



British Triathlon

World Class Performance Programme
Triathlon
Selection Process 2017-2018

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 2017 - 18 WCPP for Olympic Programme.

The objectives of this selection process are to outline:

- The standards of performance required to be considered for WCPP
- And
- 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.

There is a four stage process and timeline that will be applied to select athletes to the 2017-18 WCPP for Triathlon:

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

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

- Brendan Purcell (Performance Director)
- Ben Bright (Head Coach - Olympic)
- Dan Salcedo (Performance Pathway Manager- Olympic)
- Mitch Hammond (UKS Performance Advisor - non voting)

2017 - 2018 Selection Process

1. Athlete Eligibility:

To be eligible for support from the British Triathlon World Class Performance Programme and 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
- 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 the Podium and Podium Potential matrix.

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 potentially progressing 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 will be considered against the minimum standards.
- A list of the athletes who have met the Minimum Performance Standard during 2017 will be published by 2 October on the Performance tab of the British Triathlon website.
- All non-programme athletes who have met the Minimum Performance Standard will be contacted by 31 October to organise the next steps and how they can contribute to the process set out in stage three.
- The WCPP Triathlon Minimum Performance Standards 2017 - 2018 can be found on the BTF website.

3. Evaluation of an Athlete's Suitability for Inclusion onto WCPP

If an 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
- The WCPP is the best placed 'resource' to support the athlete's performance development

Senior Athletes:

The Nomination Committee will execute a three-step process to determine an athlete's suitability for inclusion on programme. At the end of each step the Nomination 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 Nomination Committee will evaluate the athlete's performance(s) being considered for inclusion on WCPP using a 'quality of field' (QOF). The QOF 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 international standard to be valid for nomination to UKS:

- For WTS and World Cups the Triathlon ELO Model will be used to evaluate QOF
- For Continental Cups the Nomination Committee will determine the known competition level and performance of other athletes in the field through their expertise

If the QOF is determined to be of a high enough standard, the Nomination 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 does the athlete's performances align to the WITTW model?

The Nomination 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 Triathlon ELO 'Performance Funnel'
- How an athlete's performances align with the 'What it takes to Win' Model (WITTW) to indicate future performance gains required to achieve medal performances in benchmark events

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

If the Nomination 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

Will the athlete 'Add Value' to the daily Training Environment?

Will athlete race in a manner that supports their individual goals and British Triathlon goals?

Is the world class programme the best placed resource to support the athlete?

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

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

- An athlete's ability to 'add value' to WCPP Daily Training Environment (DTE)
- An athlete's 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
- How the athlete will gain performance improvement by utilising coaching and practitioner support

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

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

If the Nomination Committee agree with the recommendation of the Head Coach that the athlete is not suitable for inclusion onto WCPP for 2017/18, the athlete will be sent an email confirming that they haven't met the requirements of Step 3 and will not be selected.

Please see Pg 7, Fig 1 for a flowchart detailing the process and timeline

Junior Athletes:

The Nomination Committee will execute a two-step process to determine an athlete's suitability for inclusion on programme. At the end of each step the Nomination 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 Nomination Committee will evaluate the athlete's performance(s) being considered for inclusion on WCPP using a 'quality of field' (QOF). The QOF 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 international standard to be valid for nomination to UKS.

If the QOF is determined to be of a high enough standard, the Nomination 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
 - 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 Head Coach will then report back to the Nomination Committee the outcome of this meeting.

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

If the Nomination Committee agree with the determination of the Performance Pathway Manager that the athlete is not suitable for inclusion onto WCPP for 2017/18, 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 Nomination Committee will select the athletes to be nominated to UK Sport. This nomination will take into consideration the athlete's achievement of the minimum performance standards, evidence of future performance delivery, development against the ADF and/or progression presented during the process.

To finalise the process, the Nomination Committee will complete the following steps

- The PD will present the athletes selected for UKS nomination to the British Triathlon CEO for review and to confirm the Nomination Committee followed the process outlined in this document
- Athletes will then be nominated to UK Sport for inclusion onto the Triathlon WCPP
- UK Sport will then confirm with the PD the number of athlete positions available and agree with the PD the final athletes included on the WCPP
- The 2017 -18 WCPP Triathlon will be announced by 8 December 2017

Senior athletes that met the minimum performance standards that have not been selected can request a meeting to discuss in further detail the areas for performance progression in 2017.

