



## WELSH TRIATHLON

### *Performance Programme Selection Policy 2019-20*

#### **OBJECTIVE**

The objective of this document is to explain the purpose of the Welsh Triathlon Performance Programme (WTPP) and the process by which athletes will be selected onto the WTPP.

#### **PURPOSE**

The WTPP will provide additional support for Welsh athletes who have shown the necessary performance and development indicators of the potential to be nominated to represent Wales at the Commonwealth Games (CWG) and/or to progress onto the BTF World Class Programme.

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

- Access to the National Triathlon Performance Centre Wales (NTPCW) as a regular or semi-regular daily training environment (DTE)
- Access to Welsh Triathlon Performance Staff, for the following:
  - To be a Lead Program 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 sports science and support services delivered from the Cardiff base via NTPCW and/or Sport Wales
- Invitation to international and domestic WTPP training camps and events
- International and domestic race support
- Eligibility to be nominated for Talent Cymru funding

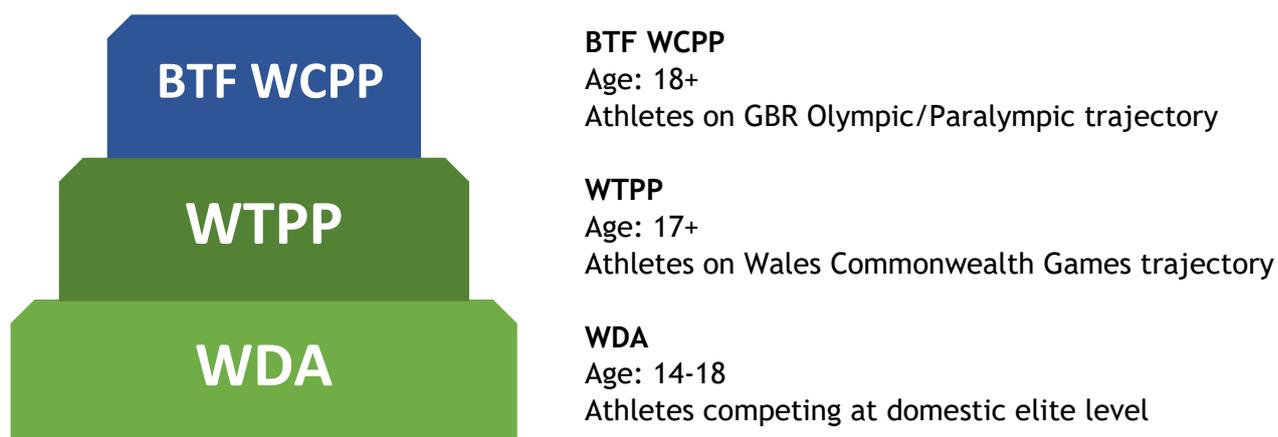
The above is an overview of the support offered by the WTPP. Welsh Triathlon recognise that athletes may be able to access appropriate coaching, training and support services through their existing daily training environments (DTEs), therefore the objective of the WTPP is not to replace this, but to 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 PERFORMANCE PATHWAY

The Welsh Triathlon Performance Pathway consists of two programmes:

1. Welsh Development Academy (WDA)
2. Welsh Triathlon Performance Programme (WTPP)
  - i. *Formerly ran as two programmes - Welsh National Academy (WNA) and Welsh Senior Performance Squad (WSPS)*

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



### ELIGIBILITY

To be eligible to be part of the Welsh Triathlon Performance Programme, athletes must:

1. Be eligible to represent Wales at the Commonwealth Games **AND**
2. Be aged 17 or over as of 31<sup>st</sup> December 2019 **AND**
3. Not currently be receiving any British Triathlon/UK Sport World Class Programme funding

### SELECTION & TIERING

The selection criteria below are based on developing and supporting athletes who have the potential to represent Wales with distinction in future Commonwealth Games and/or to progress onto the British Triathlon World Class Performance Programme.

