



**SINGAPORE
CYCLING
FEDERATION**

MAIN ATHLETE SELECTION POLICY

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<u>CONTENT</u>	<u>PAGE</u>
Background	3
SCF Vision and Mission	4
Introduction	4
Scope of Policy	4 - 5
Policy Development	5
Policy Implementation	6
Guiding Principles	6
Selection Guidelines	6 - 7
Selection into the National Training Squad (NTS)	7 - 14
Selection for Major Games and Races	14 - 16
Exiting the NTS	16
Selection Committee	16 - 17
Appeals Process	17
Code of Conduct	18
Communication	19

1 Background

1.1 Singapore Cycling Federation

1.1.1 The last few years has been a period of much change for the sport and in the Federation, since its establishment in 1958. Formerly known as the Singapore Amateur Cycling Association (SACA), a new name was acquired in July 2011. Preceding this in April 2011, the SCF was accorded charity status under the Charities Act. To reflect the new name and enhanced responsibilities, the SCF has adopted a new logo and complemented it with a series of icons derived from it.

1.1.2 The SCF remains focused on its key objectives, which are to encourage, promote, organize, develop and control the art and pastime of Cycling in Singapore.

1.2 National Federation

1.2.1 The Singapore Cycling Federation (SCF) is the national federation for cycling recognized by the world body Union Cycliste Internationale (UCI) and is affiliated to the Asian Cycling Confederation (ACC). SCF is thus responsible for licensing of competitive athletes, sanctioning of local cycling events, and compliance with UCI international regulations in competitions world-wide involving Singapore-registered athletes and Singapore-registered teams. SCF thus represents the cycling disciplines of road (including Time Trial), track, mountain bike (MTB) and BMX cycling.

1.3 National Sports Association

1.3.1 SCF is the National Sports Association (NSA) recognized by the Singapore Sports Council (SPORTSG). SCF is responsible to SPORTSG on matters ranging from high participation cycling events that promote the sport, high performance cycling including Singapore's national cycling teams, and industry development through events, sponsorship and facilities developments. The SPORTSG also oversees the management, administration and operations of SCF in accordance with the Code of Governance for NSAs.

1.3.2 SCF is also recognized by the Singapore National Olympic Committee (SNOC) for the purposes of cycling representation in international competitions such as the Southeast Asia (SEA) Games, Asian Games, Commonwealth Games, and the Olympic Games. SCF provides information to SNOC on athlete performance related to selection for these major international competitions.

1.4 SCF Management Committee

1.4.1 SCF is a society registered with the Registrar of Societies in Singapore and an Institution of a Public Character (IPC). SCF is thus governed by a constitution approved by ROS. The overall management of SCF activities is currently performed through the volunteer services of the SCF Management Committee, and a core team of paid staff.

1.4.2 The present SCF Management Committee was voted in at the Annual General Meeting held on 30 August 2019.

2 Vision and Mission

- 2.1 SCF's VISION is to provide the opportunity for anyone in Singapore to develop cycling as a Core Life Skill.
- 2.2 To fulfil this vision, the SCF's Mission is as follows:
 - a. The promotion of the major disciplines of Cycling namely Road, Mountain Bike, BMX and Track.
 - b. To promote the concept of "Cycling for All" (this is one of the UCI's mission statements)
 - c. To promote a Safe Cycling environment through encouraging the use of appropriate safety equipment and cycling habits.
 - d. To start them young.
 - e. To provide athletes the opportunities to upgrade their skill levels.
 - f. To achieve International success for Singapore Cycling.

3 Introduction

- 3.1 The development of SCF's Athlete Selection Policy took into account guidance provided in the UCI's Constitution as well as Rule 13 of SCF's Constitution on "National Athlete Selection."
- 3.2 It is intended that the Athlete Selection Policy serve as a robust, transparent and fair document for all stakeholders to ensure the best possible athletes are selected to represent Singapore at international competitions.

4 Scope of the policy

- 4.1 The Policy serves as a guiding document for the selection of national athletes into the National Training Squad (NTS) and their participation in the following competitions:
 - a. Major Games – Olympics, Commonwealth Games, Asian Games, SEA Games, Youth Olympic Games (IOC/OCA/Commonwealth Games Federation/SEA Games Federation/SNOC sanctioned regional and international competitions)
 - b. UCI and ACC sanctioned regional and international competitions – World Championships, World Cup, Asian Championships, Asian Cups, SEA Championships
- 4.2 This Selection Policy applies to athletes entering the Singapore National, National Under 23, Junior and Development Squads (collectively, the NTS) and for athletes

seeking selection to the following events (men's and / or ladies') at competitions as highlighted in para 4.1 above.

