

2020-2021 WCP Selection Policy – Olympic Athletes



The World Class Programme (“WCP”) is UK Sport’s National Lottery funded initiative to support the delivery of success at the world’s most significant sporting events.

Specifically, during the Tokyo cycle, the aim of the Olympic WCP is to win **medals at the Olympic Games**. Therefore, British Athletics must be confident in demonstrating that any athlete granted membership of the Olympic WCP by British Athletics is a *realistic potential* 2020 (2021) or 2024 Olympic Games medallist in either individual or relay events.

This document refers to the 2020-2021 WCP Athlete Year, which is a period starting on 1 December 2020 and ending 30 November 2021.

COVID-19:

As a result of the COVID-19 pandemic, consequential postponement of the Olympic Games as well as a limited competition season, selections for membership of the 2020-2021 WCP will be limited. The accompanying 2020-2021 WCP Selection and Retention Guidance document provides further details regarding the selection process for the 2020-2021 WCP Athlete Year.

This document describes how athletes are selected onto the British Athletics Olympic WCP. The British Athletics Olympic WCP is split into several levels reflecting the actual and potential performance levels of athletes.

All decisions made in relation to this document are subject to final ratification from UK Sport.

The selection process is described in detail in the following pages:

Section 1	Selection Process	Describes the various parts of the selection process, both for current and prospective WCP members.
Section 2	Performance Matrix	Describes minimum requirements which prospective WCP members will need to meet in order to be considered for membership at each level of the WCP, and which current WCP members will need to meet in order to progress to higher levels.
Section 3	Existing WCP Member Retention Criteria	Describes additional minimum requirements which current WCP members will need to meet in order to be considered for retention.
Section 4	Guidelines for Retention of athletes affected by Performance Limiting Factors	Gives guidelines for the retention of members of the 2019/2020 WCP whose performance was limited in 2020 (or previous years) due to injury or illness.
Section 5	General Conditions	Describes additional general conditions applicable to this Selection Policy.
Section 6	Selection Panel	Describes who is on the selection panel and how the selection meeting will operate.
Section 7	Procedures for Appeals Relating to WCP Decisions	Describes the procedure to follow if an athlete wishes to appeal against a decision made pursuant to this Selection Policy.
Appendix 1	APA Levels	Outlines the level of financial award available for each level of the WCP in 2020-2021.

Section 1: Selection Process

Eligibility

- 1.1 Athletes are only eligible to be considered for WCP membership provided the following is true:
- He/she is eligible to compete for Team GB at the Olympic Games (i.e. is a British Passport holder and is not currently serving a period of ineligibility as a result of a transfer of allegiance);
 - He/she is not currently serving a provisional or permanent suspension for a doping violation;
 - He/she has not, whether by an act or omission, brought British Athletics into disrepute; and
 - He/she does not compete for an NCAA member university in the United States (or will not during the 2020-2021 WCP Athlete Year) OR competes for a NCAA member university but has, by the time of selection, received in writing (and forwarded to British Athletics) specific dispensation to receive financial support via the WCP during 2020-2021.

Consideration of eligible athletes

- 1.2 UK Sport has granted British Athletics a maximum number of Podium Programme and Podium Potential Programme places. A selection panel ("the Panel") appointed by British Athletics will consider athletes for WCP membership based on these figures, but is not obliged to fill every available place nor to select athletes for every event and relay programme. It is therefore open to the Panel at its absolute discretion to decide not to renew or allocate WCP funding for an entire event or relay programme. All eligible athletes will be considered by the Panel before selections are approved by UK Sport and WCP membership confirmed.

The Selection meeting

- 1.3 The Panel will, in a single selection meeting, consider eligible athletes for either individual or relay WCP membership in accordance with the policy set out in this document ("the Selection Policy"). The Panel will have available to it any statistics or other information relevant for the purposes of assessing athletes in accordance with the criteria set out in this Selection Policy.
- 1.4 Without prejudice to paragraph 1.6, the Panel will consider **retaining individual** athletes at their **current** individual WCP level if they:
- satisfy the Existing WCP Member Retention Criteria (Section 3); or
 - were injured or otherwise affected by a performance limiting factor but meet the Guidelines for Retention of Athletes affected by Performance Limiting Factors (Section 4).
- 1.5 Without prejudice to paragraph 1.6, the Panel will consider **retaining relay** athletes at their current relay WCP level if the Panel is satisfied that there are a sufficient number of relay athletes meeting the criteria at sub-paragraphs a. or b. of this paragraph 1.5 who work well together as a team and each of whom adheres to and is fully engaged with the Relay training and racing programme, and the Panel is satisfied that it is possible to put together a relay squad in the event with realistic potential to medal at the 2020 (2021) or 2024 Olympic Games, provided in all cases that each athlete:
- satisfies the applicable relay specific Existing WCP Member Retention Criteria (Section 3); or
 - were injured or otherwise affected by a performance limiting factor but meet the Guidelines for Retention of Athletes affected by Performance Limiting Factors (Section 4) **and** in the opinion of the Panel it is vital to the potential collective medal success of the relevant relay squad in the 2020 (2021) or 2024 Olympic Games to retain that particular athlete on the WCP.
- 1.6 The panel will consider whether **current** individual and relay athletes to whom paragraphs 1.4a and 1.5a respectively apply should be promoted to a higher WCP level and such consideration shall be based on an assessment of the relevant athlete's performance against the Performance Matrix at Section 2. In order for an athlete to be promoted to a higher level of WCP, they will need to meet the requirements of the relevant higher level, as set out in the table at paragraph 2.1 below.
- 1.7 Athletes **currently** on the WCP who do not meet the criteria set out in paragraphs 1.4 or 1.5 (as applicable) will not be retained and their membership of the WCP will come to an end at the end of the 2019-2020 membership year unless the Performance Director* exercises their discretion pursuant to paragraph 1.10a to retain them for another year.
- 1.8 The Panel will consider athletes for **addition** to the WCP (either as an individual or relay athlete) if they meet the applicable criteria set out in the Performance Matrix (Section 2) or subject to the Performance Director's* discretion under paragraph 1.10.

