

# PENTATHLON GB<sup>+</sup>

## 2025 SENIOR TEAMS SELECTION POLICY DOCUMENT

### 1. INTRODUCTION

- 1.1. Pentathlon GB (“PGB”) is the governing body for Modern Pentathlon in Great Britain and is affiliated to the UIPM. As such it selects athletes and teams for International Pentathlon events and UIPM International competitions, including the World Cup Series, World and European Championships and Olympic Games.
- 1.2. This document will be subject to periodic review to ensure that it takes account of any change in competition calendar, external rule or policy amendments and includes any relevant feedback. In the case of any amendments, an updated policy will be published and circulated to all athletes.
- 1.3. This document outlines the process and criteria that PGB will use to determine which athletes it wishes to select to represent PGB at the respective competitions in 2025 listed below (but not limited to):
  - 1.3.1. Worlds Cup Series
  - 1.3.2. European Championships
  - 1.3.3. World Championships
  - 1.3.4. Other International Competitions
- 1.4. The overall aim of this policy (but not the determinative objective) is to select athletes who are most likely to make the final in the event they are selected for and be in a position to win a medal at that competition (“Performance Aim”).
- 1.5. As we enter a new Olympic Games cycle, and with the sport undergoing significant changes with the introduction of Obstacle Course Racing (“OCR”) at all competition levels and adjustments to the fencing format, this policy also aims to provide athletes with opportunities to adapt, gain experience and demonstrate their potential to compete under this updated format. (“Potential Aim”).
- 1.6. The specific aim/s for the different competitions relevant for selection purposes are set out within points 6 to 9 below.
- 1.7. PGB is not obligated to select athletes to fill all the entry places available to PGB at any competition and may decide that neither the Performance Aim nor the Potential Aim warrant selection into all or any of the available entry places.
- 1.8. The Appeal Procedure set out at the Schedule below, does not apply in respect of the selection decisions relating to the ‘World Cup Series’ and ‘Other International Competitions’ (for which there is no appeal).
- 1.9. PGB will not take account of any verbal or written agreements with any individual athlete, whether or not they conflict with the published Policy and Process, meaning that no athletes should have any ‘legitimate expectation’ save as set out in this document.
- 1.10. Self-funded international competition trips (i.e. where an athlete has not been selected for that competition under this policy) are permitted only if they are first agreed in consultation with an athlete’s lead coach and the Performance Director. The results from such competition would only be considered for selection purposes if they were from a Performance Team 2025 Designated International Competition.

### 2. ELIGIBILITY

- 2.1. To be eligible to be selected for PGB under this policy, each athlete shall:
  - 2.1.1. Be a citizen of Great Britain and Northern Ireland and eligible to compete for GB & NI under the UIPM nationality rules
  - 2.1.2. Maintain membership of PGB;
  - 2.1.3. Hold a valid UIPM Licence;
  - 2.1.4. Be in compliance with UIPM and PGB Rules and Regulations, Code of Conduct and Policies in force from time to time and failure to do so may result in the PGB Selection Panel rescinding the athlete’s nomination;
  - 2.1.5. Be in compliance with the World Anti-Doping Agency Code, UIPM and PGB Anti-Doping Rules and Procedures, and any other anti-doping rules that PGB is a party to;
  - 2.1.6. Not be subject to any sanction or serving a ban from participation in the sport for any reason (including as a result of being found guilty of a doping offence or being found guilty of an offence relating to betting, manipulation of results, corrupt conduct, inside information) at the time of selection and/or at the time of the Event;
  - 2.1.7. Have signed and comply with obligations in the PGB Athlete’s Agreement, or, in the case of non-World Class Programme members, a PGB National Training Centre (NTC) Agreement;
  - 2.1.8. Conduct themselves as suitable ambassadors for PGB and the sport of pentathlon, and act in a manner befitting a representative of PGB.

