



British Triathlon

Olympic World Class Programme
Selection Process 2019 - 2020

Introduction

The World Class Programme (WCP) is UK Sport's National Lottery funded initiative to support delivery of sporting success on the world stage. In the Tokyo cycle, this sporting success is specifically defined as Olympic or Paralympic medals.

It supports the attainment of this success in two ways. Firstly, athletes deemed to have the ability to deliver individual or relay medals will be offered membership of the WCP, which is accompanied with an offer of a means-tested grant to support their living and training costs. Secondly, the British Triathlon Federation (BTF) will then be offered resource in order that they may provide the services and support necessary for these WCP members to maximise that potential (such as coaching, facilities, sports science/medicine and international/domestic camps/competitions).

Athletes are therefore only supported via the Olympic WCP if they are deemed to have the potential to win either individual or relay medals at the Olympic Games in 2020 (Podium programme) or 2024/beyond (Podium Potential programme).

Athletes are assessed for membership of the WCP on an annual basis, with no athlete *guaranteed* membership from one year to the next. Assessments will be made in two key areas:

- **Performance criteria** - i.e. does the athlete meet basic performance benchmarks which indicate their ability to deliver medal winning performances in the future? AND
- **Membership criteria** - i.e. does the athlete demonstrate the physical capabilities, skills and behaviours to equip them to deliver medal winning performances in the future and are they equipped to thrive on the WCP?

If athletes are deemed to have satisfied the criteria described above, BTF may offer up to 21 athletes (at the time of writing) a place on the Olympic WCP. This document therefore outlines the process agreed between BTF and UK Sport for determining which athletes to offer membership of **Olympic WCP** for the 2019-2020 athlete year (running from 1st December 2019 to 31st November 2020).

The document is split into the following 5 sections and 2 appendices - click the section number to be taken straight to that section:

<u>Section 1</u> - pages 3 to 6	Selection process	Describes the various stages of the selection process - both for current and prospective WCP members. Includes details of selection meetings, Selection Panel members and communications.
<u>Section 2</u> - pages 7 to 9	Eligibility & Selection Criteria	Outlines the critical eligibility and performance criteria which must be satisfied for athletes to be considered for WCP membership. The key membership criteria which are then considered by the Selection Panel in deciding to which athletes WCP membership should be offered are also described.
<u>Section 3</u> - pages 10 to 11	Performance limiting Injury/illness and pregnancy guidelines	Provides guidance to the Selection Panel in assessing current WCP members whose performance was affected by either performance limiting injury/illness (physical or mental) or pregnancy.
<u>Section 4</u> - page 12	Ratification of athlete places	Outlines the process BTF will go through to ratify athlete places with UK Sport.
<u>Section 5</u> - page 13	Feedback and Appeals	Describes how athletes can seek feedback and the circumstances in which (and how) they can submit an appeal.
Appendices	<u>A - BTF What it Takes to Win (WITTW) Model</u>	
	<u>B - Transitional Support for athletes leaving the WCP and BTF Athlete Performance Award (APA) Matrix</u>	

Section 1 - Selection Process

Current and prospective (i.e. non-current) WCP members will initially be assessed separately for selection to the 2019/20 WCP.

The athletes selected via each process will then be collectively reviewed against the number of available athlete places, before WCP members are confirmed.

An overview of each process, and the selection meeting itself is outlined below.

Current WCP members:

