

Selection and Appeals Policy

Team England Para surfing

Elite Training Squad and Team Events, e.g. ISA World Para Surfing Championships and ESF Para

Contents

Definitions	2
1. Objectives and Approach	3
2. The Purpose of the Selection Policy	3
3. The Selection Panel	4
4. Eligibility	5
5. Minimum Selection Standards and Team Size	5
6. The Selection Process	6
7. Appeal Process	6
Grounds of Appeal	6
The Processes Informal and Formal	6
How to make a Formal Appeal	7
The Formal Appeal Panel	7
8 Elite Squad Selection Criteria	8
9 Wildcards Criteria to join elite training squad and/or events such as European Championships	8
10 ISA World Para Surfing Championships Team Selection Criteria	9
11 European Para Surfing Championships Team Selection Criteria	10
12 Support Staff for Team Events	10

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Definitions

“Appeal”	means an appeal against a Selection decision under the Policy;
“Appeal Panel”	means the panel which addresses Formal Appeals once they go beyond the capacity of the Selection Panel;
“Appeal Process”	means the process for addressing Appeals within the Policy;
“Appellant”	means any athlete or Authorised Representative who makes an Appeal against a Selection decision;
“Authorised Representative”	means any party who is authorised to accompany the Appellant at certain stages of the procedures outlined within the Policy;
“Chairperson”	means the Chairperson of Surfing England’s Board
“Chair of the Appeal Panel”	means the individual whose role is to have leadership responsibilities over the Appeal Panel;
“GBR”	means the United Kingdom of Great Britain and Northern Ireland;
“Notice of Appeal”	means the notice given by the Appellant to initiate Appeal proceedings;
“Para Surfing”	As defined by International Surfing Association (ISA)
“Surfing England”	means Surfing England Ltd.;
“Second Appeal Notice”	means the notice received by the Appeal Panel once the Appeal Process has advanced beyond the Selection Panel’s deliberations;
“Selection”	means the process of selecting athletes to represent England to Surfing England Squads
“Selection Panel”	means the Surfing England Selection Panel; a committee responsible for the Selection or nomination of Surfing England Squads or Surfing England Teams and decides upon Informal selection appeals

Acronym / Abbreviation	Means
AASP	Association Adaptive Surfing Professionals
ADRV	Anti Doping Rule Violation
BLU	British Longboard Union
DBS	Disclosure Barring Service
ENG	England
ESF	European Surfing Federation
ISA	International Surfing Association
PSL	Para Surf League
SPE	Sport England
SE	Surfing England
WADA	World Anti Doping Agency
WSL (QS) (CS)	World Surf League (Qualifying Series) (Challenger Series)
UKAD	United Kingdom Anti Doping

1. Objectives and Approach

- 1.1. This document outlines the Selection Policy ('Policy') which Surfing England will follow when selecting athletes for Team England Para training squad, and at Team events, e.g. ISA World Para Surfing Championships.
- 1.2. The Policy sets out the overarching Selection process as well as specifically outlining the selection criteria.
- 1.3. The Policy also describes an Appeal Process. Any Appeal against a decision of the Selection Panel must follow strict procedures laid down in the Appeal Process. Adherence to the process ensures that all Appellants are treated equally. There is a financial charge for making an Appeal to discourage frivolous Appeals.
- 1.4. Surfing England reserve the right to, without redress amend the Policy and/or the Selection Criteria contained herein. including in particular but not restricted to an event such as COVID-19 which materially impacts any matters related to the Policy, including in respect of qualification events or timelines.

2. The Purpose of the Selection Policy

- 2.1. The purpose of the Selection Policy:
 - 2.1.1. The primary purpose of the selection policy is to select the training squad, wildcards and teams for events.

