



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 Paralympic WCP is to win **medals at the Paralympic Games**. Therefore, British Athletics must be confident in demonstrating that any athlete granted membership of the Paralympic WCP by British Athletics is a *realistic potential* 2020 or 2024 Paralympic Games medallist.

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

All decisions made in relation to this document and the associated 2020-2021 WCP Selection and Retention Guidance are subject to final ratification from UK Sport.

COVID-19

As a result of the COVID-19 pandemic, consequential postponement of the Paralympic 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.

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 2019/20 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.
Section 8	Tokyo 2020 (2021) Paralympic Games Medal Event Programme	Lists the confirmed medal event programme for the 2020 (2021) Paralympic Games.
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 ParalympicsGB at the Paralympic 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;
 - 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 an 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.
 - Subject always to the Paralympic Head Coach's discretion at paragraph 5.2, the athlete:
 - competes in event(s) in which a Paralympic Pathway exists (i.e. it is the Panel's understanding as at the date of the selection meeting that the event(s) for which the athlete is being considered will be staged at the Tokyo 2020 (2021) Paralympic Games) and;
 - the Panel is satisfied as at the date of the selection meeting that the current competitiveness of the event is sufficiently high to enable the Panel to predict accurately that the athlete has the required potential to medal at future Paralympic Games (as further detailed in paragraph 5.3) and will meet the applicable requirements of the Performance Matrix and Existing WCP Member Retention Criteria.
 - He/she possesses, as a minimum, an IPC Review Level classification that is underpinned (to the satisfaction of the British Athletics Chief Medical Officer ("the CMO") in accordance with paragraph 5.5 below) by a medically diagnosed impairment that causes permanent and verifiable physical activity limitation. This requirement applies to athletes with a physical, visual or intellectual impairment.

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 programme. It is therefore open to the Panel to decide not to renew or allocate WCP funding for an entire event or 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 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 1.5 the Panel will consider **retaining individual** athletes at their **current** individual WCP level (or higher if their 2019 performances qualify them to do so as per the Performance Matrix) 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 The Panel will consider whether current individual athletes to whom paragraph 1.4a applies 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 paragraph 2.1 below. In order for an athlete to be promoted to a higher level of the WCP, they will need to meet the requirements of the relevant higher level, as set out in the table at Section 2 below.
- 1.6 Athletes **currently** on the WCP who do not meet the criteria set out in paragraph 1.4 will not be retained and their membership of the WCP will come to an end at the end of the 2020-2021 membership year unless the Paralympic Head Coach exercises her discretion pursuant to paragraph 1.10a to retain them for another year.
- 1.7 The Panel will consider **individual** athletes **for addition to the** WCP, if they meet the applicable criteria set out in the Performance Matrix (Section 2) or subject to the Paralympic Head Coach's discretion under paragraph 1.10.

2020-2021 WCP Selection Policy – Paralympic Athletes

- 1.8 Relay specific membership of the WCP will not be offered for the remainder of the Tokyo cycle at all, either to athletes who are currently on the WCP, or those being considered for addition to the WCP. Athletes who compete in the Universal Relay will only be supported as an individual WCP athlete (assuming that they meet the applicable criteria) and not as relay athletes.

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 1.7 above;
 - b. if there are insufficient places for all athletes who meet the applicable criteria at paragraphs 1.4 to 1.7 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, medals at the 2020 (2021) Paralympic Games or 2022 World Championships; and
 - ii. in respect of Podium Potential Programme places, medals at the 2024 Paralympic Games or 2025 World Championships.
- 1.10 In relation to any "spare" places available following the Panel's allocation of places pursuant to paragraph 1.9 above, the Paralympic Head Coach may at the selection meeting, again subject to subsequent ratification by UK Sport, exercise 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 she believes that the athlete still has realistic Paralympic medal potential; or
 - b. promote any athlete retained or new to the WCP to a higher level of the WCP if she believes that in doing so the athlete will be better equipped to win a medal at the 2020 (2021) Paralympic Games. In the case of an athlete's consideration by the Paralympic Head Coach for promotion to level A, an athlete will only be promoted to this level in exceptional circumstances and only following agreement with UK Sport that doing so will significantly contribute to an increase in the athlete's chance of achieving gold medal success at the 2020 (2021) Paralympic Games; or
 - c. add an athlete who is not currently a member of the WCP to level C, D or E, if she believes that in doing so the athlete will be better equipped to win a medal at the 2024 Paralympic Games or 2025 World Championships.
- 1.11 For the avoidance of doubt, nothing in this current Selection Policy shall affect any discretion the Paralympic Head Coach 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 1.3 to 1.11 above, athletes will only be formally accepted onto the WCP once they have signed and returned the UK Athletics WCP Athlete Agreement ("the Athlete Agreement").
- 1.13 Acceptance of 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) they will not be restricted in selection for major competitions, 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; and
 - current athletes to move from a lower to a higher level of the WCP in 2020-2021.