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Allocation of places

- 1.9 Subject to subsequent ratification by UK Sport (which may not be provided until after the conclusion of the selection meeting) the Panel will allocate places as follows:
- a. subject to paragraph 1.9b the Panel will first allocate places on the WCP in accordance with the provisions of paragraphs 1.3 to 1.8 above;
 - b. if there are insufficient places for all athletes who meet the applicable criteria at paragraphs 1.4 to 1.8 above and who the Panel, after consideration, believes merit places on the WCP, the Panel will allocate the available places on the basis of which athletes, in the Panel's absolute discretion, have the best chance of winning medals:
 - i. in respect of Podium Programme places, at the 2020 (2021) Olympic Games; and
 - ii. in respect of Podium Potential Programme places, at the 2024 Olympic Games.
- 1.10 In relation to any "spare" places available following the Panel's allocation of places pursuant to paragraph 1.9 above, the Performance Director* may at the Selection Meeting, again subject to subsequent ratification by UK Sport, exercise his/her sole and absolute discretion to do any one or more of the following:
- a. give any athlete whose membership would otherwise not be renewed pursuant to paragraph 1.7 another year on the WCP at any level if he/she believes that the athlete still has realistic Olympic medal potential;
 - b. promote any athlete retained or new to the WCP to a higher level of the WCP if he/she believes that in doing so the athlete will be better equipped to win a medal at the 2020 (2021) or 2024 Olympic Games; and/or
 - c. add an athlete who is not currently a member of the WCP to level C, D or E, if he/she believes that in doing so the athlete will be better equipped to win a global medal 2020 (2021) or 2024.
- 1.11 For the avoidance of doubt, in exceptional circumstances nothing in this current Selection Policy shall affect any discretion the Performance Director* may have in future funding years to retain an athlete whose membership would otherwise not be renewed.

Acceptance onto the WCP

- 1.12 Following the allocation of places as outlined in paragraphs 1.9 to 1.11 above, individual athletes will only be formally accepted onto the WCP once they have signed and returned the UK Athletics WCP Athlete Agreement ("the Athlete Agreement"). In addition to signing the Athlete Agreement, relay athletes AND their coaches must sign and return the British Athletics Annual Relay Plan ("the Relay Plan").
- 1.13 Accepting a WCP place is encouraged but optional. If an athlete chooses to decline the selection for any reason (including failure to sign the Athlete Agreement or Relay Plan) they will not be restricted in selection for major competitions (except in the case of relay events where failure to sign up to the Relay Plan may indicate an athlete's general lack of engagement in British Athletics' relay activity), but there will be no form of financial support or access to sports science/sports medicine services.

Section 2: Performance Matrix

- 2.1 The table below outlines the minimum requirements for:
- an athlete to be considered for **addition** to the WCP in 2020 as an individual or relay member pursuant to paragraph 1.8; and
 - current** individual or relay athletes to move from a lower to a higher level of the WCP, pursuant to paragraph 1.6.

		Individual	Relay
PODIUM	Podium A	Individual medallists from the 2019 IAAF World Championships who, when assessed against What it Takes to Win ("WITTW"), are considered by the Panel to retain realistic individual global outdoor medal potential for 2021.	Strike-four** relay medallists from the 2019 IAAF World Championships, provided the Panel believe they are likely to remain members of a relay team in 2021 which has realistic global medal potential*
	Podium B	Individual top 8 finishers from the 2019 IAAF World Championships who, when assessed against What it Takes to Win ("WITTW"), are considered by the Panel to possess realistic individual global outdoor medal potential for 2021.	Strike-four** top-six finishers from the 2019 IAAF World Championships who the Panel believe are likely to remain members of a relay team in 2021 which has realistic global medal potential*. AND Athletes who ran in the rounds at the 2019 IAAF World Championships in medal winning or top-six finishing relay teams who the Panel believe are likely to remain members of a relay team in 2021 which has realistic global medal potential.
PODIUM POTENTIAL	Podium Potential C	Individual track (not including sprints)/road top 16 finishers and field event finalists at the 2019 IAAF World Championships who, when assessed against What it Takes to Win ("WITTW"), are considered by the Panel to possess realistic individual global outdoor medal potential for 2024 or 2025.	Athletes from relay teams that failed to finish at least in the top 6 at the 2019 IAAF World Championships, but whom the Panel believe are likely to remain members of a relay team in 2021 which has realistic global medal potential (maximum 6 athletes in such a scenario)*. AND Key additional relay squad runners who, in the opinion of the Panel are considered realistic 2021 strike-four athletes**, or who are vital to the optimal functioning of the relay teams in 2021
	Podium Potential D	Athletes who have met the relevant event performance standard and, when assessed against What it Takes to Win ("WITTW"), are considered by the Panel to possess realistic individual global outdoor medal potential for 2024 or 2025.	Next generation relay runners whose standout performances and commitment to relay teams indicate they will contribute to the development and functioning of the relevant relay team in 2021 AND are considered by the Panel to be highly likely to form part of strike-four global outdoor medal winning relay team beyond 2021.
	Podium Potential E	<u>In exceptional cases only</u> – athletes who compete in events with long developmental pathways (specifically male heavy throws, decathlon and men's/women's marathon) who, when assessed against What it Takes to Win ("WITTW"), are considered by the Panel to have an overwhelmingly positive profile suggestive of individual medal potential for the Olympic Games after or including 2024.	N/A

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- * A maximum of 8 athletes may be funded via the WCP per relay team, including athletes granted membership of the Podium Programme as individuals in the equivalent individual events (i.e. 100m for 4x100m and 400m for 4x400m).

