



## CUGC Selection Policy

<i>Record of Amendments</i>		
Issue and Details	Date	Author & position
Version 1	September 2020	Charles Brooker, President
Version 2	October 2022	Koji Shukawa, Co-President
Version 3	October 2023	Darren Lim, Captain
Version 4	June 2025	Darren Lim, Captain

# Cambridge University Gliding Club

## SELECTION POLICY

### Introduction

The Cambridge University Gliding Club (CUGC) is committed to contributing to the development of its pilots and their skills. CUGC looks in particular to foster a positive competitive environment for those pilots who are sufficiently qualified to fly competitively.

The culmination of competitive flying with CUGC is the annual Varsity Match against Oxford. As such, this document concentrates on detailing and formalising the selection process for the Cambridge Varsity Gliding Team. That said, this document is written in a way that can be easily expanded to detail future selection processes like the Inter-University Gliding Competition or Expeditions, for example, should these later require a selection policy of their own.

### Our Commitment

As per the Code of Conduct, CUGC respects the rights, dignity and worth of every person involved in its activities. CUGC is committed to team members enjoying gliding in an environment free from discrimination, intimidation, harassment and abuse.

CUGC is also committed to a fair and transparent selection process which enables pilots to make the most of the sport during their time at CUGC and beyond.



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### Blues Status

Gliding is currently considered a **Half Blues** sport, with the following criteria:

- Women's Blues Status:
  - **Half Blue** awarded for participating in a Varsity match while holding a BGA Bronze certificate
- Men's Blues Status:
  - Half Blue awarded to an athlete who fulfils all of the following criteria in a single academic year:
    1. Competes in the Varsity match, AND one of the following:
      - 2a. Possesses a BGA Silver certificate, OR
      - 2b. Possesses a BGA Bronze certificate, AND has the highest score (across both teams) on at least one day of flying out of the 3 days of flying at the Varsity match.

CUGC first achieved Blues Status with the MBC in June 2020. Since confirming this Blues Status, CUGC looks to align the Varsity selection process with this status.

### Policy Objective

This policy is intended to enable the CUGC Captain, in partnership with the President and Welfare Officer, to fairly and equitably select members of the Cambridge team for the annual Gliding Varsity Match against Oxford University Gliding Club (OUGC).

### Performance Objective

To assemble a team of pilots who can fly safely at the host airfield, subject to any necessary check flights, winning against OUGC in the cumulative height gain thermic flying competition.

### Eligibility Criteria

Candidates for the Varsity Match must be full members of CUGC. CUGC will enter a team of six pilots. Each pilot should have completed a Bronze soaring



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flight of 1 hour using only thermal lift. If requested, each candidate should be able to present their BGA Log Book as evidence of a solo thermic flight of at least 50 minutes in the last 18 months.

### Selection Criteria

Pilots will be considered for the Varsity team primarily based on any past Varsity experience, completion of any relevant flight badges or certificates and recent thermalling experience, especially in the aircraft that will be available to fly at the next Varsity Match.

These factors, in descending order of priority are:

1. Flying certificates: Silver pilots will be prioritised for the Varsity team. After these pilots, those who have completed any of the duration elements of their Silver, Bronze or cross-country badges will be favoured.
2. BGA University Ladder: Each pilot's highest-scoring flight on the BGA Ladder (all time) will be used to differentiate pilots.
3. Previous Varsity experience: Those with previous Varsity experience will typically be given preference. Though, the exception would be when the Varsity Match in question is a candidate's last opportunity to compete for their Blues status - CUGC would like to maximise the opportunity for qualified pilots to achieve their Half Blues.
4. Recent experience in available gliders: In the interest of safety and performance, pilots with recent thermalling experience in the gliders available during the Varsity Match will be prioritised.

It should be noted that, typically, the group of CUGC members who are qualified enough to compete at Varsity is small enough that selecting a Varsity team is a straightforward task. Though, in the interest of transparency and fairness, the above criteria have been prescribed.

All athletes must be in good standing with CUGC, the University and the host airfield at the time of the competition; any athlete not in good standing will be deselected.



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### **Informing Athletes**

All applicants will be informed by the Captain via email. Unsuccessful pilots will be informed on why they have not been selected.

### **Appeals Process**

Following the general complaints process outlined in clause 9 of the CUGC Constitution, pilots wishing to appeal should, in the first instance, discuss the decision with the CUGC Captain so as to reach an informal resolution.

If a resolution cannot be agreed, the pilot may follow the formal complaints process outlined in clause 9 of the CUGC Constitution. The pilot should refer to the University Sports Club Incident Pathway (Students/Adults) to determine the complaints procedure(s) to be followed. Where a formal complaint has been indicated, it must be submitted in writing to the Committee in an expedient manner, who will meet to review the complaint.

### **Conflict of Interest**

It is frequently the case that CUGC Committee members are part of the Varsity team selection. Any formal appeals decision made by the committee may be discussed by the whole Committee, but any members in contest for the Varsity team must be asked to leave the meeting during the deciding vote on the issue.

Signed: 

Date: 19/10/2023

Darren Lim

CUGC Captain