

Selection Policy for the National Triathlon Performance Centre Wales 2023-24

OVERVIEW

This Selection Policy (“the Policy”) outlines the process by which Welsh Triathlon (“WT”) will determine the selection of athletes for the National Triathlon Performance Centre Wales (“NTPCW”).

The NTPCW is Welsh Triathlon’s flagship performance development environment, with the purpose of **supporting athletes with the potential to develop to a world-class level.**

The objective of this Policy is therefore to enable the creation of a holistic learning & development environment, by the selection of:

- i. Athletes at a suitable performance level;
- ii. A critical mass of athletes of both genders;
AND
- iii. Athletes with the required physical, technical & social skillset

SECTION 1: ELIGIBILITY

To be eligible to be part of the NTPCW, athletes must:

- 1.1 Be aged 17 or over as of 31st December 2023;
- 1.2 Notify WT by completion of the nomination form of their desire to be considered for selection, no later than **Friday 15th September 2023**
<https://www.surveymonkey.co.uk/r/8Y9P8JC>
- 1.3 Not be serving a period of ineligibility as a result of an anti-doping rule violation;
AND
- 1.4 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 w/c Monday 18th September 2023 and shall comprise:
- a. Voting members (all decisions taken by majority vote):
 - i. WT Performance Head Coach (chair);
 - ii. WT Performance Centre Coach;
 - AND
 - iii. WT Pathway Head Coach;
 - 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 Athletes will be selected for the following squads:
- i. PERFORMANCE - athletes who have:
 - a. Demonstrated the potential to develop to a world-class level
AND/OR
 - b. The physical, technical and/or social skillset to significantly enhance the quality of the training environment
 - ii. DEVELOPMENT - athletes who have demonstrated the potential to:
 - a. Contribute positively to the training environment
AND/OR
 - b. Progress to Performance level in the future
AND/OR
 - c. Deliver high-level BUCS performances for the Universities
- 2.4 There are a maximum of 16 places available in the Performance Squad and 16 places available in the Development Squad, although the Panel is under no obligation to fill all available places if, at its sole discretion:
- i. There are insufficient athletes that meet the selection standards
AND/OR
 - ii. The Panel believes that the objectives of the Policy are best satisfied by selecting a lower number of athletes
- 2.5 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:

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- 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. Their application, commitment to & engagement with the NTPCW programme, staff and principles in the preceding year (where applicable);
 - iv. The number and gender of athletes already selected to the squad;
AND
 - v. The blend of physical, technical and social skillsets required to maximise the performance development environment in line with the objectives of the Policy
- 2.6 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
- 2.7 The Panel also reserves the right to waive one or more of the performance criteria for a specific athlete, where that athlete demonstrates exceptional ability in another area
- 2.8 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

SECTION 3: SELECTION CRITERIA

- 3.1 The Performance Matrix (see Appendix) outlines a series of race performances and performance benchmark scores. These are divided into Levels (1-8) and Bands (A-B). Within each Level, the Bands are hierarchical (i.e. Band A takes precedence over Band B etc). However, the criteria within each Band are equivalent.
- 3.2 The Panel will progress from one Level and Band to the next, only if:
- i. There remain places available after selection at the previous Level/Band
 - ii. They do not, in their opinion, believe the objectives of the policy to be wholly satisfied by the composition of athletes already selected
- 3.3 Where more athletes meet the criteria at a given Band than there are places available, selection at this level will be at the discretion of the Panel.

PERFORMANCE SQUAD

- 3.4 Round 1: Athletes will be eligible for selection for the Performance Squad if they have achieved:

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- i. Junior (17-19yo):
 - a. TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 2A** or higher:
 - i. Top-12 overall finish in a BTF elite event
 - ii. Podium finish in a BTF Junior TRIATHLON event

OR

 - b. A total benchmarking score of 6 or higher
 - ii. U23 (20-21yo): TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 3A** or higher:
 - a. Top-12 finish in a non-European Continental Cup or World Junior Championships
 - b. Top-5 finish in a BTF elite event
 - iii. U23 (22-23yo): TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 4A** or higher:
 - a. Top-12 finish in a European Continental Cup or European U23 Championships
 - b. Top-5 finish in a non-European Continental Cup
 - c. Winner in a BTF elite event
 - iv. Senior: (24yo+) TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 5A** or higher:
 - a. Top-12 finish in a World Cup, World U23 or European Championships
 - b. Top-5 finish in a European Continental Cup or European U23 Championships
 - c. Winner in a non-European Continental Cup
 - v. Paratriathlon: TWO performances in 2022 *OR* THREE performances across the 2021 & 2022 seasons that meet the following criteria or higher:
 - a. Top-6 in a World Paratriathlon Championship Series event
 - b. Podium finish in a World Paratriathlon Cup event
- 3.5 Round 2: If there are places remaining following the Round 1 selections, athletes will be eligible for selection for the Performance Squad if they have achieved:

