



British Triathlon

Olympic (Triathlon) World Class Programme
Selection Policy 2023/2024

Introduction

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

It supports the attainment of this success in two ways.

- Firstly, athletes deemed to have the potential to deliver individual or relay medals at future Games will – subject to a maximum number of available athlete places - be offered membership of the WCP. This offer will be accompanied with a means-tested grant intended to support their living and training costs.
- Secondly, the British Triathlon Federation (BTF) will then be offered resource to enable them to provide the services and support necessary for these WCP members to maximise their potential (such as coaching, facilities, sports science/medicine and international/domestic camps/competitions).

Athletes will therefore only be 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 2024 (Podium programme) or 2028/beyond (Podium Potential/Confirmation).

The selection process and criteria outlined in this document has therefore been designed to help BTF determine which athletes demonstrate such potential, and therefore who should be offered WCP membership for 2023/24.

Using the process/criteria described in the following pages, BTF may offer up to 20 athletes (at the time of writing) a place on the Olympic WCP for the 2023/24 athlete year (running from 1st December 2023 to 31st November 2024). This limit is set by UK Sport and cannot be exceeded.

The document is split into the following four sections and two appendices – click the section number to be taken straight to that section:

Section 1 – pages 3 to 4	Selection process	Describes the various stages of the selection process – both for current and potential new WCP members. Includes details of selection meetings, the Selection Panel and timelines for communications.
Section 2 - pages 5 to 9	Selection Criteria	Outlines the critical Eligibility, Performance (including the Performance Matrix) and Membership criteria which athletes must meet in order to be offered a place on the WCP.
Section 3 – 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.
Section 4 – page 12	Feedback and Appeals Process	Describes how athletes can seek feedback and the circumstances in which (and how) they can submit an appeal.
Appendix A – page 13		Visual overview of how the Selection Criteria will be applied to make decisions via the Selection Process.
Appendix B – page 14		Transitional Support for athletes leaving the WCP and BTF Athlete Performance Award (APA) Matrix

Athletes are reminded that they are not obliged to accept WCP membership should it be offered. There may be a various reasons why an offer of WCP membership is not considered appropriate or desired by an athlete and/or their parents/support team. BTF will undertake a full induction process with those offered WCP membership, during which time athletes should consider whether the WCP expectations and environment - as communicated via the induction process – are something that they want to commit to.

Should any athlete decide this is not the case, their ability to be offered WCP membership in future years will not be affected, neither will their eligibility for international competitions (including the Olympic Games).

Section 1 - Selection Process

Outlined in the table below is the process by which BTF will determine who to offer WCP membership for 2023/24.

Athletes are advised to familiarise themselves with the entire process, and to contact BTF, if they believe they should have been contacted by BTF within any of the stated timelines.

