

21/02/2024



## National Team Selection Policy

KGB Executive Committee

# NATIONAL TEAM SELECTION POLICY

## 1.0 Introduction to the Selection Policy

### 1.1 Scope of the Selection Policy

This policy is prepared by the National Director of Coaching (herein after referred to as the 'DOC') and the National Discipline Coaches (herein after referred to as the 'National Coaches'). Authority by which this Team Selection Policy is implemented is obtained from the Kickboxing GB Board of Directors (herein after referred to as the 'Executive').

The Team Selection Policy (hereinafter referred to as the "Team Selection Policy") outlines the conditions for eligibility and criteria relevant to the selection of athletes to be members of the Senior and Junior GB Kickboxing teams that will represent Great Britain at the WAKO Senior European/World Championship and the Cadet/Junior European/World Championship events. Final selection and membership of the GB Kickboxing Team for each year will commence when the athlete contract is signed by the athlete and is received by the Secretary of the Executive before the given date. The athlete contract will be forwarded to all athletes who are successful in the elimination process and who adhere to the eligibility criteria laid out in section 2 below. Athletes will remain selected for the GB Kickboxing Team within the terms of the athlete contract until the final championship event of the season is complete.

This selection policy is constantly under review and, following full approval from the executive will be subject to periodic amendments.

### 1.2 Purpose, Aims and Principles of the Policy

The primary purpose of the Team Selection Policy is to select the best possible athletes of a performance standard to represent Great Britain at International WAKO World and European Championships.

The long term aims of the policy are to:

1. Identify athletes with the capacity to represent Great Britain in the future at international competitions.
2. Support the development of athletes in all disciplines by providing a performance target to aim for and an objective test of their ability.

The principles used to meet these aims include:

#### Objectivity:

The Team will be selected using objective performance-based criteria based on clear parameters and results.

#### Transparency:

The selection process will be easily interpreted and published.

**The policy will be binding on all athletes seeking team selection.**



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### 1.3 The WAKO GB Selection Panel – Roles & Responsibilities

This policy will be overseen by the DOC who will establish the Selection Panel. The Selection Panel's roles and responsibilities are explained in the next chapter.

This Selection Policy may be amended at any time by the Selection Panel where the Selection Panel forms the opinion that such an amendment is necessary for any reason determined to be in the best interests of Kickboxing GB and to ensure that the selection of athlete(s) gives the athlete(s) the best opportunity to prepare and perform on the international stage. Neither the Selection Panel or Kickboxing GB will be responsible or liable in any way for any issues arising from any such amendment/amendments and such amendments shall be final and binding on all athletes.

### 1.4 The Selection Panel Members

The Selection Panel will consist of the National Head Coaches and the Director of Coaching.

The Selection Panel will be chaired by the Director of Coaching. The Selection Panel will be confirmed by the President of Kickboxing GB. Junior and Senior Team coaches will feedback to the head coaches informing & suggesting opinions that contribute to any selection decision that needs to be made.

Ideally, the Selection Panel will reach a unanimous selection decision through discussion although when there is incongruence amongst the Selection Panel the DOC will call for a vote. Each Selection Panel member will have one vote to be counted.

In the event of a tied vote the DOC will inform the Executive, the result of a majority vote of the Executive will be deemed the final and appropriate decision. An appeal in respect of selection must follow the Selection Appeals process laid out in section 6 of this policy document. The Selection Panel decision will then be ratified by the Executive before the Team configuration is announced to the athletes.

### 1.5 Conflict of Interest

To maintain transparency and integrity within the process, each member of the Selection Panel will be asked to state whether they have any conflict of interest relating to the selection process. If any member of the Selection Panel declares a conflict of interest or is otherwise deemed to have a conflict of interest, they will be asked to step back from the decision-making process and allow the remaining National Coaches to oversee the process. In the event of a tied vote the DOC will inform the Executive, the result of a majority vote of the Executive will be deemed the final and appropriate decision.

If any of the Selection Panel members are unavailable for any reason an alternative nominee will be sought from within the Kickboxing GB Coaching Committee.



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A conflict of interest might occur when, for example:

- When a Selection Panel member is a club coach to a particular athlete vying for selection.
- When a Selection Panel member is closely aligned or is a member of a club of which an athlete vying for selection is also a member of.
- When a Selection Panel member is a family member or close friend of an athlete vying for selection.
- Or any circumstance where a Selection Panel member has a personal relationship with an athlete or athletes vying for selection which could influence his/her decision, or he/she stands to gain in any way from the outcome of a selection decision.