BMX

BMX Racing

BMX Freestyle

Road

Road Race

Individual Time Trial

Team Time Trial

criterium

Track (Sprint Events)

Individual Sprint

Team Sprint

Kilometer/500m

Keirin

Track (Endurance Events)

Individual Pursuit

Team Pursuit

Points Race

Madison

Scratch Race

Omnium

Mountain Bike

Cross Country Olympic

Cross Country Marathon

Downhill

Cross Country Eliminator

Note that events in **bold** are part of the UCI's Olympic programme.

- 4.3 This Selection Policy remains in force until amended or revoked by the SCF's Management Committee.

5 Policy Development

- 5.1 The Athlete Selection Policy was drafted by an appointed Task Force involving SCF's secretariat staff and members of the Management Committee. To ensure that the policy is robust and can stand scrutiny, views were also taken from relevant stakeholders including SPORTSG, NYSI (National Youth Sports Institute) and SNOC (Singapore National Olympic Council).

5.2 This policy document has been presented to SPORTSG, as per the requirement stipulated in SCF's Constitution.

6 Policy Implementation

6.1 SCF's Management Committee will take the lead to implement the Athlete Selection Policy. Members of the SCF Athlete Selection Committee, high performance personnel in SCF and national-level coaches will also perform complementary roles to ensure that the SCF deliver and deploy the policy in a fair and transparent manner.

6.2 The primary determinant of the success of the policy would be its general acceptance by stakeholders of its efficacy. However, relevant other key performance indicators can also be identified to measure the effectiveness of the efforts of the "Athlete Selection Policy" Task Force. This would include the management and deployment of the policy through transparent and fair processes, the quality of the composition of the Selection and Appeals Committees and their adherence to stipulated governing rules and guidelines.

6.3 A strong sense of awareness and understanding, by all Management Committee members, staff and stakeholders will be crucial to underpin SCF's efforts towards the implementation of a fair and transparent policy. In other words, there is a need to ensure that everyone in the cycling fraternity takes responsibility and accountability and work towards full compliance.

7 Guiding Principles

7.1 The SCF's Athlete Selection Policy is centred upon the following:

- a. It must be in line with existing UCI and SCF Constitutional (and bye-laws) requirements.
- b. It must receive the approval of SPORTSG, SNOC and NYSI and be consistent with the Code of Athlete Management (COAM).
- c. Where necessary, the Management Committee will take pro-active steps to enhance the policy and ensure it remains robust, fair and transparent.

8 Selection Guidelines

8.1 The SCF's Management Committee (MC) shall have primary and final responsibility for all selection criteria and individual selection decisions.

8.2 The SCF MC may appoint, at its discretion, a Committee of up to five but no less than three National Selectors ("Selectors") whose task will be to select the best possible athletes or teams to represent Singapore (Road, Track, Mountain Bike and BMX).

- 8.3 Athletes will be recommended to participate in competitions based on their past race results (including but not limited to the National Championships, Asian Championships and Major Games) and power profiling test. The recommended list of athletes would be presented to the Selection Committee for their endorsement.
- 8.4 The Selection Committee will take into consideration the respective competition's eligibility criteria (including minimum performance standards), event/race quota as well as exceptional circumstances such as but not limited to, an athlete returning to competition after injury, past and on-going behavioural issues and adherence to the SCF's Athlete Agreement.
- 8.5 Selection into the NTS will be over a period of one calendar year or training year/season. The tenure will be aligned to the UCI calendar and key races of the year. This is also aligned to the SportSG's SportSync Carding System.
- 8.6 Selected athletes must comply with the following UCI / ACC/ IOC/ OCA / SNOC or SPORTSG Rules:
- a. Statement of Anti – Doping Policy
 - b. Equipment Rules - apparel, bicycle
 - c. Age, minimum performance standards and other entry/eligibility requirements
 - d. SCF Athlete Agreement and SNOC Team Membership Agreement for Major Games
- 8.7 NTS athletes should follow the training plan as set out by SCF unless prior arrangements with their clubs and personal coaches have been made, with the approval of the SCF MC.
- 8.8 All athletes in the NTS must sign and comply with SCF's Athlete Agreement. A copy of the athlete agreement is distributed to all athletes at the time of their appointment.