Stage	What	When
1 - Eligibility Assessment	Eligibility of current WCP members will be reviewed and confirmed (see section 2 for details).	Review undertaken by 15 September 2019. Athletes whose eligibility status has changed will be contacted by 15 September 2019.
2 - 2019 Performance Assessment	2019 performances of current WCP members will be assessed against the criteria in the <u>Performance Matrix</u> (see section 2 for details). <i>Please note, this assessment will take place BEFORE the end of the ITU World/Continental Cup schedule. As such this assessment will only include performances up to (and including): ITU World Cups - Banyoles / ITU Continental Cups - Hong Kong.</i>	By 22 September 2019
3 - Pre-selection meeting	Based on the initial performance assessment outlined at stage 2, the Selection Panel will conduct a pre-selection meeting to determine which athletes will be automatically retained and which will require further review. The criteria for determining this is as follows: Athletes will be <u>automatically retained</u> at their <u>current</u> WCP level if they: <ul style="list-style-type: none">- achieved performances in 2018/19 that satisfied a matrix level equivalent to their current WCP level AND they have been at that level for less than 3 years (levels C/D/E)/less than 2 years (level B); OR- are a current A level member in whom the Panel remain confident of their potential to win an <u>individual medal</u> at the Olympic Games in 2020. Athletes will <u>require further review</u> if they: <ul style="list-style-type: none">- failed to achieve performances in 2018/19 that satisfied a matrix level at least equivalent to their current WCP level; OR- they achieved performances in 2018/19 that satisfied a matrix level equivalent to their current WCP but have been at that same level for 3 years or more (levels C/D/E) or 2 years or more (level B); OR- achieved performances in 2018/19 that satisfied a matrix level <u>higher</u> than their current WCP level; OR- are a current A level member in whom the Panel has concerns about their potential to win an individual medal at the Olympic Games in 2020.	By 6 October 2019 Outcomes of the pre-selection meeting will be communicated to athletes by 13 October 2019.
4 - Athlete 1-2-1's	Those athletes who require further review will then be invited to a 1-2-1 meeting with a member of the WCP Selection Panel (usually either the Olympic Head Coach [A/B/C level athletes] or the Development Lead ENG & Podium Potential [C/D/E level athletes]). During these 1-2-1's athletes (and their coaches if relevant/appropriate) will discuss the key <u>performance and membership criteria</u> (see section 2 for details), as well as any <u>performance limiting injury/illness</u> (see section 3 for details) to assess their ongoing individual/relay medal potential and the eligibility for retention on the WCP for 2019/20. They will be given guidance as to the potential outcomes of the selection meeting (see stage 4) and will be given an opportunity to provide information to the Selection Panel in support of their case.	Athlete 1-2-1 meetings to take place by 27 October 2019.

Prospective (i.e. non-current) WCP members:

Stage	What	When
1 - 2019 Performance Assessment	<p>2019 performances of all ITU recognised British athletes will be assessed against the objective criteria in the Performance Matrix (see section 2 for details).</p> <p><i>Please note, this assessment will take place BEFORE the end of the ITU World/Continental Cup schedule. As such this assessment will only include performances up to (and including): ITU World Cups - Banyoles / ITU Continental Cups - Hong Kong.</i></p>	By 22 September 2019
2 - Eligibility Assessment	Eligibility of those athletes who satisfy the relevant objective criteria in the Performance Matrix will be assessed and confirmed (see section 2 for details).	By 29 September 2019
3 - Athlete 1-2-1's	<p>Those athletes who achieve performances equivalent to those outlined in the Performance Matrix will be invited to a 1-2-1 meeting with a member of the WCP Selection Panel (usually either the Olympic Head Coach or the Development Lead ENG & Podium Potential).</p> <p>During these 1-2-1's athletes (and their coaches if relevant/appropriate) will discuss the performance and key membership criteria (see section 2 for details) to assess their ongoing individual/relay medal potential. They will be given guidance as to the potential outcomes of the selection meeting (see stage 4) and will be given an opportunity to provide information to the Selection Panel in support of their case.</p> <p><i>Please note, simply achieving performance standards equivalent to those outlined in the Performance Matrix is NOT sufficient alone to be offered membership of the WCP.</i></p>	Athlete 1-2-1 meetings to take place by 27 October 2019.