The Panel is not obliged to name relay athletes for each relay squad, or to fill all of the available places. It is open to the Panel to decide not to renew WCP funding for one or more entire relay programmes.

In deciding how many relay places to fill for each team (if any), and which athletes are most likely to remain key members of a medal potential winning relay team, the factors below (as well as any other factors that may be deemed relevant) will be considered:

- a. Whether there are a sufficient number of relay athletes meeting the Selection and/or Retention Criteria (as applicable), who work well together as a team and each of whom adheres to and is fully engaged with the Relay Plan and training programme, and that it is possible to put together a relay squad with realistic potential to medal at the 2020 (2021) or 2024 Olympic Games;
- b. Athlete's performance profile;
- c. Athlete's technical relay skills;
- d. Engagement with the British Athletics relay programme(s) in 2018, 2019, 2020 and previous years;
- e. Athlete's individual and relay performances throughout 2018, 2019, 2020 and previous years;
- f. Attitude and commitment to building a successful and consistent medal winning relay team;
- g. Athlete's injury and training history;
- h. Athlete's lifestyle and training environment;
- i. Athlete's maturation (in primary or potential future events); and
- j. Athlete's ability to perform under pressure.

- ** Strike Four refers to the four athletes who competed in the final, or who could realistically compete in the final, of the relevant relay event.

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What it Takes to Win (WITTW)

2.2 Without prejudice to paragraph 2.3 below, pursuant to paragraphs 1.6 (promotion of current athletes) and 1.8 (non-current athletes) and the table at paragraph 2.1 above, the Panel will, when it considers whether to add non-current individual athletes to the WCP or promote current individual WCP athletes to a higher level, review such athletes against **What it Takes to Win (WITTW)** for their given event(s). This data and analysis indicate the critical determinants of success for global (i.e. outdoor World Championships or Olympic Games) medallists in each of the following three areas:

- i. Performance (incorporating performance trajectories, age-metrics, and event progression and competitiveness);
- ii. Physical/technical (incorporating biomechanical, physiological and/or technical metrics); and
- iii. Self & Support (incorporating descriptions of best practice in areas such as lifestyle, behaviours and environment [including coaching, facilities and support team]).

Due to risks associated with competitive advantage and intellectual property, the WITTW data and analysis is stored internally at UK Athletics and will be shared with athletes and their coaches during any review meetings, or on request as part of any appeals process (see Section 7).

2.3 In order to be added to the WCP, athletes must satisfy the Panel that they possess realistic Olympic Games medal potential in either 2020 (2021) (Podium Programme) or 2024/beyond 2024, when considered against WITTW. Athletes whose current profile, in the absolute discretion of the Panel, does not sufficiently match that of the applicable WITTW data and analysis will not be added to the WCP. Exceptions to this stipulation may be made only at the absolute discretion of the Performance Director* in accordance with paragraph 1.10.

WCP Podium Potential Selection Standards and Qualification Periods

2.4 The performance standards below are a minimum requirement for an athlete to be considered for WCP membership at level D as described in the Performance Matrix. Achievement of a standard by athlete does not guarantee selection, nor create any expectation of selection.

2.5 There will no longer be individual funding at levels C, D or E for 100m, 200m or 400m runners. Such individuals will only be eligible for relay funding at these levels, or if they qualify for individual membership at A or B.

2.6 In order to qualify as an eligible performance, any single performance must also be achieved within the relevant Qualification Period (as defined below) and conform to the Performance Standards Requirements set out in paragraphs 2.7 to 2.16.

Performance Standards

Men's Standards:

	100m	200m	400m	110mH	400mH					
"D"	N/A	N/A	N/A	13.50	49.45					
	800m	1500m	5000m	10000m	3000mSC	Marathon	20kW	50kW		
"D"	1:46.18	3:38.35	13:35.18	28:28.11	8:30.30	2:12:00	1:23:30	3:52:30		
	HJ	LJ	TJ	PV	SP	DT	JT	HT	CE	
"D"	2.21	8.01	16.62	5.53	19.11	62.20	77.41	72.93	7937	

Women's Standards:

	100m	200m	400m	100mH	400mH
"D"	N/A	N/A	N/A	13.24	55.83

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	800m	1500m	5000m	10000m	3000mSC	Marathon	20kW			
"D"	2:04.46	4:08.98	15:29.95	32:29.20	10:04.46	2:31.00	1:32:30			
	HJ	LJ	TJ	PV	SP	DT	JT	HT	CE	
"D"	1.90	6.53	13.66	4.50	17.50	57.21	57.17	63.98	5975	

Qualification Periods:

WCP Selection Standards must be achieved within the Qualification Periods for each event outlined below.

Event	Marathon, 50km Walk, 20km Walk, 10,000m & Combined Events	All Other Events
Period	1 April 2019 to 18 October 2020 (inclusive)	1 January 2020 to 4 October 2020 (inclusive)

Performance Standards Requirements

- 2.7 Performances must be achieved during competitions organised or authorised by the IAAF, its Area Associations or its Member Federations. Domestic competition marks will only be recognised if they are achieved in UKA Level 2 Permit competition or higher.
- 2.8 Marathon and race-walking qualification performances achieved overseas must be achieved on IAAF accredited courses (see IAAF website).
- 2.9 Domestic marathon performances achieved at non-IAAF accredited courses shall be accepted, provided the race has a full RunBritain race license and satisfies the conditions for British and IAAF record purposes.
- 2.10 Performances in mixed events between male and female participants held completely in a stadium shall not be accepted.
- 2.11 In the 100m, 200m, 100m hurdles, 110m hurdles, Long Jump, Triple Jump, Heptathlon and Decathlon wind assisted performances shall not be accepted (whether a performance is wind assisted shall be determined according to the applicable provisions relating to the ratifying of World Records at Rule 260 of the IAAF Competition Rules 2018-2019), nor will performances that were achieved in competitions at which wind measurement was not available.
- 2.12 Performances set at 950m or more above sea-level shall not be accepted.
- 2.13 Hand timed performances in 100m, 200m, 400m, 800m, 100m/110m hurdles and 400m hurdles shall not be accepted (see IAAF rule 261).
- 2.14 Indoor performances for all field events and for races of 400m or longer shall be accepted. For the avoidance of doubt, indoor performances in all other events shall not count.
- 2.15 If multiple performances are achieved in the same discipline in a single day at an official Championships of UK National level or higher:
 - a. in track events, all performances will be counted;
 - b. in field events, only the best single legal performance in the pool and the best single legal performance in the final will be counted.