## 2 Eligibility

### 2.1 Eligibility Criteria that apply to all athletes

In order to be eligible for team selection, all athletes applying for selection must meet the following criterion:

- a) Show proof that they hold an GB passport/be eligible to hold an GB passport or a U.K. passport that shows the holder's birthplace to be in Great Britain.
- b) Be a current registered member of Kickboxing GB who is eligible to represent Great Britain at WAKO championship events in accordance with WAKO rules\*\* and have no outstanding debt to Kickboxing GB.
- c) Not have competed in any international WAKO event, other than for Great Britain, in the previous 3 years.
- d) Has acted in such a manner so as not to bring himself/herself, Kickboxing GB, the sport of Kickboxing, WAKO IF or Sport England/Scotland/Wales into disrepute.
- e) Is not the subject of a doping violation or suspension.
- f) Is fit to perform to his or her fullest capability (see clause 3)
- g) Agrees to be bound by the codes of conduct, rules, policies and procedures of Kickboxing GB and our International Federation WAKO.
- h) Has signed the Athlete Contract.
- i) Has fulfilled their UK Anti-Doping obligations as defined in Section 5.

\*\* Holders of foreign passports must get an official release letter from the National Federation of their country of birth. This release letter must be submitted to the President of Kickboxing GB two weeks BEFORE the closing date of team registration for the subsequent championships.

A competitor having two passports from different countries can only make a switch one time. If changing representation, it must be done according to a written agreement between the countries and forwarded to WAKO IF admin. At weigh-in, official passports must be shown to the registration/weigh-in officials in charge. In Continental Championships competitors from other continents are not allowed to participate.



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## 2.2 Age Determination

Age is determined by Year of Birth

## 2.3 Ring Sports

### Younger Juniors Category

15 – 16 Years Old: Meaning from the year he/she turns 15 years of age and up to the year before he/she turns 17 years of age.

### Older Junior Category

17 and 18 years old: Meaning from the year he/she turns 17 years of age and up to the year before he/she turns 19 years of age.

### Seniors Category

19 to 40 years old. Meaning from the year he/she turns 19 years of age and up to the year before he/she turns 41 years of age.

## 2.4 Tatami Sports

### Children's Category (Point Fighting, Weapons, and Forms only)

7, 8 and 9 Years old. Meaning from the year he/she turns 7 years of age and up to the year before he/she turns 10 years of age.

### Younger Cadets Category (Point Fighting, Weapons, and Forms only)

10, 11 and 12 years old. Meaning from the year he/she turns 10 years of age and up to the year before he/she turns 13 years of age.

### Older Cadets Category

13, 14 and 15 years old. Meaning from the year he/she turns 13 years of age and up to the year before he/she turns 16 years of age.

### Juniors Category

16, 17 and 18 years old. Meaning from the Year he/she turns 16 years of age and up to the year before he/she turns 19 years of age. If a Junior competes in World or Continental Championships as a Senior, they cannot then go back competing as a Junior again and must stay within the senior categories going forward at all world and continental championships. However, a Junior who has competed as a senior in world or continental championship can continue to compete as a junior in all other international events, excluding the above.

### Seniors Category

From the year he/she turns 19 years of age and up to the year before he/she turns 41 years of age.

### Master Class (Veterans) Category

From the year he/she turns 41 years of age and up to the year before he/she turns 55 years of age.

Master Class (Veterans) cannot compete in Ring Sports

### Team Events Continental/World Championships

A younger Cadet, Older Cadet or Junior can only participate within a team in the age category applicable to him/her as an individual.



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## 2.5 Age Specification during championships

In case of birthday during a tournament that changes the age category, he/she can compete in the lower category until the tournament is over. A tournament period is defined as from the day of the official weigh-in/registration and until the finals are finished.

Positive proof of age will be required at all championships (passport or Government ID or driving license) is required.

## 2.6 Health Certificate

All fighters participating in WAKO World or Continental Championships, must present a valid 'fit to fight' notice from a qualified doctor or the doctor at WAKO championship registration. They MUST use the Official WAKO approved 'Fit to Fight' medical Form. No other form or letter is acceptable. The form must be signed and stamped by a qualified Doctor/GP.