Selection meeting:

Once both processes above have been completed, a single formal selection meeting will take place to assess both current and prospective WCP athletes. They will consider the information obtained from athlete 1-2-1's, as well as any other key information/context held by the Selection Panel. In this meeting the Selection Panel will:

- current athletes:
 - o for athletes who satisfied the automatic retention criteria outlined above - confirm their place on the WCP at their current WCP level; AND
 - o for athletes who achieved performances equivalent to a higher WCP level - collectively review the performance and membership criteria to determine if they are suitable for promotion to a higher level; AND
 - o for all other athletes - collectively review the performance/membership criteria and any performance limiting injury/illness to determine if they retain ongoing individual/relay medal potential despite not having met the relevant Performance Matrix criteria. Where the Panel are sufficiently satisfied of this, they will exceptionally request to UK Sport that they be retained on the WCP (either at their current or a lower level). Those athletes who don't convince the Selection Panel of their ongoing medal potential will be removed from the WCP.
- for prospective (i.e. non-current) athletes:
 - o collectively review the performance/membership criteria to determine if they possess individual/relay medal potential. Where the Panel are sufficiently satisfied of this, athletes will be offered membership of the WCP (at the appropriate level - as determined by the Selection Panel). Where this is NOT the case, athletes will not be offered a place on the WCP.

Once the process above is complete the Selection Panel will review all decisions to check how many athletes have been offered WCP membership for 2019/20. If more than 21 athletes have been selected the Selection Panel will conduct a prioritisation exercise (as described at Section 4 below) to select the 21 athletes to be offered WCP membership for 2019/20.

Athlete communications

Athletes will be contacted with the outcomes of the selection meeting by 17 November 2019. Announcements will be made via the BTF website as soon as is practically possible after that.

Selection Panel:

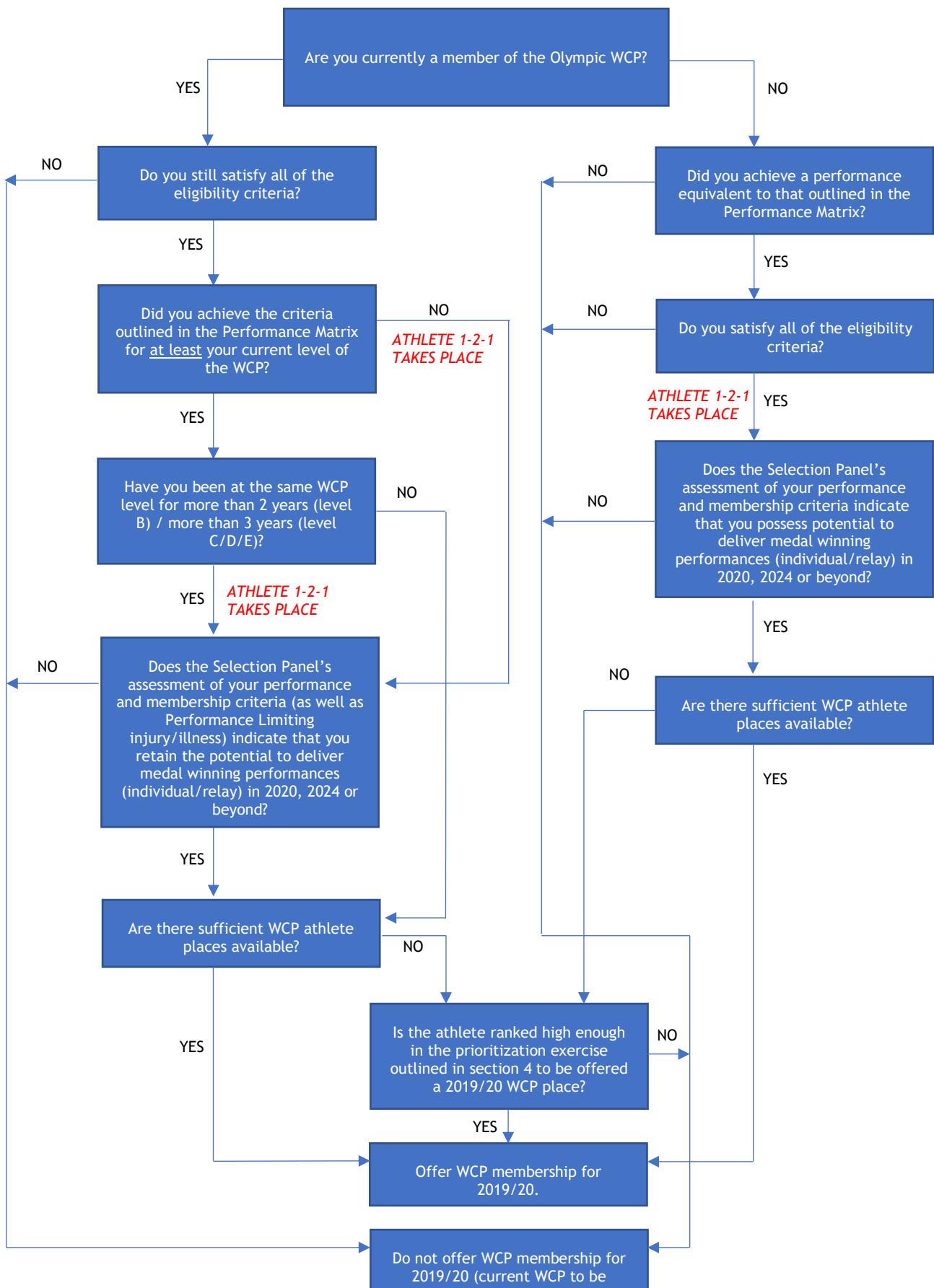
The Selection Panel members are outlined below. Only those members with an asterisk will be present for the pre-selection meeting.