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- 2.16 In all other eligible competitions, only one performance per day will be counted as follows:
- In track events only the fastest official result of the day will be counted;
 - In throwing events only the best performance in the first competition of the day will be counted;
 - In horizontal jumping events only the best performance of the first competition of the day will be counted unless every mark achieved by the athlete in any such first competition was wind assisted in which case a second competition held under better non-wind assisted conditions will count; and
 - In vertical jumping events only the best performance of the first competition of the day will be counted unless the competition was abandoned for safety reasons in which case a second competition held under safer conditions will count.

Relay conditions

- 2.17 Relay athletes may be selected for each of the men's 4x100m, men's 4x400m, women's 4x100m and women's 4x400m events. However, although there are currently no WCP places dedicated solely for the mixed relay, athletes may be considered for single-gender relay membership based on performances in mixed relay events.
- 2.18 Individuals who qualify for the WCP as both an individual and as a relay athlete will be considered for WCP membership based on their eligibility for the higher level of the WCP (i.e. an athlete that qualifies for WCP membership as an individual at Podium Programme Level B, but who qualifies for WCP membership as a relay athlete at Podium A will be considered for relay membership at Podium Programme Level A). Where athletes qualify for WCP membership as an individual and a relay athlete at the same level, they will be considered for and (if applicable) offered membership as a relay member only.

Section 3: Existing WCP Member Retention Criteria

- 3.1 Subject to paragraph 1.10 and Section 4 (Performance Limiting Factors), current athletes will only be considered for retention if they meet the Existing WCP Member Retention Criteria (“Retention Criteria”) set out in this Section 3.
- 3.2 As well as satisfying the Retention Criteria, relay athletes must adhere to and engage with the Relay Plan. Any failure to have done so will mean that their WCP membership will not be renewed.

Eligibility

- 3.3 Athletes must continue to satisfy the eligibility criteria set out at paragraph 1.1.

Performance Targets and Conditions

- 3.4 Current athletes must meet any individual Performance Targets and Conditions set by the Panel at the previous year's selection meeting, as amended from time to time by British Athletics.
- 3.5 In assessing whether or not an athlete has met his or her Performance Targets and Conditions, the Performance Standards Requirements at paragraphs 2.7 to 2.16 above shall apply in determining which performances shall be taken into account.

What it Takes to Win

- 3.6 Without prejudice to paragraph 3.7 below, and subject to paragraph 1.10 and Section 4 of this Selection Policy, in order to remain on the WCP, current WCP athletes must satisfy the Panel, in its absolute discretion, that they realistically retain the ability to win and/or are progressing towards winning medals at the Olympic Games in either 2020 (2021) (Podium Programme) or 2024/beyond 2024. In making this assessment, the Panel will review athletes against **What it Takes to Win (WITTW)** for their given event(s). As explained at paragraph 2.2 above, this data and analysis indicate the critical determinants of success for global (i.e. outdoor World Championships or Olympic Games) medallists in each of the following three areas:
- i. Performance (incorporating trajectories, age-metrics, event progression and competitiveness);
 - ii. Physical/technical (incorporating biomechanical, physiological and/or technical metrics); and
 - iii. Self & Support (incorporating descriptions of best practice in areas such as lifestyle, behaviours and environment [including coaching, facilities and support team]).
- 3.7 Athletes whose current profile, in the absolute discretion of the Panel, does not sufficiently match that of the applicable WITTW data and analysis will not be retained on the WCP. Exceptions to this stipulation may be made at the absolute discretion of the Performance Director* only in accordance with paragraph 1.10 of Section 1.

Progression

- 3.8 The Olympic WCP is a progressive programme. Consequently, and subject to paragraph 3.3:
- a. It is expected that all individual WCP athletes (individual and relay) will at least maintain their level of performance every year. Failure to do so may result in athletes being moved to a lower level of the WCP or their membership of the WCP not being renewed for 2020-2021. In particular and subject to the Performance Director's* absolute discretion pursuant to paragraph 1.10, the Panel may:
 - i. For individual athletes:
 1. retain athletes at their current level or move them to a higher level of the WCP;
 2. move athletes who are failing to progress to a lower level of the WCP or choose not to renew their membership of the WCP at all; or
 3. choose to add new athletes to a lower level than that which they are eligible for (as per the Performance Matrix) if they believe that doing so will be in their best long term developmental interests.
 - ii. For relay athletes:

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1. move athletes between all levels of the WCP, including moving athletes from the Podium Programme to the Podium Potential programme (and vice-versa).
- b. Athletes at levels C, D and E of the WCP are expected to continually demonstrate their progress against the WITTW data and analysis. Such athletes are therefore expected to progress from Podium Potential to Podium levels within 4 years. Athletes who fail to do so, or who fail to show other significant markers of progression within this 4 year period (notwithstanding retention due to performance limiting factors) are likely to be removed from the WCP.
- c. Athletes who were individual WCP members in previous years but who are not currently on individual levels of the WCP will only be eligible for individual WCP membership at a level equal to or higher than the level from which they were removed previously. This does not apply to athletes who were previously members at Level “A”, who may return to Level “B”, athletes who have changed primary event, or to athletes who were previously individual members but are returning as relay members (or vice-versa).

