



## **SELECTION FOR ENGLAND BOXING OFFICIALS FOR THE NATIONAL CHAMPIONSHIPS AND INTERNATIONAL SELECTION 24/25 SEASON.**

### **Introduction**

This Policy sets out the process by which the England Boxing Technical Rules Committee selects officials to represent at the England Boxing Championships and, international selections.

Selection of officials will be determined by the Selection Panel, subject first to the National and International selections representative of England Boxing and the England Boxing Technical Rules Director agreeing on the number of places available at any given championship based on the importance of the event in question and the resources available to England Boxing. Officials selected for those places will be drawn from the A-grade cohort and international cohort. Officials who do not hold the requisite grade but are highlighted for progression through the England Boxing Officials pathway or have been identified by the panel to progress may also be selected.

In addition, whether England Boxing sends an official to any given event may also depend on other legal, regulatory, or political factors. Should an event permit boxers from Russia or Belarus to participate (and/or to participate under their national flags or as neutral participants) it may not be appropriate for England Boxing to send an official to that event. Such decisions are a matter for England Boxing's discretion.

### **Selection Policy Aim**

England Boxing aims to select officials who will perform with distinction, positively represent England Boxing, and have the significant potential to progress to the highest level and represent England and Great Britain on the international stage.

### **Officials Eligibility**

All candidates for selection must:

- a. Be members of England Boxing (Registered on the Locker).
- b. Be members of a boxing club registered with England Boxing or with a region.
- c. Hold a valid record book (Registered on the Locker).

- d. For the National Amateur Championship selections, they must be active within their registered region three months before the championships that they are being selected.
- e. For finals selection must have represented at one of the regional rounds and/or pre-qtrs, and qtrs.<sup>1</sup>
- f. Fully meet any requirements imposed by England Boxing, the host nation, the event or any other organising or relevant body.
- g. For international selection, officials must be active at the national level during the season that they are selected.

### **The Selection Process**

As outlined below, the Selection Panel will consider various factors when reaching its selection decisions, including, but not limited to, the performances at previous events.

Officials wishing to be considered for selection to regional and national championship events should consider which events they are available for and let regional representatives know to aid in the selection process<sup>2</sup>.

International event selection and National selection<sup>3</sup> will be conducted by the panel on advice from the international selection representative.

### **The Selection Panel**

The Selection Panel will be made up of:

The England Boxing Technical Rules director. This person will chair the Selection Panel and will have the casting vote should it be needed. Their primary role is to chair the meeting of the Selection Panel and ensure that the selection process is carried out fairly, following this Policy.

A senior member of staff from England Boxing or senior leadership (e.g., Chief Executive Officer or Board Director, manager). They will not have a vote on selection decisions. They ensure that the selection process is carried out fairly and following this Policy.

Voting rights will be given to three nominated England representatives, with one vote each.

The selection panel is quorate if the technical rules director, three voting members and a senior member of England Boxing are present.

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<sup>1</sup> Unless selected to represent at another event.

<sup>2</sup> Making a regional representative know availability is not a confirmed selection. Those selected will be notified by the Tech Rules committee.

<sup>3</sup> Including any events that the National team are present at, and England representation at the National Championships

The Chair of the Selection Panel may also invite other individuals to attend meetings on a non-voting basis to provide information to the Selection Panel.

Such meetings may take place by telephone / Teams and individual panel members may join face-to-face selection panel meetings by telephone / Teams. Selections may also be proposed and approved by email.

### **The Selection Panel's approach to selection decisions**

The selection of Officials by the Selection Panel will be made by reference to the criteria set out below. Where the Panel is required to choose between Officials this involves the exercise of discretion and judgment. Judgments of this kind are by their very nature matters of expert opinion, often involving consideration of a range of different factors in order to reach a decision. The Selection Panel will at all times aim to take selection decisions fairly, reasonably and rationally, without bias.

When reaching its decisions, the Selection Panel will aim to have regard to the following factors:

#### **Technical and Tactical ability**

Technical and tactical assessments of Officials in competition.

#### **England Boxing Values and Behaviours**

Commitment to England Boxing Performance Pathway including the behaviours and values expected of representatives in competition or training camps.

#### **Record and performance**

Past, performances and experience over the previous two calendar years, including at the National Championships and when representing England or Great Britain (if applicable) will be taken into consideration although, the officials must still qualify for selection (See eligibility).