- Mike Cavendish - BTF Performance Director (casting vote)*
- Ben Bright - Olympic Head Coach (voting)*
- Dan Salcedo - Olympic Pathway Manager (voting)*
- Rick Velati - Development Lead ENG & Podium Potential (voting)*
- Mitch Hammond - UK Sport Performance Advisor (non-voting)
- Medical representative (non-voting)
- Media representative (non-voting)
- Note taker(s) as required (non-voting)

Visual overview of the selection process

Illustrated below is a visual representation of the process by which BTF will determine membership of the Olympic WCP in 2019-20.

Please note, as outlined above, all such selections are subject to available athlete places, and final ratification from UK Sport (see section 5 for details).



Section 2 - Eligibility & Selection Criteria

As described in the Selection Process above, athletes must satisfy each of the applicable eligibility and performance criteria (and for those not automatically retained, the membership criteria too) to be offered a place on the WCP in 2019/20. These criteria are outlined below.

Eligibility:

Athletes will be considered eligible for selection to, or retention on, the Olympic WCP (and subsequent receipt of an Athlete Performance Award [APA]) if they:

- are eligible to compete for Great Britain at the Olympic Games and satisfy the eligibility requirements of the IOC, the BOA and the ITU;
- hold a current British passport;
- are a member of Triathlon England, Welsh Triathlon or Triathlon Scotland;
- are not serving a ban from competition as a result of being found guilty of a doping offence or other breach of ethical conduct; AND
- sign (or have already signed a valid version of) and adhere to the WCP Athlete Agreement with BTF.

Performance Criteria:

The Performance criteria which athletes must first meet (before being assessed against the membership criteria) to be considered for addition to the WCP (or, for current members, retention on and/or promotion to a higher level of the WCP) is outlined in the Performance Matrix ("the Matrix") below.

An overview of the Matrix, and any associated conditions, is as follows:

