

The UKPA Player Development Pathway & National Teams

2021 HANDBOOK

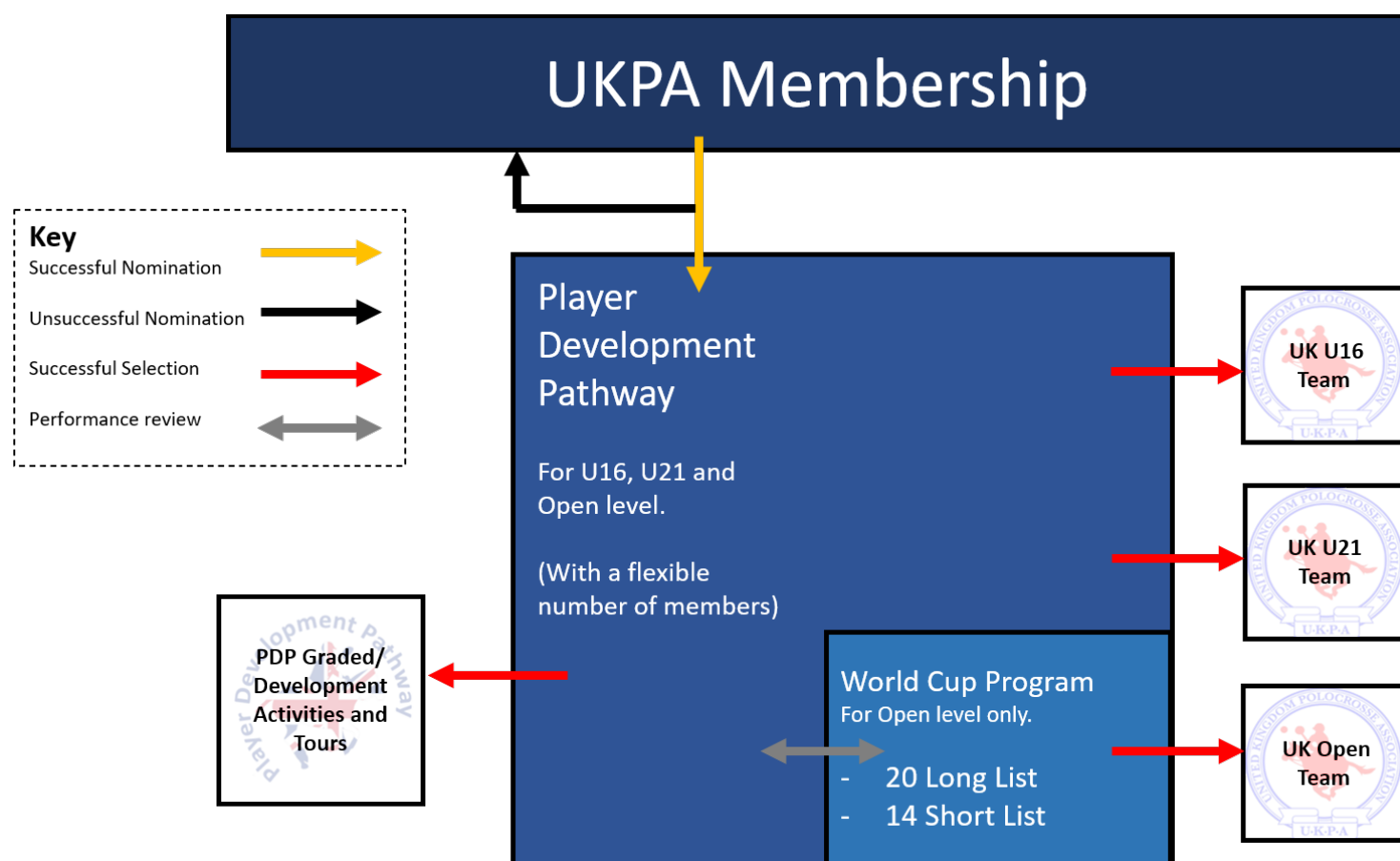
May 2021



The UKPA Player Development Pathway & National Teams

The intent of this Handbook is to define the framework of UKPA's Player Development Pathway (PDP) and National Teams. It will lay out the relevant procedures surrounding International activity, eligibility of Members, procedure for selection of Members and governance of the framework.

Table 1 - The Framework



1 Objectives for UKPA, PDP and UK Teams

The objectives of the PDP and UK National Teams framework is:

- To provide opportunities for development for all PDP members to continue their development as players.
- To ensure development of Members to represent the UK Polocrosse Association at all ages.
- To offer a consistent management and coaching from U16s through to Open level.
- To have a transparent pathway for all ages that ensures:
 - Selection is fair, open, and honest.
 - Clarity of requirements for PDP and UK Team members.
 - Clarity of requirements and appointment process for all coaches and managers within the framework.

