



# British Triathlon

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World Class Performance Programme  
Paratriathlon  
Selection Process 2018-2019

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## **Introduction**

This document outlines the process agreed between the British Triathlon World Class Performance Programme (WCPP) and UK Sport for the assessment of athlete performances and each individual athlete's suitability for inclusion on the 2018 - 19 WCPP for Paratriathlon.

The objectives of this selection process are to outline:

- The standards of performance required to be considered for WCPP;
- The process for evaluating:
  - The appropriate Athlete Performance Award (APA);
  - The appropriate level of WCPP support and intervention for each athlete;
  - The suitability for an athlete to 'thrive' on programme; AND
- The process for filling athlete spots on the WCPP.

There is a four-stage process and timeline that will be applied to select athletes to the 2018-19 WCPP for Paratriathlon:

1. Athlete Eligibility;
2. Achievement of a Minimum Performance Standard;
3. Evaluation of the Athlete's Suitability for Inclusion onto the WCPP; AND
4. Selection and Confirmation.

This process will be overseen by the Paratriathlon WCPP Nomination Committee ("the Committee"). The Committee members are:

- Mike Cavendish (Performance Director)
- Jonathon Riall (Head Coach - Paralympic)
- Alasdair Donaldson (Talent Manager - Paralympic)
- Mitch Hammond (UKS Performance Advisor - non-voting).

## **2018 - 2019 Selection Process**

### **1. Athlete Eligibility:**

To be eligible for support from the British Triathlon WCPP and to receive a UK Sport Athlete Performance Award (APA), athletes must:

- Be eligible to compete for Great Britain at the Paralympic Games and must therefore satisfy the eligibility requirements of the IPC, the BPA and the ITU;
- Hold a current British passport;
- Be a member of Triathlon England, Welsh Triathlon or Triathlon Scotland;
- Not be serving a ban from competition as a result of being found guilty of a doping offence or other breach of ethical conduct;
- Be eligible to compete in an event classification which features on the medal event programme for the 2020 Tokyo Paralympic Games ("the Games");
- Hold an ITU Classification of at least review status; AND
- Sign an athlete agreement with British Triathlon Federation.

## **2. Minimum Performance Standard:**

If an athlete is eligible for selection to the WCPP then their international results will be assessed against a set of Minimum Performance Standards - also referred to as the Podium and Podium Potential matrix ("the Matrix") - available [here](#).

These performance standards have been designed to reflect the progression most athletes will make yearly as they progress to international competition success. This will result in an athlete being more likely to progress through the banding in a linear fashion and so prevent athletes from being promoted too quickly. The consequence of a quick 'promotion' can lead to an athlete not maintaining the same APA level for the following year or not progressing to the next APA level for several years.

The following outlines the timelines and communication process in relation to the minimum performance standards:

- Results from all events up to and including the weekend of 28 October 2018 will be considered against the minimum standards.

The process undertaken to assess current WCPP athletes will differ from that to assess non-current WCPP athletes. This is because current WCPP members will, at some point in the past, have achieved a minimum performance standard and subsequently been deemed to have sufficiently satisfied the criteria outlined at stage 3 below in order to be added to the WCPP. As such, at all times subject to the maximum number of athlete places available (and the process for determining which athletes should fill those places if oversubscribed - as outlined at stage 4 below):

- Current WCPP athletes will be retained on the WCPP if the Committee believe they have the ability to win a Paralympic medal in Tokyo or Paris.
- The exact level at which they will be retained will be determined via an assessment of the athlete's 2018 performances against the criteria outlined in the Matrix. Should an athlete meet a higher level than that at which they currently reside, the Panel will move them to the higher level. Should an athlete only meet a level lower than that outlined in the Matrix - notwithstanding their ability to retain an athlete based on injury/illness (see the appendices [here](#)) - the Committee may exceptionally choose to retain them on the WCPP at their current level, based on their ongoing belief of the athlete's ability to satisfy either of the two aims listed above (despite lack of performance/progress in 2018).