Junior athletes that have met minimum performance standards that have not been selected will be contacted by the PPM to arrange a meeting with them and their coach to discuss reasons for non-selection and areas for performance progression in 2017.

Athletes have the right to appeal selection decisions through British Triathlon's Selection Review Process. A copy of the policy outlining this process is available on the BTF website.

<https://www.britishtriathlon.org/britain/documents/gb-teams/selection-policies/2017-policies/btf-selection-review-policy-2017.pdf>

WCPP Selection Process Flowchart Senior Athletes

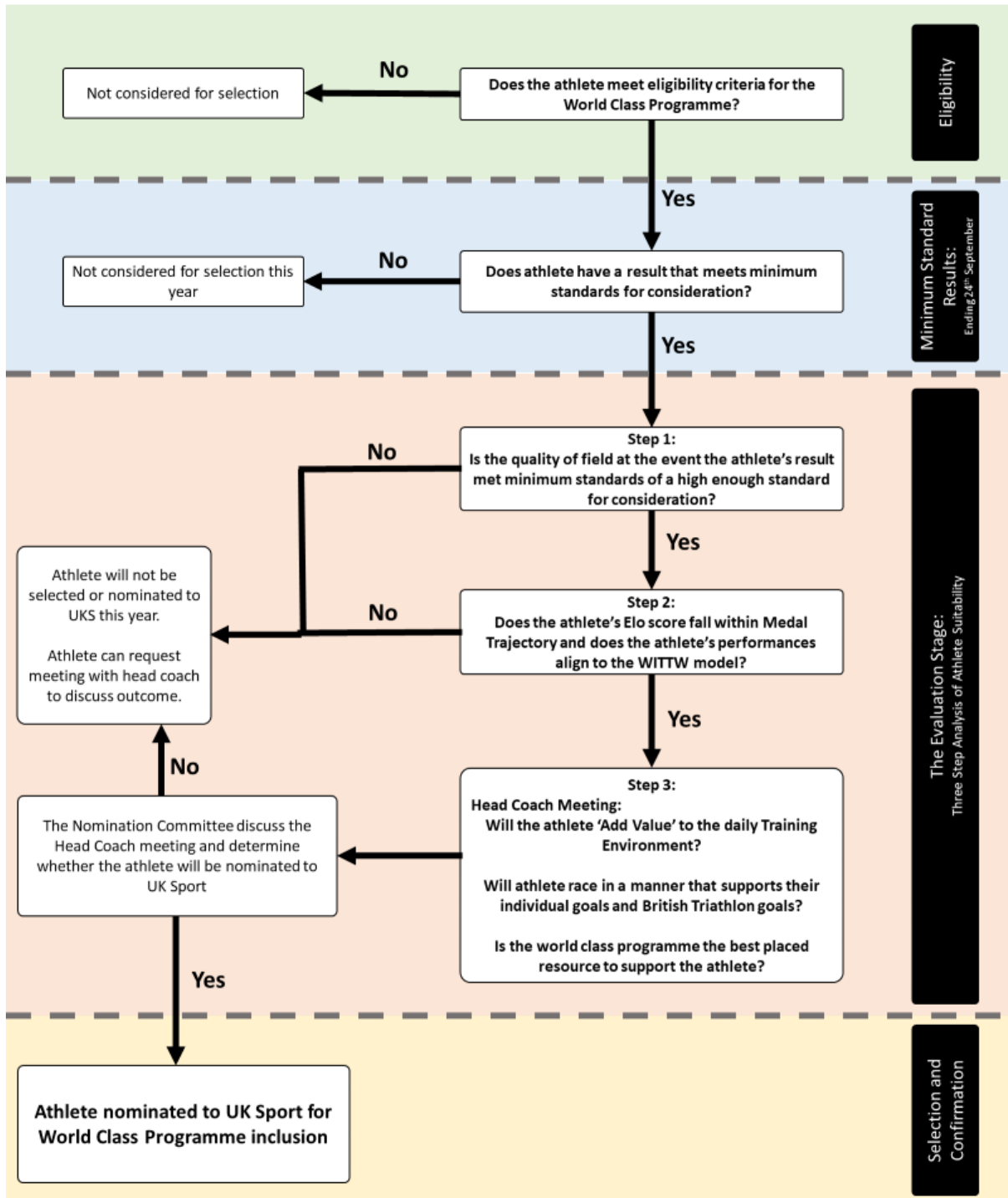


Fig 1. WCPP Selection Process Flowchart, Senior Athletes