Stage	Activity	Timeline
1 – WCP long-list	A 'WCP long-list' of current WCP athletes AND potential new WCP athletes who satisfy the Eligibility and Selection Criteria (see Section 2) will be compiled by BTF.	N/A
2 – Pre-selection meeting	<p>The Selection Panel ("the Panel" – see later in this section for further details) will conduct a 'pre-selection meeting' to review the performances of WCP long-list athletes against the objective criteria outlined in the Performance Matrix. Following this process athletes will be prioritised for a 1-2-1 where there is a chance that they may be:</p> <ul style="list-style-type: none"> - Promoted to a higher level of the WCP; - Invited to join the WCP; - Moved to a lower level of the WCP; OR - Transitioned off the WCP. 	<p>The pre-selection meeting will happen on 10 October 2023.</p> <p>All athletes on the long-list will be contacted – via email – to confirm whether they have been prioritised for a 1-2-1 by 13 October 2023 (though, in the interests of time, 1-2-1's can begin before this date).</p>
3 – Athlete 1-2-1's	<p>BTF will schedule and conduct a 1-2-1 between one or more voting members of the Panel and any athlete who is considered to fall into one of the four scenarios above. This will always happen prior to the WCP Selection Meeting (see next stage).</p> <p>1-2-1's are intended to allow athletes (and, if desired, their coaching/support team) the opportunity to furnish the Panel with the information necessary to make an informed decision regarding the athlete's WCP membership status. They should also act as an opportunity to manage athlete expectations regarding their likelihood of promotion, addition to, demotion or removal from the WCP.</p> <p>Athletes whose WCP status is not considered likely to be changed by the Panel will have a 1-2-1, but this may take place after the Selection Meeting.</p>	<p>Prioritised athlete 1-2-1's will take place prior to the Selection Meeting (9 November 2023).</p> <p>The Panel will make every effort to conduct 1-2-1's with athletes not prioritised via this process by the same deadline. However, where this is not possible, all other athlete 1-2-1's will take place by 30 November 2023.</p>
4 – Selection Meeting	<p>Using the entire Selection Criteria outlined at Section 2 of this document the Panel will conduct a Selection Meeting to determine:</p> <ul style="list-style-type: none"> - which athletes will be offered WCP membership in 2023/24. Where the Panel identify more potential new athletes/guides for WCP membership then there are places available (19), they will 'rank' those new athletes for WCP membership (see 'Ranking potential new WCP members' below) - the levels at which athletes will be offered WCP membership; AND - any conditions associated with WCP membership. 	<p>The Selection Meeting will take place on 9 November 2023.</p>
6 – Ratification by UK Sport	Decisions made at the Selection Meeting will be submitted to UK Sport for ratification.	Selections will be communicated with UK Sport by 17 November 2023.
7 – Athlete Communication	Athletes will be notified – via email - of the final decisions taken by the Panel at the Selection Meeting. Decisions at this point are still subject to UK Sport ratification. At this	Athletes will be notified of decisions taken at the Final Selection Meeting by 17 November 2023.

	stage, a brief written rationale for the decision will be provided. This will then trigger the Feedback and Appeals Process (see Section 4).	
8 – Public communications	Once decisions have been ratified by UK Sport, and the Feedback and Appeals Process has been completed, the 2023/24 WCP selections will be announced on the BTF website.	The public announcement will be made by 1 December 2023.

Ranking potential new WCP members:

Should the Panel, using the Selection Criteria outlined at Section 2 below, wish to offer WCP membership to more new athletes than there are places available (20) they will then be required to ‘rank’ those new athletes so that they can determine who ultimately fills the limited places on the WCP.

The Panel will compare their assessments of each athlete against the Performance and Membership Criteria to determine which athletes they ultimately believe are **most likely to win Olympic medals in Paris (Podium) and LA/beyond (Podium Potential/Confirmation)**. Those athletes who are deemed to hold the greatest potential to achieve medal winning performances in Paris/LA/beyond will be ranked highest and offered WCP membership first.

In making this assessment, new athletes who are deemed to have realistic medal potential for Paris – regardless of whether they have been placed at Podium, Podium Potential or Confirmation levels – will be ‘ranked’ higher than those athletes who have a longer trajectory towards LA/beyond.

Selection Panel:

The Selection Panel members are outlined below.

- Mike Cavendish – BTF Performance Director (chair and casting vote)
- Rick Velati – National Coach (voting)
- Dan Salcedo – Olympic Pathway Manager (voting)
- Laura Macey – Head of Performance Operations (voting)
- Ben Bright – Olympic National Coach Consultant (non-voting)
- Mitch Hammond – UK Sport Performance Advisor (non-voting)
- Independent observer
- Medical representative (non-voting)
- Media representative (non-voting)
- Note taker(s) as required (non-voting)

Section 2 - Selection Criteria

In order to be invited to join the WCP for 2023/24 athletes must satisfy the Panel that they possess potential to deliver medals – either as an individual or relay athlete – for Great Britain at the Olympic Games in 2024, 2028 or beyond. To do this, athletes must satisfy each of the applicable **Eligibility, Performance and Membership** criteria outlined below. However, potential new WCP and current WCP athletes will be treated slightly differently via this process:

- **Potential new** WCP athletes who do not satisfy the Panel that they fulfil all three sets of criteria will not be invited to join the WCP. Only in truly exceptional circumstances will the Panel consider inviting new athletes to join the WCP who do not satisfy either the Performance or Membership criteria (athletes who do not satisfy the Eligibility criteria will not be invited to join the WCP under any circumstances).
- **Current** WCP athletes will be given greater benefit of the doubt, given they have satisfied the Panel of their suitability for WCP membership in at least one previous year. As such, current WCP athletes who do not satisfy either the Performance (including, where relevant, maximum time limits at each programme level) or Membership criteria outlined below may be retained if the Panel – in agreement with UK Sport – is satisfied that:
 - o there exists additional rationale for proposing **exceptional retention** on the WCP, specifically:

- Injury/illness (see Section 3); OR
 - In limited circumstances – and only in the opinion of the Panel - repeated bad luck and exceptional SBR evidence that has simply not yet been realised yet in a race.
- the athlete is deemed critical to securing quota slots for the Olympic Games.

Eligibility criteria:

Athletes will be considered eligible for an offer of WCP membership (either as a new or retained member) - and subsequent receipt of an Athlete Performance Award (APA) - if they:

- are eligible to compete for Team GB at the Olympic Games and satisfy the eligibility requirements of the IOC, the BOA and World Triathlon;
- are, or will turn, 18 years old (or older) in 2023;
- hold a current British passport;
- are a member in good standing (i.e. not subject to any form of sanction, suspension or ongoing disciplinary procedure) of a Home Nation Triathlon Association;
- are not serving a ban from competition as a result of being found guilty of a doping violation; AND
- sign (or have already signed a valid version of) and adhere to the WCP Athlete Agreement with BTF (a copy of which is available on request).

Performance criteria:

The Performance criteria – which athletes must meet before being assessed against the Membership criteria (see below) - is outlined below. These criteria are made up of the:

- Performance Matrix;
- Milestone Event Schedule; AND
- Performance Matrix – Conditions.

Athletes are advised to read all three elements of the Performance Criteria in conjunction in order to understand the entire performance requirements that must be met before they are then assessed against the Membership criteria.

Performance Matrix

Outlined in the table below is the Performance Matrix. This describes the OBJECTIVE criteria that athletes must meet to be **CONSIDERED** for retention on, or an invitation to join, the WCP during the Paris Olympic cycle.

For levels A+ to C, the Performance Matrix refers to performances at the Milestone Event, or 'MSE'. This is because we critically value the ability of athletes to deliver at one-day-one-race. The MSE will change each year and as such, alongside the Performance Matrix, you should also consult the MSE schedule outlined below.

'Programme' (term 'limits')	Level	Athlete Performance Award (APA)	Performance standard - Milestone Event (MSE)	OR	Performance standard – other races	OR	Performance standard - relay
PODIUM <i>(no maximum time limit at Podium, but athletes will be expected to repeat the level of performance that qualified them for membership at Podium at least once every 2 years (unless they are an Olympic medallist, in which case they are allowed 3 years before qualifying performances need to be repeated).</i>	A+	£28,000	Achieve a medal at the annual MSE more than once in the current Olympic cycle*		N/A		N/A
	A	£26,500	Achieve a medal at the annual MSE in the current year.	OR	N/A	OR	Achieve a gold medal at the annual MSE as part of the Mixed Relay Team. AND Achieve a single individual performance at level C or above (either MSE or other races).
	B+	£23,000	Achieve a top 8 at the annual MSE more than once in the current Olympic cycle*.		In two separate years within a single Olympic cycle* (one of which must be the current year) achieve a Podium finish in at least 1 WTCS race AND finish in the top 5 in at least 1 more WTCS race in the same year (subject to quality of field assessment)* ^μ .		N/A
	B	£21,500	Achieve a top 8 at the annual MSE in the current year.		Achieve a Podium finish in at least 1 WTCS race AND finish in the top 5 in at least 1 more WTCS race in the current year (subject to quality of field assessment) ^μ .		Achieve a medal as part of the Mixed Relay Team at the annual MSE AND Achieve a single individual performance at level C or above.
PODIUM POTENTIAL	C	£15,000	Achieve a top 12 at the annual		Achieve any combination of 2 of the following in the current year (subject to quality of field assessment) ^{τμ} : MSE top 15		N/A