Welsh Triathlon will **consider** all athletes who meet the identified performance standards, however this **does not guarantee** selection to the programme. In order to ensure that support and resources are allocated appropriately to maximise the potential of all athletes and the programme as a whole, the following areas (in addition to performance) will be considered, including:

- Commitment to their continued development in line with the BTF Athlete Development Framework (ADF)

- Engagement with the Performance Programme in the preceding year
- Suitability of their daily training environment (DTE) and competition plans
- The athlete's potential to contribute positively to the performance and environment of the WTPP
- Whether the WTPP is the best placed 'resource' to support the athlete's performance development, and the opportunity for the WSPS to add appropriate value above and beyond their existing DTE
- Commitment to the review process outlined below

There will be four tiers of the Welsh Triathlon Performance Programme:

1. Commonwealth Campaign - athletes who have:
  - i. Evidenced performances that meet or exceed the benchmarks required for individual nomination for the next Commonwealth Games (based on the existing or anticipated selection standards)
2. International Development - athletes who have:
  - i. Delivered significant ITU level results in the previous 12 months, **AND**
  - ii. Evidenced the potential & progression to achieve the Tier 1 standards within the next 12-24 months
3. International Potential - athletes who have:
  - i. Evidenced performances at or above the trajectory projected to achieve individual nomination for future Commonwealth Games events, **OR**
  - ii. Achieved performances that evidence the potential to be selected to the British Triathlon World Class Performance Programme (WCPP) in the future
4. Affiliate Athletes - athletes who:
  - i. Do not meet the above criteria, but have demonstrated the potential to be part of the Welsh team at the next Commonwealth Games

**Notes:**

- Resources such as support services and funding will be prioritised by tier between the three levels of the programme and maximum capacities for each tier will be determined by available resources.
- Athletes may be added to, removed from, or move between, levels of the programme during the course of the support period, depending on their performances and engagement against the criteria for each level. Other than in exceptional circumstances (as deemed by the Selection Panel), this will **ONLY** take place following the formal review in/around November 2019.
- Athletes who, due to a period of injury or illness, have been unable to meet criteria at a given performance level, may be maintained at their previous level at the sole discretion of the Selection Panel and will be subject to review.
- In exceptional circumstances, athletes may be considered by the Panel to be nominated to the Programme as specialist Commonwealth Games Mixed Team Relay and/or Pilot athletes. There are no specific criteria for these roles, and selection will be based on the Panel's discretionary assessment of the ability of the relevant athletes relative to the requirements of competition at Commonwealth Games level, projected team composition, and selection standards.
- Athletes at Tier 4 will be ineligible to receive Talent Cymru funding

## CRITERIA

Athletes should refer to APPENDIX TWO for the specific selection criteria for each Tier.

## ATHLETE APPEARANCES

In line with the Welsh Triathlon Performance Programme strategic objective of ‘inspiring the athletes of the future through exceptional performance and engagement’, Welsh Triathlon will require that athletes selected for the WTPP undertake a minimum of three ‘athlete appearances’ over the course of the year.

The purpose of these appearances are to connect our high-performing athletes to local clubs and communities, such as by visiting local schools or clubs. Athlete appearances should be arranged by the athlete directly and recorded with the Verity Cook, Programme Administrator [veritycook@welshtriathlon.org](mailto:veritycook@welshtriathlon.org). On occasion, Welsh Triathlon receives requests for athletes to attend clubs and events, so will forward these to all WTPP athletes as opportunities to complete their appearances.

## PROCESS & KEY DATES

### 1. APPLICATION

Athletes who wish to be considered for selection to the WTPP should contact Louis Richards, Welsh Triathlon Pathway Manager [louisrichards@welshtriathlon.org](mailto:louisrichards@welshtriathlon.org), detailing the evidence that supports their performance against the above criteria. Applications for 2019-20 must be received on or before **Friday 8<sup>th</sup> March 2019**.