9 Selection into the National Training Squad (NTS)

- 9.1 This includes selection into the Elite, U23 and Junior (17 and 18 years of age) Training Squads, as well as the Developmental Team (between 13 and 16 years of age) for each discipline.
- 9.2 Selection Criteria into the NTS:
- a. Physiological Profiling
 - i. Open selection trials (likely a series of trials in the course of the year) will be conducted annually, where athletes will go through a Wattbike Power Profiling Test.

- ii. Athletes must have completed SCF’s power profile test and met with the SCF’s stipulated performance benchmarks (measured in power) in order to be selected into SCF’s National Training Squad (NTS) for the various cycling disciplines.
- iii. The measurement of power is a key consideration to help determine an athlete’s level of physical fitness. It will help identify discipline and event specific specialisations and the depth of specialisation like climb, sprint, time trial and domestique specializations.
- iv. The following table shows the minimum benchmarks athletes are expected to meet in order to be in the NTS.

Table 1

Discipline	6" (W/kg)		30" (W/kg)		4' (W/kg)	
	Male	Female	Male	Female	Male	Female
MTB – XCO					Junior: 5.0 U23/Elite: 5.6	Junior: 4.5 U23/Elite: 5.0
MTB – Downhill	Junior: 21.5 U23/Elite: 23.6	Junior: 16.5 U23/Elite: 18.6	Junior: 10.6 U23/Elite: 11.6	Junior: 8.1 U23/Elite: 10.1		
BMX	Junior: 21.5 U23/Elite: 23.6	Junior: 16.5 U23/Elite: 18.6	Junior: 10.6 U23/Elite: 11.6	Junior: 8.1 U23/Elite: 10.1		
Road					Junior: 5.6 U23/Elite: 5.6	Junior: 4.0 U23/Elite: 5.0
Track – Sprints	Junior: 21.5 U23/Elite: 23.6	Junior: 16.5 U23/Elite: 18.6	Junior: 10.6 U23/Elite: 11.6	Junior: 8.1 U23/Elite: 10.1		
Track – Endurance					Junior: 5.6 U23/Elite: 5.6	Junior: 4.0 U23/Elite: 5.0

- v. Eligible athletes selected into the National U23 or Junior Squads are those athletes who demonstrate ability or potential to raise their performance to National Team standards and successfully represent Singapore in

selected Asian and International UCI sanctioned events.

- vi. Selected athletes will undergo a 3-month probation period before their names are submitted to the Athlete Selection Committee and SCF Management Committee for approval.
- vii. Athletes unable to meet the benchmarks (as indicated in Table 1 above) for their age group may be considered for the Developmental Team. The Developmental Team is meant for:
 - U23, and athletes (between the ages of 13 and 18 years of age) who have met the minimum benchmark of 4.5W/kg for the 4' maximal aerobic power but are unable to meet the power profiling benchmarks for their age group.
 - U16 athletes who have met the power profiling benchmarks for their age group.
 - MTB and BMX athletes who have passed the physical fitness assessment and bike handling skills assessment specific to their cycling discipline (see Table 2 for passing criteria).

Table 2

Fitness Assessment	Passing Criteria
Physical Fitness	
Balance: (Single leg balance & static posture)	2.00min each leg
Lower Body Strength: (Overhead Squat) in 2mins	Above 60 reps
Upper Body Strength: Push up in 1min TRX Inverted Row (Age 12 and below) Chin ups (Age 13 and above)	Above 30 reps Above 20 reps Above 5 reps
Power: Explosive Jump (3 Single Leg Jumps)	Above 4m each leg
Aerobic Capacity: 1.6km (Age 12 and below) 2.4km run (Age 13 and above)	Below 10mins Below 12mins
Flexibility: Sit & Reach	Ankle or Toes

Bike Handling Skills	
Basic Bike Skills: Skills Circuit	Finish under 60 sec
Pumping: Pump Track	Finish under 55 sec
Bunny Hop Height	20-30 cm
Jumping: Table Top	Competent/Not yet competent
Over a log (20cm)	Competent/Not yet competent
3x60m Sprint	Under 10 sec

- The Developmental athletes may be further organised into A, B1 and B2 teams depending on their commitment and profiling test results (see Table 3).

