



## Selection Policy for the Welsh Triathlon ‘Next Generation Cymru’ programme 2023-24: YOUTH & JUNIOR ATHLETES

### OVERVIEW & PURPOSE

This Selection Policy (“the Policy”) outlines the process by which Welsh Triathlon (“WT”) will determine the selection of athletes for the ‘Next Generation Cymru’ programme (“NGC”).

NGC will provide additional support for Welsh athletes who have shown the necessary performance and development indicators of the **potential to progress onto the BTF World Class Programme (“WCPP”) and/or to represent Wales at the next Commonwealth Games event.**

Subject to availability and individual athlete needs, NGC athletes will be able to access support in a number of areas, including:

- Access to Welsh Triathlon Performance Staff, for the following:
  - To be a Lead Programme Coach or as support to current coaching set up
  - For consultation and/or advice regarding training plans/schedules
  - To support in planning race schedules and/or qualification campaigns
- Access to the National Triathlon Performance Centre Wales (NTPCW) as a daily training environment (DTE)
- Access to sports science and support services delivered from the Cardiff base via NTPCW and/or Sport Wales
- Invitation to international and domestic training camps and events
- International and domestic race support

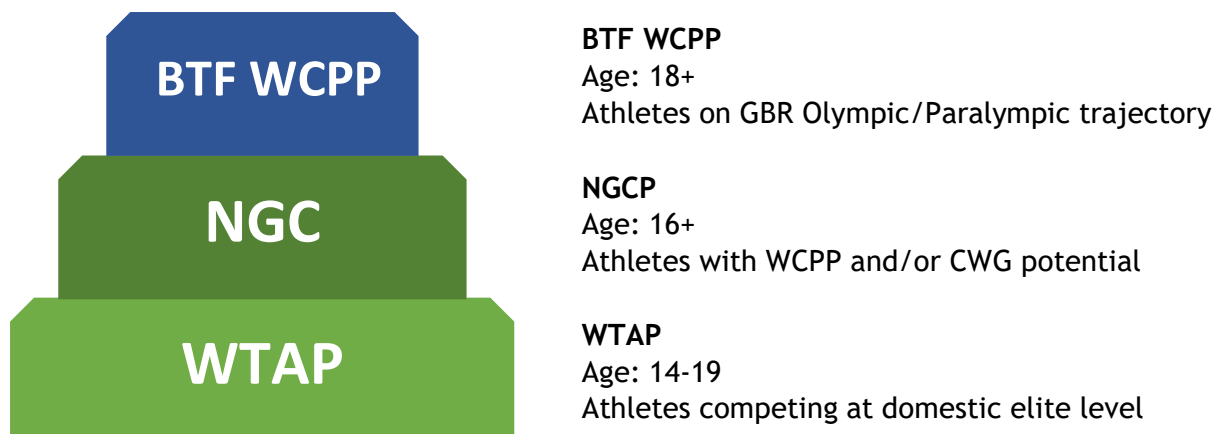
The above is an overview of the support offered by the NGC. Welsh Triathlon recognise that athletes may be able to access appropriate coaching, training and support services through their existing daily training environments (DTEs), therefore the objective of the NGC is not to replace this, but to provide additional value and support where required in order to assist athletes in achieving their potential. Further support may be made available subject to a needs analysis between the athlete and the programme.

### WELSH TRIATHLON PATHWAY

The Welsh Triathlon Performance Pathway consists of two programmes:

- Welsh Triathlon Academy Programme (WTAP)
- Welsh Triathlon ‘Next Generation Cymru’ (NGC)

These programmes are also aligned to the British Triathlon World Class Performance Programme (BTF WCPP), and are arranged as below.