## 3. Fit to Fight Criteria

The Athlete hereby undertakes to use their best endeavours to attain and maintain such levels of fitness and health as are appropriate to their membership of the WAKO GB Team.

### **\*Important\***

Squad training will be used as the means to continuously assess the fitness, physical and technical readiness of members of the National Kickboxing Team. It is of vital importance that the National Coach has a comprehensive impression of the athlete's ability to perform at the WAKO championships. Athletes who fail to attend for assessment at squad training camps in accordance with the criteria laid out in clause 4.1 will be removed from the team.

Furthermore, the Athlete understands and accepts that Kickboxing and other training activities carry a risk of physical injury, and the Athlete agrees to take all reasonable care to avoid causing harm to themselves and others during training.

### **Weight Control**

It is recommended that Athletes should compete in a weight class that is comfortable for them to achieve. Athletes must not engage in any weight-cutting methods that may prove harmful to their health and detrimental to their performances.

As part of the 'Fit to Fight' continuous assessment, athletes will be asked to present themselves for weigh-in on selected squad training dates by the National Coach. Athletes who have concerns about their fight weight should immediately speak to their National Coach for advice and guidance.

In exceptional circumstances where an athlete who, for whatever reason, cannot comfortably make their fight weight, such an athlete MAY be offered a place in the weight category above. This is only permissible if no other athlete is holding a team place in the suggested weight category. Such changes must be agreed by the Team Selection Panel in advance of the athlete being notified.

Junior age categories must not participate in any weight-cutting activities whatsoever. Any athlete deemed to be engaging in any weight-cutting activities that is deemed to have detrimental effects on their health will be suspended from the Kickboxing GB Team pending discussions by the Team Selection Panel and the Kickboxing GB medical officer.



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## 4. Types of Selection

Athletes may be selected through either the performance or discretionary processes described in the sections below. Regardless of how an athlete achieves selection, continued selection will always be conditional upon an athlete meeting and maintaining the Athlete Eligibility Criteria and by that athlete signing and complying with the terms and conditions contained in the athlete contract and code of conduct.

### 4.1 Performance Selection

- 1) Must finish in the top 3 places (1st place, 2nd place or joint 3rd place) of the British National Championships.
- 2) Must attend 75% of Kickboxing GB squad training camps/sessions.
- 3) Must pay all payments on or before date of payment.

\*\*To comply with the Fit to Fight Criteria a senior athlete must attend a minimum of 75% of announced squad training camps.

If a camp/session is cancelled or the date is changed it will be deemed that all team members attended the advertised camp/session. There will be no deviation from the 75% or no excuses accepted, attendance is compulsory. Any fighter who does not achieve 75% of the squad training camps/sessions will be removed from the team. The reserve athlete will be offered the team placement. If no reserve athlete is in place, the vacant position will be put forward for discretionary selection (see 4.2.1 below).

### Fight Offs

Fight offs will take place when a team placement in an appropriate weight category remains contested. This may happen when:

1. Ranked Fighter Steps Down - A team placement becomes vacant after the National Championships and two athletes who meet the eligibility criteria wish to contest for the vacant team placement e.g. two bronze medalists wish to compete for the same spot after gold and silver medalists drop out of contention.
2. Exceptional Circumstances - In exceptional circumstances which may include injury, sickness or bereavement. Athletes with historical success will be given the opportunity for a fight-off. See section 4.2.2 Exceptional Circumstances.

In these circumstances, the winner of the fight-off is deemed to have won the team placement but will not be deemed British National Champion.

Important: Fight-Offs will be officiated by Kickboxing GB qualified officials only. The Director of Coaching and the Kickboxing GB Chief Referee will collaborate on establishing dates, times and venues for official Kickboxing GB fight-Offs. The results of the Fight-Offs will be made known to the Executive within 24 hours of the Fight-Off concluding and the winner being announced. The result of the Fight-Off is final.



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## Ranking Order relating to Team Placement

Senior British National Champion – Rank 1  
Vice National Champion (2nd place) – Rank 2  
Third place – Rank 3  
Third place – Rank 3

Children, Cadet & Junior Ages National Champion – Rank 1  
Vice National Champion (2nd place) – Rank 1.1  
Third place – Rank 2  
Third place – Rank 2.1

## Reserve Athletes

**Senior athletes** who finish in second and third place respectively at the British National Championships will be deemed 'Reserve Athletes'. A Reserve Athlete must inform the Director of Coaching within two weeks after the British National Championships, of their intention to remain on the Reserve Athlete list. The Director of Coaching will inform the Selection Panel of the athlete's decision. A Reserve Athlete will remain in place up to the week before the WAKO championships unless a team placement has been offered.

