



# British Triathlon

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World Class Performance Programme  
Triathlon  
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 2018 - 19 WCPP for Olympic Programme.

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.
- The process 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 Triathlon:

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

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

- Mike Cavendish (Performance Director);
- Ben Bright (Head Coach - Olympic);
- Dan Salcedo (Performance Pathway Manager- Olympic); AND
- 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 Olympic Games and must therefore satisfy the eligibility requirements of the IOC, the BOA 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; AND
- Sign an athlete agreement with British Triathlon Federation.

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

If an athlete is eligible for selection to the WCPP then their international results will be assessed against 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 from junior through to senior competition. 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 23/24 September 2018 will be considered against the minimum standards.
  - Note: Athletes selected to the U23 European Championships in Eliat 19/21 October 2018, may have their results from this event included if their performance triggers a higher funding band than any of their previous performances in events up to 23/24 September 2018.
- A list of the non-current WCPP athletes who have met the Minimum Performance Standard during 2018 will be published by 1 October 2018 on the Performance tab of the British Triathlon website.
  - An updated list, that includes the U23 European Championships, will be published by 23 October 2018.
- The WCPP Triathlon Minimum Performance Standards 2018 - 2019 can be found on the [BTF website](#).

The process undertaken to assess current WPP 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 an Olympic medal in Tokyo or Paris; OR
  - the ability to proactively support another WCPP athlete (or athletes) in their pursuit of Olympic medal winning performances (either as a training partner, or in the potential achievement of quota places for the Olympic Games).

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;
- the Triathlon ELO Performance Funnel ("the Funnel");
- 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) or the ability to support others to win Olympic

medals (as described above), the athlete will be removed from the WCPP. This decision will be communicated to any affected athlete(s) by 30 October 2018.

- All non-current athletes who have met the Minimum Performance Standard will be contacted by 30 October 2018 to organise the next steps and how they can contribute to the process set out in stage three.

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

If a non-current athlete achieves a minimum performance standard the WCPP will implement the steps outlined below to ensure the following:

- The athlete's performance is of an international standard;
- The athlete is at an appropriate developmental stage to benefit from inclusion on programme;
- The athlete will contribute positively to the performance and environment of the WCPP; AND
- The WCPP is the best placed 'resource' to support the athlete's performance development.

#### **Senior Athletes:**

The Committee will execute a three-step process to determine an athlete's suitability for inclusion on programme. At the end of each step the Committee will communicate the outcome with the athlete concerned.

**Step 1:** Is the quality of field at the event or events, where the athlete's result met minimum standards, of a high enough standard for consideration?

The Committee will evaluate the athlete's performance(s) being considered for inclusion on WCPP using a 'quality of field' (QOF) measurement. The QOF measurement will be used to determine whether the performance was indicative of future potential of world class performance delivery and the event was of a high enough international standard to be valid for nomination to UKS:

- For WTS and World Cups the Triathlon ELO Model will be used to evaluate QOF; AND/OR
- For Continental Cups the Committee will also use the ELO model, alongside a more subjective, contextual assessment of the quality of field based on the Committee's expertise of the standard and nature of athletes competing in these competitions.

If the QOF is determined to be of a high enough standard, the Committee will proceed to Step 2.

If the QOF is determined to be not of a high enough standard, the athlete will be sent an email confirming that they haven't met the standard of QOF and will not be selected.

**Step 2:** Does the athlete's ELO score fall within Medal Trajectory and do the athlete's performances align to the WITTW model?

The Committee will consider the following to determine the athlete's future performance progression:

- The athlete's 'window' or time frame for potential future performance progression to podium using the Funnel; AND
- How an athlete's performances align with the WITTW model to indicate future performance gains required to achieve medal performances in benchmark events.

If the Committee determines that an athlete's future performance potential is suitable for consideration for WCPP they will proceed to Step 3.

If the Committee determine that the athlete's future performance potential is not currently at the level for the WCPP, the athlete will be sent an email confirming that they haven't met the requirements of Step 2 and will not be selected.

### Step 3: Head Coach Meeting

A meeting will be arranged with the Head Coach and the athlete and their nominated coach.

The discussion will be used to determine the athlete's understanding of and commitment to:

- their ability to 'add value' to WCPP Daily Training Environment (DTE); AND
- their ability to race in a manner that supports British Triathlon and the individual to achieve successful performances.

