

Team England Introduction pack

As the new Team England management team, we wanted to set out our vision for Team England in the coming years along with our intentions to achieve that vision. The aim of this pack is to outline what can be expected from Team England in terms of management and what is expected of prospective athletes and coaches.

Who we are

In a communication a few days ago, we mentioned that we have formed a Team England Committee. Below are some of the roles and responsibilities of our committee:

- **Director of Sport Development: Kim Johnson**
Oversees the running of Team England, coaching for the federation and will fulfil a directorship role on the BTBA Executive council.
- **Head of TE: Hadley Morgan**
Plan and manage Team England, working with committee members and the BTBA National Council members to improve systems and processes for the running of Team England, in conjunction with being a liaison between Team England and BTBA directors.
- **Independent Selectors: TBC**
The panel of independent selectors will form part of the Team England Selection Committee. They will familiarise themselves with the athletes ensuring they are able to give insights into the athletes' performance and interactions. It is expected that Independent Selectors go to key events for age categories, so they have an informed view of the athletes.
- **Secretary: Vicki Harman**
The secretary will organise regular committee meetings providing minutes and updating the calendar in conjunction with the Education and Technical Delegate for coaching and Tournament officer for BTBA. They will also collate and analyse data on squad data ensuring it is kept in line with GDPR principles.
- **Treasurer: Elliot Crosby**
The treasurer will look to maintain Team England's books, ensuring they are accurate and up to date. They will also prepare budgets and sort travel arrangements for Championships.
- **Education & Technical: Curtis Hooper**
The Education & Technical Delegate will be responsible for the technical education of Team England and the organisation of coaching for championships and training sessions.

Team England Qualification Processes

To qualify for the Team England Squad an athlete must complete the Qualification Process for that specific age group. The Qualification Process will comprise of a selection of tournaments (sometimes in trial format, sometimes in tour events). Using a selection of tournaments allows for a better view of an athlete's capabilities. An athlete can represent Team England in multiple age categories, so long as they fall within the age eligibility for that age category. However, the athlete will need to complete the qualification for both age categories.

Youth Qualification Process

The 2023 Qualification Process is in progress ending on 2nd November 2023, which will result in the squad list updating at the end of the year. Details on next year's qualification process will follow shortly from the Team England Committee.

Adult Qualification Process

2023 Qualification process

The 2023 qualification trials process unfortunately had to be cancelled due to a lack of participants. Athletes who wish to put themselves forward for the Team England Squad will need to submit a Wildcard application (available from 1st October to the 31st October). All applications will be considered by the Team England Selection Committee and will be informed of the decision by 1st December 2023. All successful wildcard applicants will be asked to pay a one off £150 contribution by 31st December 2023 to join the squad.

2024 Qualification process

The Adult Team England Qualification process for 2024 will run from 3rd February 2024 until 22nd September 2024. The qualification process will be based on the English Sports Bowling Tour (ESBT) and the BTBA Adult Nationals. The top 15 athletes in both gender categories will be invited to the Team England Squad until 31st December 2025. A detailed Qualification Process announcement will be made soon with a link to registration once all the dates for the events have been confirmed, we believe it is important that athletes have the key information as soon as possible.

Cost

The cost will be a one off payment of £150 paid before 30th April 2024. This is separate to the entry fees for the ESBT & Adult Nationals events.

Qualification rules

Each athlete will need to:

- Register for the Qualification Process (registration will be made available soon)
- Pay the Qualification Entry fee £150 by the 30th April 2024
- Play at least 4 of the 6 ESBT events (in full) not including the English Open
- Play the BTBA Adult Nationals (all events)
- Be an active member of the BTBA.

Senior and Super Senior Qualification Process

The Senior Qualification Process that has just finished did not have provisions for Super Senior qualification. While the Super Senior category is developing, we have made relevant provisions. As the Super Senior category evolves in our Sport we will review how we support the new category. Athletes who are eligible for both Senior and Super Senior categories will be able to represent in either category.

2024 Qualification process

The Senior and Super Senior Team England Qualification process for 2024 will run from 12th May 2024 until 15th September 2024. The Qualification Process will be based on 3 trials and the BTBA Senior Nationals. The top 15 athletes in the Senior category (50 years old and older) in both gender categories from the Qualification Process will be invited to the Team England Squad until 31st December 2025. Currently there have been no announcements of any events in the next two years, that will include a Super Senior section (other than the 2023 World Senior Championships, which have a team selected for by the previous Team England Management). However, if there is an event in 2025 that requires a Super Senior team we will select the team from the top 10 athletes from the 2024 qualification process, that would be eligible for the Super Senior category (65 and over for that event).

A detailed Qualification Process announcement will be made soon with a link to registration once all dates for the events have been confirmed, we believe it is important that athletes have the key information as soon as possible.

