance Criteria)</li> <li>• Minimum performance standard (not to cause further injury/ poor technical ability which could lead to negative recovery experience)</li> <li>• Ability to demonstrate Individual performance progression</li> </ul>
<b>HOW will it be measured?</b>	<ul style="list-style-type: none"> <li>• Coach Reports</li> <li>• Individual Sport Performance Criteria</li> <li>• Benchmarking/ Testing results</li> <li>• IG Trials</li> <li>• Clear RAGG Rating (Red = 1-3, Amber = 4-5, Green = 6-8, Gold = 9-10) including description of why RAGG rating given</li> </ul>
<b>WHO will input?</b>	<ul style="list-style-type: none"> <li>• Coaches</li> <li>• Competitors</li> </ul>
<b>WHEN will it be reviewed?</b>	<ul style="list-style-type: none"> <li>• Throughout engagement with Invictus Games (pre- and post-selection)</li> <li>• Coach reports and feedback, alongside competitor progression profiles and results will be presented to the Selection Panel</li> </ul>
<b>WHY is it a selection factor?</b>	<ul style="list-style-type: none"> <li>• To ensure that we are delivering a best prepared team to the Games, who are safe to compete, have shown individual progress and are competitive within their sports to deliver a successful recovery experience</li> </ul>

## 2.5 Profile Dashboard

As part of the information presented to the Selection Panel, each athlete will have an individualised profile containing all information required to ensure a robust and fair process.

To this end, each athlete will have a dashboard, reflecting their progress aligned to each of the four Selection Principles – they will be scored from 1 – 10 under a RAGG rating system (section 2.6), and these scores will be plotted on the diagram below:



A minimum selection standard will be agreed and communicated in late 2017 – this will be formulated by the minimum scores required for selection in each of the 4 Selection Principles.

## 2.6 RAGG Ratings

The selection factors outlined above will be reviewed and provided with a RAGG rating. The RAGG ratings are outlined as follows:

Selection Factor	RED (1–3)	AMBER (4 – 5)	GREEN (6 – 8)	GOLD (9 – 10)
<b>Recovery</b> (Overall)	<ul style="list-style-type: none"> <li>Hasn't shown a recovery impact on being involved with IG18</li> <li>Minimal or no indication of a self-led approach</li> <li>Poor ability to understand and operate functionally in the IG environment</li> <li>Has shown no/ minimal indication that IG could accelerate or maintain recovery</li> </ul>	<ul style="list-style-type: none"> <li>Has shown some recovery impact, but isn't consistent</li> <li>Minimal or some indication of a self-led approach</li> <li>Some ability to understand and operate functionally in the IG environment</li> <li>Has shown some indication that IG could accelerate/ maintain recovery</li> </ul>	<ul style="list-style-type: none"> <li>Has demonstrated, over the course of their engagement, a self-led approach</li> <li>Has shown recovery impact through their involvement</li> <li>Demonstrable ability to understand and operate functionally in the IG environment</li> <li>Has shown clear evidence that IG will best support acceleration/ maintenance of recovery</li> </ul>	<ul style="list-style-type: none"> <li>Outstanding self-led approach – can be demonstrated from progression from initial involvement</li> <li>Significant positive recovery impact and clear evidence on how IG will support acceleration/ maintenance of Recovery</li> <li>Outstanding demonstrable ability to understand and function optimally in the IG environment</li> </ul>
<b>Attitude</b> (Overall – may be some differences between sports)	<ul style="list-style-type: none"> <li>No or very minimal adherence to values and standards</li> <li>More than one formal warning</li> <li>Shows minimal/ no respect and support to self, teammates, staff</li> <li>Lack of passion/ commitment to own and others recovery</li> </ul>	<ul style="list-style-type: none"> <li>Sporadic/ some adherence to values and standards</li> <li>One formal warning</li> <li>Shows some respect/ support to self, teammates, staff</li> <li>Shows some passion/ commitment to own and others recovery</li> </ul>	<ul style="list-style-type: none"> <li>Has demonstrated over the course of their engagement adherence to values and standards</li> <li>Demonstrable evidence of respect and support to self, teammates and staff</li> <li>Consistently shows passion and commitment to own and others recovery</li> </ul>	<ul style="list-style-type: none"> <li>Outstanding demonstration of adherence to values and standards</li> <li>Consistent, unwavering evidence of respect and support to self, teammates and staff</li> <li>Consistently goes over and above to support themselves and others, showing passion and commitment to theirs and teammates recovery</li> </ul>
<b>Commitment</b> (Overall – split between sports and wider IG commitments)	<ul style="list-style-type: none"> <li>Has not attended a minimum of one training camp for each sport applied for</li> <li>Has not indicated any wider commitment to IG sports outside of IG camps</li> <li>Has had more than one no-show* at a training camp</li> <li>Not attended trials</li> </ul> <p>*'No Show' – failure to attend with no valid reason given or warning to the IG Project Team</p>	<ul style="list-style-type: none"> <li>Completion of all necessary paperwork, on time</li> <li>Attended one training camp per sport applied for</li> <li>Has shown some commitment to training outside of camps</li> <li>Not attended trials</li> </ul>	<ul style="list-style-type: none"> <li>Has shown continued commitment to camps, attending the majority on offer for sports applied for</li> <li>Has demonstrated commitment outside of IG training camps, where possible, by sending in training logs, joining a club etc.</li> <li>Attended trials</li> <li>No 'no-shows' at camps</li> </ul>	<ul style="list-style-type: none"> <li>Outstanding commitment to all sports applied for</li> <li>Attended all camps and provided clear demonstrated commitment outside of IG training camps</li> <li>Attended trials</li> <li>No 'no shows' at camps</li> </ul>
<b>Performance</b> (Sport specific)	<ul style="list-style-type: none"> <li>Does not meet sport specific performance standard (i.e. level of safety)</li> <li>Has shown no individual progression throughout IG experience</li> </ul>	<ul style="list-style-type: none"> <li>Meets the minimum level of sport specific performance standard</li> <li>Has shown some individual progression throughout IG experience</li> </ul>	<ul style="list-style-type: none"> <li>Has reached above the minimal performance standard for each sport</li> <li>Has shown demonstrable personal progression through IG process</li> </ul>	<ul style="list-style-type: none"> <li>Consistently reaching above sport minimal performance standards</li> <li>Has shown significant personal progression through IG process</li> </ul>

## 2.6 Ongoing Review

The selection factors outlined above will be reviewed pre, during and post selection. The UK Management Team reserves the right to deselect any athlete who falls below the minimal standard required in one or more of the selection factors identified above.

## 2.7 Additional Selection Factors

- Individuals' commitment, recovery, performance and attitude throughout their previous Invictus and / or Warrior Games participation (whether as a selected, reserve or non-selected competitor) may be considered
- Athlete's must be and remain eligible as per the eligibility criteria set out in Section 1 and have completed all relevant paperwork
- High Performance athletes (i.e. those who have represented GB at national/ international level in their chosen sport) are eligible for Invictus Games selection
- Individuals who have competed in three Invictus Games will need to provide (a) an enhanced Recovery statement as part of their application form and (b) a third-party reference (e.g. Invictus Games coach, national coach, Commanding Officer/ Recovery Officer, Key Worker etc.)



### 3.0 The Selection Process

Athletes will be considered for selection for each of their chosen sports/ events at the discretion of the panel, taking into consideration their athlete profile formulated from the above selection principles and additional factors.

The Panel will sit at the start of May 2018, and will comprise of:

- Help for Heroes Partnership Board Representative
- The Royal British Legion Partnership Board Representative
- MoD Partnership Board Representative
- Invictus Games UK Team Strategic Advisor
- UK Team Chef de Mission
- Independent Representative (non-voting)

Successful and non-successful applicants for both Warrior Games and Invictus Games will be alerted in mid-May

### 4.0 Appeals

The Invictus Games UK Management Team will be operating a formal appeals process for individuals wishing to challenge selection decisions. This policy is available upon request.

The appeals process must be instigated by the athlete impacted by the decision within 48 hours of notification of team selection.