- the WCP is split into two distinct programmes - Podium and Podium Potential. The Podium programme exists to support athletes deemed capable of winning medals within the current Olympic cycle, whilst the Podium Potential programme exists to support those deemed to have the potential to win medals in the next cycle (Paris) or beyond. The performance requirements of each level of the Matrix are therefore designed to help BTF identify athletes with these capabilities.
- As described in section 1 of this document, satisfying the criteria outlined in the Matrix is only the start of the selection process. This simply ensures athletes have achieved a baseline level of performance from which BTF can make further, more contextualised assessments. The Selection Panel will then consider all the relevant membership criteria outlined below to determine if an athlete should be offered membership of the WCP, and at what level. Remember, only those deemed capable of winning Olympic medals (individual or relay) will be offered membership of the Podium programme, and only those deemed capable of winning Olympic medals (individual or relay) in the Paris cycle (or beyond) will be offered membership of the Podium Potential programme.
- current WCP members may be considered for promotion to a higher level of the WCP only once they achieve the levels of Performance outlined for that level.
- current WCP members are not required to satisfy the Performance Matrix criteria for their WCP level (or above) every year in order to be retained on the WCP. As described in the selection process in section 1, failure to do so will automatically trigger a review of their membership criteria by the Selection Panel, but does not automatically mean their WCP membership status will change.
- as described in the selection process in stage 1, current WCP athletes who continue to satisfy the Matrix Criteria at their current level but who do not progress to performances equivalent to a higher level within 2 (level B) / 3 (levels C/D/E) years will automatically trigger a review of their membership criteria by the Selection Panel.
- Prospective WCP members must satisfy the performance criteria outlined in the Matrix in order to be further considered by BTF for WCP membership. Once a Matrix criteria has been satisfied, athletes will then be assessed against the membership criteria outlined below.
- Athletes who were members of the WCP in previous years will only be considered for WCP in 2019-20 at a level at least equivalent to the level from which they were removed previously. In any case, athletes will be expected to have demonstrated significant progression against the performance and membership criteria from when they were last a member of the WCP in order to be offered WCP for 2019-20.

Performance Matrix

Level		Individual athletes	Relay athletes
Podium	A	Achieved a podium finish at the annual Milestone Event - for 2019 this is the Tokyo Test Event*	N/A
	B	Achieved at least 1 podium finish AND at least 1 additional top 5 finish in the 2019 WTS (<i>at least one of which must have been an Olympic distance race</i>)	Athlete performed in at least 2 Mixed Relay World Series events in 2019 (including the European Championships & Tokyo Test Event) in which they were ranked in the top 3 for their respective legs.
Podium Potential	C	Achieved at least 1 WTS top 8 finish in 2019. OR Achieved at least 2 (any combination) of the following: 2019 WTS top 12 finishes** 2019 ITU World Cup podium finishes** 2019 Standard Distance European Championships podium finish** 2019 U23 World Championships podium finish**	Athlete performed in at least 2 Mixed Relay World Series events in 2019 (including the European Championships & Tokyo Test Event) in which they were ranked in the top 5 for their respective legs.
	D	Achieved at least 2 (any combination) of the following: 2019 WTS top 15 finishes** 2019 ITU World Cup top 8 finishes** 2019 ETU European Cup podium finishes** 2019 Standard Distance European Championships top 8 finish** 2019 U23 World Championships top 5 finish**	N/A
	E	Achieved at least 2 (any combination) of the following: 2019 ITU World Cup top 15 finishes** 2019 ETU European Cup top 5 finishes** 2019 Standard Distance European Championships top 12 finish** 2019 U23 World Championships top 10 finish** OR Triathlete(s) who have demonstrated truly exceptional (World Leading) potential in either swimming or running (from performances recorded in or outside of Triathlon).***	N/A

* Athletes who are already members of the WCP at Podium A may remain there for the remainder of the Olympic cycle provided they convince the Panel of their ongoing medal potential. Failure to satisfy the criteria outlined at A above (without injury/extenuating circumstances) will NOT therefore automatically mean that athletes will be demoted/removed from the WCP.

** The Panel reserves the right NOT to accept as eligible performances from any of these races should they have been achieved at races which were, as determined solely by the Selection Panel, deemed to have been **significantly impacted by** either a large-scale racing incident (such as a crash) or environmental conditions/exceptional circumstances which resulted in an altered or reduced race format (such as removal of the swim portion of the race).

*** Athletes will only be considered for membership using this criteria if they also demonstrate an aptitude in the remaining triathlon disciplines.

**** Performances from the World Junior Championships will no longer be considered as a trigger for consideration for membership of the WCP. However, exceptional junior athletes may still be added to the WCP if they satisfy any of the criteria above and compare favourably to the membership criteria below.