Section 4: Guidelines for Retention of Athletes affected by Performance Limiting Factors

- 4.1 This Section 4 applies only to athletes who are members of the WCP for 2019-2020.
- 4.2 Athletes should expect to be removed from the WCP if they fail to comply with the Retention Criteria at Section 3. However, the Panel can choose to retain an athlete with a documented performance limiting factor such as injury or illness. In coming to this decision the Panel will use the following guidelines.
- 4.3 A "Performance Limiting Injury" is:
- an injury or illness (or combination of injuries and illnesses) to the athlete which results in significant interruption or impact upon training for at least 3 months – intermittent or continuous – in any single WCP Athlete Year; or
 - an injury or illness to the athlete which occurs at such a time that, in the absolute discretion of the Panel, it significantly impacts on an athlete's ability to deliver performances that would qualify them for consideration for membership of the WCP based on the Performance Matrix and/or Retention Criteria (as applicable).
- 4.4 Current **individual** athletes who suffered a Performance Limiting Injury in the 2018-2019 or 2019-2020 WCP Athlete Years will be considered for retention on the WCP for the 2020-2021 WCP Athlete Year if:
- the Panel considers that, when fully fit (and in its assessment the Panel shall take into consideration the seriousness of and time lost to injury/injuries/illness, including the relevant Performance Limiting Injury), the athlete still merits membership of the WCP based on their on-going realistic potential to win an individual or relay medal at the Olympic Games; and
 - British Athletics' Chief Medical Officer ("the CMO") considers that the athlete has a positive prognosis to return to performance levels which would indicate that they have a realistic prospect of winning a medal at the Olympic Games; and
 - the athlete is and has been fully compliant with their rehabilitation programme, as set and amended from time to time by British Athletics, and in the opinion of the British Athletics has not, whether by an act or omission, intentionally or otherwise, jeopardised their own recovery to the performance levels specified at paragraph 4.4b.
- 4.5 Current **relay** athletes who suffered a Performance Limiting Injury in the 2019-2020 WCP Athlete Year will be considered for retention on the WCP for the 2020-2021 WCP Athlete Year if:
- they satisfy the criteria at 4.4a-c above; and
 - in the opinion of the Panel, it is vital to the potential collective medal success of the relevant relay squad in the 2020 (2021) or 2024 Olympic Games to retain that particular athlete on the WCP.

Additional conditions

- 4.6 Where an athlete is retained on the WCP for 2020-2021 due to a Performance Limiting Injury, the Panel has the discretion to retain them on the WCP at their existing level, or to retain them without an Athlete Performance Award ("APA") but with the other benefits of membership of the WCP.
- 4.7 The Panel will not consider previous success alone when considering whether to retain an athlete under this Section 4.
- 4.8 This Selection Policy governs the allocation of places on the 2020-2021 WCP. For the avoidance of doubt, nothing in this Selection Policy shall fetter the discretion of British Athletics in future funding years to retain or to choose not to renew the membership of athletes whose performance is affected by a Performance Limiting Injury or other factor.

Section 5: General Conditions

Suspension and termination of membership

- 5.1 If an athlete is in breach of the UK Athletics WCP Athlete Agreement, British Athletics may in its absolute discretion suspend the athlete's WCP membership until such time as the athlete remedies such breach or British Athletics otherwise deems it appropriate to end the suspension.
- 5.2 In the event that an athlete no longer satisfies the eligibility criteria set out at paragraph 1.1 of Section 1 above, is in material breach of the UK Athletics WCP Athlete Agreement or if any of the termination rights set out in Clauses 15.1 to 15.3 of the UK Athletics WCP Athlete Agreement is engaged, British Athletics reserves the right in its absolute discretion at any time to terminate that individual's WCP membership immediately upon notice in writing (which shall include email). For the avoidance of doubt, this provision permits termination by British Athletics at any stage during a funding year.
- 5.3 If a relay athlete is in breach of the Relay Plan, British Athletics reserves the right in its absolute discretion at any time to terminate that individual's WCP membership immediately upon notice in writing (which shall include email) or suspend their APA. Alternatively, British Athletics may place the athlete on probation for a period of 3 months (at the start of which period notice of potential removal from the WCP will be served). If the athlete fails to demonstrate re-engagement with the Relay Plan during the probation period, British Athletics may in its absolute discretion move the athlete to a lower level of the WCP or terminate that individual's WCP membership immediately upon notice in writing (which shall include email).

Amendment

- 5.4 British Athletics reserves the right to amend this Selection Policy at its sole and absolute discretion and will make any amended version publicly available. An athlete's continuing membership of the WCP shall be deemed as continued acceptance of this Selection Policy as amended from time to time.

Section 6: Selection Panel

6.1 The full WCP Selection Panel (referred to in this Selection Policy as “the Panel”) will comprise:

- a. Voting members;
 - i. British Athletics Director of Performance Support (casting vote);
 - ii. British Athletics Olympic Head Coach;
 - iii. British Athletics WCP Director;

- b. Non-voting members;
 - i. One or more representative of each event-group as nominated by the British Athletics Olympic Head Coach;
 - ii. British Athletics Olympic Pathway Manager;
 - iii. Medical representative(s);
 - iv. Media representative(s);
 - v. Statistician(s);
 - vi. Independent Sport Observer;
 - vii. UK Sport representative(s);
 - viii. Note taker(s) as required; and
 - ix. British Athletics Head of World Class Operations (who shall be the Chairperson of the Panel).

Note 1: The role of the Independent Sport Observer, as defined by UK Sport guidance, is to provide confidence to athletes about the fairness and objectivity of the process. The independent member or observer must be familiar with high performance sport, either as an athlete, coach or legal expert. Their role is to act as an observer – scrutinising the process, holding the panel accountable to the policy and its criteria, and ensuring the principles of fairness and acting without bias are upheld.