## SECTION 1: ELIGIBILITY

To be eligible to be part of Welsh Triathlon Next Generation Cymru, athletes must:

- 1.1 Be aged 16 or over as of 31<sup>st</sup> December 2024;
- 1.2 Be eligible to represent Wales at the Commonwealth Games as per the latest Commonwealth Games Federation eligibility criteria;
- 1.3 Notify WT by completion of the nomination form of their desire to be considered for selection, no later than **Friday 29<sup>th</sup> September 2023**  
<https://www.surveymonkey.co.uk/r/TLWBF7M>
- 1.4 Not be serving a period of ineligibility as a result of an anti-doping rule violation; **AND**
- 1.5 Not have been found guilty of any offence liable to, in the opinion of WT, bring WT or its teams into disrepute.

## SECTION 2: SELECTION PROCESS

- 2.1 The Selection Panel (“the Panel”) will meet on **Thursday 5<sup>th</sup> October 2023**, and shall comprise:
  - a. Voting members (all decisions taken by majority vote):
    - i. WT Performance Head Coach (chair);
    - ii. WT Pathway Head Coach; **AND**
    - iii. WT Director of Performance;
  - b. Non-voting members:
    - i. Independent observer;
    - ii. Note taker(s) as required; **AND**
    - iii. Any extra personnel, at the request of the Panel to provide additional insight, expertise and/or independent oversight
- 2.2 In the event that any member of the Panel declares a conflict of interest in relation to any voting matter, they shall withdraw and not exercise their right to vote on the matter in question.
- 2.3 The Panel will consider all athletes who meet the eligibility criteria, however there are no automatic selection criteria. The performance criteria in Section 3 are indicative only, and will be combined with the Panel’s expert assessment of each athlete in relation to:
  - i. Their triathlon & single discipline performance profile, progression & trajectory;
  - ii. The quality of field at an event where an eligible race performance was delivered;

- iii. The suitability of their daily training environment (DTE) and competition plans, and the opportunity for the NGC to add appropriate value above and beyond their existing DTE
  - iv. Their application, commitment to & engagement with the WT programme, staff and principles in the preceding year (where applicable);
  - v. The number and gender of athletes already selected to the squad;
- 2.4 The Panel reserves the right to disregard eligible race performances if, in its sole opinion, the results of a given race are significantly impacted by:
- a. A large-scale racing incident (such as a crash);
  - b. Environmental conditions/exceptional circumstances which result in substantial alteration to the race format
- OR
- 2.5 Athletes who, due to a period of injury or illness, have been unable to meet the criteria at a given performance level, may be maintained at their previous level at the sole discretion of the Panel
- 2.6 Athletes will be selected for a 24-month period, subject to continuing to meet the conditions outlined in Section 4. This is to allow athletes and coaches the time to focus on long-term development, without the pressure of an annual selection process. The Panel may choose to make exceptions to this at their discretion, whereby athletes may be selected for a 12-month period.
- 2.7 Where more athletes meet the criteria than there are places available, selection will be at the discretion of the Panel in order to best meet the objectives of the programme.

### **SECTION 3: SELECTION CRITERIA**

- 3.1 Athletes will be eligible for selection if they have delivered TWO performances in 2023 AND/OR THREE performances across the 2022 & 2023 seasons that meet the following criteria or higher:
- i. Youth A & B athletes
    - a. Qualification for the European Youth Championships
    - b. Top-10 finish in a combined BTF Youth A/B triathlon event
    - c. Top-5 Youth B ranking in a BTF youth/junior triathlon event where Youth B athletes compete with older athletes (e.g. Junior, Senior or both)
    - d. Podium finish in a BTF youth/junior triathlon event where Youth A athletes compete separately to Youth B athletes
    - e. Top-5 finish in the North or South BTF Super Series aquathlon events
    - f. Profiling score of 25 or higher on the WT Youth & Junior Profiling tables (see Appendix)
  - ii. Junior
    - a. Top-10 finish in a combined BTF Youth/Junior triathlon event
    - b. Top-8 Junior ranking in a BTF elite triathlon event where Junior athletes compete with Senior athletes
    - c. Profiling score of 25 or higher on the WT Youth & Junior Profiling tables (see Appendix)
- 3.3 If there are still places remaining, the Panel may, at their sole discretion, fill any additional places using the criteria outlined in clause 2.3 in order to satisfy the objectives of this policy