PODIUM	Podium A	Current Podium A athletes who are Gold medallists from Rio and when assessed against What It Takes to Win (WITTW), are considered by the Panel to retain realistic gold medal potential at the 2020 (2021) Paralympic Games. Individual gold medallists from the 2019 WPA Championships or 2019 WPA Marathon Championships (Tokyo medal events with full medal status only) who, when assessed against What It Takes to Win (WITTW), are considered by the Panel to retain realistic gold medal potential for the 2020 (2021) Paralympic Games or 2022 World Championships.
	Podium B	Current Podium B and prospective athletes who are Individual minor medallists from the 2019 WPA Championships or the 2019 WPA Marathon Championships (Tokyo medal events with full medal status only) and, when assessed against What It Takes to Win (WITTW), are considered by the Panel to have realistic minor medal potential for the 2020 (2021) Paralympic Games or 2022 World Championships.
PODIUM POTENTIAL	Podium Potential C	Athletes individually ranked in the top 5 in the World {top 8 for Men T54} as at 2 November 2020 (Tokyo medal events only) OR who achieved a top 5 individual placing at the 2019 WPA Championships (Tokyo medal events with full medal status only), who, when assessed against What it Takes to Win (WITTW), are considered by the panel to have realistic individual global medal potential for the 2024 Paralympic Games or 2025 World Championships.
	Podium Potential D	Athletes individually ranked in the top 8 in the World {top 20 for Men T54} as at 2 November 2020 (Tokyo medal event only) who, when assessed against What it Takes to Win (WITTW), are considered by the panel to have realistic individual global medal potential for the 2024 Paralympic Games or 2025 World Championships.
	Podium Potential E	Men T54 athletes ranked outside of the top 20 in the World (Tokyo medal event only) but who assessed against What it Takes to Win (WITTW) are considered by the Panel, to possess exceptional potential to develop towards global medal winning performances for the 2024 Paralympic Games or beyond.

- 2.2 As set out at paragraph 1.8 above, relay specific membership of the WCP will not be offered for the remainder of the Tokyo cycle. Athletes who compete in the Universal Relay will only be supported as an individual WCP athlete.

Explanatory Notes:

The Panel will consider all of the following, as well as any other factors that they deem relevant, when assessing an athlete's ability to win a medal at the Paralympic Games:

- What it Takes to Win "WITTW";
- Athlete's major competition history (including age-groups where appropriate);
- Athlete's back-up performances, including performances from non-World Para Athletics ("WPA")/British Athletics approved competitions;
- Athlete's injury and training history;
- Athlete's maturation (in primary or potential future events); and
- Impact of any changes to WPA technical rules.

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The 2019 WPA World Ranking will be used at all times (and the relevant Rankings shall be those as at the date of the selection meeting referred to in paragraph 1.3 above). For events in which more than one class is eligible, world rankings will be combined on the basis of time/distance only, and will NOT be adjusted by point score. For example, in the women's F51/52 discus, the F51 and F52 world ranking will be combined, and ranked on the basis of distance.

What it Takes to Win (WITTW)

- 2.3 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 indicates the critical determinants of success for global (i.e. World Championship or Paralympic Games) medallists in each of the following four areas:
- a. Performance (incorporating performance trajectories, age-metrics, and event progression and competitiveness);
 - b. Physical/technical (incorporating biomechanical, physiological and/or technical metrics);
 - c. Classification (incorporating the impact of each athlete's impairment on performance); and
 - d. 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).

- 2.4 In order to be added to the WCP, athletes must satisfy the Panel that they possess realistic Paralympic Games medal potential in either 2021, 2022 (Podium Programme) or 2024/beyond 2024 (Podium Potential Programme), when considered against WITTW. In the absolute discretion of the Panel, athletes whose current profile 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 Para Athletics Heat Coach in accordance with paragraph 1.10.

