



WELSH TRIATHLON

Performance Programme Selection Policy 2020-21

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 to assist in meeting financial the demands of international racing

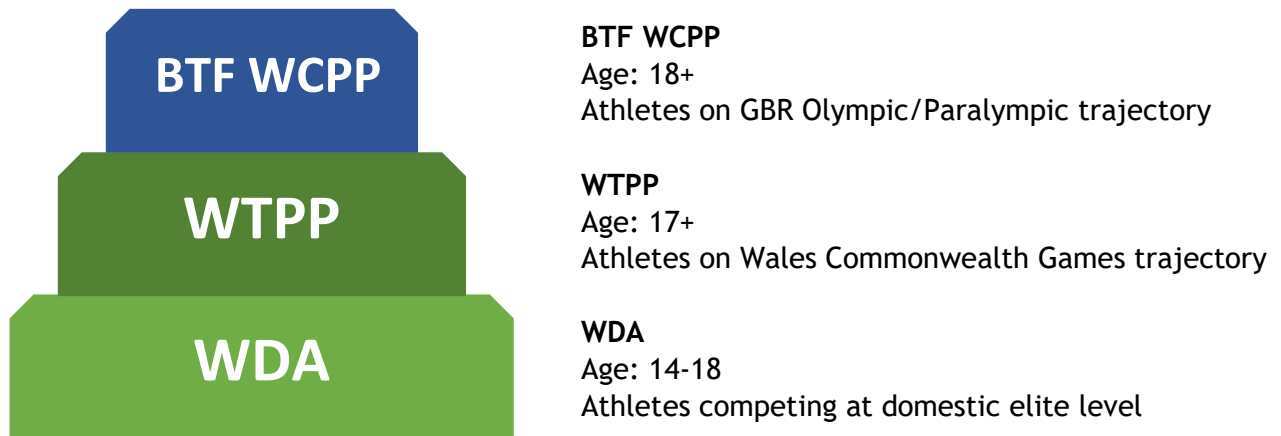
The above is an overview of the support offered by the WTPP. Welsh Triathlon recognise that athletes may be able to access appropriate coaching, training and support services through their existing daily training environments (DTEs), therefore the objective of the WTPP is not to replace this, but to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

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 for 2020-21, athletes must:

1. Be eligible to represent Wales at the Commonwealth Games **AND**
2. Be aged 17 or over as of 31st December 2020 **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 WTPP to add appropriate value above and beyond their existing DTE
- Commitment to the review process outlined below

There will be three 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. 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
3. 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 process at the midpoint of the support period.
- 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, Pilot and/or Paratriathlon Guide 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 3 will be ineligible to receive Talent Cymru funding

CRITERIA

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. One or more of the following performances:
 - i. A top-15 finish in an individual ITU World Triathlon Series (WTS) event
 - ii. A Top-5 finish in an ITU World Cup event
 - iii. A Top-5 finish at the ETU European Standard Distance Championships
 - iv. A Top-3 finish at the ETU European Sprint Distance Championships
2. One 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.

Tier 2: International Development

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.

Note: the criteria are based on athletes' race age when they delivered the performances.

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 18 months:

CHAMPIONSHIP SELECTIONS:

Selection for a Great Britain team for any of the following events:

- Individual ITU WTS/Grand Final
- U23 or Junior ITU World Championships
- Senior (Standard distance only), U23, Junior or Youth ETU European Championships

- Youth Olympic Games or Youth Olympics qualifier

RACE PERFORMANCES:

16-17 [Youth]

1. Top-8 finish at the BTF European Youth Championship qualification event
2. Top-3 overall finish in the BTF Youth A or Youth B Super Series

18-19 [Junior]

1. Top-10 finish at an ETU European Junior Cup
2. Top-8 finish at a BTF Junior World or European Championship qualification event
3. Top-5 overall finish in the BTF Junior Super Series

20-23 [U23]

1. Top-8 (22-23)/Top-20 (20-21) finish in an ETU European Cup
2. Top-3 finish in a BTF Elite Super Series event

24+ [Senior]

1. Top-15 finish in an ITU World Cup
2. Top-5 finish in an ETU European Cup

Tier 3: Affiliate Athletes

This level of the programme is to support additional athletes who do not meet the Tier 1-2 criteria, but who have previously evidenced the potential to be part of the team for the 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 1-2
- Number and gender balance of athletes selected to Tiers 1-2
- 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.

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. 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

NOTE: Due to the exceptional circumstances arising from the coronavirus pandemic, the standard review and selection timelines and process were delayed for 2020-21. The procedure outlined below reflects this and the requirement to expedite the selection process to reflect the changing demands of the response to the pandemic. It is anticipated that the timelines will return to normal for 2021-22.

1. APPLICATION

For 2020-21, Application is not required. All athletes who meet the eligibility and performance criteria will be automatically considered by the Panel.

2. SELECTION

The Selection Panel will consist of:

- Greg Garner - Welsh Triathlon Director for Performance
- Louis Richards - Welsh Triathlon Head of Performance
- Luke Watson - Welsh Triathlon Performance Coach
- Beverley Lewis - Welsh Triathlon CEO - *non-voting*
- Eleanor Ower - Sport Wales Performance Liaison - *independent, non-voting*

The panel will select and notify athletes for the WTPP on/before **3rd July 2020**. 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 support period for selected athletes will run from **1st July 2020 - 31st March 2021**, 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:

- An initial meeting with the Welsh Triathlon Performance Coach (and including any other relevant coaches as required) to agree their Individual Athlete Plan (IAP) and set objectives for the support period
- A periodic (~quarterly) Athlete Development Meeting (ADM) to review progress and support requirements against their IAP
- 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

In/around November 2020, 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. Due to the coronavirus situation, no race performances will be

considered at this stage to affect athlete support. Instead athletes will be evaluated based on their commitment and engagement with the programme, the expectations outlined above, and their progression against the agreed objectives in their IAP.

INFORMATION AND QUERIES

Any queries or requests for further information relating to the WTPP should be directed to Louis Richards at 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 Head of Performance, 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.