

HEADINGTON SCHOOL OXFORD BOAT CLUB

Selection Policy 2009 – 2010.

Pg: 1. Club selection policy.

Outlines the selection policy for those wishing to row at Headington School Oxford Boat club. If the operational capacity of the squad in question is exceeded, the boat club reserves the right to select athletes based on the selection criteria outlined.

Pg: 2 – 4. Selection policy towards events.

Outlines the selection policy for events at Headington School Oxford Boat Club.

Pg: 5. Selection for Rowing Camp.

Outlines the selection policy for the April Rowing Camp.



Headington School Oxford Boat Club Selection Policy

Director of Rowing: RM Demaine

Season: 2009 – 2010

Selection Policy: Squads.



The selection policy for rowing at Headington School is only employed if the number of athletes wishing to row exceeds the effective operational capacity of the squad in question.

All crew selections are at the professional discretion of the age group coach and in conjunction with the Director of Rowing's approval. Crews must be submitted to the Director of Rowing prior entry and can only be employed if approved by the Director of Rowing. The Director of Rowing has the final say on selections. These selections are final and will not be changed unless illness, injury or a drop in performance requires changes. By signing the parental consent form, parents agree to these selection policies.

Cox Selection Strategy:

J13s to Seniors.

All coxes will need to demonstrate the following:

- Boatmanship (Handling and awareness).
- Use of a wide range of calls within a race plan or training session (Linked to what the race / coach requires). A recording is required.
- Responsiveness to coaches is important.
- Race strategy.

All Coxes are assessed by the Director of Rowing and Heads of Squads. Please note, there is a limit as to how many coxes can race at each regatta. This is determined by the crews we enter.

Please note:

All **coxes** are expected to attend all training sessions at the School. For J15s to Seniors, between September and February, the Senior Coxes will be asked to cox the J13s and J14s. They should also be prepared to help the Novices at Hinksey Lake.

All entries for events are at the discretion of the Director of Rowing.

Crews will be selected on ability ie: A coxed quad (5 rowers) will have top 4 girls rowing and top cox coxing. HSOBC does not enter "A crews" with weaker members in the boat to simply "give them a chance being in the top boat". This would only result in better rowers losing out.

Novices:

Capacity	Seats available	Coaches
30	30	2

For **Health and Safety** reasons, the capacity of the training hut allocation for the **Novices is 30.**

If the numbers for the Novice squad are exceeded, the top athletes will be selected according to the capacity listed above. This will be done formally at half term, (October) by contacting parents to update them on their daughters progress where on the following will be considered:

- Attitude to training.
- Responsiveness to coaching.
- Attendance: 55%
- Potential to move on.

A capsiz drill and swim test will need to be completed before they can row.

Before they are allowed to race:

Novices need to demonstrate that:

- 1) They can row safely.
- 2) They can quickly and safely manoeuvre a boat.
- 3) They can follow coaches/marshals instructions.

No Novice Crew will be allowed to race if the Director of Rowing feels that the crew will not be able to complete the course safely.

J13s:

Capacity	Seats available	Coaches
25	25	2

For **Health and Safety** reasons, the capacity of the training hut allocation for the **J13s is 25.**

If the numbers for the J13 squad are exceeded, the top athletes will be selected according to the capacity listed above. This will be done formally at half term, (October) by contacting parents to update them on their daughters progress where on the following will be considered:

- Attendance: 60%
- Attitude to training
- Physiological ability
 - Run, and Ergo.
- The sculling trials ranking
- Potential to move on
- Responsiveness to coaching

No J13 Crew will be allowed to race if the Director of Rowing feels that the crew will not be able to complete the course safely.

J14s and J15s:

Squad	Capacity	Seats available	Coaches
J14	18	18	2
J15	16	16	1.5

For **Health and Safety** reasons, the capacity of the training hut allocation for the **J14s is 18 and the J15s is 16.**

If the numbers for the J14 or J15 squads are exceeded, the top athletes will be selected according to the capacity listed above. This will be done formally at half term, (October) by contacting parents to update them on their daughters progress where on the following will be considered:

- Attendance: 60% (J14s) and 75% (J15s).
- Physiological ability
 - Run, Ergo, core work and flexibility
- The sculling trials ranking will link to the Pairs / Doubles Matrix.
- A matrix will be raced to assess rankings.
- Seat Racing will be used for further rankings.