In assessing whether current WCPP athletes satisfy either of the above, the Committee will consider their attributes against all of the following (as well as anything else deemed relevant):

- the What it Takes to Win ("WITTW") model;
- BTF's "One Day, One Race" concept (evidencing the ability to perform when it matters most); AND
- Known behavioural, environmental and support factors exhibited by the best in the world.

If the Committee ultimately does NOT believe that an athlete has ongoing medal potential (regardless of the Matrix level they achieve) the athlete will be removed from the WCPP. This decision will be communicated to any affected athlete(s) as soon as possible after the selection meeting.

- All non-current athletes who have met the Minimum Performance Standard will be assessed using the process outlined at step 3 below.

## **3. Evaluation of a non-current Athlete's Suitability for Inclusion onto the WCPP**

If a non-current athlete achieves a minimum performance standard the Committee will review the athlete's profile to determine if:

- their performances align with the What it Takes to Win Model (WITTW) sufficiently to indicate that future performance gains required to achieve medal performances are realistic and achievable within the relevant requisite timeline (i.e. by the Tokyo or Paris Paralympic Games); AND

- They are at an appropriate developmental stage to benefit from inclusion on programme.

Should the Committee determine that the athlete does not sufficiently satisfy the above, they will not be evaluated any further and the Committee will communicate this decision to them via email.

Should the Committee determine that the athlete does sufficiently satisfy the above, they will then evaluate the athlete further - which may include undertaking a face-to-face meeting with the athlete - to determine if:

- they will contribute positively to the Daily Training Environment (DTE) and/or Competition Environment(s) of the WCPP;
- the WCPP is the best placed 'resource' to support the athlete's performance development;
- the athlete understands how the WCPP can enhance their current performance delivery and is therefore able to identify the benefits of programme inclusion; AND
- the athlete understands and demonstrates performance behaviours identified by the WCPP as essential to becoming a world class Triathlete;

#### **4. Selection and Confirmation**

On completion of the three stages outlined above the Committee will meet to select the athletes to be nominated to UK Sport. In doing so, the Committee will not be permitted to exceed the maximum allowable number of Athlete funding slots as provided to BTF by UK Sport for the Tokyo cycle (currently set at 16).

Should the combined number of current and potential new WCPP members identified as suitable for inclusion via the 3-step process outlined above exceed 16, the Committee will determine the final athlete members for the 2018/19 Athlete Year by assessing the eligible athletes' potential to:

- win medals in Tokyo - in the case of the Podium Programme; AND/OR
- win medals in Paris - in the case of the Podium Potential Programme.

In doing so:

- current WCPP athletes will be prioritised over potential new WCPP athletes; AND
- current WCPP athletes affected by a performance limiting injury/illness (who the Committee believe positively satisfy the criteria for such athletes as described in the appendices - found [here](#)) will be prioritised over those athletes who have not met the relevant Matrix level but whom the Committee wish to exceptionally retain on the WCPP.

The Committee will then communicate the athletes chosen for the 2018/19 WCPP to UK Sport at the end of the process outlined above. UK Sport will then confirm agreement of the names and the number of athletes supported for the 2018/19 WCPP. Please note, athletes cannot be confirmed on the WCPP for the coming year until such time as they are ratified by UK Sport.

The 2018 -19 WCPP Triathlon will be then announced by 8 December 2018.

In exceptional circumstances, and where places are available on the WCPP, athletes may be added to the WCPP outside of the timeline outlined above. Such exceptions specific to Paratriathlon include an athlete's classification permanently changing (making them more or less competitive) or a change to the competition rules for the Games which may allow athletes to 'compete up'.

#### **5. Feedback and Appeals**

Athletes who meet the minimum performance standards but are not selected for the WCPP in 2018/19 can request a meeting with the Paralympic Head Coach to discuss in further detail the areas for performance progression in 2019.

Current WCPP athletes have the right to appeal selection decisions through British Triathlon's Selection Process Appeals Policy. Non-current athletes do not have the right to appeal but may request a meeting with the Performance Director, Head Coach and/or Talent Manager to discuss the decision made.

The appeals policy can be found [here](#).