2 Age Categories

The UKPA has three representative age groups that will work within the PDP and UK National Teams:

- **Under 16s (U16s) or Junior:** Selected from eligible UKPA Members who are under sixteen years of age on 1st January of the year in which they will be PDP members.
- **Under 21s (U21s):** Selected from eligible UKPA Members who are under twenty-one years of age on 1st January of the year in which they will be PDP members.
- **Open:** Selected from eligible UKPA Members of any age.

3 Coaching and Management Personnel

- The **Player Development Pathway Coordinator Officer (CPO)** will be appointed for a four-year tenure.
- The **U16s Coach** and **Manager** will be appointed for a two-year tenure.
- The **U21s Coach** and **Manager** will be appointed for a two-year tenure.
- The **Open Coach** and **Manager** will be appointed for a four-year tenure, or until after the next World Cup.
- **PDP Coaches** will be appointed by the UKPA Executive, taking guidance from UKPA's Chief Coach (CC) and PCO.
- The **Chief Selector (CS)** will be appointed by the UKPA Executive.

The **Chief Selector** is responsible for gathering volunteers to act as selectors. The CS shall present a list of suitable candidates to the Executive for approval, along with his/her recommendations, prior to selection

starting. The UKPA Executive will then appoint selectors. There should be three selectors, including the appointed coach for each age group.

See [Appendix 2](#) for full requirements and role descriptions.

4 Coaching and Management Personnel Requirements

All coaches, managers and officers within the framework will be appointed by the UKPA Executive. All will be required to undergo a Disclosure and Barring check (DBS) prior to appointment. All coaches and managers will also undergo safeguarding training prior to appointment. This should be to the satisfaction of the UKPA's Chief Safeguarding Officer (CSO).

All coaches, managers, officers, and selectors within the framework must be a UKPA Member, and all coaches within framework must be a UKCC accredited coach.

5 Eligibility

To be eligible for selection to PDP and UK National Teams, a player must fulfil the following requirements:

- I. Be a Player Member of the UKPA in good standing.
- II. Have been a Player Member of the UKPA for a minimum of twelve months on the 31st of December of the year prior to the year in which they apply to be considered for selection.
- III. Play in a minimum of three tournaments, organised under the auspices of the UKPA, during the calendar year in which they apply to be considered for selection.
- IV. Be either:
 - a. A UK National as defined in the British Nationality Act 1981 or
 - b. A UK resident non-national meeting at least one of the following criteria:
 - i. Parents: One or both birth parents, adoptive parents or step-parents born in the UK.
 - ii. Grandparents: One or more birth or adoptive grandparents born in the UK (Step-Grandparents are not acceptable).
 - iii. Marriage: Spouse or civil partner is a UK National, both persons being resident in the UK.

Notes:

- a. Death of a spouse or partner would not bar the individual from eligibility.
- b. Divorce from a partner or spouse will bar an individual from eligibility.

- iv. Residency: Minimum of two years continuous residency prior to team appointment.

Notes:

Where residency is required, it shall be up to the applicant to prove residency to the satisfaction of the UKPA Executive Committee.

See [Appendix 3](#) for residency guidance.

A UK non-national applying via residency should:

- a. Have not represented another IPC country at polocrosse in the previous 12 months prior to team appointment.
- b. Complete and submit a UKPA nomination form to the relevant age group manager.

6 Nominations

All eligible UKPA Members must submit a completed nomination form to the relevant age group manager and UKPA Administration to be considered for selection. All eligible UKPA Members, whilst completing their nomination form, will agree to the **PDP Player Agreement** which outlines expectations, requirements, and Code of Conduct they should follow if selected.

A nomination from a Member is now considered to run indefinitely to avoid the need to keep reapplying. Members will have to withdraw their nomination, or no longer be eligible to not be automatically resubmitted.

There will be no need to reapply when a Member moves from one age group to another, the nomination form covers progression through the age groups.