(Maximum 6 years in total at Podium Potential (and max 4 years at any one level) before athletes must progress to Podium)			MSE in the current year.	<p>Commonwealth Games top 5</p> <p>WTCS top 8</p> <p>World Cup podium</p> <p>Euro Std Distance Champs podium</p> <p>U23 World Champs podium</p>	
	D	£11,000	N/A	<p>Achieve any combination of 2 of the following in the current year^{†μ}:</p> <p>Commonwealth Games top 8</p> <p>World Cup top 8</p> <p>Euro Standard Distance Championships top 8</p> <p>Euro Sprint Distance championships podium</p> <p>World U23 Championships top 8</p>	N/A
CONFIRMATION (Maximum 2 years on Confirmation before athletes must progress to Podium Potential).	Confirmation	<p>£7,500 <i>(if living away from parental home)</i></p> <p>OR</p> <p>£3250 <i>(if living at parental home)</i></p>	N/A	<p>Achieve one of the following:</p> <p>World U23 Championships podium</p> <p>World Junior Championships podium</p> <p>OR</p> <p>Achieve any combination of 2 of the following in the current year (subject to quality of field assessment)^{*†μ}:</p> <p>World U23 Championships top 12</p> <p>European Sprint Distance Championships top 8</p> <p>European U23 Championships top 5</p> <p>European Continental Cup podium</p> <p>World Junior Championships top 8</p> <p>European Junior Championships top 5</p> <p>OR</p> <p>New athletes to the sport who have achieved a single performance at Confirmation, D or C levels, but who have a world-class single-discipline 'super-strength' (relative to their age and stage of development).</p>	N/A

*To include 2019 results instead of 2020 results for the 2021 selection process – i.e. the 'cycle' therefore includes performances from 2019 to 2024 inclusive.

[‡]Athletes can achieve multiple performances at the same type/level of competition to satisfy this criteria. i.e. an athlete achieving two WC top 8 performances (but no others) would satisfy the Performance criteria for level D (subject to time limits at each level).

^μThe 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 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). Where such a scenario occurs, a case-by-case assessment will be made as to whether the issue stopped (or benefited) any impacted athletes from satisfying the criteria at their current or higher level. The Panel will therefore assess their other performances within the current athlete year (including depth of field, course profile, nature of format change/large-scale racing incident) to determine if it would be appropriate to exceptionally promote/retain them.

Milestone Event (MSE) schedule for cycle:

British Triathlon continues to believe in the importance developing athletes who can deliver on ‘one-day-one-race’ – in other words, athletes who have the ability to perform when it matters most. As such, for those athletes aiming for membership towards the upper reaches of the WCP (i.e. Podium A+ to B and Podium Potential C), there is a priority race identified each year – the MSE.

The MSE changes each year, depending on the stage in the Olympic cycle.

Year	Podium A	Podium B	Podium Potential C
2021	Olympics	Olympics OR Grand Final (subject to assessment of QoF)	Olympics OR Grand Final (subject to assessment of Quality of Field)*
2022	Grand Final	Grand Final	Grand Final
2023	Test Event*	Test Event*	Test Event*
2024	Olympics	Olympics OR Grand Final (subject to assessment of QoF)	Olympics OR Grand Final (subject to assessment of QoF)

**If either the men’s and/or women’s individual races at the Test Event become a duathlon, the MSE for the relevant race will revert to the World Championships.*

For athletes targeting membership at lower levels of the WCP there is less focus on one-day-one-race. This is partly because we expect athletes to be developing that skill-set as they progress through the WCP, but also because the nature of younger athlete development and the limitations associated with the World Triathlon calendar (i.e. race-starts/timings relative to school/university exams) means that there is no single race that could/should act as the performance outcome for every athlete. Such athletes need to refer only to the races outlined in the Performance Matrix above.