**CRITERIA NOTES**

- 3.4 In relation to the above criteria:
- a. The full performance matrices and benchmarks can be found in the Appendix
  - b. Race results will be taken as per athletes' 2023 race age, profiling scores will be taken based on age on 1<sup>st</sup> October 2023
  - c. Eligible BTF triathlon events to be considered:
    - BTF elite triathlon events refers to:
      - i. 2022 - Llanelli, Leeds, Mallory, Sunderland, Eton
      - ii. 2023 - Llanelli, Mallory, Sunderland, Eton, Grand Final
    - BTF youth/junior triathlon events refers to:
      - i. 2022 - Performance Assessments, Llanelli, Mallory, Sunderland, Eton
      - ii. 2023 - Performance Assessments, Llanelli, Mallory, Sunderland, Eton, Grand Final
  - d. Performance standards must be verifiable using a certified website (e.g. British Swimming/Power of 10), a GPS file, video filming and/or signed off as accurate by one of the Welsh Triathlon coaches
  - e. Swim standards refer to short course (25m pool) times. The performance may be achieved from a dive or push start and must be delivered in either a standard trisuit (not a wetsuit or swimskin) or a FINA legal swimming costume. Long course times will be accepted and converted via the FINA equivalence points tables.
  - f. Run standards may be achieved on the road or track, with no significant environmental advantages (e.g. point to point with substantial downhill elevation grade or tailwind), and performances may be achieved in any IAAF legal footwear. Due to the variability of accuracy of Parkrun course measurements, any performance in such events must be validated with a GPS file. Due to the inaccuracy of GPS measurements on short-looped courses, multi-lap submissions (with the exception of standard track events or time trials) are only permitted where the distance of each lap is a minimum of one quarter of the total race distance.

**SECTION 4: NOTIFICATION & SELECTION CONDITIONS**

- 4.1 Athletes will be notified of the decision of the Selection Panel within 48hrs of the conclusion of the Selection Meeting, and successful athletes will be required to confirm that they wish to accept their selection.
- 4.2 By accepting selection, NGC members will commit to undertaking the following:
  - i. An initial meeting with their allocated WT Coach (and including any other relevant coaches as required) to agree their Individual Athlete Plan (IAP) and set objectives for the year;
  - ii. A periodic (~quarterly) Athlete Development Meeting (ADM) to review progress and support requirements against their IAP;
  - iii. Sign & abide by the NGC Code of Conduct;
  - iv. Submit Training & Health Data for the purposes of performance monitoring and feedback in a suitable format to the WT Performance staff;
  - v. Notify the relevant WT Performance staff of any injury, illness or other factor(s) that affects their ability to undertake their training and/or competition commitments, and agree on a plan to return;
  - vi. Meet any financial obligations (e.g. training/membership fees, camp/race payments etc) in a timely manner;

- vii. Attend and/or contribute to events and/or campaigns as reasonably requested by WT. Every effort will be made to ensure compatibility of such requests with individual athletes' training and competition plans.
- 4.3 The Panel will meet to formally review all existing athlete selections against the above conditions on a six-monthly basis (in line with the competitive season and annual funding periods). During this process, at the discretion of the Panel, athletes may be added to or removed from the programme, depending on their performances and engagement against the criteria for each level.
- 4.4 Athletes may be deselected and removed from the NGC if, in the opinion of the Panel:
- i. They no longer meet one or more of the eligibility criteria
  - ii. They have failed to meet the commitments outlined in clause 4.2
  - iii. They commit serious and/or repeated breaches of the Code of Conduct
- 4.5 The outcome of the formal reviews will be communicated to all affected athletes within 48hrs of the review meeting.

## **SECTION 5: APPEALS**

- 5.1 An athlete may appeal against non-selection or de-selection on the following grounds **only**:
- i. That the Selection Panel have made an error in the application of the Policy
  - ii. That a factual error or omission was made which materially affected the outcome of a selection decision
  - iii. That a decision was clearly unreasonable or affected by bias

It is **NOT** possible to appeal against subjective decisions made by the Panel.

