

Esports Wales

National Team Selection Policy & Criteria

Status: Board approved operational policy

Applies to: Players, Coaches, Selectors, Officials, Clubs

Owner: Board of Directors

Responsible Lead: National Team / Performance Lead (appointed)

Safeguarding Lead: Designated Safeguarding Lead (DSL)

Review cycle: Annual (or per competition cycle where required)

1. Purpose

This policy sets out how **Esports Wales CIC** (“the Organisation”) will **select players to represent Wales at national and international esports competitions** in a way that is:

- fair, transparent, and merit based
- consistent across titles and events
- aligned with safeguarding, welfare, and integrity standards
- defensible in the event of challenge or appeal

The policy exists to:

- protect the integrity of national team selection
- provide clarity to players, parents, clubs, and partners
- ensure selection decisions are made responsibly and consistently

2. Scope

Policy Number: P0607
Version Number: 001



Esports Wales CIC: 12372413

This policy applies to:

- all Welsh national esports teams
- all titles and formats recognised by Esports Wales
- all players considered for selection

It applies across:

- online and offline competition
- domestic and international events

This policy does **not** replace:

- eligibility rules
- codes of conduct
- disciplinary or safeguarding procedures

Those are governed elsewhere and are **pre-conditions** of selection.

3. Core Principles of Selection

National team selection is guided by the following principles:

1. **Merit Based Selection**
Selection is based on performance, skill, and suitability.
2. **Fairness & Consistency**
All eligible players are assessed against the same criteria.
3. **Transparency**
Selection criteria and processes are communicated in advance.
4. **Welfare & Safeguarding First**
Player wellbeing and safety override competitive considerations.
5. **Integrity & Independence**
Decisions are free from bias, favouritism, or improper influence.



4. Eligibility (PreConditions)

To be considered for selection, a player must:

- meet the eligibility requirements set out in **ESW P0502 – Player Eligibility & Registration Policy**
- comply with all relevant Codes of Conduct
- not be subject to active disciplinary sanctions
- meet age, residency, nationality, or federation requirements (where applicable)
- have appropriate parental / carer consent where under 18

Failure to meet eligibility requirements automatically excludes a player from selection consideration.

5. Selection Criteria

Selection decisions may consider, where relevant:

5.1 Performance Factors

- recent competitive results
- consistency of performance
- rolespecific skill and adaptability

5.2 Behaviour & Professionalism

- conduct in competition and online environments
- compliance with Codes of Conduct
- respect towards teammates, officials, and opponents

5.3 Team & Role Suitability

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- ability to work within a team environment
 - communication and cooperation
 - role balance and strategic fit
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5.4 Welfare & Readiness

- physical and mental wellbeing
- ability to cope with competitive pressure
- availability and commitment

Selection is **not** based on:

- personal relationships
 - club affiliation
 - social media presence
 - commercial considerations
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6. Selection Process

6.1 Selection Authority

Players are selected by:

- a named **Selection Panel**, Coach, or Performance Lead
- operating under authority delegated by the Board

The composition of the selection body will be:

- documented
 - communicated where appropriate
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6.2 Decision-making

Selection decisions will:

- be recorded
- be based on the published criteria
- be made independently and objectively

Selectors must declare any **actual or perceived conflicts of interest** in line with:

- **ESW 0109 – Conflicts of Interest Policy & Register**
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6.3 Communication of Selection

- Selected players will be notified formally.
 - Unsuccessful players may request feedback (where practicable).
 - Selection announcements must be authorised and coordinated.
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7. Deselection, Withdrawal & Replacement

A selected player may be:

- withdrawn or replaced due to injury, illness, welfare concerns, or availability
- removed for disciplinary or safeguarding reasons

Any withdrawal or replacement decision must:

- prioritise welfare and safeguarding
 - be documented
 - be communicated appropriately
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8. Safeguarding & Welfare

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All selection activity is subject to:

- **ESW 0201 Safeguarding Policy Statement**
- **ESW 0202 Safeguarding Children Policy**
- **ESW 0204 Duty of Care Policy**

Selectors and staff must:

- escalate welfare concerns immediately
- not pressure players to participate where welfare is at risk

Safeguarding concerns override selection decisions.

9. Appeals

Selection decisions may be appealed **only on procedural grounds**, such as:

- failure to follow this policy
- demonstrable conflict of interest
- factual or administrative error

Appeals must be submitted and managed in accordance with:

- **ESW 0703 – Appeals Policy**

Appeals cannot be made solely on disagreement with selection judgement.

10. Confidentiality & Data Protection

Selection information:

- is confidential
- will be shared only on a need to know basis
- will be handled in line with data protection requirements

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11. Relationship to Other Policies

This policy must be read alongside:

- **ESW P0502 Player Eligibility & Registration Policy**
- **ESW P0501 Player Code of Conduct**
- **ESW P0504 Player Behaviour & Sanctions Policy**
- **ESW P0703 Appeals Policy**
- **ESW P0201–0209 Safeguarding Policies & Procedures**
- **ESW P0109 Conflicts of Interest Policy & Register**

12. Review

This policy shall be reviewed:

- annually
- following major competitions or international cycles
- following appeals or significant selection disputes

13. Adoption

This National Team Selection Policy & Criteria was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: ___02/03/2026___

Signed (Chair):____  _____



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