Performance Matrix – conditions:

Outlined below are the conditions associated with the Performance Matrix above and which form the final part of the Performance criteria.

- 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.
- Athletes may move up AND down levels on the Podium programme (i.e. levels A+ to B), but may only move up at all other levels of the WCP (i.e. Podium Potential and Confirmation). Athletes at these levels will only be permitted to move down where:
 - o They are being considered as a relay only athlete, having previously been considered as a Podium Athlete; OR
 - o The Panel chooses to exceptionally retain them – in agreement with UK Sport – for one of the reasons outlined above.
- 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 – though doing so clearly strengthens an athletes’ case. The frequency with which athletes are expected to repeat Performances in order to be retained at their current WCP level is outlined in the left hand column of the Performance Matrix.
- Current WCP athletes who continue to satisfy the Matrix Criteria at their existing level but who do not progress to performances equivalent to a higher level within the timescales set out in the Performance Matrix (left hand column) must rely on the Panel choosing to exceptionally retain them – in agreement with UK Sport – on the WCP for a further year. Any such decision will usually be accompanied by athlete-specific performance targets.
- Potential new WCP athletes who were members of the WCP in previous years will only be considered for WCP in 2023-24 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 a place on the WCP for 2023-24.
- Athletes may only receive an APA from 1 sport – i.e. athletes who satisfy criteria from more than one sport will still only receive one APA. Where an athlete has satisfied criteria for membership of the Paratriathlon WCP as

well as another sport, BTF will work proactively with the relevant NGB and UK Sport to determine the most appropriate support package (including both APA and access to programme resource) on a case-by-case basis.

- Potential new WCP athletes may, in some circumstances, be placed on a lower level of APA than they have hit through the WCP performance criteria. The athletes age, stage of development and personal circumstances will be considered where necessary when considering the appropriate level that the athlete will be supported at.

Membership criteria

Satisfying the Performance criteria 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 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, any athlete who satisfies the Performance criteria outlined above (and current WCP athletes who did not) will then be assessed against the questions outlined below so that the Panel may determine if they possess (or in the case of current WCP athletes who didn't meet any performance criteria, retain) sufficient potential to win individual or relay medals at the Olympic Games (in Paris, LA or beyond) and as a result, be offered membership of the WCP for 2023/24:

The Panel must be satisfied that athletes wishing to be retained/invited to join to the WCP – either as an individual or relay athlete:

- possess a performance/development profile – as measured via the BTF Athlete Mapping Tool (a copy of which is available on request) as well as the Panel's expert opinion – in which their physiological, technical and tactical (specifically decision making) attributes compare and align to that of Olympic medal winning athletes (taking into account their age/stage of development relative to the timescales for the 2024, 2028 and future Olympic Games); and
- will be sufficiently receptive and committed to the WCP for it to be the best placed 'resource' to support their performance development; and
- demonstrate that they can/will contribute positively to the performance environment of the WCP? Specifically, do their values/behaviours and the way they interact (or plan to interact) with the coaching and science/medicine teams combine effectively to drive their own (and not purposely negatively influence others') development towards Paris 2024, LA 2028 or beyond; and
- demonstrate that they can contribute to maximising GBR quota allocation at international races through their individual world ranking.

Additionally, athletes wishing to be retained/invited to join the WCP as a relay specialist must:

- demonstrate an aptitude, willingness and plan to train specifically for the shorter-format racing.
- be prepared – where necessary – to prioritise relay racing opportunities over and above individual racing/ranking scoring opportunities.

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). Throughout an athlete's membership of the WCP, rehabilitation from injury/illness will be managed by the BTF medical team (working with an athlete's own external practitioners where relevant), in conjunction with the Olympic Head Coach (or equivalent) and Performance Director. Provided an athlete makes every effort to adhere to their rehab/prescribed treatment and follow medical advice (and not do [or fail to do] anything which may jeopardise their recovery/return to performance), their WCP membership (and associated 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 WCP 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.