Membership criteria

For the majority of athletes, achieving Performance Matrix standards alone is not sufficient to determine an athlete's future individual/relay medal winning potential (and therefore their eligibility for a place on the WCP). It is therefore vital that the Panel have the context behind the performances and to understand what may have contributed to either an over or under performance.

As such, prospective WCP athletes (and current athletes who are not automatically retained on the WCP at their current level) will be assessed against the criteria outlined below so that the Panel may determine if that they possess sufficient potential to win individual or relay medals at the Olympic Games (in 2020, 2024 or beyond) and as a result, be offered membership of the WCP for 2019/20:

- **ALL** (non-automatically retained) athletes must:
 - o be at an appropriate developmental stage to benefit from inclusion on the WCP (relative to the level for which they are eligible and the age at which athletes typically win Olympic medals);
 - o be sufficiently receptive and committed to ensure that the WCP is the best placed 'resource' to support their performance development; AND
 - o demonstrate that they can/will contribute positively to the performance environment of the WCP. Specifically, do their behaviours, personality, skill-sets and racing/training programme combine effectively to drive the their own and others' preparation for Tokyo 2020/Paris 2024/beyond?
- In addition, (non-automatically retained) athletes wishing to be added or retained on an **individual** athlete basis must:
 - o Possess a performance/development profile in which their physical/technical/tactical attributes compare and align to that of Olympic individual medal winning athletes - as described in the BTF What it Takes to Win (WITTW) model (see appendices for details). Critically, athletes must also possess:
 - o an ability to deliver against BTF's "One Day, One Race" concept (i.e. ability to perform when it matters most); AND
 - o an ELO Performance Funnel profile which is comparable with Olympic/World Champions (i.e. tracking within the medal zone). Specifically, those current WCP members who did not satisfy the relevant Performance Matrix Standards will be expected to possess an ELO ranking within the top 8 (level B), top 75 (level C) or top 150 (levels D/E) in the world in order to be offered WCP membership in 2019/20.
- In addition, (non-automatically retained) athletes wishing to be added or retained on a **relay** athlete basis must:
 - o Possess a performance/development profile in which their physical/technical/tactical attributes compare and align to those expected of Olympic relay medal winning athletes - as described in the BTF What it Takes to Win (WITTW) model (see appendices for details). Critically, athletes must possess:
 - o Evidence of their ability to deliver against BTF's "One Day, One Race" concept (i.e. the ability to perform when it matters most); AND
 - o Evidence of time-trialling skillsets.
 - o demonstrate a willingness to prioritise specific training for and competing in mixed relay events in 2020 (to the possible detriment of their individual aspirations).

Section 3 - Performance limiting injury/illness/pregnancy guidelines

Injury/illness:

It is highly likely that every athlete admitted to the WCP will, at some point in their career, suffer a performance limiting injury or illness (either physical or mental). During the WCP, the rehabilitation from injury/illness will be managed by the BTF medical team, in conjunction with the Olympic Head Coach and PD. Provided an athlete makes every effort to adhere to their rehab programme and follow medical advice (nor do [or fail to do] anything which may jeopardise their rehab/return to performance) their APA will continue at its current level until the WCP selection process outlined in section 1 begins at the end of each athlete year.

At this time, the membership of athletes affected by a significant performance limiting injury or illness in any given WCP athlete year will be afforded a certain amount of protection:

- Athletes who are unable to satisfy the Performance Matrix criteria for at least their current WCP level (or who do so but have failed to progress within a 2 [level B] or 3 [levels C/D/E] year period) due to significant injury/illness may be retained by the Selection Panel for the following year. In making this decision, the Selection Panel will take into account the following:
 - o The prognosis of the athlete's injury/illness that was deemed to have been performance limiting in 2019/20;
 - o The number, type and relationship of occurring injuries deemed to have been performance limiting in 2019/20;
 - o The athlete's injury/illness history and whether the athlete has been retained in any previous year(s) due to a performance limiting injury/illness (related or otherwise to the current issue) - please note, an athlete's membership is less likely to be protected if they have a poor injury/illness record (and particularly if they have been retained for a previous year on injury/illness grounds); AND
 - o The athlete's adherence to medical advice and rehab programmes.
- Please note, where an athlete has been affected by a performance limiting injury/illness but the Selection Panel (with advice from the BTF medical team) determines that any one of the above criteria are not sufficiently positive, they are not obliged to retain them on the WCP. In making this decision, the Panel are ultimately tasked with determining whether:
 - o the athlete's previous/current performance limiting injury/illness has so significantly impacted on their athletic development that they are no longer considered capable of winning Olympic medals in the future (relay or individual); OR
 - o the athlete's overall injury/illness history is such that they are not considered robust enough to deliver Olympic medal winning performances in the future (relay or individual).
- Injury history/status will be discussed with any affected athlete during their 1-2-1, with athletes being afforded an opportunity to present information to support their case. Where an athlete is not retained, they will be eligible to access transitional medical support provided via BTF and the EIS.
- In retaining an athlete on the WCP who has not met the required Performance Matrix level (or who has not progressed to a higher level within a 2 [level B] or 3 [levels C/D/E] year period) due - either in full or part - to a performance limiting injury/illness, the Panel may add return-to-fitness (relative to the specific injury or illness) performance conditions to that athlete's membership that they will be expected to meet in order to be retained for the whole athlete year, or in future years. These conditions may explicitly require an athlete to engage with appropriate science/medicine staff to support any ongoing medical or illness issues.
- Athletes who are NOT currently a member of the WCP will not be afforded the same protections relating to performance limiting injury/illness as described above. Non-current WCP members who are offered WCP membership for 2019/20 will be expected to undergo a medical screening/profiling process prior to their place being confirmed. Should they have a current performance limiting injury/illness at the start of the athlete year, BTF reserve the right to withdraw their place on the WCP.

Pregnancy:

To continue to receive WCP membership (and the associated APA) during pregnancy (and after childbirth), the athlete would be expected to agree a reasonable and appropriate training and competition programme with the Performance Director that would timetable and plot the return of the athlete after childbirth to full competitive level, allowing them to satisfy the aims of the WCP (i.e. winning individual or relay medals at the Olympic Games).

Provided the athlete adheres to this reasonable and appropriate training and competition plan throughout pregnancy (and for the agreed period after childbirth), the athlete's WCP membership status will be protected. Should the athlete fail to do so, and they otherwise fail to satisfy the required criteria in the Performance Matrix, they will be removed from the WCP at the end of the current WCP athlete year (and after a 3 month transition period).

Section 4 - Selection and Confirmation

In completing the athlete selection process, BTF are not be permitted to exceed the maximum allowable number of Athlete Places provided to BTF by UK Sport for the Tokyo cycle (currently set at 21).

Should the combined number of current and new WCP members selected exceed 21, the Selection Panel will prioritise athletes using the following criteria:

- athletes selected for the Podium programme will be prioritised over the Podium Potential programme.
- current WCP athletes will be prioritised over new WCP athletes.

Then, at their absolute discretion, the Selection Panel will use their expert opinion to determine which athletes are most likely to:

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

In doing so the Panel will make a judgement as to 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) and for the lowest priority athletes, consider/compare all the performance and membership criteria outlined in section 2.

The Selection Panel will then communicate the athletes chosen for the 2019/20 WCP to UK Sport. UK Sport will then confirm agreement of the names and the number of athletes supported for the 2019/20 WCP. Please note, athletes cannot be confirmed on the WCP for the coming year until such time as they are ratified by UK Sport.

As per the timelines outlined in section 2, BTF will announce the outcomes of the selection process as soon as is practical after completion of the selection meeting.

Section 5 - Feedback and Appeals

Feedback:

Senior athletes who meet the minimum performance criteria (as outlined in the Performance Matrix) but are not selected for the WCP in 2019-20, or current WCP athletes who are removed from the WCP, can request a meeting with the Olympic Head Coach to discuss in further detail the rationale for the decision and what would be required of them to be offered membership in future years.