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## 3. SELECTION CRITERIA

- 3.1. The Performance and/or Potential aims will be used to determine the selection of athletes for each competition.
- 3.2. In coming to their decisions, the Selection Panel will also consider the following factors, insofar as attributable to Athletes, in the context of the event(s) in question from 1 December 2024 to 31 October 2025 attributing such weight as the Selection Panel sees fit:
  - 3.2.1. Past performances within the timeframe set out by the respective event;
  - 3.2.2. Potential to achieve PGB's aims at the event in question;
  - 3.2.3. Potential to raise performance at the event in question;
  - 3.2.4. Any illness or injury concerns;
  - 3.2.5. Whether competing might jeopardise an Athlete's general health and wellbeing;
  - 3.2.6. Attitude, including in training and competition, and the likelihood that the behaviour of the athlete might adversely affect or jeopardise the performance environment and the efficient, safe and orderly management of the group during the competition for which selections are being made;
  - 3.2.7. Commitment to the Programme;
  - 3.2.8. Any other factor(s) that may affect an Athlete's likely performance at the event under consideration.
- 3.3. In every selection process the Performance Team may request and consider the results of additional performance testing or other evidence or information to help decide an Athlete's selection.
- 3.4. It will be compulsory for all Athletes eligible for International Competitions from 1 December 2024, the official start of the 2025 Training and Competition Season onwards to attend pre-competition training camp(s), briefing(s), media session(s) and promotional or marketing session(s) details of which will be notified to them. Failure to attend without a reasonable explanation acceptable to the Performance Director may result in suspension, non-selection or de-selection.
- 3.5. If any National Ranking or International Competition is cancelled or postponed or there are changes in dates of competitions or to the Team Selection Policy, Athletes will be informed by e-mail or a message posted on the PGB website.

## 4. SELECTION PANEL

- 4.1. Selections under this Policy will generally be made by a Selection Panel chaired by the PGB Performance Director (or another individual appointed by the Performance Director).
- 4.2. The selection panel is as follows (Pentathlon GB reserves the right to make reasonable adjustments to the composition of this panel and to invite non-voting observer members as deemed appropriate):

Selection Panel	
Name	Position
TBC	Performance Director
Clare Lobb	Head of Performance Support
Rhys Edwards	Rhys Edwards Head of Pathways
Russell North	Lead Performance Coach
Tom Toolis	Performance Pathway Coach

- 4.3. However, during competitions or where the circumstances require an urgent selection decision (including a decision around an athlete's eligibility) the Performance Director will be entitled to take that decision alone, and may rely on the advice and opinion of any other person with relevant knowledge. Reference to the Selection Panel will include where the Performance Director takes a decision under urgent circumstances without a full panel being in place under 4.2.
- 4.4. The chair of the selection panel is responsible for ensuring that any conflict of interest is identified, and that the member of the Selection Panel concerned is withdrawn from the decision-making process.
- 4.5. The Selection Panel will exercise its discretion fairly and without bias in making its decision.
- 4.6. Decisions will be made by majority vote. In the event of a tied vote, the Performance Director shall have the casting vote.

## 5. NATIONAL RANKING COMPETITIONS

- 5.1. Athletes wishing to be selected for PGB Teams are required to compete in all three of the National Ranking

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Competitions (“NRC”) which comprises the three events listed below.