#### **Current Form**

Current competitive form, as apparent from recent performances and results

#### **Selection Decisions and Notification**

England Boxing will communicate the outcome of the Selection Panel's deliberations to officials aspiring to selection within two working days of the selection meeting taking place.

Any Appeals to these decisions must then be carried out in accordance with the Appeals Procedure set out below.

## **De-selection**

Officials may be removed from the event by the Selection Panel if they are no longer eligible for selection, or for the following reasons:

### **England Boxing Policies**

Officials in breach of England Boxing policies, codes of conduct may be de-selected. Without prejudice to the generality of this provision, officials may be deselected on the grounds of inappropriate behaviour or misconduct, including conduct of any kind that is contrary to the interests of the sport or of England Boxing, or which is liable to bring the sport of boxing, or England Boxing, into disrepute,

### **Appeal Process**

Eligible Officials are entitled to appeal a decision by the Selection Panel not to select them for the event. The appeal process is intended to be quick, fair and independent.

If an Official wishes to appeal, they must notify the Chief Executive of England Boxing ([Jerome.pels@englandboxing.org](mailto:Jerome.pels@englandboxing.org)) that they wish to appeal as soon as possible, and in any event no later than by 4 pm on the third working day after they have been notified of their non-selection. Such a notification must be given in writing (e-mail is acceptable).

The Official must, by 4 pm on the working day following such notification, provide to the Chief Executive of England Boxing a written document setting out the grounds for the appeal (the "Grounds of Appeal"). The Grounds of Appeal must include the fullest explanation possible, in the time available, of the basis for the official to appeal, together with any evidence (such as performance data or results) that they rely on. Officials should note that the only available grounds of appeal are either that this Selection Policy was not followed, or that the decision in question was unreasonable and/or irrational and/or biased.

If, in the reasonable view of the Chief Executive of England Boxing, the appeal may affect other officials ("Affected Officials"), then he/she may provide the Grounds of Appeal to any such persons immediately, should he/she in their absolute discretion consider it appropriate to do so.

The selection appeal will then as soon as possible be referred to Sport Resolutions (UK) for determination by way of binding, confidential, arbitration. An official seeking to appeal will be required to pay to England Boxing a deposit of £250 towards the cost of using Sport Resolutions' services. This should be paid at the same time as the Grounds of Appeal are provided. This sum will be reimbursed to the official if the appeal is upheld.

England Boxing must, as soon as possible and no later than 4 pm three working days after receipt of the Grounds of Appeal, provide the appellant with a written response to the appeal,

including the fullest explanation possible, in the time available, of the basis for that response together with any evidence that England Boxing wishes to rely on.

The appeal will then proceed, on the earliest possible date, by way of an oral hearing in front of a single legally qualified arbitrator appointed by Sport Resolutions (UK). The appealing official, England Boxing and any notified Affected official are entitled to attend such a hearing, with representatives if they so wish. Alternatively, if the official, England Boxing and any notified affected official agree, the appeal will be determined on the papers by such an arbitrator. The arbitrator may set any directions in connection with such a hearing or written determination as they consider fair and appropriate. They also may determine how any such hearing is to be conducted for that hearing to be fair.

The arbitrator will endeavour to render a decision in respect of the appeal as soon as possible. In the interests of expediency, the arbitrator may initially render a summary of the decision with full reasons to follow. Sport Resolutions (UK) will be responsible for notifying all participants of the decision.

The arbitrator may either dismiss the appeal or uphold the appeal and remit the selection decision back to the Selection Panel, with any guidance which the arbitrator may consider appropriate. The arbitrator will not have jurisdiction to select or de-select any official.

The arbitrator's decision will be final: if an official's appeal is dismissed, he or she will have no further right of appeal, all participants in the appeal process are required to keep the facts and contents of the appeal process confidential and will bear the costs of the appeal process.

### **Officials Upgrade Pathway**

The age to become an Official are as follows:

1. Judge and Time Keeper – 16 Years Old.
2. Referee – 19 Years Old

Officials must provide proof of pre-requisite completion to the next stage before being granted a place on an Official course.<sup>4 5</sup>

A Judge that is under the Age of 18 **must** be placed Judge 5 next to the supervisor or, where it permits the side of the ring furthest from the crowd.