Table 3

Team	Road	MTB	BMX	Track
NTS	Athletes who have met the power profiling test benchmarks as stated above			
A	<p><u>Females</u></p> <p>Athletes who are not more than 10% away from the benchmarks after 3 months of structured training.</p>	<p><u>Females</u></p> <p>Athletes with a 4' MAP of at least 4.6W/kg.</p>	<p><u>Females</u></p> <p>U16 athletes whose 6" peak is at least 16.5W/kg and 30" average power of 8W/kg</p>	Developmental Team: Athletes who are not more than 10% away from the benchmarks.
	<p><u>Males</u></p> <p>Junior and U16 athletes whose 4' MAP is between 5W-5.59/kg</p> <p>U23 athletes whose 4' MAP is between 5-5.59W/kg</p>	<p><u>Males</u></p> <p>Athletes with a 4' MAP of at least 5.0W/kg.</p>	<p><u>Males</u></p> <p>U16 athletes whose 6" peak is at least 21.5W/kg and 30" average power of 10.5W/kg</p>	
B1	Junior and U16 athletes whose	<p><u>Females</u></p> <p>U16 athletes with a</p>	<p><u>Females</u></p> <p>U16 athletes whose 6"</p>	NA

	4' MAP is between 4.5-4.99W/kg	4' MAP of at least 4.0W/kg	peak is at least 14.5W/kg and 30" average power of 7W/kg	
		<u>Males</u> U16 athletes with a 4' MAP of at least 4.6W/kg	<u>Males</u> U16 athletes whose 6" peak is at least 16.5W/kg and 30" average power of 8W/kg	
B2	Junior and U16 athletes whose 4' MAP is between 4.5-4.99W/kg but are unable to commit to the full training load Junior athletes whose 4' MAP has been between 4.5-4.99W/kg for more than a year	Athletes age between 9-12 years and who can complete 1.6km under 10mins.	Athletes age between 9-12 years and who can complete 1.6km under 10mins.	NA

b. Commitment

- (i) Athletes must be able to commit to the training plan laid out by SCF
- (ii) Attendance at centralised training sessions is compulsory; and a valid medical certificate will have to be submitted if the athlete is unable to attend a session.
- (iii) Athletes who are based overseas or with coaches outside of the national set up will need to discuss their yearly training plan with SCF and submit their weekly training program.
- (iv) For an athlete with coaches outside of the national set up, the onus will be on the athletes to ensure that they submit their weekly training program.

c. Attitude

- (i) Ongoing behavioural issues may be considered when not selecting an athlete into the NTS.
- (ii) Athletes should adhere to the Athlete Agreement and Code of Conduct.
- (iii) All selected athletes are not permitted to bring or air personal or performance-related grievances on selection matters to the press/media or on other forms of social media. Athletes should instead first go through the proper channel of appeal or consult the SCF Management Committee if they find that they had been aggrieved or been treated unfairly.

9.3 To remain in the NTS, athletes are expected to be training and racing regularly. Of particular importance, results at National Championships, other local competitions as well as overseas competitions such as but not limited to the Asian Cycling Championships and Regional/Malaysia National Series Races will be taken into consideration. In addition,

- (i) Athletes are awarded points based on their results as well as the level of competition as stated in the table below (Table 4).
- (ii) Carded athletes are also expected to regularly update their competition results onto SportSG Sport Sync portal.