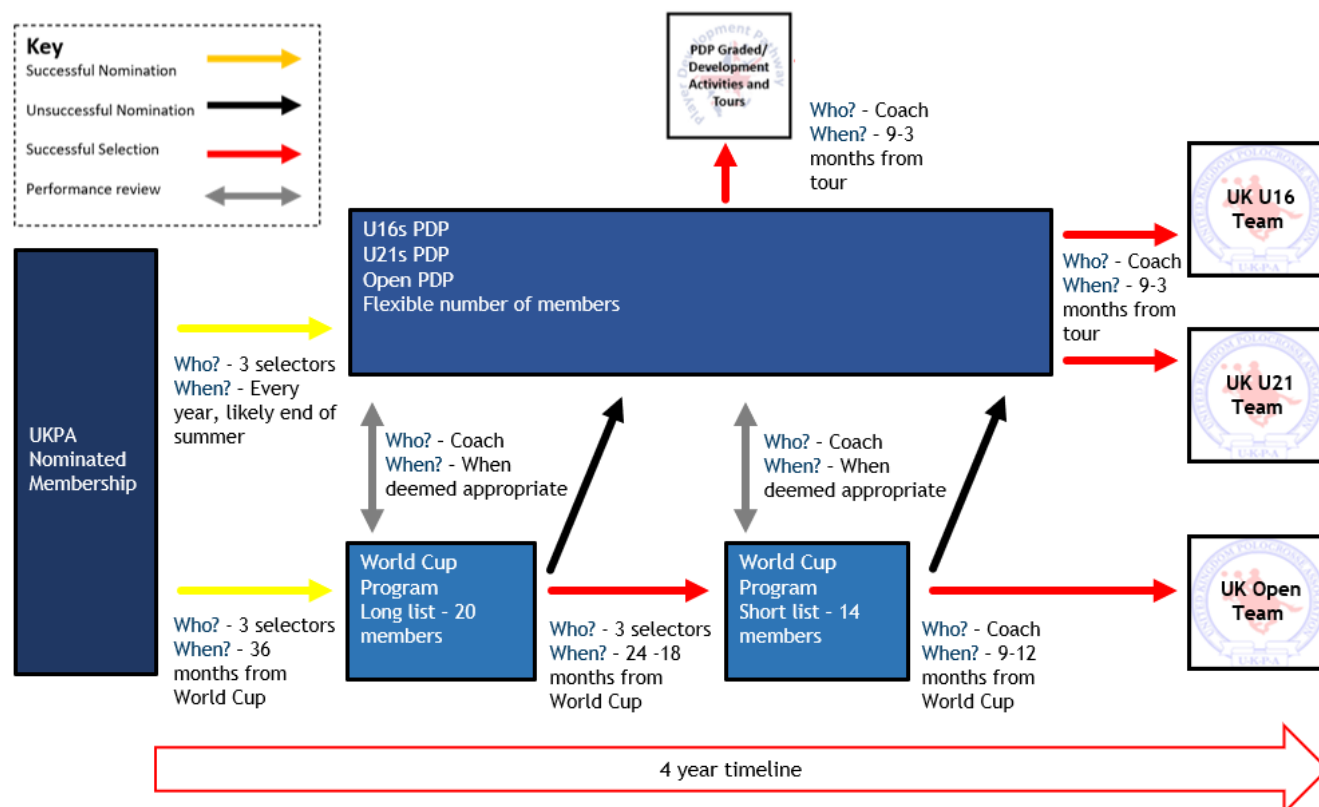
7 Withdrawing a Nomination

Members can withdraw their nomination at any time during the year. We would encourage Members to do this before summer selection starts, ideally before 1st June for ease of the selectors.

Members already selected can withdraw at any time during the year, however they may be asked to continue their requirements as laid out in the Player Agreement when a tour is approaching. This can involve still providing a horse for inbound tour. This requirement can last for up to six months after withdrawing. Members who withdraw can expect a cooling off period which will avoid reapplying within a set time. This will be made clear to that Member and set by the management, CS and UKPA Executive.

The management and UKPA Executive reserve the right to assess each situation on a case-by-case basis, where requirements should be followed when withdrawing.

Table 2 - Selection Routes Example



8 Selection

8.1 The Selection Procedure

The selection of nominees follows up to four parts depending on age/level:

- I. Selection into PDP for all ages
- II. Selection into World Cup Program Long List (Open level only)
- III. Selection into World Cup Program Short List (Open level only)
- IV. Selection into UK Teams or Development activities/tour

The nominated players shall be notified of the following prior to selection:

- Who the appointed Coach is for their age/level?
- Who the appointed Manager is for their age/level?
- Who the appointed Selectors and for their age/level?
- When the selection window starts and ends, including any events that they could be invited to attend.
- The date of selection announcement.
- If selection is for specific UK Teams or Development activities/tour, then what the total number of successful spaces there are (for example a World Cup team will be four female and four male members)

Selectors will be asked to consider the following during selection of a nominee:

- Stick work.
- Horsemanship.
- Tactical skills.
- Teamwork.
- Playing presence and impact
- Communication and leadership skills.
- Team balance within the selected members.
- Commitment and reflection on their progress and development
- Availability of the nominee for training, tours, and other duties.
- Nominees conduct both on and off field, including any disciplinary records.
- Potential as a UKPA Ambassador.
- Ability to provide two horses for inbound tours.
- Willingness to assist in fundraising.