Reserve Athletes will only be considered for a Kickboxing GB Team placement if:

- a) The rank no.1 athlete leaves or is officially removed from the team for any reason.
- b) The Reserve Athlete meets the Eligibility Criteria laid out in the Team Selection Policy document.
- c) The Reserve Athlete adheres to the 75% attendance score for all squad training camps/sessions and remains fit to perform for the WAKO championships.

**Junior athletes** who finish in third place at the National Championships will be deemed 'Reserve Athletes'. A Reserve Athlete, through their club coach, parent or guardian must inform the Director of Coaching within two weeks after the National Championships of their intention to be a Reserve Athlete. A Reserve Athlete will remain in place up to the week before the WAKO Championships unless a team placement has been offered.

Reserve Athletes will only be considered for a Kickboxing GB Team placement if:

- a) The rank no.1 or 1.1 athlete leaves or is officially removed from the team for any reason.
- b) The Reserve Athlete meets the Eligibility Criteria laid out in the Team Selection Policy document.
- c) The Reserve Athlete adheres to the 75% attendance score for all squad training camps/sessions and remains fit to perform for the WAKO championships.

\*\*Any changes to the team configuration must be forwarded to the Kickboxing GB Team Manager by the Director of Coaching. The Kickboxing GB Team Manager is responsible for team travel and logistics.



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## 4.2 Discretionary Selection

### 4.2.1 Vacant Position

In the instance where there is no Reserve Athlete in place and a team placement is vacant on the Kickboxing GB Team for the WAKO European/World Championships, National Coaches may propose suitable Athletes for appropriate vacant positions. This can only be done after notification to the membership of any team potential vacancies. In the first instance, the athlete proposals are made to the Team Selection Panel. The Director of Coaching will then send any proposals made by the Team Selection Panel to the Executive. These proposals must be approved by a majority of the Executive.

### 4.2.2 Exceptional Circumstances

Kickboxing GB's selection process aims to select the best athletes in a process that is fair and transparent. It is recognised that under exceptional circumstances established GB Athletes with historical medal success at international level may be unable to compete at the Nationals and yet should be allowed the opportunity to be considered for selection. Exceptional circumstances include but are not limited to, sickness, injury and bereavement.

In this instance, the following criteria must be met.

a) the athlete must be an existing GB squad member with medal success in a previous World or European Championships (2-year window).

b) circumstances explaining why they could not attend the Nationals must be backed up with verifiable evidence e.g. in the case of a medical issue the athlete must provide an official doctor's letter outlining the relevant details of an injury or sickness.

All evidence must be submitted to the Team Selection Panel for review. Should the panel accept the evidence provided and confirm the athlete is meeting all the other criteria required for selection, the Director of Coaching will then send a proposal for a fight-off with the No. 1 ranked athlete in contention to the executive committee. In the case of Junior Selection where there are two places available to contest, any fight-off will be with the lesser ranked athlete e.g. silver medalist rather than gold. These proposals must be approved by a majority of the Executive.

### 4.2.3 Ring Sports

To ensure the health and safety of Ring Sport athletes, all Interim Champions (win by walk-over) must be ratified by the Team Selection Panel before being included on the Kickboxing GB Team.

In ratifying an Interim Champion for inclusion on the Kickboxing GB Team the Selection Panel will consider, but will not be limited to, the following factors:

a) Performances in the preceding season (the fighters Ring Sport record).

b) Future potential.

c) Physical fitness / injury during the season in question

d) Additional factors – e.g. training history; time in the sport; whether they are junior or senior athletes; their progression over the years; level of experience and commitment will be taken into account.

Athletes who achieve discretionary selection may only take their place on the Kickboxing GB Team once their membership on the team is in line with the Eligibility Criteria laid in clause 2.1 of this Team Selection Policy document.



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## 5. Anti-Doping

**5.1** Kickboxing GB has demonstrated an unwavering dedication to upholding the principles of fair play and integrity through its steadfast commitment to anti-doping measures. The World Association of Kickboxing Organisations (WAKO) holds recognition from the [World Anti-Doping Agency \(WADA\)](#), underscoring the organisation's alignment with global anti-doping standards.