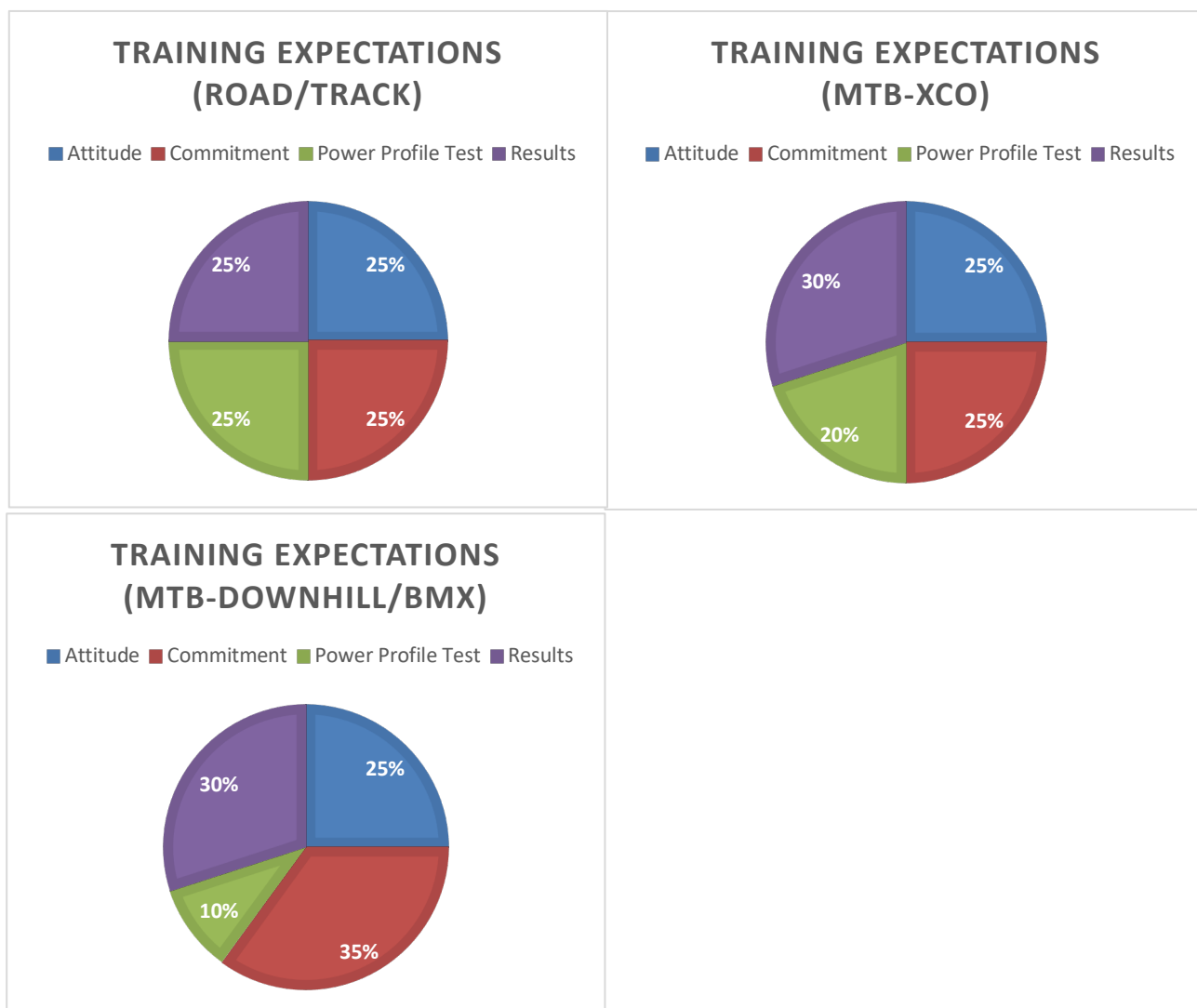
Table 4

Event	Points	
	Road/MTB	Track/BMX
National Championships	1 st – 3 points 2 nd – 2 points 3 rd – 1 point	NA
Local Competitions	1 st – 2 points 2 nd – 1 point	NA
Asian Championships	1 st – 7 points 2 nd – 6 points 3 rd – 5 points 4 th – 4 points 5 th – 3 points Participation – 2 point	Top 8 positions 1 st – 10 points 2 nd – 9 points 3 rd – 8 points ... 8 th – 3 points Participation – 2 point

Event	Points	
	Road/MTB	Track/BMX
Asian/Oceania Competitions	1 st – 6 points 2 nd – 5 points 3 rd – 4 points 4 th – 3 points Participation – 2 point	Top 8 positions 1 st – 10 points 2 nd – 9 points 3 rd – 8 points ... 8 th – 3 points Participation – 2 point

- 9.4 The above mentioned selection criteria will help determine the likelihood or potential of an athlete to successfully represent Singapore i.e. apart from a podium finish., Other measures of performance include the athlete's ability to achieve a National record timing, a personal or season best timing or any other pre-agreed goals endorsed by the SCF Management Committee.
- 9.5 These four main criteria (Wattbike Profiling, Commitment, Attitude and Race Results) make up the training expectations. Further to this, percentage weightage points will be accorded to each of the four criterions. The percentage points given to each criterion depends on the discipline and/or event specialisation. With a maximum of 100 points, athletes must score at least 80 points to remain in the NTS. Extenuating circumstances like injuries, national level examinations and National Service may be considered.