At each stage, any of the selectors who have a conflict of interest (e.g. related to, in a relationship with, employed by or employ one of the players for selection) should declare their conflict to the CS. In consultation with the Executive, it shall be decided if the conflict rules them out of being a selector. In the event of a selector withdrawing due to a conflict of interest or any other reason, the CS and the Executive Committee will be responsible for appointing another selector.

Players who have not nominated themselves but are identified by selectors as being suitable for selection may be invited to apply at any time at the discretion of the selectors.

All selection discussions should be kept confidential and not discussed outside the selection committee.

Selection Procedure Complaints

Any complaints regarding the selection processes should be raised immediately with the CS.

See the Appeals procedure documented in [Section 8.8](#).

Notification of Selection

The nominated players shall be notified of the results of the selection process before any notification is made public.

8.2 Selection into PDP

There is no fixed number of players that can make up the PDP across all ages. Selection will use three selectors, including the appointed coach for that age group and the selectors will use the Considerations (listed above in [Section 8.1](#)) to ultimately answer two questions for each nominee:

- I. Does this nominated player currently display a potential to represent the UKPA at an international level for their age group?
- II. Does this nominated player show commitment to achieve this potential?

If the majority of selectors deems a nominee as fulfilling the two statements, then the nominee will be successful in their nomination into PDP for their age/level.

The CS may use their discretion to consider evaluations obtained from the previous year's coaches and managers, as to a candidate's suitability for re-selection. Nominees who are not successful will receive an explanation of why and the areas they should look to focus improvements on within their Club environment. This should be their aim to improve for the next selection window.

PDP selection should occur every year so all members will be reviewed whether currently within PDP or unsuccessful from the previous year. This selection is likely to occur during the summer months.

8.3 Selection into World Cup Program Long List (Open Level Only)

The 'Long List' has a set number of members, which is limited to twenty, ten of each gender. Long List selection will occur once during a four-year World Cup cycle, with the date will be made clear to all nominees prior to selection.

Selection will be led by three selectors, including the appointed Open Coach. Selectors will use the Considerations (listed in [Section 8.1](#)) to rank the eligible nominees.

The CS may use their discretion to consider evaluations obtained from the previous year's coaches and managers, as to a candidate's suitability for selection. Successful selection is based on majority decisions by the Selectors, which is collated by the CS. If two players tie for the 10th (last) position, the Coach shall make the final decision.

The CS presents the names to the Executive for final approval before the decisions are communicated to players individually. Where nominees are unsuccessful, they may still be selected into the Open PDP. The Open Coach reserves the right to select an Open PDP member into the World Cup Program following a performance review ([see Section 8.7](#)).

8.4 Selection into World Cup Program Short List (Open Level Only)

The 'Short List' has a set number of members, which is limited to fourteen, seven of each gender. Short List selection will occur once during a four-year World Cup cycle, with the date being made clear to all nominees prior to selection.

Selection will use three selectors, including the appointed Open Coach. Selectors will use the considerations (listed in section 8.1) to rank the existing World Cup Program Long List eligible nominees.

The CS may use their discretion, to consider evaluations obtained from the previous year's coaches and managers, as to a candidate's suitability for selection. Successful selection is based on majority decisions by the Selectors, which is collated by the CS. If two players tie for the 7th (last) position, the Coach shall make the final decision.

The CS presents the names to the Executive committee for final approval before the decisions are communicated to players individually. Where nominees are unsuccessful, they may still be selected into the Open PDP at this point, which is done by the selectors using guidance from [Section 8.2](#). The Open Coach

reserves the right to select an Open PDP member into the World Cup Program following a performance review (see [Section 8.7](#)).

8.5 Selection into UK Teams or Development Activities / Tours

This is limited to a set number of members and is dependent on tour or Development activities / tour size of team (for example a World Cup team will be four female and four male players). This number will be made clear to all eligible nominees ahead of selection.

The selection is done by the appointed coach for that age/level. The selection date will be made clear to all eligible nominees prior to selection.

At U16s and U21s both UK Teams and Development activities/tour teams will be selected from the selected PDP players within that age group

At Open level, the UK Team will be selected from the selected World Cup Program members.

At Open level, the Development activities/tour will be selected from the selected Open PDP members.

8.6 De-selection

Removal from a selected list may be:

- I. By resignation of the player in writing to the CS.
- II. Due to misconduct or other circumstances which make the player unsuitable to represent the UKPA at an international level.