Cost

The cost will be £100 per trial (payable 72 hours before the trial). This is separate to the entry fees for the Senior Nationals.

Qualification rules

Each athlete will need to:

- Register for the Qualification Process (registration will be made available soon)
- Pay the Qualification Entry fee £100 per event
- Play **ALL** trials events
- Play the BTBA Senior Nationals (all events)
- Be an active member of the BTBA.

Wildcards

Wildcards in the Selection Process for Team England can provide athletes with a chance to gain a place in the Team England Squad when an exceptional circumstance has hindered the athlete from competing in the full qualification process. An athlete can apply for a wildcard or be awarded one by the Team England Selection Committee based on exceptional circumstances, such as:

- Overcoming illness or injury
- Living outside of the UK
- Playing on the Pro Tour
- Exhibited great potential

How to apply for a wildcard

Wildcard application forms will be available upon request from teamengland@btba.org.uk. Wildcard application forms must be completed and returned by the end of the last event of the Qualification Process for that year.

The wildcard applications will be considered by the Team England Selection Committee. Athletes can expect acknowledgement of their Wildcard application within (72 hours) and a decision on whether it is granted within a month of the last event of the Qualification Process.

If a member of the selection committee is applying for a wildcard or has a conflict of interest with an athlete applying for a wildcard, then that individual will not be involved in the selection process of that Wildcard applicant.

If a wildcard is awarded to an athlete, they will need to pay a £150 contribution to Team England and will be in tenure for the same duration as advertised for the Qualification Process that year. When it comes to Championship selection, Wildcard athletes will undergo the same Selection process as the rest of the Squad members. A wildcard does not guarantee a place on a Championship team!

Selection

Selection for Championship teams will be made by a Selection Committee made up of members of the Team England Committee, a panel of Independent Selectors and Coaches. If a Selection Committee member is eligible for an event being Selected or has a conflict of interest with a member of the team being selected for, then that individual will not be involved in the selection process of that team and will be informed of team selections with all other team members.

Championship Team Selection

Teams will be selected for Championships from the current Team England squad. Those whose tenure has expired will not be eligible for selection. If there are not enough squad members available for an event a team will not be sent to that event.

When selecting a team, the following criteria will be considered (but are not limited to):

- Current performance at tournaments both Home and Abroad
- Performance at squad trainings
- Attitude
- Team play
- Past results from championships
- Team compatibility
- Coachability
- Player coach compatibility
- Athlete's physical conditioning (injuries)
- Athlete's personal development plans
- Reports from team managers and coaches from previous Championships
- An athlete's entourage and the effects they have on the athlete, the team and the coaches.
 - An entourage can be anyone that comes to support a bowler be that friends, partners and spouses, parents and coaches.

Athletes that are unsuccessful in making a team will be able to request constructive feedback.

When selecting a team, it may be that the selection committee when using the criteria above are unable to select a full team, at which point a team will not be sent to Championships.

Championship Coach Selection

When selecting a coach for a Championships event, the following criteria will be considered (but will not be limited to):

- Coaching qualification
- Attitude
- Management skills
- Performance coaching skills
- Technical skills (Lane play, ball motion, equipment knowledge)
- Team compatibility
- Listening skills
- Athlete coach compatibility
- Physical endurance (Championships are long days and are very intense)
- Athlete feedback from previous Championships
- A coach's entourage and the effects they have on the athletes, the team and other coaches.

- An entourage can be anyone that comes to support a bowler be that friends, partners and spouses, parents and coaches.

Expectations

Athlete Expenses

Currently there is only partial funding available for athletes that make the Team England Squad. Athletes will need to consider a number of expenses when accepting their place in the Squad. Expenses athletes will need to consider include (but are not limited to):

- Squad training sessions (3 to 4 a year)
- Championship contributions
- Team training (once selected for a championships)
- Equipment
- Food and beverages at Championships

The Team England Committee will work with the BTBA and others to attain sponsorships which will be used to help towards funding the teams for these events. It will also be the responsibility of the athletes to look for sponsorship and funding opportunities to support the Squad.

When going to a Championship, it is expected that team members will room together, and this is how the event will be budgeted for. In some cases, this will not be possible or preferred, in which case the individual will have to pay an excess to have a separate room from the other athletes.

Uniform

Going forward all Squad Athletes and Coaches can expect to receive the following items of uniform as part of being in the Team England Squad:

- 2x Team England shirts
- 1x Team England jacket

In addition to the Team England uniform provided to the Team England Squad members, the team will need to ensure they have black lower half attire.

- For ladies: either trousers, sports leggings or skorts
- For men: trousers

The Team England uniform will be required when the Team England individual is at Team England training session or at a Championships.

When competing at championships, teams will need to ensure they are coordinated wearing the same colour shirt and the same lower half attire for each block of the event.