### 2. SELECTION

The Selection Panel will consist of:

- Marc Jenkins - Welsh Triathlon Director of Performance
- Louis Richards - Welsh Triathlon Pathway Manager
- Luke Watson - Welsh Triathlon Performance Coach
- Beverley Lewis - Welsh Triathlon CEO - *non-voting*
- Eleanor Ower - Sport Wales Performance Advisor - *independent, non-voting*

The panel will select and notify athletes for the WTPP on/before **22<sup>nd</sup> March 2019**. This process may require athletes to meet with one or more members of the selection panel to further discuss their suitability for the programme against the above criteria. Selection for the WTPP is at the sole discretion of the Selection Panel, and there is no appeals process.

The WTPP for 2019 will be officially announced in the public domain on/before 5<sup>th</sup> April 2019, with support running from **1<sup>st</sup> April 2019 - 31<sup>st</sup> March 2020**, in line with the Sport Wales funding cycle.

### 3. REVIEW

By accepting selection, and during the course of the year, WTPP members will commit to undertaking the following:

- A periodic (~quarterly) Athlete Development Meeting (ADM) to review progress and support requirements

- Sign & abide by the Welsh Triathlon Performance Programme Code of Conduct
- Submit Training & Health Data for the purposes of performance monitoring and feedback in a suitable format to the Welsh Triathlon Performance staff
- Perform Athlete Appearances as detailed above

After ~7 months, and following the conclusion of the 2019 racing season (in/around November 2019), a formal review of athletes' progression and the programme will take place, which will inform the direction and allocation of available support for the remainder of the period. As a guideline, athletes will be expected to deliver performances that meet the above criteria in order to continue to access support at this stage.

### **INFORMATION AND QUERIES**

Any queries or requests for further information relating to the WTPP should be directed to Louis Richards at [louisrichards@welshtriathlon.org](mailto:louisrichards@welshtriathlon.org).

### **APPENDIX ONE: GUIDING PRINCIPLES AND CONDITIONS OF SELECTION**

The goal of the programme is to provide support, guidance and opportunities to athletes with the potential to progress onto British Triathlon's World Class Performance Programme (WCPP) and/or to represent Wales in future Commonwealth Games events.

1. Athletes must meet all relevant eligibility criteria as outlined above.
2. Athletes must be compliant with all relevant anti-doping policies of BTF, ITU & UKAD.
3. In the event of illness/injury during the period of support, selected athletes are required to notify & engage with the Welsh Triathlon Pathway Manager, Performance Coach and any relevant support staff, to agree a suitable return to training/competition plan.
4. **Athletes are reminded that through their selection to the programme, they are considered representatives of Welsh Triathlon at all times when training, racing and in the media (including social media). Selected athletes will be required to sign & abide by the WTPP Code of Conduct and the British Triathlon Code of Conduct at all times. Any breach of these codes may result deselection and/or disciplinary procedures.**
5. By registering interest in selection for the programme, it is accepted that the decision of the selection panel is objective, final and may not be subject to appeal at any level. In the event of non-selection, athletes are encouraged to contact the selection panel for guidance and feedback.
6. Athletes may not make public (including via social media) any announcement of their selection/non-selection to the programme, prior to the official release.
7. To comply with Welsh Triathlon's safeguarding policy, athletes under the age of 18 should ensure that they copy a parent in when emailing. Likewise, the panel will follow the same procedure.

### **APPENDIX TWO: TIERED SELECTION CRITERIA & MATRIX**

This section details the specific selection criteria relevant to each Tier of the programme.

### **Tier 1: Commonwealth Campaign**

This level of the programme is for athletes who have **proven evidence of the performance level** required to be nominated for the next **Commonwealth Games team as an individual athlete**. In order to be selected at this level, athletes must achieve the following:

1. Two or more performances that meet the Welsh Triathlon Individual Top-6 Commonwealth Games benchmarks
  - i. Performances can be achieved at either ITU recognised sprint or standard distance events at World Cup level or higher.
  - ii. Benchmarking data is available for discussion and analysis with the Welsh Triathlon Performance Coach if required.