The independent member or observer should have no current or previous relationship (personal, financial, membership) with the NGB, the athlete, or the athlete support personnel in question which could reasonably be perceived as a bias.

Note 2: For the 2020-21 WCP selection the newly appointed Performance Director, Sara Symington will not formally commence her role by the date of the selection meeting. Any Performance Director decisions, as described in the policy, will be made through a combination of the WCP Director and Director of Performance Support in consultation with Sara Symington.

6.2 Using the procedures and levels set out in this document the Panel will:

- a. Consider status of existing WCP athletes;
- b. Confirm, change the level of, or remove (if appropriate and in accordance with this Selection Policy) the WCP membership and level of members of the new WCP; and
- c. Consider athletes not currently on the WCP and either add them at an appropriate level on the new WCP, or reject them.

Note 3: For guidance on how British Athletics will conduct the process for 6.2(a) and (b) please refer to the 2020-2021 WCP Selection and Retention Guidance document

6.3 The Chairperson of the Panel will decide the order in which athletes are considered.

6.4 The Panel may also set conditions and targets for each athlete on the WCP. These will need to be met by the end of the season for membership to continue, and some may have to be met by a particular point during the season for membership to continue ("Performance Targets and Conditions").

6.5 As each athlete is considered, Panel members will declare any conflict of interest and the Chairperson will decide if that Panel member can contribute to the discussion. Where a genuine conflict of interest exists, the relevant

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Panel member will not be permitted to contribute to discussions about the athlete in question and, if a vote is required, the conflicted Panel member will not be entitled to vote and must not be present when the vote takes place.

- 6.6 Following the completion of all other selections, the Performance Director* may at the selection meeting exercise his discretion to take any of the actions set out in paragraph 1.10 of Section 1 provided that sufficient places remain available.
- 6.7 To make their decisions the Panel will use this Selection Policy and will consider the following factors:
- a. performance against the Performance Matrix, the Retention Criteria and any previous Performance Targets and Conditions set for the athlete;
 - b. the What it Takes to Win data and analysis (incorporating the Performance trajectories);
 - c. the Individual Athlete Plans (IAP's) from the previous and future season (where available);
 - d. Pre-WCP membership survey (potential new athletes only);
 - e. notes & reports from event specialists / points of contact / Institute coaches / England Athletics Event Leads;
 - f. the athlete's location and training environment;
 - g. the athlete's medical history; and/or
 - h. any other relevant information requested by or within the knowledge of the Panel.

**For the 2020-21 Olympic WCP selection the newly appointed Performance Director, Sara Symington will, due to not formerly commencing her role by the date of the selection meeting, be an observer of the meeting. Any Performance Director decisions, as described in the policy, will be a made through a combination of the WCP Director and Director of Performance Support in consultation with Sara Symington.*

Section 7: Procedures for Appeals Relating to WCP Decisions

Introduction – Application of these Procedures (“the Appeals Procedures”)

- 7.1 British Athletics receives grant funding from UK Sport in order to deliver an elite sport performance programme known as the World Class Programme (“WCP”). In the administration of the WCP, British Athletics is responsible for the management and operation of the WCP and the allocation and distribution of certain funds pursuant to the WCP.
- 7.2 In particular, British Athletics recommends which athletes should be included on the WCP. As part of this process, British Athletics may propose that new athletes are included on the list, athletes are excluded from the list, or propose that the level of an athlete is altered on the list. British Athletics may also exercise the rights of suspension and termination set out at paragraphs 5.1 to 5.3 above. Any exercise of the functions set out in this paragraph 7.2 shall be referred to in these Appeals Procedures as a “WCP Decision”.
- 7.3 These Appeals Procedures and the right to an appeal process are primarily intended to apply to athletes who are included within the WCP at the date of the WCP Decision. However, in certain very exceptional circumstances and at the sole discretion of British Athletics, the Appeals Procedures may be used by an athlete not currently on the WCP who is considered for inclusion within the WCP but not selected. In these circumstances only, the Appeals Procedures should be read accordingly as if they applied to such athletes.
- 7.4 These Appeals Procedures are binding on British Athletics and on each athlete who is seeking selection to the WCP run by British Athletics (“the Parties”).
- 7.5 Athletes are entitled to appeal to British Athletics prior to the WCP Decision being implemented. These Appeals Procedures shall be read in conjunction with the applicable selection procedures (the 2020-2021 WCP Selection Policy – Olympic Athletes), which govern the WCP (referred to in these Appeals Procedures as the “Selection Policy”). These Appeals Procedures and the Selection Policy are referred to collectively as “the Supporting Documents”.
- 7.6 This is the only applicable appeals procedure and forms the entire agreement between the Parties as to how WCP Decisions are to be challenged. The Parties agree to submit any dispute concerning any matter connected with or arising out of a WCP Decision to binding arbitration in accordance with the provisions of these Appeals Procedures. The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of these Appeals Procedures, or any decision made under these Procedures, before any court of law or other dispute resolution body. The Parties will treat all decisions under these Appeals Procedures as final and binding upon each of them.
- 7.7 The Parties agree that these Procedures are to be treated as an arbitration procedure under Part 1 of the Arbitration Act 1996 (“the Act”) and the provisions of paragraph 7.6 above amount to a binding arbitration agreement for the purposes of section 6 of the Act. The seat of the Arbitration shall be England.

Grounds for Appeal

- 7.8 These Appeals Procedures shall only apply to WCP Decisions and not to any grievances in relation to the WCP generally.
- 7.9 The grounds upon which a WCP Decision may be appealed are limited to the following:
- a. there has been a failure by British Athletics to follow the relevant Selection Policy (i.e. there has been a procedural defect);
 - b. the decision maker has been subject to actual bias when making the WCP Decision;
 - c. the WCP Decision has been reached on the basis of an error of fact; or
 - d. the WCP Decision is one that no reasonable decision maker could ever have reached.