De-selection from PDP and/or World Cup Program

If the deselected player was part of the World Cup Program, the appointed Coach of that age/level will decide on a suitable replacement from a non-selected player of the relevant Open PDP list.

If the deselected player was part of a PDP group, then no replacement will be necessary.

The Executive is to be kept up to date with any de-selection processes, within seven days of de-selection.

De-selection from UK Team or Development Activities / Tours

This is when the team has been selected to represent the UK. The de-selection will take place in the form of a **selection tribunal**.

If a player has already been selected and appointed as a member of a UK Team the appointment may be terminated by a Selection Tribunal (ST) appointed by the UKPA Executive and comprising of:

- Chief Selector (Chairman)
- Chief Umpire
- Chief Coach
- A National Players Representative

The Manager or Coach may apply to the CS for the de-selection of a UK Team player, based on their perception of relevant circumstances or unacceptable behaviour by the player.

On receipt of an application for de-selection the CS convenes a meeting of the ST as soon as practical, to hear the application. He invites the person making the application and the player to attend the hearing. The player may request a supportive representative to be present at the hearing.

The tribunal hears the application and any response by the player. The tribunal then retires to consider the information provided to them, in private, and decide whether to de-select the player or reject the request.

The CS immediately informs the player of the tribunal's decision, prepares a written record of the hearing, and sends it within 24 hours of the hearing to the applicant, the player and the UKPA Secretary for retention.

If the player is to be de-selected the Coach shall choose a replacement from relevant list of selected players:

- a. If Open UK Team, this is from World Cup Program.
- b. If Open graded or development actives/tour, this is from Open PDP.
- c. If U16s or U21s then this is from relevant PDP.

De-selection decisions by the ST are final and not subject to appeal.

8.7 Performance Reviews (Open Level Only)

Performance reviews will validate movement of a player from the World Cup Program Long or Short List to Open PDP. The available space within the program is then filled by an Open PDP member being selected into the World Cup Program. This allows for players who are performing at a high level to be selected into the World Cup Program if not originally selected. The performance review can happen at any point during the year once the World Cup Program and Open PDP has been selected.

The Open Coach reserves the right to conduct a performance review for any player they feel is under-performing within the program.

The player who is being deselected must receive:

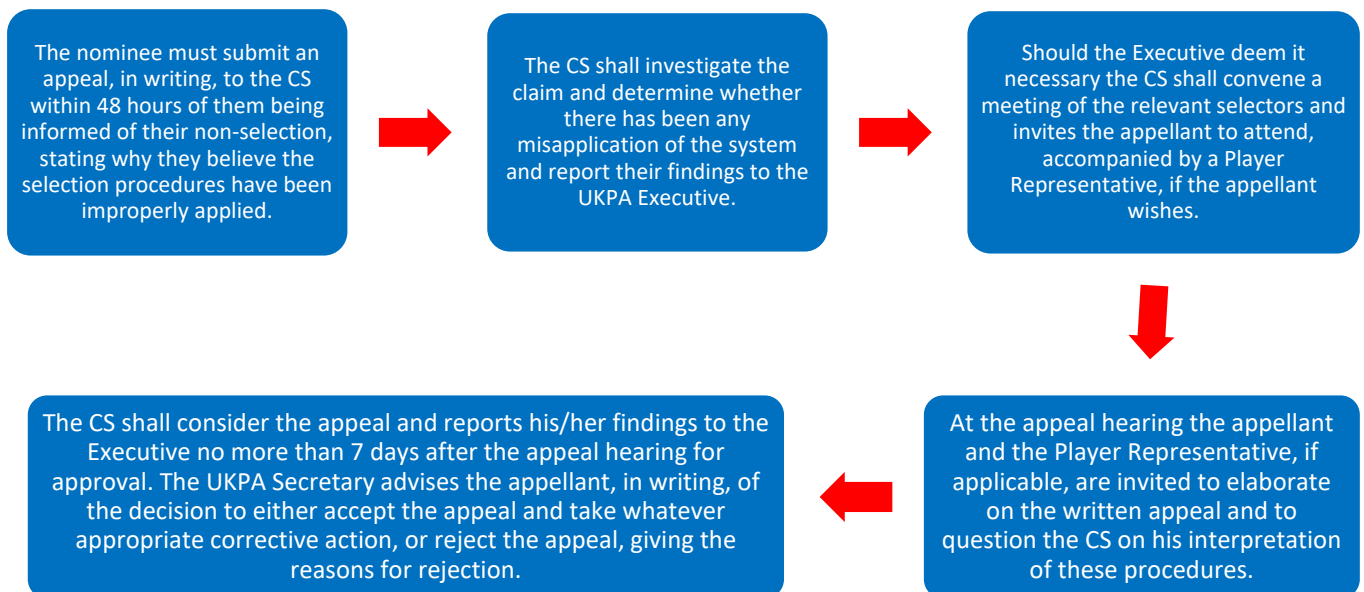
- I. Verbal and written feedback of why the coach is considering de-selection. This will include areas the player would need to improve to remain in the World Cup Program.

