



Welsh Triathlon
Commonwealth Games Gold Coast 2018
Athlete Nomination Policy



Introduction

1 This nomination policy has been agreed by Welsh Triathlon and the Commonwealth Games Council for Wales (CGCW). It provides detail on the process by which Welsh Triathlon will arrive at its nominations of athletes within the Welsh Team in Gold Coast 2018 which will be submitted to CGCW for consideration.

2 In all cases, the submission by Welsh Triathlon represents a nomination to CGCW for selection. The final decision in selection to the 2018 Games lies with CGCW. Achievement of the nomination criteria therefore represents eligibility for nomination, not selection.

3 Welsh Triathlon will nominate only those athletes that have qualified under both the Welsh Triathlon nomination criteria stated below, and the CGCW General Selection Criteria (available on the CGCW website; <http://teamwales.cymru/en/>) and the relevant criteria within the Commonwealth Games Federation (CGF) Constitution (available on the GCF website here; <http://www.thecgf.com/about/constitution.pdf>) – both of which should be read in conjunction with this policy.

Nomination Policy Aim

4 To nominate a team of athletes capable of competing with distinction at the 2018 Commonwealth Games, with the individuals and or the team having the ability to achieve at least a top six placing in the anticipated field. This top six requirement has been specified by CGCW.

Athlete Eligibility

5 Prospective team members must fulfil the eligibility criteria of the CGF, that is outlined in the CGCW Selection Handbook (available on the Team Wales website here; <http://teamwales.cymru/en/>) and the relevant criteria within the Commonwealth Games Federation (CGF) Constitution (available on the CGF website here: <http://www.thecgf.com/about/constitution.pdf>).

6. Where prospective team members do not comply with the above they will only be nominated for final selection if they receive prior dispensation from the CGF.

Anti-Doping, Health and Fitness

7. Welsh Triathlon is committed to the implementation of the World Anti-Doping Code. Athletes and staff must attend all education and training provided by CGCW and/or UKAD. No nomination will be made for any athlete who has been or will be banned or suspended from competition during the Games due to an ADRV ruling or investigation.

8. Welsh Triathlon will monitor athletes for fitness and health prior to entering any pre-games preparation camps or the Games Village, and selected athletes will be required to agree a preparation programme with the Welsh Triathlon Team Coach.

Child Protection

9. No person shall be permitted to become a Team Wales Member if they have been disqualified or under suspicion by an NGB for inappropriate behavior towards children; have been convicted of a criminal offence involving children as outlined in Schedule 1 of the Children and Young Persons Act 1933; or are currently charged with a criminal offence against children as outlined in Schedule 1 of the Children and Young Persons Act 1933.

Disrepute

10. No person shall be permitted to become a Team Wales Member if they have been found guilty of an offence liable, in the opinion of CGCW, to bring the CGCW or its teams into disrepute.

Games Competition Format

11. The triathlon competition comprises of five separate triathlon events with five medal opportunities. These are:

- i. Sprint Distance Triathlon - Male Individual
- ii. Sprint Distance Triathlon - Female Individual
- ii. Team Relay - 2 Female and 2 Male competitors
- iv. Paratriathlon PT1 - Male Individual
- v. Paratriathlon PT1 - Female Individual

12. Sprint Distance Individual and Team Relays: The maximum team size is 6, made up of three male and three female athletes.

13. Paratriathlon: The maximum team size is four made up of two male and two female athletes

Nomination Criteria

***The Sport Specific Selection Period: 1st January 2017 – 5th November 2017
(Nominations to CGCW close on 11th December 2017)***

Phase 1: Individual Event

14. The selection of nominees for the Individual Sprint Distance race will take place from the 1st January 2017 to 5th November 2017.

15. CGCW requires that athletes have the ability to finish in the top-6, or have the ability to enhance medal potential for other team members at the 2018 Commonwealth Games.

To demonstrate this, Welsh Triathlon and CGCW have agreed the following criteria, in priority order:

- i) Medal Potential
- ii) Medal Support
- iii) Potential Top-6

INDIVIDUAL EVENT - AUTOMATIC NOMINATION

Athletes who meet the following criteria (16-17) will be automatically nominated to CGCW.

Individual Event – Medal Potential

16. An athlete who achieves 2 finishes as a top-4 Commonwealth athlete in ITU World Triathlon Series (WTS) events during the Phase 1 selection period (both standard and sprint distance races will be considered).

17. If more than three athletes achieve this standard, then the athletes' finish order at the WTS Grand Final – Rotterdam 14-17th September 2017, will be used to decide nominations.

INDIVIDUAL EVENT – SELECTION FOR NOMINATION

Athletes who do not meet the above criteria (16-17), but meet one or more of the below criteria (18-21) may be selected for nomination at the sole discretion of the Welsh Triathlon Nomination Panel.