- 2.1.2. Selection will focus on the athlete's potential to podium at ISA World Para Surfing Championships level, based on performance at training and in competition.
 - 2.1.3. The second purpose is to give the selection panel, balanced with available resources, the option to help developing talent with exposure to world level competition.
 - 2.1.4. The selection panel may consider the level of competition and progression within a surfer's division, future potential and an athlete's contribution to team culture in support of the primary and secondary objectives of the policy.
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3. The Selection Panel

- 3.1. The Selection Panel is responsible for the implementation of the policy and shall as a minimum consist of a Chairperson and 2 additional members of the Surfing England executive/ board team.
 - 3.2. The Selection Panel can be extended to include additional coaching staff, independent advisors, and shall be quorate if 3 members are present, provided one is either a Surfing England board member or senior member of the executive team. In the result of any voting that is tied, the Chair shall have the casting vote.
 - 3.3. Selections will be made without bias or discrimination, and, as such, any conflicts, real or perceived, must be declared and recorded at the start of the meeting. The existence of a disclosed conflict will not preclude a Selection Panel member, or attendee, from participating in deliberations. Depending on the nature of the conflict a Selection Panel member may have to abstain from voting if required. The Chair will make the final decision on if a person must abstain from voting.
 - 3.4. The Selection Panel has total discretion to make Selections but in accordance with the purpose of the Policy stated above. It will use, in conjunction with its own assessment, the Selection criteria as a guide to their deliberations and conclusions.
 - 3.5. Any Appeal made against a decision of the Selection Panel cannot challenge the exercise of discretion unless the Appeal can demonstrate that the discretion has not been exercised in a reasonable manner and that such discretion was exercised in such a way as to be prejudicial to the Appellant.
 - 3.6. The Selection Panel will not give any preference to athletes who work or train, or who are in any other way associated with partners of, or entities associated with, Surfing England, and all Selections will be made in accordance with the rules and procedures laid down in the Policy.
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4. Eligibility

- 4.1. No athlete may be selected under or pursuant to the Policy unless they have satisfied the basic eligibility criteria.
 - 4.2. The athlete must:
 - 4.2.1. hold a British Passport and/or be eligible under ISA rules to compete for England;
 - 4.2.2. be a member of Surfing England (if you are not a member, please join here: <https://www.surfingengland.org/member/>);
 - 4.2.3. be WADA and UKAD compliant and not be banned or suspended from competition due to an Anti-Doping Rule violation (ADRV) ruling or Investigation;
 - 4.2.4. not be serving a suspension for any other disciplinary offence;
 - 4.2.5. be over 14 years of age and physically and mentally fit to compete; and
 - 4.2.6. compete at the English Para Surfing Open, with exception only in exceptional circumstances such as injury or sickness with doctors note or family bereavement
 - 4.2.7. All athletes should be able to self-fund to attend training and competitions.
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5. Minimum Selection Standards and Team Size

- 5.1.1 The selection panel is under no obligation to fill the maximum number of available team positions for any category. Team places will be awarded on merit and the criteria outlined in this Policy.
 - 5.1.2 If, in the opinion of the Selection Panel, fewer athletes meet the required performance standards, the panel may select only those athletes deemed suitable, even if this results in the team being smaller than the maximum permitted size.
 - 5.1.3 Team size may therefore vary from year to year depending on the level of athlete performance.
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6. The Selection Process

- 6.1. The Selection Panel is responsible for Selection of athletes and wildcards for the training squad. The panel are also responsible for selecting surfers for team events. E.g. ISA World Para Surfing Championships.
 - 6.2. Following Selection Panel meetings, athletes will be notified of their Selection for Team England by Surfing England and Selections will be published on the Surfing England Website.
 - 6.3. For European and ISA Worlds selections, an appeals window is open for 3 days after the post has been published. Selected athletes must confirm with Surfing England their intention to take up the place prior to the Appeals window closing. (see 7.4 below).
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7. Appeal Process

- 7.1. There is no appeals process for squad selection.
- 7.2. Any Appeal against Selection for Team events e.g. Europeans/ISAs, must follow the Appeal Process laid down in this Selection Policy. Any Appeal against a decision of the Selection Panel must follow strict procedures.