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7.10 Please note that in reaching WCP Decisions, the WCP Selection Panel act as experts and athletes should consider carefully whether either of the grounds of appeal set out above applies before bringing an appeal. The right to appeal should not be seen as an opportunity simply to dispute the opinion of the Panel.

How to Appeal

7.11 First Appeal

- a. An appeal under these Appeals Procedures is commenced when an athlete affected by a WCP Decision makes a formal written appeal ("the Notice of Appeal") to the Chairperson of British Athletics' WCP Selection Panel ("the Chairperson"). If the athlete fails to submit the Notice of Appeal within the time limit set out in Rule 7.11b below, he or she will automatically lose their right of appeal under these Appeals Procedures, unless in the opinion of the Chairperson (acting reasonably) it was not practical or if there was some other good reason for the submission not being made within the time limit.
- b. Any athlete who wishes to appeal a WCP Decision should submit their case in writing (by email) to the Chairperson in the first instance. This must be received by the Chairperson within five working days of the WCP Decision being communicated to the athlete (referred to in these Appeals Procedures as "the Notification"). In these Appeals Procedures, references to "working days" exclude weekends and Bank Holidays and the date on which the WCP Decision was communicated shall be the date the Notification was sent by email (provided no error message was received).
- c. Subject to paragraph 7.11d, the Notification from British Athletics shall contain the following information:
 - i. the reasons for and the effect of the WCP Decision;
 - ii. the date the WCP Decision was made;
 - iii. the date the WCP Decision takes effect; and
 - iv. copies of the Supporting Documents and the template Notice of Appeal.
- d. Athletes not currently on the WCP shall not receive a specific notification containing the information set out at paragraph 7.11c above and for their purposes "the Notification" shall mean the announcement of all athletes selected for the 2020-2021 WCP on the British Athletics website.
- e. Appealing athletes may request copies of the extracts of the minutes of the selection meeting which relate to their non-selection and any relevant rules/regulations in order to help them to prepare their Notice of Appeal.
- f. The Chairperson will consider the appealing athlete's case and may, where he/she agrees that the WCP Decision is open to challenge under the grounds of appeal at paragraph 7.9 above, refer the WCP Decision to the WCP Selection Panel for re-consideration. The Chairperson shall notify his/her decision to the athlete ("the Chairperson's Decision") within five working days of receipt of the Notice of Appeal. The Chairperson's Decision will include the reasons for the decision.

7.12 Second Appeal

- a. If the athlete is unsatisfied with the Chairperson's Decision then he/she must then serve to the Chairperson a second formal written appeal ("the Second Notice of Appeal"). The Second Notice of Appeal must be received by the Chairperson within 5 working days of the date on which the Chairperson's Decision was sent to him/her (unless a longer time period has been set by British Athletics and stated in the Notification or the Chairperson's Decision).
- b. Both the Notice of Appeal and the Second Notice of Appeal must set out the grounds of the appeal and include full details of the basis of the appeal. Each of the Notice of Appeal and Second Notice of Appeal should be as full as possible as they will form the basis of the remainder of these Appeals Procedures.
- c. If a Second Notice of Appeal is not served within the time period set out in paragraph 7.12a above, the Second Notice of Appeal shall not be considered unless in the sole opinion of British Athletics it was not reasonably practical for submission within the time limit.
- d. Following receipt of a Second Notice of Appeal, British Athletics shall forthwith at its sole discretion appoint an Appeals Panel in accordance with paragraphs 7.12e to 7.12g below and shall notify the athlete of the composition of the Appeals Panel.
- e. The Appeals Panel shall comprise three independent people, one of whom shall be designated by British Athletics as Chairperson of the Appeals Panel and shall be a legally qualified person. The Appeals Panel shall have the powers set out in paragraphs 7.12k to 7.12o and 7.13 to 7.16 below.
- f. In determining the composition of the Appeals Panel, British Athletics shall ensure that the appeal will be conducted fairly and impartially. The Appeals Panel shall not include any member of the WCP Selection

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- Panel or individuals with any connection to the athlete or the matters being considered and, for the avoidance of doubt, the Appeals Panel may not comprise employees or officials of British Athletics.
- g. Should a member of the Appeals Panel become unable to hear the appeal following the appointment of the Appeals Panel for whatever reason, British Athletics shall appoint a replacement member.
 - h. An athlete may object to the composition of the Appeals Panel by notifying British Athletics in writing of the objection and setting out the reasons for such an objection (the notification shall be referred to as "an Objection") no later than five working days from the date of receipt of the notification of composition of the Appeals Panel in paragraph 7.12d above.
 - i. British Athletics shall, within five working days from the date of receipt of any Objection, notify the athlete that either:
 - i. the composition of the Appeals Panel has changed (in which case British Athletics shall provide details of the new Appeals Panel); or
 - ii. the composition of the Appeals Panel has not changed (in which case British Athletics shall give reasons why it has not accepted the athlete's Objection).
 - j. The decision by British Athletics on the composition of the Appeals Panel shall be final.
 - k. The Appeals Panel will proceed by way of a hearing at which the athlete and British Athletics may present written evidence and may make oral submissions. As soon as reasonably practicable, and in any event within fifteen working days from the date of receipt by British Athletics of the Second Notice of Appeal or (if later) within seven working days from the date British Athletics responds to the Objection under paragraph 7.12i (as appropriate), the Chairperson of the Appeals Panel shall give such directions (to both the athlete and British Athletics) as are appropriate for consideration of the Second Appeal, namely the date and place at which the Appeals Panel will hear the appeal and the timetable for the exchange of written evidence and details of any witnesses that are to be called. Not less than five working days' notice will be given prior to the date of the hearing.
 - l. The athlete is entitled to attend the hearing and present his/her case and be accompanied by one other person who may act as the athlete's representative. Witnesses may be called and cross-examined provided this is notified to the Appeals Panel in accordance with paragraphs 7.18 and 7.19.
 - m. The Appeals Panel shall meet on the date notified to the athlete and British Athletics under paragraph 7.12k (or, where this becomes impracticable, such other date as the Appeals Panel may notify to the athlete and British Athletics) and shall no later than two working days after hearing the appeal inform the athlete and British Athletics of its decision together with written reasons for its decision.
 - n. The decision of the Appeals Panel shall be final and binding.
 - o. The Appeals Panel shall be entitled to record the appeal hearing, including the decision reached, in whatever form this shall take.
 - p. For the purposes of this paragraph 7.12, the powers of British Athletics shall be exercised by the Chief Executive Officer for and on behalf of British Athletics.