Individual Event – Medal Support

18. An athlete may be identified as 'medal support' if they are proven to:

- Be a front pack swimmer, as evidenced against the expected standard of the CWG event

OR

- Be of a similar swimming ability to the team leader(s)

AND

- Possess the appropriate cycling ability and tactical awareness to support the team leader(s)'s potential to win a medal.

19. In order for an athlete to be nominated at this stage:

- A minimum of one athlete of the same gender must have been nominated against the criteria in Individual Event – Medal Potential (above – Criteria 16 & 17)
- They must prove their ability against Criteria 18 in one or more races of an appropriate standard within the selection period. Performances in events at the following levels will be considered:
 - ITU World Triathlon Series
 - ITU World Cup
 - ETU European Sprint or Standard Distance Championships
 - ETU European Cup
 - ITU Junior or U23 World Triathlon Championships

N.B. The specific pre- and during competition role(s) of any athlete(s) nominated at criteria 18-19, will be agreed by the Welsh Triathlon GC2018 Team Coach, Performance Director and the athlete(s) nominated against the Medal Potential and Medal Support criteria. Athletes nominated against this criteria, will be required, at the time of nomination, to sign a separate written agreement to perform this role.

Individual Event – Potential Top-6

20. Athletes who achieve one top-8 finish from Commonwealth competitors and finish in a time less than or equal to 103.50% of the overall race winner at ITU WTS events.

21. Athletes who have achieved one or more of the following performances (in no priority order) will also be considered at this stage:

- Top-5 Commonwealth athlete at an ITU World Cup in a time less than or equal to 103.0% of the overall race winner

- Top-10 finish at the ETU Elite Sprint Triathlon Championships 2017 (Dusseldorf, 24-25 June 2017), in a time less than or equal to 102.5% of the overall race winner
- Top-3 finish in an ETU European Cup
- Individual Medallist at the 2017 U23 World Triathlon Championships (Rotterdam 14-17 September 2017)
- Individual Medallist at the 2017 Junior World Triathlon Championships (Rotterdam 14-17 September 2017)

When considering athletes for nomination against criteria 20 and 21, the nomination panel will consider evidence of individual performance standards in relation to the performance level required to achieve a top-6 finish in the Commonwealth Games individual event, based on discipline specific analysis of WTS sprint racing, including BTF ELO and WITTW models.

Phase 2: Team Relay

After the consideration of nominations at Phase 1, the Welsh Triathlon Nomination Panel may nominate additional athletes up to the maximum team size of six (three male and three female) subject to the following criteria.

22. The Selection Period for the Team Relay Event will take place from from the 1st January 2017 to 5th November 2017.

In order to satisfy CGCW selection criteria:

23. In the event that two athletes of a given gender are selected at Phase 1 (Individual Event - Criteria 16-21 above), a third athlete of that same gender will only be nominated if the team can demonstrate **medal potential**.

24. In the event that fewer than two athletes of a given gender are selected at Phase 1 (Individual Event - Criteria 16-21 above), additional athletes will only be nominated if the team can demonstrate a minimum of **top-6 potential**.

Table 1 (below) indicates the number of available places at Phase 2 based on criteria 23-25:

Number of athletes* nominated at Phase 1	Number of athletes* nominated at Phase 2 if Team Relay is:		
	<i>Medal Potential</i>	<i>Top-6 Potential</i>	<i>Outside Top-6 Potential</i>
3	0	0	0
2	1	0	0
1	2	1	0
0	2	2	0

* of same gender

25. Nominations for available places at Phase 2 will be determined by the order of finish at the following event:

- i. Welsh Triathlon Commonwealth Games Relay Trial – Aberavon, 23rd August 2017

26.

- i. Athletes who are nominated at Phase 1 will be eligible to compete in the Individual Event **AND** the Team Relay.
- ii. Athletes who are nominated through Phase 2 will be eligible to compete in the Team Relay **ONLY**.

27. Selection for Team Relay during 2018 Gold Coast Commonwealth Games
- i. In the event that three athletes of the same gender are selected to be part of Team Wales for the Games, a final selection of the two athletes who will compete in the Team Relay will be made by the Welsh Triathlon Team Coach and Performance Director. This will take place following the completion of the individual event using the following factors (in priority order):
 - a. The combination of athletes that will give Wales the best chance of medal success
 - b. Recovery and readiness for the relay event following the individual event
 - c. Individual athlete performances in the 2018 Gold Coast Commonwealth Games
 - ii. Welsh Triathlon will reserve the right to substitute athletes and/or modify the team order up to the final deadline according to the event regulations and in collaboration with team medical staff.