9.6 The breakdown of the weightage for each criterion for each discipline and event specialisation is shown below.



9.7 The Selection Committee may also take into account exceptional circumstances such as but not limited to, an athlete returning to competition after injury, ongoing behavioural issues and adherence to the SCF's Athlete Agreement before making a final decision on the selection of athletes into the National, National U23, Junior and Development Squads.

10 Selection for Major Games and Races

10.1 Athletes must first be selected into the National, National U23, Junior and Development Squads before they can be considered for participation in regional or international competitions (reference to para 9 above).

10.2 All national athletes should have a yearly training plan which includes the Major Games and competitions the athlete intends to participate in.

10.3 Non-UCI events and Races

- (i) Such races can be used as training races and athletes may enter these events through personal application on the condition that the competition is registered and sanctioned by SCF, and participation in the races have been discussed with the SCF Head Coach.
- (ii) The races should not contravene any UCI Rules on athlete participation.

10.4 UCI events and Races

- (i) Athletes for these races will be selected from the National and National U23 squads.
- (ii) Selected athletes should compete as a national team where possible.
- (iii) Selection may be subject to UCI/ACC qualification and eligibility requirements.
- (iv) Includes UCI/ACC sanctioned events such as but not limited to World/Asian Championships, South East Asian Championships, Asian Series and Stage Race competitions.

10.5 Major Games

- (i) Athletes must fulfil the following in order to be considered for the four Major Games (Olympics, Commonwealth Games, Asian Games, SEA Games; including Pre-Games Test events), the Youth Olympic Games, Asian/ASEAN Youth Games:
 - (a) UCI/IOC/OCA qualification and eligibility requirements
 - (b) SNOC qualification and eligibility requirements
- (ii) The minimum performance standards/qualification or eligibility requirements will be set by the respective host country/organising committee in consultation with UCI/IOC/OCA/SNOC or any other governing authority. The SCF will endeavour to obtain these as soon as they are available and communicate it to relevant member of the cycling fraternity and affiliates. This will minimally be in the form of an SCF Circular.
- (iii) The actual list of events and sports contested at Major Games will be dependent on the decision of the host country, in consultation with relevant governing organisations. The final list of events will be communicated to relevant members of the cycling fraternity and affiliates when available.

Major Games selection is subject to SNOC's final approval. SCF will submit the names of eligible athletes (following approval by the SCF Athlete Selection Committee), together with appropriate and relevant race results to

SNOC for approval. Results used for qualification must be achieved within the qualifying window for the Major Games - typically this is between 12 and 15 months before the Games proper and will be set out by SNOC. Athletes should achieve at least 3 qualifying data points during the qualifying window.

- (iv) Where applicable, SCF may submit the proposed names to SNOC as a “team” submission for a Road Race or Criterium event. This is where there are one or two primary riders (this will depend on the actual competition terrain – for e.g. where a sprinter(s) will be the primary rider on a flat terrain while a climber(s) will be the primary rider on a climbing or rolling terrain. The other members of the team will play supporting roles as domestiques.

10.6 The first individual place will be awarded to the highest ranked athlete in the NTS from the results of the following:

- (i) National Championships
- (ii) Asian Cycling Championships
- (iii) Selection trials
- (iv) Wattbike Profiling Test
- (v) Stage Road Races (where relevant)

The second individual place (and subsequent places) will be selected at the discretion of the Selection Committee after having taken into account results achieved at the above-mentioned races. Race profile and competition terrain (in the host country) may also be taken into consideration.

10.7 If a selection trial is needed and an athlete is unable to attend the trial, they must provide documentary evidence of the extenuating circumstances to selectors or penalties and/or sanctions may apply. Selectors will consider any documentary evidence and determine at its discretion whether any penalties or sanctions will be imposed.

10.8 Subject to this Selection Policy, the decision of the Selectors (SCF Athlete Selection Committee) will be final unless compelling reasons or competition data can be presented, and which had been omitted in the first instance. Notwithstanding this, an Appeals process is in place and an athlete may make a decision to consider this (reference to para 13).

10.9 The eventual number of athletes selected for a competition or Major Games is dependent on the event quota and funding available, among other things.

10.10 Upon selection, the onus is on the athlete to keep all information shared by the SCF in confidence. This is especially with regards to the athlete announcing or informing the public or media of his/her participation in a competition or Major Game (e.g. the SEA Games, the Asian Games) without first obtaining any official written confirmation either from the SCF or SNOC.