Powers of the Appeals Panel

- 7.13 The Appeals Panel may at its sole discretion disregard any failure by a party to adhere to these Appeals Procedures and may give such further directions as may be appropriate.
- 7.14 The Chairperson of the Appeals Panel may, at any time after a Second Notice of Appeal has been given, make such directions whether or not made at the request of the parties, for the proper conduct of the appeal as he or she deems may be reasonably necessary for the fair conduct of the appeal, including changes to the procedure set out in these Appeals Procedures.
- 7.15 The Appeals Panel may decide as follows:
 - a. That the WCP Decision be set aside on the grounds that (pursuant to paragraph 7.9 above) it was based on an error of fact, procedurally flawed, the conclusion of actual bias, or irrational, and the matter of the athlete's inclusion within the WCP be remitted for fresh consideration to British Athletics' WCP Selection Panel (or such members of that Panel as its Chairperson considers appropriately qualified to re-consider the matter); or
 - b. That the WCP Decision be upheld and the athlete's appeal be rejected.
- 7.16 The Appeals Panel may also make recommendations for the future revision and/or smoother execution of the WCP Selection Policy and Appeals Procedures, which should be considered by British Athletics.

Amendment

7.17 British Athletics reserves the right to amend these Appeals Procedures at its sole discretion and will make the amended version publicly available. An athlete's continuing membership of the WCP shall be deemed as continued acceptance of these Appeals Procedures as amended.

Correspondence

7.18 Any notification, correspondence or any other document submitted under these Appeals Procedures shall be sent by email and such document shall be deemed to have been received by the intended recipient on the date of transmission, provided no error message is received.

7.19 Any notification or correspondence for British Athletics shall be marked for the attention of the applicable person and sent to:

British Athletics,
Athletics House,
Alexander Stadium,
Walsall Road,
Perry Barr,
Birmingham,
B42 2BE, OR;

appeals@britishathletics.org.uk

Appendix 1: Athlete Performance Awards (APA's)

The APA is a Lottery-funded, tax-free grant awarded to athletes in support of their progression towards the podium at the Olympic Games. The value of the grants has been derived from the average estimated costs of living and training as an elite athlete, with the various levels graded depending on the distance from podium performances that the relevant level represents.

The APA is paid directly to the athlete from UK Sport, and the exact level paid is determined by the decisions made by the WCP Selection Panel following the process laid out in the pages of this document. All grants will be administered by UK Sport's Athlete Investment Team in the Tokyo cycle – they are not paid by British Athletics.

The availability of APA's is also subject to the athlete signing the "UK Athletics Athlete Agreement" (relay athletes and their coach are also required to sign the British Athletics Annual Relay Plan), as well as a means testing process. While it is unlikely that many WCP athletes will reach the income threshold of £65,000pa (including their APA), they are still required to declare income to UK Sport. In the first instance, athletes will be asked to declare whether they have been in receipt of other income above £35,000pa (excluding their APA). If the athlete declares that their income has been over £35,000pa, the athlete will be required to provide various documentation to evidence their level of income, so that UK Sport can determine if their APA will be affected.

The table below outlines the APA amounts for each level of the Olympic WCP (pre-means testing):

WCP Level	APA Amount (per annum) Individual	APA Amount (per annum) Relay
Podium A	£28,000	£28,000
Podium B	£21,500	£21,500
Podium Potential C	£15,000	£15,000
Podium Potential D	£9,000	£9,000
Podium Potential E	£7,000	N/A

All athletes will have their APA paid on a monthly basis, starting from 1st December 2020 for the 2020-2021 programme.

Full details of APA payments, including means testing and information regarding possible impact on state benefits or tax credits, will be sent to athletes nominated to the WCP in 2020-2021 following return of the British Athletics paperwork.

Equality Impact Assessment

Section A

Date of screening	18/09/2020
Name of person and job title of the person screening	Jenny Close Head of World Class Programme Operations
What is being screened?	2020-2021 WCP Selection Policy Olympic Athletes

	Yes/No
Is this a policy or procedure document?	Yes
Is this a policy being taken to the Board?	Yes
Is this a document that provides guidance for employees?	No

If the answer to any of these is yes, please go to Section B. If the answer is no, you do not require to complete an EQIA.

Section B

Yes/No

Does the decision or policy impact disproportionately on gender and does the policy resolve this? (This can include pregnancy/maternity and marriage/civil partnerships?)	No
Does the decision or policy impact disproportionately on different age groups?	No
Does the decision or policy impact disproportionately on people from different ethnic groups?	No
Does the decision or policy impact disproportionately on people with a disability or disabilities?	No
Does the decision or policy impact disproportionately on people from different religions, faiths or beliefs?	No
Does the decision or policy impact disproportionately on people from different sexual orientations?	No
Does the decision or policy impact disproportionately on transgendered people?	No

Does this decision or policy potentially affect the health and safety of the employees or other parties?	No
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Any other changes to the policy required?	No
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