Force Majeure, Incidents and Reserves

28. Force Majeure
- i. In the event, due to circumstances beyond the control of Welsh Triathlon or the local organising committee, of cancellation, or modification of the relay trial at criteria 26 to a multisport form other than triathlon (e.g. duathlon/aquathlon), criteria 26 will be declared void.
 - ii. Every effort will be made to generate a suitable replacement prior to the end of the selection period. However, if this is not possible, nominations at Phase 2 will be made at the sole discretion of the Welsh Triathlon Nomination Panel based on their expertise and analysis of any of the following events (in no priority order):
 - 2017 ITU recognised events and team relays of sprint-distance or shorter
 - 2017 British Triathlon recognised elite draft-legal events and team relays of sprint-distance or shorter
 - Any other performance factors they deem relevant
29. Incident at Criteria 26
- i. In the event of incident (including injury or illness) at criteria 26, athletes may make formal representation in writing to the Welsh Triathlon Pathway Manager (on behalf of the Nomination Panel) detailing the circumstances of the incident, within 48hrs following the conclusion of the event.
 - ii. Representations made on medical grounds (e.g. illness or injury) must be supported in writing by a doctor/medical professional.
 - iii. Representations at this stage will be considered at the sole discretion of the Nomination Panel, and are unlikely to succeed unless there is significant evidence that the athlete would have met the nomination criteria had the incident not occurred.
30. Reserves
- i. At the time of nomination, or at any subsequent time prior to the 2018 Commonwealth Games, the Nomination Panel (at its sole discretion) may select up to two athletes (one male and one female) as reserves for the Team Relay.
 - ii. Accepting selection as a reserve is no guarantee of being a member of Team Wales for Gold Coast 2018, or of being part of the Welsh Triathlon team that travels to the event.
 - iii. Athletes who accept their selection as a reserve must continue to prepare as if they will be competing at the Games, and are liable to be deselected if, in the opinion of the Panel, they are not meeting this requirement.

Paratriathlon

31. The Selection Period for the Paratriathlon events is 31st October 2015 – 31st October 2017.

32. To be eligible for nomination an athlete must;
1. Be classified as a PT1 athlete through the ITU classification process;
 2. Have competed in at least one ITU World Paratriathlon Event (WPE), ITU World Paratriathlon World Cup (WPWC), ITU Continental Championship or ITU sanctioned domestic National Championship event within the qualification period
 3. Not be currently under disqualification or suspension by the CGF, or their respected affiliated CGA or ITU or under the World Anti-doping Code;
 4. Have complied with all applicable rules and regulations of the CGF, ITU and the World Anti-doping Code as may be modified and applied by the Federation to ensure that the overriding principles of the Commonwealth Games are observed.
 5. Have met the CGF's eligibility standards;
 6. Have complied with the minimum age regulations as stipulated by the ITU.
33. There are two methods of Qualification;
- a) a maximum of 9 slots per event by ITU Commonwealth Ranking;
 - b) one slot per gender available through Universality.
34. The ITU Commonwealth Ranking Database (27a) will be used to allocate slots per medal event in accordance with the following process:
1. Results achieved during the qualification period at eligible events as outlined in 26 above.
 2. Rankings will be Commonwealth Games adjusted to recognise a maximum of 2 athletes per CGA nation per event
 3. In the event of a tie between two or more athletes for the final qualification slot, the slot will be allocated to the CGA who has obtained the highest placings.
 4. In the event that there are not nine Commonwealth Games athletes within the top 40 ITU World Ranked athletes, the ITU reserves the right to reduce the number of slots available for either gender to qualify through this method.
 5. Results attained by British athletes at eligible events as outlined in 26 shall be extracted by the relevant CGA designation.
35. In the recognition of widely and regularly practicing para-triathletes whose CGA's have not otherwise earned a slot-allocation, one Universality (27b) position may be issued in the following circumstances;
1. Less than 3 CGF's regions are represented at the end of the qualification period
 2. The Bipartite Commission determine that an athlete has sufficiently demonstrated a previous level of performance commensurate to participation at the Commonwealth Games but has not otherwise attained a slot allocation;
 3. There are not sufficient entries. The ITU and CGF at their absolute discretion may allow a CGA to enter 3 athletes. In this case the host nation would be prioritised followed by ranking places.
36. All applications for Universality must be submitted by the CGA within the required timeframe. Athletes to be considered by the Bipartite Commission shall have demonstrated best endeavours to compete in at least one event as outlined in 26 within the qualification period. These slots are non-transferable and in the event that the CGA does not confirm acceptance by the required deadline the slots will be redistributed by the reallocation policy.
37. Athletes named in a qualification slot will only be considered for nomination to CGW by Welsh Triathlon where they demonstrate top 6 potential within the selection period.