- 5.2. The Performance Team will create a senior ranking list (‘the 2025 National Ranking List/2025 National Ranking’) based on the performances achieved by athletes taking part in the National Ranking Competitions using the methodology set out at 5.3 below.
  - i. Ranking Competition 1 14th December 2024 NTC Bath
  - ii. Ranking Competition 2 2nd February 2025 Millfield School, Somerset
  - iii. Ranking Competition 3 8th March 2025 NTC Bath
- 5.3. Criteria for compiling the PGB 2025 National Ranking List:
  - 5.3.1. The total points scored by respective athletes, accumulated by using the below criteria, will be used to create the 2025 National Ranking List:
    - 5.3.1.1. Fencing: Fencing results from the Ranking Competitions 1, 2 and 3 2024-2025 will be averaged to calculate the athlete’s fencing score (note that ranking scores will be used and the effect of the ‘Direct Elimination’ element of the new UIPM competition rules will be ignored for the purpose of establishing the 2025 Ranking List).
    - 5.3.1.2. OCR: The best OCR time from either of the 2024-2025 Ranking Competitions 1, 2 or 3 will count.
    - 5.3.1.3. Swimming and Laser Run: The best combined Swim/Laser Run score from either the 2024-2025 Ranking Competitions 1, 2 or 3 will count.
  - 5.3.2. Athletes taking part in the three 2024-25 Ranking Competitions who wish to qualify for the PGB Representative Team(s) must complete all disciplines. No withdrawal from the competition will be accepted unless due to injury or serious illness. The Performance Team will require a relevant and explanatory medical certificate.
  - 5.3.3. If an athlete is unable to compete in one or more of the NRC due to illness, injury or other exceptional circumstance, which is established to the reasonable satisfaction of the Selection Panel, then the Selection Panel will make reasonable and fair adjustments to this policy when compiling the 2025 Ranking List. The Selection Panel may require an athlete to undertake additional performance testing to determine this.
- 5.4. If any of these Ranking Competitions need to be cancelled or postponed, Athletes will be informed by e-mail and/or a message posted on the Pentathlon GB website and the consequential changes to this Policy will also be announced.
- 5.5. The most recent edition of the UIPM Competition Rules will be applied for all disciplines in 2025 National Ranking Competitions, except the Fencing.

## 6. 2025 WORLD CUP SERIES

- 6.1. The primary purpose of attending the World Cup series is to meet the ‘Performance aim’, except for World Cup 1, whereby the primary purpose is the ‘Potential aim’
- 6.2. The secondary purpose is to meet the ‘Potential aim’.

### 6.3. WORLD CUP SELECTION PROCESS

- 6.3.1. For World Cup 1, results from the NRCs 1 and 2/2025 will be considered, together with those relevant matters set out at 3.2 above. In consultation with their lead coach, the highest ranked male and female athletes on the 2025 National Ranking list after NRCs 1 and 2 will be entitled to choose which of the three World Cups they wish to compete in.
- 6.3.2. The Selection Panel will select athletes onto PGB Teams to compete at UIPM World Cup competitions 2 and 3 primarily based on their place on the 2025 National Ranking List. In addition, selection decisions will also be made taking account of the selection criteria set out at 3.2 above.
  - 6.3.3. According to UIPM entry rules and procedures, up to [6] athletes may be selected to compete in a World Cup (in either the male or female category). However, if more than 4 athletes are selected for any World Cup the GB Performance Team may in their discretion, and at the time of selection, nominate the athletes that will not progress to the semi-final stage of the competition in the event that more than 4 Pentathlon GB athletes qualify for the semi-final (in order to comply with UIPM Rule [TBC once 2025 rules published]).
- 6.3.4. For UIPM World Cup Final, athletes earn their quota to compete in accordance with the rules and regulations as set out in the “UIPM Competitions Rules and Regulations General Aspect Section 1.19.4” (Link to Document Here). For the avoidance of doubt, if the Performance Team deem an athlete is not fit to compete, that athlete will not be nominated to the UIPM and the next best ranked qualified athlete will become eligible.

## 7. OTHER INTERNATIONAL COMPETITIONS

- 7.1. The purpose of attending International Competitions is to meet the ‘Potential aim’.
- 7.2. Results from international competitions and the NRCs between 1 December 2024 to 31 October 2025 will be considered, together with those relevant matters set out at 3.2 above.

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## 8. 2025 EUROPEAN CHAMPIONSHIPS

- 8.1. The purpose of attending 2025 European Championships is primarily to meet the 'Performance aim' (although the Panel may also consider the Potential Aim and if selecting according to Potential should set out their reasons at the meeting).
- 8.2. Results from the 2025 National Ranking List, 2025 World Cup Series, World Cup Final and 2025 Performance Team designated Senior International Competitions from February 2025 will be considered.
- 8.3. Selection for the 2025 European Championships will be made taking account of the selection criteria set out at 3.2 above.