### **Tier 2: International Development**

This level of the programme is for athletes who have **delivered significant ITU level results** in the last 12 months, and have demonstrated the clear potential to **meet the Tier 1 standards** within the next 12-24 months. In order to be selected at this level, athletes must achieve one or more of the following:

1. Championship Performances:
  - i. Top-8 finish at ETU Standard Distance European Championships
  - ii. Top-5 finish at ITU U23 World Championships
  - iii. Top-5 finish at ETU Sprint Distance European Championships
  - iv. Top-3 finish at ETU U23 European Championships
  - v. Top-3 finish at ITU Junior World Championships
2. ITU Race Performances
  - i. Top-20 finish at an ITU World Triathlon Series event
  - ii. Top-8 finish at an ITU World Cup
  - iii. Top-3 finish in an ETU European Cup (subject to Quality of Field [QoF] analysis)

### **Tier 3: International Potential**

This level of the programme is for athletes who have demonstrated the potential to achieve individual Commonwealth Games nomination for future events, or to have the potential to move onto the British Triathlon World Class Performance Programme. Criteria at this level are age-graded, to evidence the performance trajectory required to achieve these objectives.

*For 2019/20, the criteria are based on athletes' age at 31<sup>st</sup> December 2019*

The below performance levels are **for guideline only**:

1. Athletes' performances in relation to their suitability for this level of the programme will be assessed by the WTPP team based on their expertise and understanding of:
  - i. Quality of field at a given event
  - ii. Individual discipline performances in triathlon competition

- iii. Performance level required to achieve future Commonwealth Games nominations
2. Equivalent performances in international ITU-recognised events will be accepted at the discretion of the WTPP team

In order to be selected at this level, athletes should have achieved one or more of the following in the previous 12 months:

#### **17 [Youth B]**

1. Championship Performances - selection for any of the following:
  - i. ITU Junior World Championships
  - ii. ETU Youth or Junior European Championships
  - iii. Youth Olympic Games or Youth Olympics Qualifier
2. ITU Race Performances
  - i. Top-20 finish at an ETU European Junior Cup
3. British Elite Race Performances
  - i. Top-10 finish at the BTF European Youth Championship qualification event
  - ii. Top-6 finish at BTF National Youth Performance Assessments
  - iii. Top-5 overall finish in the BTF Youth B Super Series

#### **18-19 [Junior]**

1. Championship Performances - selection for any of the following:
  - i. ITU Junior World Championships
  - ii. ETU Youth or Junior European Championships
  - iii. Youth Olympic Games or Youth Olympics Qualifier
2. ITU Race Performances
  - i. Top-15 finish at an ETU European Junior Cup
3. British Elite Race Performances
  - i. Top-12 finish at a BTF Junior World or European Championship qualification event
  - ii. Top-10 finish at BTF National Junior Performance Assessments
  - iii. Top-8 finish at the BTF European Youth Championship qualification event
  - iv. Top-8 overall finish in the BTF Junior Super Series
  - v. Top-5 overall finish in the BTF Youth B Super Series

#### **20-21 [Lower U23]**

1. Championship Performances - selection for any of the following:
  - i. ITU Junior or U23 World Championships
  - ii. ETU Junior, U23 or Sprint Distance European Championships
2. ITU Race Performances
  - i. Selection for an ITU World Cup event
  - ii. Top-20 finish in an ETU European Cup
  - iii. Top-8 finish at an ETU European Junior Cup
3. British Elite Race Performances
  - i. Top-8 finish in a BTF Elite Super Series event
  - ii. Top-10 finish in a BTF Elite Championship event

- iii. Top-8 finish at a BTF Junior World or European Championship qualification event