J15s will start sweep rowing when the Director of Rowing and the Head of Squad assesses that it is safe for Girls to do so.

J16s, Development and Seniors:

Squad	Capacity	Seats available	Coaches
J16 & Dev	13	13	1.5
Snr	13	13	1

For **Health and Safety** reasons, the capacity of the training hut allocation for the **J16 and Dev is 16 and seniors is 13.**

If the numbers for the J16, Development or Senior squads are exceeded the top athletes will be selected for each group according to the capacity listed above. This will be done formally at half term, (October) by contacting parents to update them on their daughters progress where on the following will be considered:

- Attendance: 80%.
- Physiological ability
 - Run, Ergo, Strength work, core work and flexibility
- The sculling trials ranking will link to the Pairs / Doubles Matrix.
- A matrix will be raced to assess rankings.
- Seat Racing will be used for further rankings.

Senior Cut off Ergo:

October Rate 24 2km: Ergo cut off for the Senior Squads 08:00.0.
February Rate 28 5km: Ergo cut off for the Senior Squads 20:30.0.
Or Top 12 (excl. Cox) for each ergo cut off.

By April 2010: To be considered for selection for 1st 8+ 7:45.0 2k ergo
For the 1st 8+ to race at Henley Women's Regatta they will need to be National Champions and have recorded a sub 6:45 2000m race.

Watts per kg will be considered.

Note: Seat racing/matrix will always be the final determining factor for selection into the senior squad.

**All selections are at the professional discretion of the Director of Rowing and the Heads of Squads.
Events can be found on the club calendar.**



Headington School Oxford Boat Club Selection

Director of Rowing: RM Demaine

Season: 2009 – 2010

Selection Policy towards events.



Selection for all events takes into account the best interests of the boat club. No selection "gives an athlete a turn in a 'top' boat" at the expense of other rowers or crew members. You are welcome to query selections, however challenging a selection or intimidation of coaches will result in rowers being de-registered from the boat club.

Priority Events:

Please note: Priority events are those in which the boat club will develop the training program and selection dates towards. The priority events are:

Event	Time of Year	Who it involves	Location of event
The National Schools Regatta:	May	J14s to Seniors. Selected J13s may be involved.	Nottingham
Women's Henley Regatta	June	J15s to Seniors	Henley
Schools Head	March	J15s to Seniors	London
Scullers Head	March	J14s to Seniors. Selected J13s may be involved.	Henley
Peterborough J14 Regatta	June / July	J13s and J14s	Peterborough
Reading University Head or Peterborough Head of the Nene	February / March	J14s to Seniors	Reading or Peterborough
Overseas Tours (considered): Armada Cup Head of the Charles Buffalo Regatta	October October February	J15s to Seniors J15s to Seniors J15s to Seniors	Wohlensee, Switzerland Boston, USA East London, South Africa

How are selections done?

Question: How does a coach select a centre for a hockey team above someone else? What about a netball team, or even football? What if they are of a similar ability? How do you, as an athlete or a parent accept that the right decision has been made. Well, you trust the coach that they have made the right decision. They have no bias or parental involvement with those involved in the process of selecting the team. They simply want to select the best possible team for the game or match. Rowing is different. It is one of the most objective selection methods known in sport. Here's how:

Assessment types:

Land Based assessments:

Ergometer: 1km to 5km ergo trials OR various times between 2min to 30min where distances and average pace per 500m is taken. Calculations such as watts per kg are calculated. All those who have aspirations to row in the senior squad, the J16 GB France trials or attend the GB trials will need to make the ergo cut off standards (Please keep in mind that these are minimum standards and should not be seen as a reason in itself to be selected).

Run Times: Time taken for distances.

Core Stability and Flexibility: Assessed in line with injury prevention. Minimum standards are expected in order to race safely.