## 9. 2025 WORLD CHAMPIONSHIPS

- 9.1. The purpose of attending 2025 World Championships is primarily to meet the 'Performance aim' (although the Panel may also consider the Potential Aim and if selecting according to Potential should set out their reasons at the meeting).
- 9.2. Results from the 2025 National Ranking List, 2025 World Cup Series, World Cup Final, European Championships and Performance Team designated UIPM Senior International Competitions from February 2025 will be considered.
- 9.3. Selection for the 2025 World Championships will be made taking account of the selection criteria set out at 3.2 above.

## 10. COMMUNICATION OF SELECTION DECISIONS

- 10.1. The Performance Team will meet week beginning 11th March 2025 to confirm athletes for the 2025 World Cup Series. For World Cup 1 this will be week beginning 3rd Feb 2025. PGB may change this date for operational reasons and will communicate this immediately.
- 10.2. The Performance Team will meet week beginning 19th May 2025 to confirm athletes for the 2025 World Cup Final. PGB may change this date for operational reasons and will communicate this immediately.
- 10.3. The Selection Panel for 2025 European Championships will meet the week beginning 7th July 2025. PGB may change this date for operational reasons and will communicate this immediately.
- 10.4. The Selection Panel for 2025 World Championships will meet the week beginning 28th July 2025. PGB may change this date for operational reasons and will communicate this immediately.
- 10.5. The Performance Director will communicate selection decisions in writing by email within 24 hours of the respective selection Panel meeting.

## 11. FITNESS TO PARTICIPATE

- 11.1. Every selection decision under this Policy will take account of the illness and/or injury status of each athlete. The Selection Panel will gather all relevant information ahead of the relevant meeting and where it appears to the Selection panel that an athlete's performance is likely to be adversely affected as a result of illness or injury (including the issue of a loss of form due to time off) they shall take this into account and may decide not to select an athlete as a result.
- 11.2. Selected athletes for all competitions governed by this Policy may be required to undergo an assessment (performance, physiological, medical etc.) in the period between the selection date and the Event if the Chief Medical Officer ("CMO") or PGB Performance Director has reason to believe they are not fit to compete or no longer meet the aims of the process for the relevant competition, as set out in this document.
- 11.3. All assessments will be conducted by an appropriate individual identified by the PGB Performance Director or Chief Medical Officer ("CMO"). Where the assessment results reasonably lead the CMO or the Performance Director to conclude that an athlete is not fit to compete then at the discretion of the PGB Performance Director such athletes may be de-selected, and this decision is not subject to appeal.

## 12. RESERVES AND DE-SELECTION

- 12.1. Following selection of athletes that will make up the team, the Selection Panel may also consider reserve places for some or all Events.
- 12.2. Any athletes considered for reserve places must meet the eligibility criteria and aims of the selection process set out in this document.
- 12.3. The number of reserve places offered will be at the discretion of the Selection Panel. Reserves may not necessarily be identified for every event and will be selected using the same criteria listed above.

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- 12.4. Any reserves identified may be prioritised in number order by the Selection Panel. There will be no right to appeal this order. The Selection Panel may change the order of reserves if it believes this best serves the aim of the process. If the requirement to use a reserve athlete does arise, there will be no subsequent right of appeal for any unused reserves.

## 13. APPEALS

- 13.1. PGB operates a formal appeals procedure for UIPM Championships only. The Appeals Procedure must be instigated within 48 hours (excluding weekends and bank holidays) of email notification being sent to those athletes for the relevant Event.
- 13.2. Any appeal shall be managed in accordance with the Major Event Selection Appeals Policy available on the Pentathlon GB website - <https://pentathlongb.org/media/Major-event-appeal-policy.pdf> or upon request from [performance@pentathlongb.org](mailto:performance@pentathlongb.org)
- Guidance: a form of Notice of Appeal is provided by Pentathlon GB- this can either be found on the Pentathlon GB website here or athletes can email [performance@pentathlongb.org](mailto:performance@pentathlongb.org) to request a copy. Athletes should use this form when making an appeal.

## 14. DATA PROTECTION

- 14.1. Personal data collected as part of this process will be managed in line with our Athlete Data Protection and Privacy Policy. For more information, please contact the [performance@pentathlongb.org](mailto:performance@pentathlongb.org) email.