- 5.2 Appeals must be made by informing the Welsh Triathlon Head of Performance in writing, within 72hrs of the communication of selections. The appeal must clearly state the grounds on which it is based.
- 5.3 In the event of an appeal, an Appeals Panel will assess the appeal within 7 days of the appeals deadline. The Panel shall comprise:
- i. Voting members:
    - A minimum of three members, independent of the Selection Panel
  - ii. Non-voting members:
    - WT Chief Executive Officer (“CEO”);
    - Independent observer; AND
    - Note taker(s) as required.
- 5.4 Ordinarily the appeals process will be undertaken based on the assessment by the Appeals Panel of the following documents:
- i. The notification from the athlete outlining the grounds for appeal
  - ii. A written response from the Selection Panel outlining the basis on which the selection decision was made in line with the Policy
  - iii. The minutes of the Selection meeting

The athlete lodging the appeal can request a hearing, which may be granted at the sole discretion of the Appeals Panel. In order for a hearing to be granted, the athlete must request this at the time of submission of the appeal, and must demonstrate that the written process will not adequately allow for the grounds of the appeal to be fairly assessed.

- 5.5 The Appeals Panel will notify the appellant and the Selection Panel, of its decision in writing within 48hrs. In the event that Appeals Panel upholds the grounds of the appeal, the Selection Panel will be asked to reconsider the selections in line with this Policy. This process will be undertaken and the outcomes communicated with affected athletes within a further 7 days of the decision of the Appeals Panel.
- 5.6 By applying as outlined in Section 1, an athlete acknowledges that the decision of the Appeals Panel is considered final and binding, and that there is no further right of Appeal.

## **SECTION 6: AMENDMENT**

- 6.1 WT reserves the right to amend this Policy to secure the aims of the Policy. Any amended version will be made available at [www.welshtriathlon.org](http://www.welshtriathlon.org) and will state its effective date.

## **INFORMATION AND QUERIES**

Any queries or requests for further information relating to the NGC should be directed to:

YOUTH & JUNIOR ATHLETES: [vickyjohnston@welshtriathlon.org](mailto:vickyjohnston@welshtriathlon.org)

U23, SENIOR & PARATRIATHLETES: [lukewatson@welshtriathlon.org](mailto:lukewatson@welshtriathlon.org)

**APPENDIX: SELECTION CRITERIA MATRICES**

Correct as of July 2023

**WELSH TRIATHLON YOUTH & JUNIOR PROFILING TABLES**

14 YO GIRLS			1	2	3	4	5
SWIM	Speed	50m	36.0	35.0	34.0	33.0	32.0
	Aerobic Capacity	200m	02:40	02:35	02:30	02:25	02:20
	Endurance	800m	11:40	11:20	11:00	10:40	10:20
BIKE	Dustbin Test	Dustbin Test	03:30	03:25	03:20	03:15	03:10
RUN	Speed	400m	74	72	70	68	66
	Aerobic Capacity	1500m	05:35	05:25	05:15	05:05	04:55

14 YO BOYS			1	2	3	4	5
SWIM	Speed	50m	33.0	32.0	31.0	30.0	29.0
	Aerobic Capacity	200m	02:30	02:25	02:20	02:15	02:10
	Endurance	800m	11:00	10:40	10:20	10:00	09:40
BIKE	Dustbin Test	Dustbin Test	03:10	03:05	03:00	02:55	02:50
RUN	Speed	400m	66	64	62	60	58
	Aerobic Capacity	1500m	05:00	04:50	04:40	04:30	04:20

15 YO GIRLS			1	2	3	4	5
SWIM	Speed	50m	35.5	34.5	33.5	32.5	31.5
	Aerobic Capacity	200m	02:37	02:32	02:27	02:22	02:17
	Endurance	800m	11:30	11:10	10:50	10:30	10:10
BIKE	Dustbin Test	Dustbin Test	03:27	03:22	03:17	03:12	03:07
RUN	Speed	400m	73	71	69	67	65
	Aerobic Capacity	1500m	05:30	05:20	05:10	05:00	04:50