Weights and circuits: The ability to complete given tasks in line with the training program and requirements.

Water Based assessments:

Steering and Boatmanship: All rowers must be able scull safely. All rowers must demonstrate that they can steer a boat, be it a single scull, pair, double or Coxless four/Quad on the correct side of the river while being aware of their safety and those around them. As the steersman of the boat, they are held responsible for any damage or injury caused by their boat.

Sculling Trials: This forms the basis of the seat Matrix (ie: if it is a 3 boat doubles matrix, the top 6 girls will go into the A matrix). Girls are required to race over a specific course and are ranked according to speed from fastest to slowest.

Seat Matrix: A favourite among coaches as every result is 100% accurate hence the reason why this is the assessment criteria Headington uses: i.e. 6 rowers race in doubles/pairs (2 rowers in 3 boats). Each rower races with every other rower in different boats (either stroking the boat or rowing at bow). At the end of all races, the cumulative time for all 5 races for each rower is calculated. Each rower is then given a ranking based on their cumulative times.

Seat Racing: Two crews are raced. The difference between these two crews is taken. Two rowers are swapped. The difference is taken again. I.e. If, in race one, crew 1 (Rower A) beats crew 2 (Rower B) by 2 seconds. Then Rower A and B are swapped. The crews race again, and rower A wins by 1 second. Therefore Rower A is 3 seconds faster than Rower B. Those being raced do not know the order of racing, or amount of races.

Coxes:

Land Based assessments:

Weight: A cox should be within 3kgs of race weight naturally: **45kg (Novices to J15s) and 50kgs for J16s to Seniors is the race weight.** If a rower is not within this weight range, they will be asked to row rather than cox.

Coach and crew: The cox will need to communicate with the coach as to what is required. This will then need to be demonstrated on the water during sessions or races. The cox will need to demonstrate clear instructions to the crew in the safe handling of equipment.

Water Based assessment:

Steering and Boatmanship: As the steersman of the boat, they are held responsible for any damage or injury caused by their boat. Steering is vital, and every time the rudder is on, the boat slows down by approximately one foot per a stroke. The lines coxes take can win or lose a race. On a straight 1km or 2km race course, the cox is expected to steer a straight line in the middle of the lanes. During head races, demonstrating good use of the stream, reading the wind and water conditions, selecting the fastest possible lines with the minimum use of rudder. If there is a cross wind, the cox will need to compensate accordingly. During training, steering on the correct side of the river, selecting safe lines with minimum use of the rudder.

Recordings:

Coxes are expected to own their own Dictaphone and use it at most sessions and all races. Coxes should record every race and should be able to present a Dictaphone recording on request, be it a session or a race. It is an essential part of their development and continued selection. The ability to follow race plans, or emphasis aspects of the stroke to get the most out of the boat are assessed. Tone, is important. The ability to keep calm and get the most out of the crew are important.

Rowing is absolutely objective in its assessment:

Headington Coaches are currently or have in the past been involved with the selection processes towards selecting teams for numerous J16 GB France Matches; GB Coupe de la Jeunesse; GB World Junior Championships and the Youth Olympics. These are international teams that undergo the highest scrutiny in selections. The same standards and scrutiny are applied by the coaches when selections are made.

Ergometer times, Seat Racing results and Seat Matrix results allow coaches to make decisions based off results from a stop watch (It never lies). They can not be disputed as these are the results that the rower has produced. In sports such as running, one can rank runners from fastest to slowest. In a rowing matrix, it produces the same ranking. In Seat Racing, a result is produced: A is faster than B.

Attendance:

Headington School Oxford Boat Club encourages rowers to participate in a number of different activities. However, as they move up through the squads, the boat club recognises that in order for one to master a discipline, one can not be doing several other disciplines at the same time. To this end, as the rowers develop through the age groups, their attendance, should they wish to continue, should increase in proportion with the challenges that will face them on the water. I.e. As a novice, one water and one land session a week is enough to enable them to be competitive in their local competitions. As a Senior however, eight sessions a week will enable girls to be competitive at the National Schools Regatta, Women's Henley and the GB Trials.