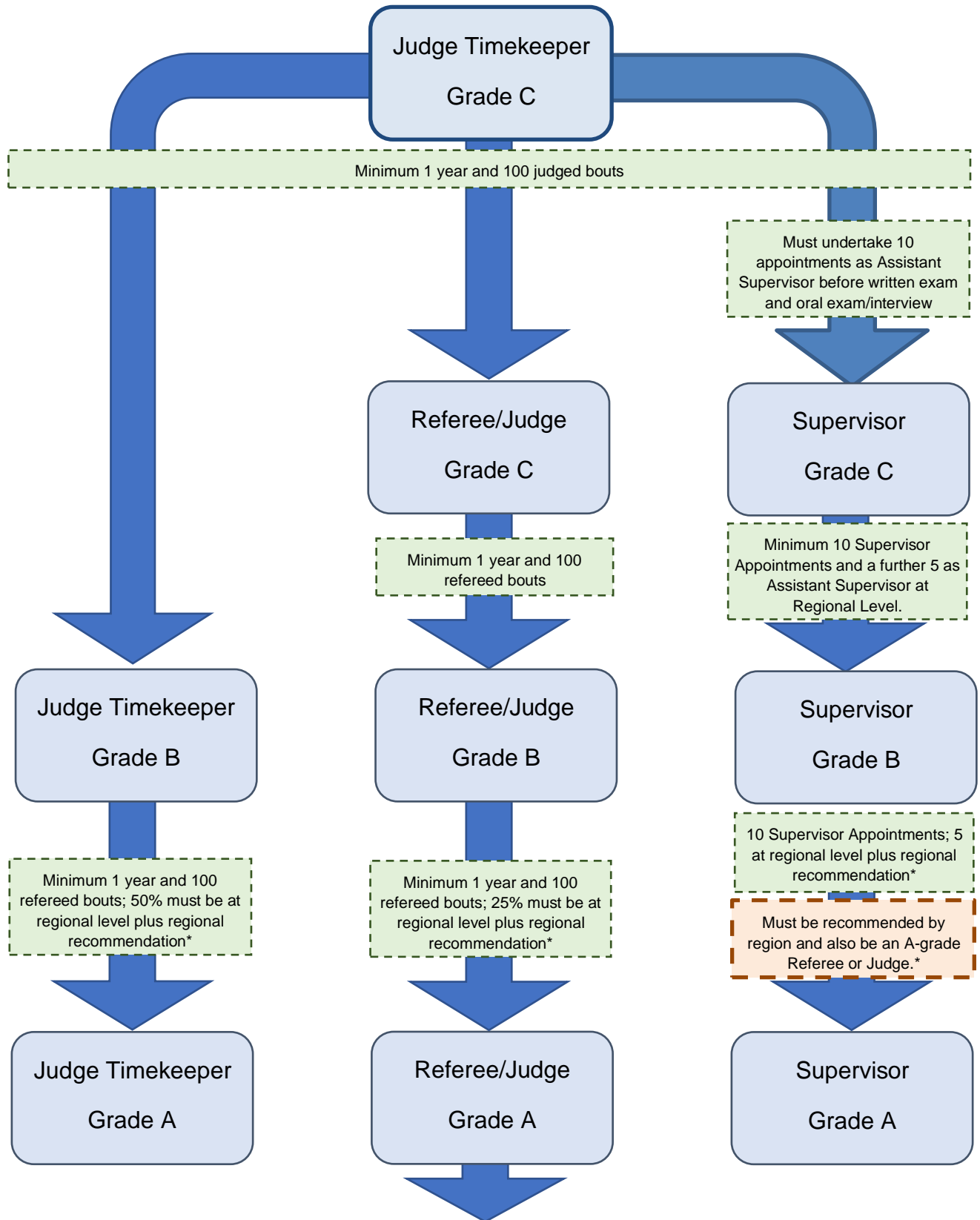
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<sup>4</sup> Proof must be provided to regional official secretaries before commencing any B-grade course.

<sup>5</sup> Proof of pre-requisite completion must be provided to the Technical Rules committee before the commencement of any grade C supervisor or A grade certification course.



# England Boxing Officials Pathway



**Upgrade to AIBA 1\***

1. Must officiate at Regional NAC Finals 2. Must be recommended by the Region 3. Must be evaluated and recommended by England Boxing R&J Evaluators 4. Must be appointed to the NAC ¼ & ½ Finals

withheld unfairly. In such circumstances an independent assessment will be arranged in a neighbouring region.  
 \*\*Officials may be fast tracked at any given point, this will be dependent on a recommendation from a senior official, and an independent assessment arranged by the Sec of the Technical Rules and Officials Sub Committee.