Notification of championships

The new Team England Committee moving forward will look to give a fair amount of notice to athletes looking to attending Championships in order for them to financially and physically prepare. Where possible we will aim to inform the entire Squad of upcoming events and contributions that would be required for them well in advance.

Team selection will be done in advance of championships, however to ensure we have the most in form athletes we may not be able to give the same kind of advance notice period. Which is why we will

expect athletes looking to compete to start saving and preparing when the initial championship notice is provided.

In some cases, there will be a few occasions where this is not possible (e.g. the current handover of Team England Management and the ongoing situation with the IBF).

Athletes, Coaches and management staff on Team England Duty

Not only is it a huge honour to have the opportunity to play for your country but it also gives individuals the opportunity to visit places that they may not of gone to before, that being said it is important to understand that when an individual arrives at an event from the moment everyone first meets as a team (or is scheduled to meet as a team), those individuals are on Team England Duty (not on holiday) and must make sure no Team member feels isolated or excluded. It is critical that all the management coaching staff are aware of where athletes are.

In conjunction with items in the code of conduct, if an individual is not conducting themselves in a safe or professional manner (this includes their entourage - anyone that comes to support an athlete; be that friends, partners or spouses, parents and coaches) then they will be subject to the BTBA disciplinary process.

Information captured and stored on individuals

It is necessary for data on all our athletes, coaches and management staff to be held in order to perform the day to day running of Team England, with this in mind below is a table of data that will be kept/asked for from everyone along with why we will require it.

Information	Reasons for keeping
Full name (as shown on passports)	As a personally identifiable piece of information, we have to inform you that we will be storing your name, using your name in social media posts, sharing your name with third parties such as airlines and other travel vendors, event organisers, anti-doping governing bodies etc. We will only be sharing this information if it is strictly required. In the case where there is a middle name or your preferred name is different to your legal name, these will only be shared with third parties that require the information to be legally correct.
Date of Birth (DOB)	Your DOB is required for us to calculate which age category you fall under and what events you are eligible for. In certain circumstances it will be necessary for us to share your DOB with third parties as airlines and other travel vendors, event organisers, etc. We will only be sharing this information if it is strictly required.
Address	Your address stored on the membership platform may be used in some circumstances if we need to send uniforms to individuals or collect bowling equipment. We will always ask for your permission in these situations to share with third parties such as delivery vendors.
Individual contact information (email & phone number)	Email addresses and phone numbers will be stored and used to contact individuals with updates and important information. In some cases, it will be required for us to share with third parties so that you can be contacted or set up player profiles for events.
Individual	Names and phone numbers of individual's emergency contacts will be stored

emergency contact information (name & phone number)	and used to contact individuals only in the case of an emergency. Event coaches and Team England admin will have access to this information and used if an individual's emergency contact needs to be contacted.
Passport information	Passport information will be retained for the booking of travel for events. It will be provided to Third parties (airlines) in order to book travel.
Medical details (Injuries, Medical conditions and medication)	We will require this information for multiple reasons, first being as a sports governing body we are required to adhere to anti-doping regulations which may result in random drugs testing for our athletes when this occurs, we must be able to provide information on medication you are currently on. When going to events it is important that we have a plan in place to ensure all individuals are cared for. Medical details are classified as sensitive information so only authorised individuals will have access to this information and will only be shared when absolutely necessary. In the circumstance this information is needing to be shared, the individual will be informed.
Individual shirt sizes	It is necessary for an individual's shirt size to be captured and stored to provide individuals with the right sized uniform. This information may be shared with third parties that provide the uniform for Team England.
Performance stats (Bowling scores, assessment results, feedback)	This information (although not PII - personally identifiable information) will be kept on each athlete, coach and management staff member, this is to allow for the selection of teams. We will share this information with the Team Selection Committee.
Bowling ball information (Bowling ball arsenal, drilling sheets, identification numbers)	Certain elements of this information will be shared with coaching staff where they will use the players arsenal lists to help identify gaps in equipment, to suggest ways of playing certain patterns and help the athlete understand their equipment better. The drilling sheets are necessary for if equipment is lost or damaged on the way to an event and/ or new equipment needs to be acquired. While at event we will need to register the bowling balls along with their identification number.
Photos & Videos	Photos and videos of athletes and coaches will be stored and shared for publicity of the Sport and of Team England.

When signing the code of conduct there will be a section on the data we will store on each individual and that each individual will provide accurate and up to date information. The data stored for each individual will only be accessible to those that have reason to use. Sensitive data will be locked down and separated from the rest of the information stored on an individual. When an individual leaves the squad then all medical information, passport information, emergency contact information, and individual shirt sizes will be deleted and no longer retained. Full names, Date of Birth and Addresses will be retained on the JustGo Membership portal as key information stored on members by the BTBA.