15 YO BOYS			1	2	3	4	5
SWIM	Speed	50m	32.5	31.5	30.5	29.5	28.5
	Aerobic Capacity	200m	02:27	02:22	02:17	02:12	02:07
	Endurance	800m	10:50	10:30	10:10	09:50	09:30
BIKE	Dustbin Test	Dustbin Test	03:07	03:02	02:57	02:52	02:47
RUN	Speed	400m	65	63	61	59	57
	Aerobic Capacity	1500m	04:55	04:45	04:35	04:25	04:15

16 YO GIRLS			1	2	3	4	5
SWIM	Speed	50m	35.0	34.0	33.0	32.0	31.0
	Aerobic Capacity	400m	05:30	05:20	05:10	05:00	04:50
	Endurance	1500m	21:40	21:00	20:20	19:40	19:00
BIKE	Dustbin Test	Dustbin Test	03:25	03:20	03:15	03:10	03:05
RUN	Speed	400m	72	70	68	66	64
	Aerobic Capacity	3000m	11:40	11:20	11:00	10:40	10:20

16 YO BOYS			1	2	3	4	5
SWIM	Speed	50m	32.0	31.0	30.0	29.0	28.0
	Aerobic Capacity	400m	05:10	05:00	04:50	04:40	04:30
	Endurance	1500m	20:20	19:40	19:00	18:20	17:40
BIKE	Dustbin Test	Dustbin Test	03:05	03:00	02:55	02:50	02:45
RUN	Speed	400m	64	62	60	58	56
	Aerobic Capacity	3000m	10:20	10:00	09:40	09:20	09:00

17 YO GIRLS			1	2	3	4	5
SWIM	Speed	50m	34.5	33.5	32.5	31.5	30.5
	Aerobic Capacity	400m	05:25	05:15	05:05	04:55	04:45
	Endurance	1500m	21:20	20:40	20:00	19:20	18:40
BIKE	Dustbin Test	Dustbin Test	03:22	03:17	03:12	03:07	03:02
RUN	Speed	400m	71	69	67	65	63
	Aerobic Capacity	3000m	11:25	11:05	10:45	10:25	10:05

17 YO BOYS			1	2	3	4	5
SWIM	Speed	50m	31.5	30.5	29.5	28.5	27.5
	Aerobic Capacity	400m	05:05	04:55	04:45	04:35	04:25
	Endurance	1500m	20:00	19:20	18:40	18:00	17:20
BIKE	Dustbin Test	Dustbin Test	03:02	02:57	02:52	02:47	02:42
RUN	Speed	400m	63	61	59	57	55
	Aerobic Capacity	3000m	10:10	09:50	09:30	09:10	08:50

18 YO GIRLS			1	2	3	4	5
SWIM	Speed	50m	34.0	33.0	32.0	31.0	30.0
	Aerobic Capacity	400m	05:20	05:10	05:00	04:50	04:40
	Endurance	1500m	20:40	20:20	19:40	19:00	18:20
BIKE	Dustbin Test	Dustbin Test	03:20	03:15	03:10	03:05	03:00
RUN	Speed	400m	70	68	66	64	62
	Aerobic Capacity	3000m	11:15	10:55	10:35	10:15	09:55

18 YO BOYS			1	2	3	4	5
SWIM	Speed	50m	31.0	30.0	29.0	28.0	27.0
	Aerobic Capacity	400m	05:00	04:50	04:40	04:30	04:20
	Endurance	1500m	19:40	19:00	18:20	17:40	17:00
BIKE	Dustbin Test	Dustbin Test	03:00	02:55	02:50	02:45	02:40
RUN	Speed	400m	62	60	58	56	54
	Aerobic Capacity	3000m	10:00	09:40	09:20	09:00	08:40