- i. Junior (17-19yo):
 - a. TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 1A** or higher:
 - i. Top-20 overall finish in a BTF elite event or a European Junior Championships
 - ii. Top-8 finish in a BTF Junior TRIATHLON event

OR

- b. A total benchmarking score of 4 or higher
- ii. U23 (20-21yo):
 - a. TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 2A** or higher:
 - i. Top-12 finish in a BTF Elite event or European Junior Championships
 - ii. Podium finish in a BTF Junior TRIATHLON event

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OR

- b. A total benchmarking score of 6 or higher
- iii. U23 (22-23yo): TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 3A** or higher:
 - a. Top-12 finish in a non-European Continental Cup
 - b. Top-5 finish in a BTF elite event
 - c. A total benchmarking score of 8 or higher
- iv. Senior (24yo+): TWO performances in 2023 *OR* THREE performances in 2022 & 2023 at **Band 4A** or higher:
 - a. Top-12 finish in a European Continental Cup
 - b. Top-5 finish in a non-European Continental Cup
 - c. Winner in a BTF elite event
- v. Paratriathlon: TWO performances in 2023 *OR* THREE performances across the 2022 & 2023 seasons that meet the following criteria or higher:
 - a. Top-8 in a World Paratriathlon Championship Series event
 - b. Top-5 finish in a World Paratriathlon Cup event
 - c. Winner of a BTF Super Series event
 - d. Delivery of Next Generation overall race benchmark in any BTF or World Triathlon sprint distance event **AND**
Delivery of the Next Generation single discipline benchmarks in at least two of the three disciplines over a verified course distance

3.6 Round 3: If there are still places remaining following the Round 2 selections, the Panel may, at their sole discretion, fill any additional places using the criteria outlined in clause 2.5 in order to satisfy the objectives of this policy

Note: For Junior and U23 (20-21yo), athletes are eligible for selection based on benchmarking only (i.e. without triathlon race results). For U23 (22-23yo), benchmarking score will only count as one of the two/three eligible performances i.e. they will need to also record eligible triathlon race performance(s). Seniors (24yo+) cannot be selected based on benchmarking.

DEVELOPMENT SQUAD

- 3.7 Round 1: Athletes will be eligible for selection for the Development squad if they have met any of the Performance Squad criteria (above) and have not been offered a place.
- 3.8 Round 2: If there are places remaining following the Round 1 selections, athletes will be eligible for selection for the Development squad if they have achieved the following criteria during the 2023 season:
- i. Junior:
 - a. TWO performances at **Band 1B** or higher:
 - i. Top-30 finish in a BTF elite event

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- ii. Top-12 finish in a BTF Junior triathlon event
 - OR
 - b. A total benchmarking score of 2
- ii. U23 (20-21yo):
 - a. TWO performances at **Band 1A** or higher:
 - i. Top-20 finish in a BTF elite event
 - ii. Top-8 finish in a BTF Junior triathlon event
 - OR
 - b. A total benchmarking score of 4
- iii. U23 (22-23yo): **Band 2A**
 - a. TWO performances at **Band 2B** or higher:
 - i. Top-15 finish in a BTF elite event
 - OR
 - b. A total benchmarking score of 6
- iv. Paratriathlon: TWO performances that meet the following criteria or higher:
 - a. Top-8 finish in a World Paratriathlon Cup event
 - b. Podium finish in a BTF Super Series event
 - c. Delivery within 10% of the Next Generation overall race benchmark in any BTF or World Triathlon sprint distance event AND Delivery within 10% of the Next Generation single discipline benchmarks in at least two of the three disciplines over a verified course distance

3.9 Round 3: If there are still places remaining following the Round 2 selections, the Panel may fill any additional places with athletes who, in the sole opinion of the Selection Panel, have the potential to:

- Add value to the training environment
AND/OR
- Contribute positively to University BUCS performances
AND/OR
- Progress to Performance Squad level in future

CRITERIA NOTES

3.10 In relation to the above criteria:

- a. The full performance matrices and benchmarks can be found in the Appendix
- b. For an athlete to be considered as having met the triathlon race performance criteria for a given Level/Band, they must have achieved TWO performances in 2023 OR THREE performances across the 2022 & 2023 seasons at that level
- c. Athletes age group will be taken as per their 2023 race age
- d. Eligible BTF events to be considered:
 - BTF elite events refers to:
 - i. 2022 - Llanelli, Leeds, Mallory, Sunderland, Eton
 - ii. 2023 - Llanelli, Mallory, Sunderland, Eton, Mallory Grand Final