Grounds of Appeal

- 7.3. An athlete, or their Authorised Representative, (“the Appellant”), may make an Appeal against a Selection decision only on one or more of the following grounds:
 - 7.3.1. there has been a failure to apply the Criteria contained within the Selection Policy
 - 7.3.2. the Selection Panel has failed to follow its procedures properly; and/or
 - 7.3.3. the Selection Panel’s discretion has not been exercised in a reasonable manner and that such discretion was exercised in such a way as to be prejudicial to the Appellant.

The Processes Informal and Formal

- 7.4. In the first instance an Informal Appeal is made to the Selection Panel, by email, no longer than 3 days after the selection panel’s decision is shared directly or via the website, to: appeals@surfingengland.org a hard copy of the appeal should be retained by both the Appellant and the Selection panel.
- 7.5. The selection panel will consider the Appeal and respond, by email, in no longer than 3 working days either:
 - a) agreeing with the Appellant and changing the original decision; or

- b) rejecting the Appellant's Appeal and explaining its reasons for the decision.
- 7.6. If an Appellant is not satisfied with the outcome of the Informal Appeal, then the Appellant may make a Formal Appeal ("the Formal Appeal Notice") to a different panel, the Formal Appeal Panel ("the Formal Appeal Panel"), based on the same grounds of Appeal and Appeal Notice.
- 7.7. Outcomes available to the Formal Appeal Panel are:
- 7.7.1. to confirm the Selection decision under the Informal Appeal and reject the Appeal; or
- 7.7.2. to refer the Selection decision under Appeal back to the Selection Panel, identifying errors they have made in their deliberations or process, (as per the grounds outlined in clause 7.3), and requesting a new decision is made, or the original decision is confirmed correcting any errors made by the Selection Panel within a timeframe which allows their conclusions to be implemented.

How to make a Formal Appeal

- 7.8. A Formal Appeal Process is commenced by the Appellant, addressing an email to appeals@surfingengland.org The email should be sent 3 business days of the notification of the failed Informal Appeal
- 7.9. The Notice of Appeal must clearly set out the details of the decision which is being appealed and include full details of the Appellant's ground(s) of Appeal. The Notice of Appeal should attach any documents or written evidence relevant to the grounds of Appeal and which are relied upon by the Appellant.
- 7.10. All Formal Appeals must be accompanied by a bank transfer of £250 which will be refunded should the Appeal be upheld under Clause 7.7.2 above. Information regarding the bank transfer of the £250 will be stated in the response email from appeals@surfingengland.org
- 7.11. In the event of any Formal Appeal, the meeting note of the Formal Appeal Panel's decisions will be made available to the Appellant upon request and will be provided within one business day of such request. In some cases, it may be necessary to redact elements of the relevant minutes or meeting note.

The Formal Appeal Panel

- 7.12. Surfing England will nominate an Formal Appeal Panel of at least 3 members, none of whom sat on the Selection Panel, and none of whom are conflicted. The members will select a Chair of the Appeal Panel.
- 7.13. The Formal Appeal Panel must receive the Formal Appeal Notice within the time frames stated in Clause 7.8. The only fee required is when the Appellant first makes a Formal Appeal to the Formal Appeal Panel
- 7.14. The Chair of the Appeal Panel will convene a meeting to take place as soon as reasonably practical following the Formal Appeal Notice, or, if urgent for reasons of a

specific event, then to take place within a time frame which allows their conclusions to be implemented.

- 7.15. The Formal Appeal Panel will investigate the grounds of the Formal Appeal set out in the Appeal Notice and establish, to their reasonable satisfaction, which of the outcomes set out in Clause 7.7 is appropriate. The Chair of the Formal Appeal Panel will notify the Selection Panel and the Appellant of their decision immediately after the meeting.
- 7.16. The decision of the Formal Appeal Panel, is final. No further Appeal of the same initial grounds of appeal will be considered.

8 Elite Squad Selection Criteria

At the start of each year, a training squad will be selected for the year ahead. A focus will be on the performance element of the criteria, as referenced in 2.1.2.