Junior/U23 athletes who meet the minimum performance criteria (as outlined in the Performance Matrix) but are not selected for the WCP in 2019-20 can request a meeting with the Development Lead ENG & Podium Potential to discuss in further detail the rationale for the decision and what would be required of them to be offered membership in future years.

Appeals:

Current WCP athletes have the right to appeal selection decisions through the *British Triathlon Selection and Nomination Appeals Procedure* - found [here](#). This is a two-stage process, consisting of an internal and, if required, external (via Sports Resolutions UK) appeals panel. To be successful, appellant athletes will be required to prove that:

- there has been a failure to follow the Selection Process outlined above;
- the Selection Panel, or any member of it involved in making the relevant selection decision, lacked the required independence and has shown actual bias when making the decision;
- the Selection Panel reached a decision on the basis of an error of fact; OR
- the decision is unreasonable and one that no reasonable decision maker could ever have reached. Please note, athletes are advised that this ground cannot be used simply because an athlete believes the Panel made the wrong choice. The decision would need to be so unreasonable that no reasonable person/panel (acting reasonably) could have made it. It would not be sufficient to prove that that the decision was merely unreasonable.

If none of these grounds are met the appeal will be automatically dismissed. Athletes are therefore strongly advised to seek independent advice before deciding whether to submit an appeal. Such advice can be obtained for free via the British Athletes Commission (www.britishathletes.org).

Non-current athletes - i.e. those athletes who were not members of the WCP in 2018-19 who were not chosen for addition to the WCP in 2019-20 - do not have the right to appeal but may request a meeting with the Performance Director, Head Coach and/or Development Lead ENG & Podium Potential to discuss the decision made.

Appendix A

BTF's What it Takes to Win (WITTW) model can be found online at (link to be added).

Appendix B

Transitional support:

2018/19 Olympic WCP members who are not selected to the 2019/20 WCP will be supported for an agreed period to assist them off the programme. The period of transition funding will be determined by the Performance Director and UK Sport with the length of time on programme taken into account to determine the appropriate period.

During this period athletes will also be eligible for EIS transition support. This will be delivered via the following process:

- Medical/Physiotherapy Support:
 - o No new injuries will be supported after the point at which the athlete leaves the programme.
 - o Pre-existing injuries where Doctors/physios have a duty of care, can continue to be supported. However, if the injury rehab process could take a significant length of time, the support period would need to be negotiated with the NGB as continuation of the UK Sport medical cover would be required. This can be a period up to three months from the athlete's exit date from WCPP.
- Strength and Conditioning:
 - o There will be a final programme written by S&C coach and a one month continuation of gym access.
- Performance Lifestyle:
 - o Podium athletes - 12 months continued PL support for those athletes engaged with the service.
 - o Podium Potential athletes - 6 months continued PL Support for those athletes engaged with the service.
 - o Personal Development Award (PDAs) - athletes at levels A, B and C are able to access funding for a PDA. Once an athlete is off the programme, they are entitled to receive continued PDA funding, providing they are within their funding allowance, for six months after their last Athlete Performance Award ("APA") payment.

BTF Athlete Performance Award (APA) Matrix:

Nominated athletes have the opportunity to access an APA to contribute towards living and sporting costs. This award is means tested - athletes will receive documentation directly from UK Sport seeking financial information before an APA is offered. As such, they may see adjustments made to their award or indeed not be eligible for an award depending upon their personal financial circumstances. This process is managed entirely by UK Sport and runs on a rolling twelve-month period.

The funding levels for the different awards (subject to means testing) are as follows:

Podium		Podium Potential	
Band	Award	Band	Award
A	£28,000	C	£15,000
B	£21,500	D	£10,000
		E	£5,000

It is important to note that the amounts allocated for Podium Potential APAs are to contribute to sporting costs, which includes an athlete's individual race programme.