11 Exiting the NTS

- 11.1 Selection into the NTS is over a period of one calendar year or training year/season. Failure of which to fulfil without reasonable excuse may warrant the athlete being dropped. Athletes intending to leave the NTS at the end of the training year/season, will need to inform SCF at least one month prior to the end of the training year/season.
- 11.2 Any athlete may be removed from the National, National U23, Junior or Development Squads by the SCF Selection Committee in consultation with relevant SCF Management Committee member, High Performance Executive or coaching staff if the athlete has failed to sustain his or her performance and attitude to a satisfactory level despite ample training opportunities being given to achieved agreed performance goals.

12 Selection Committee

- 12.1 Extracted from SCF's Constitution:
"13(a) Athlete Selection Committee: The Management Committee shall form an athlete selection committee comprising persons who are proficient and competent to make decisions relating to athlete selection (the "Athlete Selection Committee" or "ASC")."
- 12.2 The Selection Committee will comprise individuals with the necessary prerequisites as specified above.
- 12.3 Notwithstanding the recommendations of the SCF appointed Athlete Selection Committee, the SCF's Management Committee (MC) shall have primary and final responsibility for all selection criteria and individual selection decisions.
- 12.4 The SCF MC may appoint, at its discretion, a panel of three to five National Selectors ("Selectors") whose task will be to select the best possible athletes or teams to represent Singapore (Road, Track, Mountain Bike and BMX) at the National, National U23, Junior and Development levels.

13 Appeals Process

- 13.1 Extracted from SCF's Constitution:
"13(c) Appeals Committee
(i) The Management Committee will form an independent appeals committee responsible to deliberate fair queries and appeals/ protests lodged by athletes (the "Athlete Appeals Committee" or "AAC"). The AAC will comprise individuals not involved in the original athlete selection committee, with the following composition:
(1) a coach (if any);
(2) a Management Committee member selected by the Management Committee by way of majority vote;

(3) a representative from an independent body;
(4) a representative from SSC; and
(5) a representative from SNOC (if participation is for multi-sports Major Games).

(ii) The AAC will formulate a set of criteria to pre-qualify appeals. From the outset, the AAC will assess if the established selection process was implemented fully and properly.

(iii) The AAC will deliberate fair appeals from non-selected athletes as well as athletes injured during selection trials, and submit its findings and recommendations concurrently to the Management Committee, SSC and SNOC.”

13.2 The Appeals Committee of either 3 or 5 members comprised from the above (para 13.1 refers), must be formed before a Selection Committee sits to deliberate on the selection of athletes for a particular competition or event.

13.3 For all appeals pertaining to decisions made on the selection of the National or Development Teams, an official appeal must be made in writing and addressed to the President, Singapore Cycling Federation no more than 3 days following the announcement. In his/her appeal, the athlete will be required to complete a Statement of the Grounds of Appeal which should set out the particulars of any fact, circumstances, reasons that the Athlete is relying on for his/her appeal (including how the relevant selection policy had not been properly followed and/or how the SCF Selection Panel’s decision was affected by actual bias). Failing which, no appeal will be entertained.

13.4 The grounds on which an appeal can be made to SCF are based on:

- (i) The relevant policy has not been properly followed and/or implemented;
- (ii) Relevant performance data had been omitted or that compelling and fresh performance data, within the specified window period, is available for assessment; and/or
- (iii) The decision was affected by actual bias.

14 Code of Conduct - Members of Selection and Appeals Committee

14.1 Extracted from SCF’s Constitution

“13(d) No Personal or other Interests: Members of the ASC and/or the AAC must declare any personal interest, e.g. relation to an athlete. In such instance, that member will abstain from involvement when the particular athlete is being assessed. The Management Committee will endeavour to disclose any material matter, e.g. selection of coaches, venue providers, equipment suppliers, etc. where there may be potential conflict of interest. In the event of any dispute, any complaint shall be settled in accordance with Rule 9” of SCF’s Constitution (Dispute and Disciplinary Committee).

15 **Communication**

- 15.1 The SCF shall clearly communicated details of the SCF Athlete Selection Policy and make it available to all stakeholders through existing platforms e.g. SCF's website, email circular. This will take place ONLY when the Policy document has been approved by SportSG, SNOC and NYSI.

- 15.2 Where appropriate, other methods of communication with specific dates and venue location will be announced e.g. announcement of formation of Selection or Appeals Committee, announcement of Selection or Appeals Committee recommendation.