For those who want to excel in rowing, the attendance quotas ensure that they will be able to be competitive in the events at which they want to compete. If girls do not meet the attendance quotas, the boat club reserves the right to deregister them from the boat club or disallow them from racing.

No one is exempt from the attendance quotas. Coxes are required at all sessions (within the attendance requirements) and will need to support the coaches where necessary.

The Selection Process

- 1) **The Strategy:** Director of Rowing and Head of Squad discuss the selection strategy for the squad. Rowers are seeded based on data obtained from previous assessments (Ergometer, sculling results, and seat matrix/racing results).
 - 2) **The assessment:** The Director of Rowing and Coaches will run the selection process.
 - 3) **Coaches Meeting:** The Coaches, Heads of Squads and Director of Rowing will discuss the selections. The head of the squad has an open question/answer critique of what has been selected. In this way, every possible eventuality is discussed and questioned.
 - 4) **The Strategy:** if needed, further assessments may take place: see point 2 then point 3. If not, see point 5.
 - 5) **Time Trial:** Once results are obtained, the Top boats will do a time trial (2 * 1000m at race pace) to obtain % of Gold Medal Times.
 - 6) **Gold Medal Times:** The % of Gold Medal time will give an indication if the boat class chosen is indeed the correct one and if the crew is fast enough to compete at the Priority Events.
 - 7) **Crew Entry:** If this is above 92%, the crew will be entered at the Priority Event.
- Boats are not limited to a year group: Younger girls in different age groups may be used to strengthen older boats.

Assessment Dates:

All the important assessment dates can be found on the rowing calendar. Please note that additional assessment dates are produced on the rowing training program. The assessments dates outlined on the rowing calendar are the dead lines for coaches to submit results to the Director of Rowing and must therefore be adhered to by athletes who wish to be selected.

Head Races Selections: Done in January and February Half Term. Please see calendar dates. Those missing from selection dates should notify coaches by the first week in October.

J13s and J14s: Ergometer results and sculling trials. A doubles matrix may be used.

J15s to Seniors: All data recorded up to this point will be used. If necessary, seat racing or a pairs matrix will be used.

Regatta Season Selections: Done in April.

They are listed as **HSOBC Final Trials** on boat club calendar and should not be missed.

J14s: Doubles Matrix done over rowing camp (normally days one and two of rowing camp).

J15s to Seniors: Done in the build up to rowing camp. Normally the first days of the April Holidays to ensure that all selections are done before rowing camp. The boat club may need an additional day at rowing camp to finalise selections.

Those who wish to be selected to race at Priority Events need to attend the selection dates outlined on the boat club calendar. The boat club understands that some people have various commitments throughout the year, and these may clash with some of the Final Trials dates. To this end, should this happen, the boat club will need to know about any clashes by the first week in October. **NOTE: All selections are subject to change. Dorney lake is not always available. Other venues may be used including our Godstow River.**

Factors out of Coaches Control:

There are factors that are out of the coaches control when doing selections. One would ideally like to be able to select crews as outlined in *The Selection Process*. There are however the occasions when the following occur:

- 1) Illness within the boat club is so widespread that it makes it impossible to tie in/link all the athletes to one another in the selection process.
- 2) Weather conditions are such that Dorney Lake and our own stretch of river at Godstow are un-rowable for weeks on end (As was the case in 2006 – 2007).

In these cases, the boat club will not be able to fully seat race or complete a full pairs matrix that links all rowers. The coaches will make a professional judgement on data that they have collected to that point. Coaches deal with athletes on the water or on the rowing machines on a daily basis. In the boat club, more so than any other sport, coaches get to know athletes ability: How they perform under pressure, how they react to increasing work loads or how they make changes technical changes. These are taken into account. What parents often do not know is that coaches have weekly meetings to discuss the strengths, weaknesses and potential of squads and athletes. 99% of the time, the selection process confirms what coaches already know. It is therefore important to respect and trust the decisions made by coaches, who ultimately have to pass all selections through the scrutiny of their fellow coaches and the Director of Rowing before the crew is entered for racing.