- II. The verbal and written communication will include the player (plus their parent / guardian if under 18), coach, manager of the team and the CS.
- III. This feedback and guidance will occur at least thirty-one days prior to de-selection occurring. This gives the player time to reflect and improve.
- IV. If the coach still feels after the thirty-one days' notice period that no significant improvements have been made then de-selection takes place, again with a verbal and written feedback including the above participants, informing them of de-selection.
- V. The deselected player will then be entered into the Open PDP group.

Following the de-selection of a player, a current Open PDP member can be considered for the World Cup Program. This decision will be made by the Open Coach and will include Open Manager and CS during the selection process.

8.8 Appeals

A nominee for PDP, PDP & World Cup Program or UK Team may appeal against a decision regarding his/her non selection, but only against the application of the selection process and not against the selectors' assessment of skills and attributes.



Appeal decisions by the Executive are final and not subject to further appeal.

Appendix 1

Appointed Officer Procedure

On determining the need to co-opt a new appointed officer the following procedure shall be used.

1. The relevant details of the post are agreed by the UKPA Executive:
 - I. Job description
 - II. Relevant qualifications or requirements
 - III. Any other relevant details
2. The post details are sent to the relevant UKPA Members by the UKPA Administration, requesting responses to the UKPA Administration and Secretary, along with any required supporting details and evidence. Forms of communication that may be used include post, e-mail or other electronic media which will provide visibility to the membership.
3. A date shall be set on the communication for replies to be received. Normally this shall be a minimum of two weeks from the date the communication was sent but may be less if the appointment is urgent.
4. Once the due date has passed the UKPA Administration shall pass the received replies to the Executive for consideration. The Executive then chooses who they believe to be the best candidate for the post, comparing the supplied applicant details and any other pertinent information available to the requirements of the post. The choice shall be by majority vote.
5. The UKPA Administration shall then inform the successful candidate of their selection and requested them to confirm their acceptance of the post, subject to confirmation of references and suitability checks where applicable.
6. On receiving acceptance, the post holder's details shall be updated.
7. Should the candidate refuse the post the Executive shall then reconsider the available candidates.
8. If no candidates are deemed suitable the post need not be awarded.
9. All non-successful candidates shall then be informed of who has been offered the post.
10. The new post holder's application shall be stored until they cease to fill the post, and all others kept for at least 6 months in case of an equality or diversity appeal.

Appendix 2

PDP Coordinator Officer – Post Description

The post shall be titled ‘the PDP Coordinator Officer’ (PCO)

1. Line Management

- The PCO shall report directly to the UKPA Executive or through the Executive International Officer (EIO).
- UK Managers, Coaches and PDP Coaches shall report to the PCO.

2. Primary Task

The primary task of the PCO is to give assistance to the Player Development Pathway workforce when required, ensuring that all processes run smoothly and help bring continuity across all the age groups.

3. Secondary Tasks

- Maintain all PDP databases so PDP workforce can access up to date information.
- Attend and minute any meetings as required and ensure all workforce are kept fully informed.
- Maintain all records on file regarding PDP members in a secure manner.
- Maintain all records on file of PDP coaches and managers in a secure manner.
- Ensure venues are insured and appropriate to needs of the group – health and safety, etc.
- Oversee managers’ calendars ensuring development opportunities are available for all PDP members.
- To be the point of contact for applications for interested coaches to become a PDP coach. This can include approaching appropriate coaches to invited into PDP. Any applicants or invited coaches should be ratified by the Executive.
- Oversee financial aspects of PDP, ensuring that accounts are monitored, compiled, and reported to the Treasurer and the Executive.
- Compile reports as requested by Executive.
- Attend Executive meetings as requested by the Chairman.

UK Manager – Role Description

There should be a UK Manager for each of the three age groups: U16s, U21s and Open. The post shall be titled 'UK (insert U16, U21 or Open) Manager'.

1. Line Management

- The UK Managers shall report to PCO regarding PDP matters.
- The UK Managers shall report to the UKPA Executive or through the Executive International Officer (EIO) for UK Teams matters.