Other Nomination Factors for Consideration

38. The following aspects will also be taken into account at the sole discretion of the Welsh Triathlon Nomination Panel:

- i. Where an athlete/paratriathlete has clearly demonstrated their ability to meet the nomination criteria at a given level of the policy before a period of injury which has affected their performance.

Nomination Process

39. Athletes are required to demonstrate commitment to the Welsh Triathlon performance programme objectives and Team Wales objectives in their given event.

40. The Welsh Triathlon Nomination Panel, as appointed by the Board of Directors, will select athletes to be nominated to the CGCW, in accordance with the nomination criteria detailed above. In the event that any of the nomination panel member has a conflict of interest in relation to the nomination of any person they shall declare it to the other members of the nomination panel and shall not exercise their vote in relation to the nomination of that person.

41. The qualifying period for Triathlon will run from from the 1st January 2017 to 5th November 2017. The Nomination Panel will meet on 13th November 2017.

42. Communication of nominations from Welsh Triathlon to athletes will be made on 14th November by 5pm. Those athletes not contacted by a member of the panel by this time will consider themselves not included in the list of nominations to the CGCW.

43. The proposed list of initial nominees will be submitted to CGCW on or before 4pm on 11th December 2017.

44. The CGCW will meet to consider the nominations in mid -December 2017 and will then make recommendations to the CGCW Board, who will confirm the team selection.

45. CGCW will confirm the final team selections by week commencing 22th January 2018.

46. Final nomination to the Games team is dependent on receipt of relevant information required by CGCW such as the CGF Eligibility form and Team Member Agreement.

47. Details of compulsory Games briefing/fitting session will be announced in the spring of 2017.

48. An appeal against CGCW non-selection on behalf of an athlete can only be made by Welsh Triathlon and not by any individual athlete.

49. Nominations must be kept confidential until CGCW has completed its selection process. Nominated/non-nominated athletes are not permitted to make any announcements to the media or general public in any form whatsoever of their possible confirmed selection or non-selection prior to the official team announcement by the CGCW. Breach of this clause may impact on an athlete's selection or appeal.

De-nomination

50. De-nomination from the list of athletes submitted to CGCW may occur as a result of:

- i. In the event of illness, injury or other incident occurring at or after selection is made, failure to meet the fitness testing protocols (format to be determined by

- CGW in conjunction with Welsh Triathlon team management) to evidence the ability to continue to perform at or above the level that earned selection
- ii. Failure to adhere to the athlete code of conduct or the Team Member agreement.

Appeals Process

51. Once the nominations are communicated any athlete who was originally nominated but subsequently de-nominated has the right of appeal.
52. Those athletes who are not included in the list of nominations to the CCW will have the right to appeal (to Welsh Triathlon) their non-nomination, as long as the appeal conforms to the details outlined in the following process.
53. Appeal against non-selection and de-selection will be heard by the Welsh Triathlon Appeals Panel which will comprise two non-executive Directors of Welsh Triathlon, one who will act as Chair, and an independent member.
54. Following communication of the outcome of nominations from Welsh Triathlon (by 14th November at 5pm), the athlete must inform the Executive Officer of Welsh Triathlon in writing (beverleylewis@welshtriathlon.org) of a decision to appeal, and the grounds on which the appeal is made. The appeal must clearly state where the athlete feels the selection panel has not followed their own process, as set out in the Nomination Policy. This must occur within 24 hours of communication of the outcomes of nominations. Please note that it is only possible to appeal on the grounds that the selection panel has not correctly followed the process outlined in this policy – it is not possible to appeal against subjective judgements made by the panel.
55. An appeal against non-nomination to CGCW by Welsh Triathlon is entirely a matter for the athlete and Welsh Triathlon. This should be held in accordance with Welsh Triathlon Appeals Process outlined here, but taking into consideration only the CGCW selection policy and agreed sport specific selections standards and conditions. No challenge will be permitted to the provision of the Welsh Triathlon Nomination Policy; challenges must be confined to the manner in which the Policy has been applied. An athlete not included for nomination may not appeal directly to the CGCW.
56. Appeals in writing will be considered by the Welsh Triathlon Appeals Panel by 12:00 on the 17th November 2017.
57. All athletes who have appealed will be notified in of the decision of the Appeals panel within 24 hours of the Appeals Panel Meeting.
58. The proposed list of nominees will be submitted to the CGCW on or before the 11th December 2017.

Appointment of Team Staff

59. A Team Manager will be appointed by CGCW in consultation with Welsh Triathlon. The final complement of Welsh Triathlon team staff attending the Games will ultimately depend upon team composition and will be determined by CGCW in consultation with Welsh Triathlon.