What happens if the coaches get the selection wrong?

This is impossible! The stop watch never lies and the selection process is such there is no room for error. Those who have risen to the top of the group through the selection procedure are those who are selected to row in the "Top" boats.

How do I make a query about selection:

Feel free to approach coaches if you have queries about the selections made while keeping in mind that, as professionals, the coaches have already undergone the scrutiny and questions from the Director of Rowing and fellow coaches. The final selection has in fact been passed by the Director of Rowing. Any complaints should be directed to the Director of Rowing in writing.

Please Note: Once a crew has been selected, it will not be changed. This ensures that the professional judgement of the coaches is respected.

No selection "Gives a girl the chance to be in the top boat" at the expense of a better rower!



Headington School Oxford Boat Club April Rowing Camp

Director of Rowing: RM Demaine

April Rowing Camp – 2010

The selection policy for rowing camp is only employed if the number of athletes wishing to go on rowing camp exceeds the effective operational capacity for camp.



Registration for Rowing Camp

Letters will be available at Parents' Evening outlining plans for the rowing camp. A parental consent form will need to be completed before your daughter is eligible for selection for the April rowing camp. Consent forms are required by the 1st of October 2009. Once the selections have been conducted, girls will be invited to join the boat club for the April rowing camp based on the selection policy. This invitation is conditional on continued attendance and improvement: a rower may be withdrawn from the rowing camp if their attendance falls below that stipulated in the selection policy in order to allow rowers who are more committed to benefit from this camp.

The April Rowing Camp

The April Rowing Camp:

The primary focus of the April rowing camp is to select and train crews for the National Schools Regatta, Henley Women's Regatta and the Peterborough J14 Regatta. It is an ideal opportunity to make notable changes in crew boat speed at this world class facility in France. There is no doubt that the introduction of this rowing camp has facilitated the clubs ability to select and produce crews that are competitive at these National and International events. Please read the Rowing Training Camp letter (8th to the 15th of April 2010) for further information as to why this is such a fantastic opportunity.

Selection for Rowing Camp: J14s to Seniors:

The boat club has sixty two J14s to Seniors registered for the 2009 – 2010 season. However, we are limited to only **fifty two** places on our training camp due to the following reasons:

- o The trailer capacity is limited.
- o Bus capacity to and from the airport.
- o Launches that coaches can use (Health and Safety).
- o The water sports centre in France limits HSOBC on our numbers.

The boat club / school subsidised the event and the boat club can unfortunately not facilitate further increase in numbers.

Therefore, the boat club will need to select girls for rowing camp. Parents will be asked to sign a parental consent stating that they wish to allow their daughter to participate in the selection process for rowing camp. Those who put themselves forward will be eligible for selection. Should they be successful, the boat club will invite those rowers on the rowing camp.

We regret that we have to select rowers for the camp, and in an ideal world we would like to take everyone to the camp. However after exploring every possible avenue, we have come to the conclusion that we have reached our maximum numbers for this training camp.

Those eligible for selections

Girls who eligible for selection for events at the National Schools Regatta, Henley Women's Regatta and the Peterborough regatta. The age groups involved in these regattas are the J14s to the J18 age groups. As Headington School Oxford Boat Club subsidises the event, the boat club reserves the right to select rowers for the event. **13 rowers** from each squad will be eligible to go on rowing camp. These will be the top **13 rowers** selected from the water based trials that are outlined in Headingtons Selection Policy.

Will provision be made for those not going on camp?

Rowing Camp is an 'extra' on the rowing training program. Parents pay for rowers to attend the rowing camp, with coaches giving up their free time to attend the event. Regrettably therefore, no provision will be made for those not going on camp. A training program will be given to girls not attending the camp.

Notification of Selection

If your daughter has been selected for the April Rowing Camp a letter will be sent out to parents by December inviting your daughter to the event. Those who have not been selected will be notified by a letter between October and December. The boat club regrets that we have to select for the rowing camp.