



<i>Record of Amendments</i>		
Issue and Details	Date	Author & position
Version 1	September 2020	Charles Brooker, President

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.

At the time of writing, in 2020, 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.



CUGC Selection Policy

Blues Status

CUGC currently has the following Blues Status for pilots competing in the Varsity Match:

- Women's Blues Status:
 - Half Blues for female pilots holding a BGA Bronze certificate
- Men's Blues Status:
 - Half Blues for male pilots satisfying any one of the following conditions:
 - Holding a BGA Silver certificate
 - Holding a BGA Bronze certificate and flying the highest-scoring soaring flight on any single day of the three-day Varsity Match
 - Extraordinary Full Blue after direct application to the MBC

CUGC first achieved Blues Status with the MBC in June 2020. Members of the 2021 Varsity team will therefore have the first Cambridge Gliding Half Blues awarded through the Men's Blues Committee. 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 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.



CUGC Selection Policy

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.
5. Gender balance: In the event of a decision over two similarly qualified pilots, if it is relevant, the pilot who helps move the gender balance of the Varsity team closer to 50-50 should be chosen.

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.

Informing Athletes

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

Successful pilots will be informed via email.




CUGC Selection Policy

Appeals Process

Pilots wishing to appeal should, in the first instance, discuss the decision with the CUGC Captain. If the pilot is not happy with the reasons outlined by the Captain, the pilot may email the CUGC Committee detailing their reasons for appeal. The CUGC Committee should then call a meeting to discuss the appeal.

Conflict of Interest

It is frequently the case that CUGC Committee members are part of the Varsity team selection. Any appeals decision made by the committee can 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: 24/09/2020
Charlie Brooker
CUGC President

Signed: 

Date: 24/09/2020
Eszter Olah
CUGC Captain