Assessing an injury/illness:

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 to a higher level within the timeframes outlined in the Performance Matrix) due to significant injury/illness in the current or previous year(s) may be retained by the Panel for the 2023/24 athlete year. In making this decision, the Panel will review the following:

- The prognosis of the athlete's injury/illness that was deemed to have been performance limiting in 2022/23 (and/or, where relevant, in previous years);
- The number, type and relationship of occurring injuries/illnesses deemed to have been performance limiting in 2022/2023 (and/or, where relevant, in previous years);
- 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 also retained for a previous year on injury/illness grounds);
- The athlete's adherence to medical advice and agreed rehab/treatment programmes and their (and/or their own external support team's) willingness/proactivity to share details on injury/illness if choosing to work with non-BTF/EIS medical personnel.

Assessing the impact of injury/illness on future Olympic medal potential:

Having reviewed the above, the Panel will then be tasked with assessing the impact of the athlete's time lost to injury/ill health on their ongoing medal potential at Paris, LA or beyond. Athletes, who failed to satisfy either the Performance or Membership criteria above due to injury/illness, will be retained on the WCP provided the Panel believe BOTH of the following to be false:

- the athlete's previous/current performance limiting injury/illness has so significantly impacted on their athletic development that they are no longer realistically capable of winning either individual or relay Olympic medals in Paris (Podium programme) or LA/beyond (Podium Potential/Confirmation); OR
- the athlete's overall injury/illness history suggests that they are not robust enough to deliver Olympic medal winning performances in the future (relay or individual). Please note, in so doing, the BTF medical representative on the Panel (or athlete, in the case of appeal) may ask for independent medical advice regarding ongoing prognosis/robustness.

Injury/illness – conditions

- 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 for pre-existing injuries/illnesses (see Section 4).
- 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 the timeframes set out in the Performance Matrix) 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, and engage in any testing/monitoring as reasonably required.
- 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. Potential new WCP members who are offered WCP

membership for 2023/24 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, the prognosis of which is deemed likely to have an impact on the athlete's ability to progress on the WCP in 2023/24, BTF reserve the right to withdraw their place on the WCP.

Pregnancy:

We are proud to support athletes who wish to start a family during their time as part of the WCP. In the event that an athlete does become pregnant during the WCP year, the athlete would be expected to agree a reasonable and appropriate training and competition programme with the Performance Director and Head Coach (or equivalent) 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 Paris, LA or future 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 (and the associated APA) will be protected. Should the athlete struggle to adhere to this plan with our ongoing support or change their mind about their continued membership of the WCP, and/or they otherwise fail to satisfy the required criteria in the Performance Matrix, their membership of the WCP will end at the end of the current WCP athlete year (and after a 3-month transition period).

Section 4 - Feedback and Appeals

Feedback:

Any athlete can request a meeting with one or more members of the Panel for feedback on decisions made at the Selection Meeting.

Athletes requesting feedback related to a place at Podium levels will usually be offered to meet with one or both National Coach and/or Performance Director. Athletes requesting feedback related to a place on the Podium Potential Programme/Confirmation levels will usually be offered to meet with one or both Olympic Pathway Manager and/or National Coach. However, athletes can request to meet with any member of the Panel that they wish.

Requesting a feedback meeting does not impact an athlete's ability – or the timelines - to submit an appeal (see below).

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:

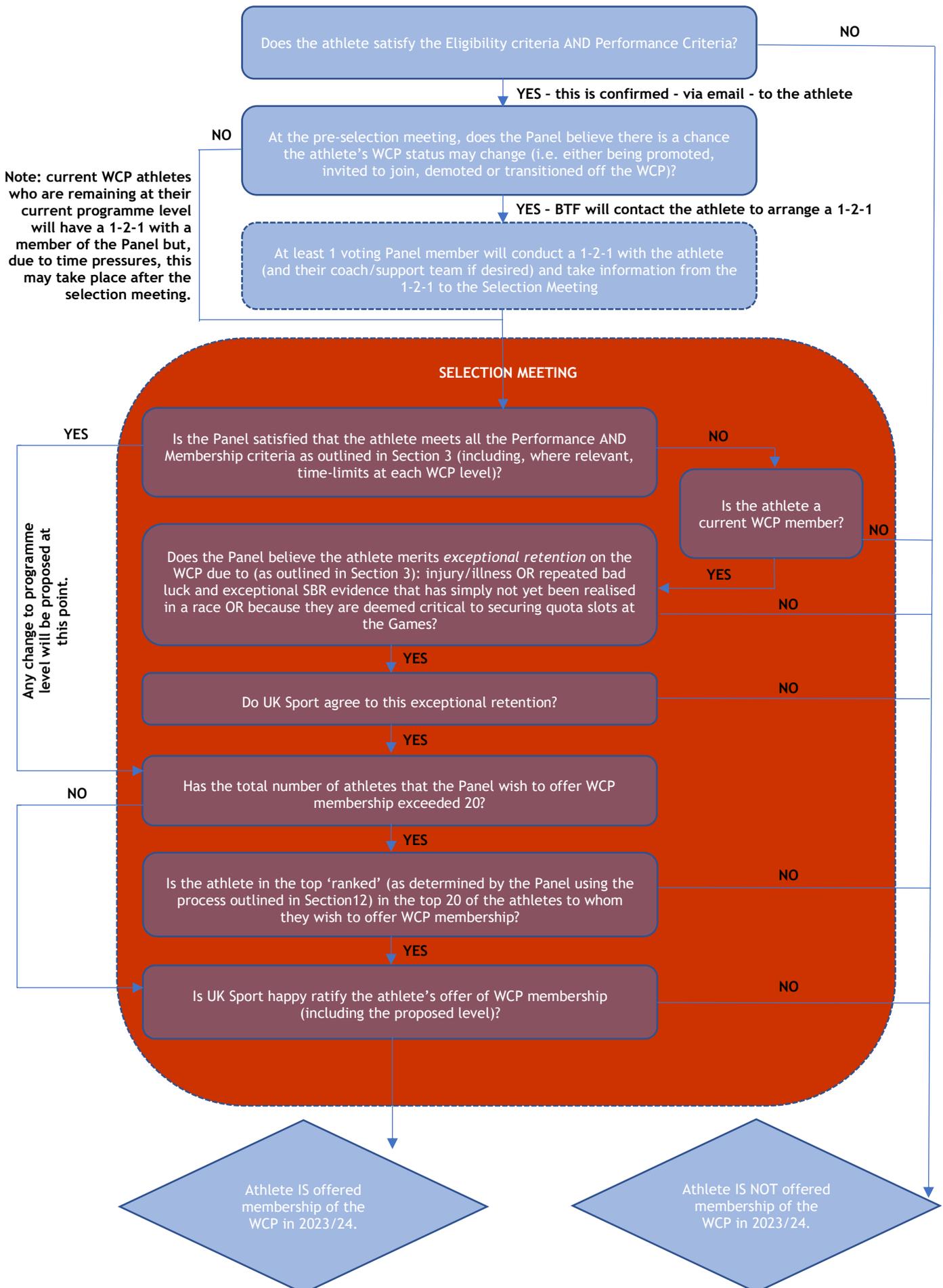
- there has been a failure to follow the Selection Process outlined above;
- the Selection Panel, or any member involved in making the relevant selection decision, lacked the required independence and has shown actual bias when making the decision;
- the Selection Panel reached a decision on the basis 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).

Potential new WCP members – i.e. those athletes who were not members of the WCP in 2022-23 who were not chosen for addition to the WCP in 2023-24 – do not have the right to appeal but, as per the above, may request a meeting with any member of the Panel for further clarity.

Appendix A

Outlined below is a visual overview of how the Selection Criteria will be applied to make decisions via the Selection Process



Appendix B

Transitional support:

2021/22 Olympic WCP members who are not offered WCP membership for the 2023/24 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 all levels of the WCP are able to access PDA funding. Once an athlete is transitioned off the programme, they are entitled to receive continued PDA funding - providing they are within their funding allowance and subject to some limitations on eligible development opportunities – for six months after their last APA payment. .