## **22-23 [Upper U23]**

1. Championship Performances:
  - i. Top-20 finish at ETU Standard Distance European Championships
  - ii. Top-15 finish at ITU U23 World Championships
  - iii. Top-10 finish at ETU Sprint Distance European Championships
  - iv. Top-8 finish at ETU U23 European Championships
2. ITU Race Performances
  - i. Top-20 finish in an ITU World Cup
  - ii. Top-8 finish in an ETU European Cup
3. British Elite Race Performances
  - i. Top-3 finish in a BTF Elite Super Series event
  - ii. Top-5 finish in a BTF Elite Championship event

## **24+ [Senior]**

1. Championship Performances:
  - a. Top-15 finish at ETU Standard Distance European Championships
  - b. Top-10 finish at ITU U23 World Championships
  - c. Top-8 finish at ETU Sprint Distance European Championships
  - d. Top-5 finish at ETU U23 European Championships
2. ITU Race Performances
  - a. Top-15 finish in an ITU World Cup
  - b. Top-5 finish in an ETU European Cup
3. Top-10 finish at the 70.3, Ironman or Challenge Championship events

### **Tier 4: Affiliate Athletes**

This level of the programme is to support additional athletes who do not meet the Tier 1-3 criteria, but who have previously evidenced the potential to be part of the team for the immediate next Commonwealth Games. This would usually be due to their performance trajectory, race discipline, or return from an extended period of injury/illness.

There are no specific criteria for this tier, and selection is entirely at the discretion of the Selection Panel, who will take into account the:

- Capacity and resources available to Tiers 1-3
- Number and gender balance of athletes selected to Tiers 1-3
- Profile of the specific athletes relative to the expected demands and team composition for the next Commonwealth Games

Athletes at this tier will be ineligible to receive Talent Cymru funding, but will access an agreed level of support to assist in their continued training and racing development. Athletes will be expected to meet all of the eligibility and review criteria outlined above.

***Note. Selection Criteria Summary matrices can be found on the following page***

Selection Criteria Summary Matrices

<b>CHAMPIONSHIP RACING (minimum finish positions)</b>												
TIER	NAME	AGE	ETU Std	ETU Spr	World U23	ETU U23	World Jnr	ETU Jnr	ETU Yth	YOG	IM/70.3	
1	Commonwealth Campaign	N/A	<i>CWG Top-6 Benchmarks</i>			X	X	X	X	X	X	X
2	Commonwealth Development	N/A	8	5	5	3	3	X	X	X	X	
3	Commonwealth Potential	24+	15	8	10	5	X	X	X	X	10	
		22-23	20	10	15	8	X	X	X	X	X	
		20-21	X	Selection	Selection	Selection	Selection	Selection	X	X	X	
		18-19	X	X	X	X	Selection	Selection	Selection	Selection	X	
		17	X	X	X	X	Selection	Selection	Selection	Selection	X	

<b>ITU RACING (minimum finish positions)</b>						
TIER	NAME	AGE	WTS	World Cup	ETU Cup	ETU JC
1	Commonwealth Campaign	N/A	<i>CWG Top-6 BMs</i>		X	X
2	Commonwealth Development	N/A	20	8	3	X
3	Commonwealth Potential	24+	X	15	5	X
		22-23	X	20	8	X
		20-21	X	Selection	20	8
		18-19	X	X	X	15
		17	X	X	X	20

<b>BTF ELITE RACING (minimum finish positions)</b>											
TIER	NAME	AGE GROUP	Champ	Elite	Jnr-Qual	JnrPA	Yth-Qual	Jnr-SS	YthB-SS	Yth-PA	YthA-SS
1	Commonwealth Campaign	N/A	X	X	X	X	X	X	X	X	X
2	Commonwealth Development	N/A	X	X	X	X	X	X	X	X	X
3	Commonwealth Potential	24+	X	X	X	X	X	X	X	X	X
		22-23	5	3	X	X	X	X	X	X	X
		20-21	10	8	8	X	X	X	X	X	X
		18-19	X	X	12	10	8	8	5	X	X
		17	X	X	X	X	10	X	X	6	5