As a National Federation, we have a responsibility to champion clean sport by informing and educating our athletes and the individuals who support them. GB Kickboxing places significant emphasis on the education of clean sport and has embraced UK Anti Doping's (UKAD) programme of deterrence, detection, and education so as to ensure we remain compliant with UK's National Anti-Doping Policy and in doing so underscore the seriousness of Kickboxing GB's commitment to clean sport.

**5.2** The anti-doping rules of Kickboxing GB are the UK Anti-Doping rules published by UK Anti-Doping Limited (or its successor), as amended from time to time. Such rules shall take effect and be construed as rules of Kickboxing GB. [They can be found here](#). These rules are binding on all GB squad members.

**5.3** It is the individual responsibility of each Athlete to ensure they are familiar with, and to comply with, all the applicable provisions of the UK Anti-Doping rules. UK Anti-Doping supports the principle of **Strict Liability** which means that athletes are solely responsible for what is found in their system, regardless of how it got there, or whether there was any intention to cheat. [UKAD's 100% me](#) education and information programme is designed to help the athlete throughout their sporting journey. All GB athletes are expected to download and make use of the Clean Sport App.

**5.4** GB Team athletes and support personal must have the appropriate UKAD certifications as laid out in the target group table below:

Target Groups	Certification	UKAD Course
<b>Coaches &amp; Support Staff</b>		
Board Lead	Mandatory	NGB Board Anti-Doping Lead eLearning Programme
Anti-Doping Lead	Mandatory	NGB Anti-Doping Lead eLearning Programme
GB Team Coach	Mandatory	Coach Clean
Club Head Coaches	Mandatory	Coach Clean
Club Coaches	Recommended	Coach Clean
Parents & Carers	Recommended	Clean Sport Essentials: Parents & Carers



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Elite Performance Athletes (Team GB Squad Members)		
Senior & Junior - Elite Performance Athletes (+16yrs)	Mandatory	Compete Clean +
Older Cadet – Elite Performance Athletes (13- 15yrs)	Recommended	Compete Clean +
Younger Cadet – Elite Performance Athletes (10- 12yrs)	Recommended for Parents & carers	Clean Sport Essentials: Parents & Carers
Children – Elite Performance Athletes (7- 9yrs)	Recommended for Parents & carers	Clean Sport Essentials: Parents & Carers
Grassroots Athletes		
Senior & Junior Competitors (+16yrs)	Optional	Compete Clean +
Older Cadet Competitors (13-15yrs)	Optional	Compete Clean +
Younger Cadet Competitors (10-12yrs)	Optional	Clean Sport Essentials: Parents & Carers
Children Competitors (7- 9yrs)	Optional	Clean Sport Essentials: Parents & Carers

**5.5** GB athlete's must recognise and hereby agree that all the rights and benefits provided to them under this agreement (including funding), are conditional on the athlete being and remaining drug-free. Therefore, if at any time the athlete is found to have committed a Doping Offence for which a period of ineligibility is imposed, Kickboxing GB and the appropriate Sports Agency\Sponsor will have the right to repayment of sums paid to, or expended on, the athlete by the athlete.

**5.6** Kickboxing GB and UKAD are available to provide help, assistance and guidance on any aspect of the Anti-Doping Rules. Information is available on the Kickboxing GB website's Clean Sport Hub <https://www.kickboxinggb.com/Education/Anti-Doping/>

**5.7** It is a Kickboxing GB disciplinary offence for any athlete or support person to fail or refuse (without compelling Justification) to cooperate with a code-compliant anti-doping investigation or proceedings.



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**5.8** It is a Kickboxing GB disciplinary offence to commit an act of misconduct related to anti-doping which does not amount to an Anti-Doping Rule Violation e.g. the verbal or physical abuse of doping control personnel at a test, or failure of athlete support personnel to maintain adequate medical records.