8.1. For squad selection, athletes will need to have met multiple performance and commitment benchmarks, including:

- Finalists at Worlds at least once in past three years
- Reached podium at Euros 2025, when a division size was larger than 4
- Shown a consistent upwards trajectory in percentage against highest heat score over the past two seasons
- Shown an improvement in heat position and scores over past three years
- Demonstrated a strong commitment to training sessions (in person) throughout the season, or show clear explanation for lack of attendance, including reporting to the HC and TM on your own training and performance
- Have attended a minimum of 75% of online training sessions and meetings
- Made a positive and constructive contribution to the team.
- Competition results at Association of Adaptive Surfing Professionals (AASP) and Para Surf League (PSL) events will be taken into consideration with the above performance measures.

9 Wildcards Criteria to join elite training squad and/or events such as European Championships

A wildcard is a place on Team England Para training squad available to those who may not have the requisite level of event performance or track record on the squad.

All applicants must fulfil the standard eligibility criteria to be able to surf for the Team England.

Surfers who have been selected for the previous year's squad but not been able to requalify due to injury or illness may request an injury wildcard.

Surfers not selected for squad due to not tracking on performance may also apply for a Wildcard, if they believe they have shown significant progress in their surfing.

Wildcard places are focused on performance and based on, but not limited to:

- Event performance:
 - English Para Surfing Open, Association of Adaptive Surfing Professionals (AASP), Para Surf League (PSL)
- Surfing ability
- Comparison with current squad members, and standards at ISA Worlds
- Potential for improvement
- Dedication
- Professionalism
- Commitment to wider health and fitness

Wildcard applications will open at the end of 2026 or start of 2027. Notification of this will be on the website and updated within this policy.

Applications will be made by completing a Google Form which will be linked here at the appropriate time.

All applications will be screened for eligibility, recorded, and acknowledged.

A selection panel will be held once the application window has closed to determine whether any wildcards will be awarded. The selection panel will meet within two weeks of the closing date.

Applicants will be informed of the status of their application within 4 weeks of the closing date.

Any appeals must follow the appeals process set out in this document.

10 ISA World Para Surfing Championships Team Selection Criteria

Athletes

- 10.1 To be considered for the ISA World Para Surfing Championships all athletes must meet the eligibility criteria set out in Section 4 Selection Policy. The Team will be selected based on section 8 and 10
- 10.2 The ISA World Championships is the pinnacle Para Surfing event. The focus of Team England and therefore the selection panel, is to use the limited resources available to support the highest performing individuals to maximise their potential at the World Championships.
- 10.3 The ISA World Para Surfing Championships is the focus event for the Team England squad, and a full support team of coaches will be provided, where budgets enable. Surfing England aspire to cover the cost of entry fees and team kit. [However pursuant

to 4.2.7 (eligibility) the event is self-funded for your travel, accommodation, food, but management and coaching will be provided and the costs of those persons will be covered by Surfing England].

- 10.4 The Selection Panel may also consider Wildcards for the Event, and members of the Development Squad, as part of looking at future talent. Further selection meetings may convene to discuss this.

11 European Para Surfing Championships Team Selection Criteria

Athletes

- 11.1 To be considered for the European Para Surfing Championships all athletes must meet the eligibility criteria set out in Section 4 Selection Policy. The Team will be selected based on section 8 and 10.
- 11.2 Surfing England may not be able to fund a full support team for this event, and this contest may be entirely self-funded.

12 Support Staff for Team Events

- 12.1 Selection of support staff for International events is at the discretion of the Surfing England Selection Panel; provided they meet the following accreditation standard:
- Demonstrated relevant event experience
 - All coaches must have an in-date surf coach and beach lifeguard qualification
 - All support staff must have an approved current DBS check (where required).
 - Agree to and sign the Surfing England Code of Conduct
- a. Team coaches and support staff will be allocated at the discretion of the Head Coach and Team Manager for the overall benefit of the team.
- b. Any athlete wishing to bring their own support staff, at their own cost, may apply to the Team Manager for inclusion of such staff within the official staff list registered with the ISA (registration fee also at own cost).