2. Primary Task

The primary task of the UK Managers is to facilitate training, development opportunities and tours for all the PDP and UK Team members within their age group/level.

3. Secondary Tasks

- Work closely with the UK Coach of their age group/level to make arrangements for coaching sessions of the age group/level throughout the year.
- Ensure all members complete a medical form and copies are taken to all related events and ensure all members of the age group/level are UKPA members.
- Keep up to date records of all team members, including medical / insurance details and attendance records.
- Liaise with the UK Coach and provide individual reports for each of the members, these will be held by the PCO and may be passed on to future UK Coaches and selectors to help maintain continuity and development of players and/or used to assist with future selection.
- Provide regular updates back to PCO and the Executive on how plans are progressing.
- Aim to communicate and engage with the broader UKPA membership on progress and preparation of PDP and UK Teams under their management.
- Take on the organisation and management of the team at international matches. This will include arranging flights, accommodation and travel insurance for outbound tours and assisting with accommodation arrangements for inbound tours.
- Maintain clear and accurate financial records for players, PCO and the UKPA Executive Treasurer.
- Liaise with their counterparts during international matches and provide the Coach with any assistance to ensure that the rules of international competition are abided by.
- Take a lead on coordinating sponsorship bids and encourage the members to seek sponsorship or fundraise and assist where possible.
- Carry out/be responsible for any other tasks as agreed by and with the PCO and Executive.
- Compile reports as requested by the Executive.
- Attend Executive meetings as requested by the Chairman.

UK Coach – Role Description

There should be a UK Coach for each of the three age groups: U16s, U21s and Open. The post shall be titled 'UK (insert U16, U21 or Open) Coach'.

1. Line Management

- The UK Coach shall report to the PCO regarding PDP matters.
- The UK Coach shall report to the UKPA Executive or through the Executive International Officer (EIO) for UK Teams matters.

2. Primary Task

The primary task of the UK Coach is to facilitate training, development opportunities and tours for all the PDP and UK Team members within their age group/level.

3. Secondary Tasks

- Work closely with the UK Manager of their age group/level to make arrangements for coaching sessions of the age group/level throughout the year.
- Work closely with the UK Manager to provide a minimum of a two-year (U16s, U21s) or a four-year (open) plan to enable members a successful progression.
- Develop a coaching programme to aid the advancement of all members of the PDP, World Cup Program and UK Teams, this can be employing suitable outside agencies where necessary to ensure improvement and development of both player and horse.
- Have the flexibility to use suggested PDP Coaches with assistants from the PCO to enable training opportunities for all members of their age group/level.
- Provide regular reports to the PCO and the Executive, on progression and plans going forward.
- Liaise with the UK Manager and provide individual reports for each of the members. These will be held by the PCO and may be passed on to future UK Coaches to help maintain continuity and development of players.
- Be involved in PDP, World Cup Program (Open only) and UK team selection as set out in section 8 of this handbook.
- Coach at international matches and development activities/tours.
- Hold a current ESFAC (or equivalent Equine Specific First Aid Course), DBS (Disclosure and Barring Service) check and Safeguarding certification. If UK based individuals are not already UKCC qualified they must enrol on the UKCC Coaching Courses and remain active throughout the whole process of qualification.
- Carry out/be responsible for any other tasks as agreed by and with the PCO and the Executive.
- Compile reports as requested by Executive.
- Attend Executive meetings as requested by the Chairman.

The UK Coach can expect some financial support when coaching within the UK for trainings and expenses for tours to be paid for.

PDP Coach – Role Description

There can any number of PDP Coaches and can be involved in assisting UK Coaches and PCO at any level. This is also a development pathway to support accreditation as a UK Coach. The post shall be titled 'PDP Coach'.

1. Line Management

The PDP Coach shall report to PCO and UK Coaches for that age group/level.

2. Primary Task

The primary task of the PDP Coach is to assist the PCO and UK Coaches in facilitating training, development opportunities/tours for all the PDP members.

3. Secondary Tasks

- Work closely with the UK Coach of their age group/level to make arrangements for coaching sessions of the age group/level throughout the year.
- Work closely with the UK Manager and Coach to provide a minimum of a two-year (U16s, U21s) or a four-year (open) plan to enable members a successfully progression.
- Aid the UK Coaches where required to develop a coaching programme to aid the advancement of all members of the PDP and World Cup Program.
- After PDP training sessions provide reports to the PCO and the UK Coach of that age group/level, on progression and member feedback.
- Liaise with the UK Manager and Coach of that age group/level to provide individual reports for each of the members. These will be held by the PCO and may be passed on to future UK Coaches and PDP Coaches to help maintain continuity and development of players.
- Hold a current ESFAC (or equivalent Equine Specific First Aid Course), DBS (Disclosure and Barring Service) check and Safeguarding certification. If UK based individuals are not already UKCC qualified they must enrol on the UKCC Coaching Courses and remain active throughout the whole process of qualification.
- Carry out/be responsible for any other tasks as agreed by and with the PCO and Executive.
- Compile reports as requested by the Executive.
- Attend Executive meetings as requested by the Chairman.