**5.9** The Athlete must ensure that:

(a) Any medication or substance taken in any form does not contain any substance prohibited for use by the Anti-Doping Rules. Any Athlete on medication should ensure to complete a Therapeutic Use Exemption form (TUE) available from the Kickboxing GB Anti-Doping Officer. The original form must be completed and signed by a doctor, and submitted to the Kickboxing GB Anti-Doping Officer along with a copy returned to Kickboxing GB's Secretary prior to international events;

(b) The Athlete neither possesses, supplies, nor uses illegal or prohibited drugs or techniques;

(c) Kickboxing GB Executive is fully informed of any and all drug-related offences in which an athlete may be involved;

(d) The Athlete is available for testing in accordance with the Anti-Doping Rules;

(e) For athletes on the Registered Testing Pool, that UKAD are always aware of their whereabouts, for the purposes of out-of-competition testing in accordance with the Anti-Doping Rules;

(f) any therapeutic use exemptions are fully documented prior to use as laid out in the Anti-Doping Rules;

(g) The athlete supports drug-free and ethical practices, as reasonably required by Kickboxing GB. They participate in educational programmes in relation to doping control and related matters, including attendance at any briefing on anti-doping practice as required by Kickboxing GB. The provisions of this Clause are in addition to, and are not intended to limit, the scope of the obligations set out in the Anti-Doping Rules, nor to set out in any comprehensive way the scope of the Anti-Doping Rules.

**5.10** Where it is determined that the Athlete has a case to answer for breach of the anti-doping Rules or of the applicable anti-doping rules of another anti-doping organisation. Kickboxing GB shall immediately suspend any direct funding, if applicable, and all other support to the Athlete (including any of the benefits conferred on the Athlete under this Agreement) pending final determination of the case. In this circumstance, Kickboxing GB will also suspend all funding and support.

**5.11** If it is finally determined that the athlete has not committed an offence or if it is determined that an offence has been committed but no Period of Ineligibility (as that term is defined in the World Anti-Doping Code) has been imposed then any suspended payments shall be remitted to the athlete as soon as possible (without payment of interest or other compensation for delayed payment) and Kickboxing GB shall reinstate access for the athlete to the benefits of membership of the Kickboxing GB Team.

**5.12** If, however, it is determined that the athlete has committed an offence and a period of ineligibility is imposed for that offence, then the suspended payments shall be retained by Kickboxing GB and access for the athlete to the Kickboxing GB Team services (or any other Athlete support services) shall not be reinstated unless and until authorised by WAKO IF and UKAD. In addition, Kickboxing GB shall be entitled to a repayment from the Athlete, on demand, of all or part only (as Kickboxing GB shall at its discretion determine) of any funding provided to the athlete by Kickboxing GB, either directly or via Sponsorship. This will include repayment of cash sums paid to the athlete and an additional sum representing Kickboxing GB's estimate of the expense to them and of providing athlete support services to the Athlete during any period when the athlete has been provided with them.



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## 6. Selection Appeals Procedures

Below is Kickboxing GB's Selection Appeals Procedure.

**6.1** An athlete who fails to be selected for the team set out in this Selection Policy may appeal against omission from that team in accordance with 6.2 of this procedure.

**6.2** The sole grounds of any appeal by an athlete are that:

**6.2.1** An athlete's omission from the team was as a result of a failure by the Selection Panel to properly or fairly apply the Selection Criteria set out in the Selection Policy or;

**6.2.2** The Selection Panel demonstrated clear bias in favour of a selected athlete.

**6.3** Any appeal will proceed in accordance with the procedures set out below.

**6.4** Any athlete wishing to appeal against his/her omission from the team (herein after referred to as the "Appellant") shall email the Director of Coaching outlining the reasons together with supporting evidence to substantiate the appeal (herein after referred to as the "Initial Appeal"). Such an email must be received within 48 hours of the athlete receiving the outcome of the Selection Panel decision. The DOC will consider the Appellant's appeal and shall email an answer to the Appellant within 48 hours of receiving the Appellant's email (herein after referred to as the "Appeal Response").

**6.5** If the Appellant is not satisfied with this response received pursuant to clause 6.4 above, they may forward a further written Notice of Appeal to the Secretary General of Kickboxing GB to be received within 48 hours of the date of the Appeal Response. The written Notice of Appeal should refer to any communications that the Appellant has had with the DOC in relation to the decision pursuant to clause 6.4. Communications referred to in clause 6.4 are not binding but they may be referred to in any appeal.

**6.6** The written Notice of Appeal itself shall contain the succinct grounds for appeal and ideally should not exceed 2 pages/1000 words in length. The time limits for lodging the Notice of Appeal and accompanying appeals document is mandatory. Failure to comply with these time limits will result in an appeal being dismissed without consideration.

**6.7** The written Notice of Appeal must also be accompanied by a contribution to the costs of the appeal of £200 payable by the Appellant by electronic transfer to Kickboxing GB bank account. This £200 sum will be refunded to the Appellant by Kickboxing GB in the event the appeal is upheld.