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- BTF junior triathlon events refers to:
 - i. 2022 - Performance Assessments, Llanelli, Mallory, Sunderland, Eton
 - ii. 2023 - Performance Assessments, Llanelli, Junior World Trial, Mallory, Sunderland, Eton, Mallory Grand Final
- e. For Olympic athletes to be eligible for selection for the PERFORMANCE SQUAD, they must meet BOTH of the following minimum performance benchmarks in addition to one or more of the above criteria:
 - MEN
 - i. 800m Swim 09:45
 - ii. 5km Run 16:30
 - WOMEN
 - i. 800m Swim 10:30
 - ii. 5km Run 19:30

Athletes DO NOT need to meet both minimum criteria to be eligible for Development Squad selection.

- f. Where criteria refer to “Junior” race results, this includes all U19 athletes where the British Triathlon Youth B and Junior athletes compete in the same event.
- g. 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 NTPCW coaches
- h. 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.
- i. 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, NTPCW members will commit to undertaking the following:

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- i. An initial meeting with their allocated NTPCW 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 NTPCW Athlete Agreement;
 - 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 criteria in April 2024 (in line with the competitive season and annual funding periods). During this process, at the discretion of the Panel, athletes may be added to, removed from, or move between, levels of the programme, depending on their performances and engagement against the criteria for each level.
- 4.4 Athletes may be deselected and removed from the NTPCW 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.

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- 5.2 Appeals must be made by informing the Welsh Triathlon Performance Head Coach 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 and will state its effective date.

INFORMATION AND QUERIES

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Any queries or requests for further information relating to the NTPCW should be directed to: [ntpaw@welshtriathlon.org](mailto:ntpcw@welshtriathlon.org).

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APPENDIX: SELECTION CRITERIA MATRICES

Correct as at July 2023

PERFORMANCE MATRIX

Level	Band	World Series	World Cup World U23s European Champs	European CC European U23s	World Juniors Non-European CC	BTF Super Series European Juniors	BTF Junior
8	A	Win					
	B	Podium					
7	A	Top-5	Win				
	B	Top-8	Podium				
6	A	Top-12	Top-5	Win			
	B	Top-20	Top-8	Podium			
5	A		Top-12	Top-5	Win		
	B		Top-20	Top-8	Podium		
4	A			Top-12	Top-5	Win	
	B			Top-20	Top-8	Podium	
3	A				Top-12	Top-5	
	B				Top-20	Top-8	Win
2	A					Top-12	Podium
	B					Top-15	Top-5
1	A					Top-20	Top-8
	B					Top-30	Top-12

PERFORMANCE BENCHMARKS

OLYMPIC ATHLETES

Score	MEN		WOMEN	
	800m Swim	5km Run	800m Swim	5km Run
8	08:20	13:40	09:05	15:45
7	08:30	14:00	09:15	16:10
6	08:40	14:20	09:25	16:35
5	08:50	14:40	09:35	17:00
4	09:00	15:00	09:45	17:30
3	09:10	15:20	09:55	18:00
2	09:20	15:40	10:05	18:30
1	09:30	16:00	10:15	19:00
MIN (Performance Squad)	09:45	16:30	10:30	19:30

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PARATRIATHLON NEXT GENERATION BENCHMARKS

Category	Swim	Bike	Run	Total
WPTWC H1	00:13:55	00:40:35	00:15:55	01:10:25
WPTWC H2	00:13:16	00:38:41	00:15:10	01:07:08
WPTS2	00:13:35	00:41:00	00:27:40	01:22:15
WPTS3	00:15:55	00:45:05	00:23:35	01:24:35
WPTS4	00:16:05	00:41:30	00:24:40	01:22:15
WPTS5	00:13:00	00:36:40	00:21:50	01:11:30
WPTVI B1	00:13:30	00:34:40	00:22:55	01:11:05
WPTVI B2/3	00:12:56	00:33:13	00:21:58	01:08:07
MPTWC H1	00:13:00	00:37:40	00:14:05	01:04:45
MPTWC H2	00:12:32	00:36:20	00:13:35	01:02:27
MPTS2	00:15:55	00:34:00	00:21:30	01:11:25
MPTS3	00:15:50	00:37:15	00:22:40	01:15:45
MPTS4	00:12:20	00:33:45	00:20:00	01:06:05
MPTS5	00:11:50	00:32:10	00:18:40	01:02:40
MPTVI B1	00:12:00	00:30:55	00:19:15	01:02:10
MPTVI B2/3	00:11:32	00:29:43	00:18:30	00:59:45

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