The PDP Coach can expect some financial support when coaching within the UK for trainings and expenses for tours to be paid for.

Chief Selector – Post Description

The post shall be titled 'The Chief Selector' (CS).

1. Line Management

- The CS shall report directly to the UKPA Executive or through the Executive International Officer (EIO).
- Selectors shall report to the CS.

2. Primary Task

The primary task of the CS is to manage and co-ordinate the UKPA selection processes and procedures.

3. Secondary Tasks

- Provide the Executive with details of selections.
- Receive all nominees from appointed Manager and/or UKPA Administration, analyse, and process all applications for selection.
- Work with relevant Coach and Manager organiser selection window (dates of start and end of selection), date of announcement for selection.
- Inform all applicants in writing of the selection procedure including information regarding who are the selectors and appeals procedure before the start of the selection window.
- At the end of the selection period lodge all the written nominations and other documentation used in the selection process with the UKPA Administration/PCO to be available in the public domain upon written request for a period of three calendar years.
- Inform selectors prior to the start of the selection window of:
 - All nominees who are eligible for selection.
 - Event dates that may be used.
 - Selection guidelines and scoring grids candidate feedback for all selection categories based on UKPA directives.
 - If deemed appropriate collect, collate, and analyse reports on candidate performance from coaches and managers in previous squad activity to inform the selection process.
- Recommend to the Executive amendments to the selection processes and procedures, including selectors roles where appropriate.
- Collect, collate, and analyse quantitative and qualitative data received from selectors.
- Convene, chair selectors meetings to inform, monitor and progress the selection of PDP and World Cup Program.
- Where appropriate, publish the outcome of selection results to whole membership, or as otherwise arranged with the Executive.
- Inform all nominees in writing of their selection status within 14 days following the close of selection window.
- Inform all nominees of their selection status and any further action to be taken because of the outcome of any appeals.
- Monitor and review the performance of selectors throughout the selection window.
- Make recommendations and conduct a review of the selectors, to the Executive. This should include any recommendations for future appointment.
- Provide an annual Chief Selector's report to the Executive for promulgation at the AGM.
- Attend Executive meetings as requested by the Chairman.

Selectors – Post Description

The post shall be titled 'Selector'.

1. Line Management

The Selector shall report directly to the CS.

2. Primary Task

The primary task of the Selection is to facilitate UKPA selection processes and procedures.

3. Secondary Tasks

- Following directives as laid out by the CS.
- Be responsible for providing a fair selection process for all nominees they are detailed to observe, during the selection window, as directed by the CS.
- Collect, collate, and analyse quantitative and qualitative data of each nominee as directed by the CS.
- Make an active effort to make events, trainings, and tournament during the selection window, as directed by CS.
- Follow the selection process laid out in Section 8 of this handbook.
- At the end of the selection period lodge all the written nominations and other documentation used in the selection process with the CS. This will be available in the public domain upon written request for a period of three calendar years.
- Recommend to the CS amendments to the selection processes and procedures, including selectors roles where appropriate.
- Make themselves available for selectors meetings, as laid on by the CS.
- Provide their results of selection in writing to the CS at the end of selection window as requested by the CS.

Appendix 3

Residency Guidance

Residency is intended to imply a commitment by the player to acquiring a credible, close, and established link to the UK. As it is difficult to exactly confirm whether an individual is 'resident' over a period the Executive shall take in to account the following factors when determining a player's eligibility:

- I. Residence is defined as **'the place or location in which the Player has his primary and permanent home'** and the term 'Resident' shall be construed accordingly.
- II. For periods living outside the UK, if these are primarily of a temporary and irregular nature, they shall not normally be deemed to prevent eligibility, e.g., Holidays and attending family/friends. Save for exceptional circumstances at least 10 months actual physical presence in the UK in any qualifying year would be required.
- III. In the absence of periods of residency as an adult for a player seeking to establish eligibility, short periods of childhood residency would not normally be accepted.
- IV. The required period of residency should be immediately prior to the appointment to which it refers.
- V. If the player has been resident in another country, then they should demonstrate that they have ceased residency in that country prior to the start of the UK qualifying residency period. There should be evidence of an active process to sever residency links with that country.