The Head Coach will also determine the athlete's understanding of how the WCPP can enhance their current performance delivery. This will allow the Head Coach to identify, with the athlete, the benefits of programme inclusion and confirm that the WCPP is the best placed resource to support the athlete's ongoing development. To achieve this the Head Coach will cover (but not be limited to) the following areas:

- The Athlete Development Framework (ADF) and how the athlete's current development and training plan aligns;
- How the athlete will integrate with training centres;
- The athlete's understanding of appropriate training standards; AND
- How the athlete will gain performance improvement by utilising coaching and practitioner support.

The Head Coach will then report back to the Committee the outcome of this meeting.

If the Committee agrees with the recommendation of the Head Coach that the athlete is suitable for inclusion onto WCPP, they will proceed to Step 4.

If the Committee agrees with the recommendation of the Head Coach that the athlete is not suitable for inclusion onto WCPP for 2018/19, the athlete will be sent an email confirming that they haven't met the requirements of step 3 and will not be selected.

### Junior Athletes:

The Committee will execute a two-step process to determine an athlete's suitability for inclusion on programme. At the end of each step the Committee will communicate the outcome with athlete concerned.

Step 1: Is the quality of field at the event, the athlete's result met minimum standards, of a high enough standard for consideration?

The Committee will evaluate the athlete's performance(s) being considered for inclusion on WCPP using a 'quality of field' (QOF) measurement. The QOF measurement will be used to determine whether the performance was indicative of future potential of world class performance delivery and the event was of a high enough international standard to be valid for nomination to UKS.

If the QOF is determined to be of a high enough standard, the Committee will proceed to Step 2.

If the QOF is determined to be not of a high enough standard, the athlete will be sent an email saying they will not be selected and the Performance Pathway Manager will schedule a meeting to explain this and discuss with the athlete and their coach areas for performance gain for the upcoming 12 months.

### Step 2: Performance Pathway Manager meeting

The Performance Pathway Manager will schedule a meeting with the athlete and their designated coach to evaluate and discuss the following performance factors:

- The athlete's understanding, development and progression against British Triathlon's Athlete Development Framework <https://www.britishtriathlon.org/adf>. The Framework looks to support Whole Athlete Development across six pillars that British Triathlon believes are ultimately critical to success in World Class triathlon. In doing so, the PPM will want to talk through a clear individual athlete plan against which development and learning is evidenced;
- The 'gap' to podium, as well as future performance potential, by using the WCPP Junior Benchmarking Data;
- An athlete's ability to 'add value' to the following environments:
  - Home Nation and British Training Camps; AND
  - Competition Environment.
- The athlete's understanding of how the WCPP can enhance their current performance delivery and therefore be able to identify the benefits of programme inclusion.

The Performance Pathway Manager will then report back to the Committee the outcome of this meeting.

If the Committee agrees with the determination of the Performance Pathway Manager that the athlete is suitable for inclusion onto WCPP, they will proceed to Step 4.

If the Committee agrees with the determination of the Performance Pathway Manager that the athlete is not suitable for inclusion onto WCPP for 2018/19, the athlete will be sent an email confirming that they haven't met the requirements of Step 2 and will not be selected.

#### **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 21).

Should the combined number of current and potential new WCPP members identified as suitable for inclusion via the 3-step process outlined above exceed 21, the Committee will determine the final athlete members for the 2018/19 Athlete Year by assessing the eligible athletes' potential to:

- win medals (or support others to win medals and/or secure Olympic quota places) in Tokyo - in the case of the Podium Programme; AND/OR
- win medals (or support others to 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 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 compare the information gained from each athletes' individual meeting with the Olympic Head Coach or Performance Pathway Manager respectively (as outlined above) as well as the number of athletes afforded protected status by virtue of suffering a performance limiting injury/illness, and the overall optimum number of athletes per programme and per gender required to support medal winning returns in Tokyo and Paris (including in the achievement of quota slots for the Olympic Games).

The Committee will ultimately choose those who they believe best support the aims outlined above. In doing so, the Committee will consider the attributes of eligible against all of the following (as well as anything else deemed relevant):

- the What it Takes to Win (“WITTW”) model;
- the Triathlon ELO Performance Funnel (“the Funnel”);
- 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.

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.

## **5. Feedback and Appeals**

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

Junior athletes who meet the minimum performance standards but have not been selected for the WCPP in 2018/19 will be contacted by the Performance Pathway Manager to arrange a meeting with them and their coach to discuss reasons for non-selection and 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 Performance Pathway Manager to discuss the decision made.

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

# WCPP Selection Process Flowchart Senior Athletes