**6.8** The Kickboxing GB Secretary General shall supply copies of the written Notice of Appeal to the Selection Panel who shall be entitled to respond in writing within 5 working days, or such other time as may be specified by the WAKO GB Secretary General (herein after referred to as the "Response").



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**6.9** The Kickboxing GB Secretary General shall without delay supply copies of the Response to the Appellant who may make further written representations in reply to the Response and/or request the Kickboxing GB Secretary General proceed with the Hearing of the Appeal (herein after referred to as “the Request for Hearing”), any response must be forwarded within 5 working days. The Kickboxing GB Secretary General shall, following receipt of the Request for Hearing, constitute as expeditiously as possible a panel to hear the appeal (herein after referred to as “the Appeal Panel”). The Appeal Panel will comprise three members, namely:

**6.9.1** A member of the Kickboxing GB Executive Board as agreed by a majority of the Kickboxing GB Executive members.

**6.9.2** An ex-international Kickboxing Athlete

**6.9.3** An informed independent person who could be a member of another National Governing Body.

**6.10** The Panel shall appoint one of its members to chair the appeal (herein after referred to as “the Appeal Panel Chairperson”).

**6.11** When constituting the Appeal Panel, the Kickboxing GB Secretary General shall have regard to the principle that the Appeal Panel should be and should be seen to be impartial and open-minded.

**6.12** The Kickboxing GB Secretary General shall notify all the parties concerned as soon as possible of the place and time of the appeal together with the names of the members of the Appeal Panel.

**6.13** The Kickboxing GB Secretary General will, as early as possible prior to the date of the appeal, circulate to the individual members of the Appeal Panel, the Appellant and the DOC copies of: -

**6.13.1** The Initial Appeal.

**6.13.2** The written Notice of Appeal and other relevant documentation on which the Appellant wishes to rely.

**6.13.3** The Response.

**6.13.4** The Request for Hearing.

**6.13.5** Any further written representations

**6.14** The Appeal Panel is empowered to call witnesses, to seek expert advice as necessary and to hear evidence from persons nominated by the parties concerned, where requested. Strict rules of evidence do not apply but all involved should be aware the “hearsay” evidence is unlikely to carry as much weight as evidence within the direct knowledge of the parties and any witnesses.

**6.15** The Appellant may be accompanied or represented at the hearing by a maximum of 2 people.

**6.16** The Appeal Panel will hear the evidence in private unless the parties agree otherwise.



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**6.17** If at any time during the hearing, there is any unreasonable behaviour in the reasonable opinion of the Appeal Panel Chairperson then the Appeal Panel Chairperson may elect to bring the proceedings to a close and thereafter the Appeal Panel will determine the appeal on the basis of the written and verbal submissions prior to that time.

**6.18** The Appeal Panel shall hear the appeal in the following order:

**6.18.1** The Appellant will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.

**6.18.2** The Appeal Panel will ask questions.

**6.18.3** The DOC will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.

**6.18.4** Either party may raise questions through the Appeal Panel Chairperson

**6.18.5** Each Party shall make final submissions to the Appeal Panel with the Appellant having the right to be heard last following which the appeal shall be concluded.

**6.18.6** The Appeal Panel will consider the evidence and having done so shall make a decision and shall notify the parties in writing of its decision as soon as possible and preferably within 24 hours of the appeal hearing.

**6.18.7** The Appellant can withdraw an appeal at any time.

**6.19** In the event of an appeal being upheld the Appeal Panel shall be entitled to make recommendations to the Kickboxing GB Director of Coaching having regard to: -

**6.19.1** The timing of the selection cycle.

**6.19.2** The proximity of any Championships.

**6.19.3** The DOC will make every effort to have the Appeals Panel's recommendations implemented.

**6.19.4** The DOC will provide a written report of any action taken or not taken to the Kickboxing GB Secretary General. If the Appeal Panel's recommendations are not implemented, the DOC shall state his/her reasons in his/her report. A copy of this report will be sent to the relevant parties within 72 hours.

**6.19.5** A decision of the Appeal Panel may be appealed exclusively to Sport Resolutions UK (Herein after referred to as the "SRUK"), for resolution in accordance with the SRUK Arbitration rules.

**6.19.6** Any appeal to SRUK must be filed within fourteen (14) days from receipt of the Kickboxing GB Appeals Panel decision by the party filing the appeal. Thereafter, the procedural rules of SRUK will apply.



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