Performance Guidelines

- 2.5 In assessing the extent to which an athlete meets the Performance Matrix and has realistic medal potential at the Paralympic Games, the Performance Guidelines set out at paragraphs 2.6 to 2.14 below shall apply in determining which performances shall be taken into account by the Panel.
- 2.6 WPA ranking performances (domestic or overseas) must be achieved during competitions organised or approved by WPA.
- 2.7 Performances not eligible for WPA world rankings must be achieved at competitions organised or approved by the WPA or British Athletics to be considered for selection purposes.
- 2.8 Marathon qualification performances must be achieved in WPA approved marathons (a list of WPA approved marathons can be found on the WPA website), and performances shall not be accepted if achieved at the following marathons:
- a. Padova Marathon, Italy; and
 - b. Boston Marathon, USA.
- 2.9 Performances achieved in mixed events between male and female participants, held completely in a stadium, shall not normally be accepted. Exceptions to this rule may be made for field events or races of 5,000m or longer provided the stipulations outlined in WPA Athletics rule 4 (including notes) – IAAF rule 141 – are satisfied. For the avoidance of doubt, where any mixed gender race is conducted so as to allow athletes of one gender to be paced/drafted/assisted by athletes of another gender, the results will not be permissible for selection purposes (regardless of whether they appear on the WPA World Rankings or not). Whether or not a mixed gender race has been conducted in such a way will be determined at the absolute discretion of the Panel.
- 2.10 In the 100m, 200m, Long Jump and Triple Jump, wind assisted performances shall not be accepted, as well as performances from competitions in which wind measurement was not available.
- 2.11 Hand timed performances in 100m, 200m and 400m shall not be accepted.
- 2.12 Performances set at 950m or more above sea-level shall not be accepted.
- 2.13 Indoor performances for all field events and for races of 400m or longer shall be considered. For the avoidance of doubt, indoor performances in all other events shall not be considered.
- 2.14 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.
- 2.15 In all other eligible competitions, only one performance per day will be counted as follows:
- a. In track events only the fastest official result of the day will be counted;
 - b. In throwing events only the best performance in the first competition of the day will be counted;
 - c. 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
 - d. 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.

Section 3: Existing WCP Member Retention Criteria

- 3.1 Subject to 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, or if the Paralympic Head Coach exercises their absolute discretion in accordance with paragraph 1.10.

Eligibility

- 3.2 Athletes must continue to satisfy the eligibility criteria set out at paragraph 1.1 and as further detailed in paragraphs 5.1 to 5.7.

Performance Targets

- 3.3 Current athletes must meet any Performance Targets and Conditions set by the Panel at the previous year's selection meeting, as amended from time to time by British Athletics.
- 3.4 In assessing whether or not an athlete has met his or her Performance Targets and Conditions, the Performance Guidelines at paragraphs 2.5 to 2.14 above shall apply in determining which performances shall be taken into account by the Panel.

What it Takes to Win

- 3.5 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 Paralympic Games in either 2021 (Podium Programme) or 2024/beyond 2024 (Podium Potential Programme). 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. World Championships or Paralympic Games) medallists in each of the following three areas:
- Performance (incorporating trajectories, age-metrics, event progression and competitiveness);
 - Physical/technical (incorporating biomechanical, physiological and/or technical metrics);
 - Classification (incorporating the impact of each athlete's impairment on performance); and
 - Self & Support (incorporating descriptions of best practice in areas such as lifestyle, behaviours and environment [including coaching, facilities and support team]).
- 3.6 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 Paralympic Head Coach, only in accordance with paragraph 1.10 of Section 1.

Progression

- 3.7 The Paralympic WCP is a progressive programme. Consequently, and subject to paragraph 3.2:
- It is expected that all WCP athletes 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 Paralympic Head Coach's absolute discretion pursuant to paragraph 1.10, the Panel may:
 - retain athletes at their current level or move them to a higher level of the WCP;
 - 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
 - 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.

- b. Athletes at levels C, D and E of the WCP are expected to continually demonstrate their progress against the WITTW model. 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. Paralympic gold medallists remain eligible for Podium A level for up to a maximum of four years. World Championship gold medallists are eligible for Podium A for up to a maximum of two years. Athletes who were WCP members in previous years but who are not currently on levels of the WCP will only be eligible for WCP membership at a level equal to or higher than the level from which they were removed previously. Exceptions to the provisions of this paragraph 3.7c may be made:
 - i. where an athlete has changed classification;
 - ii. where an athlete has changed their primary event; or
 - iii. at the discretion of the Paralympic Head Coach.

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 or an athlete who requires a guide runner where that guide runner has been affected by a performance limiting factor and the requirements in paragraph 4.6 below are satisfied. In coming to this decision the Panel will use the following guidelines.
- 4.3 A "Performance Limiting Injury" is:
- a. 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
 - b. 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 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:
- a. 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 a medal at the Paralympic Games; and
 - b. 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 Paralympic Games; and
 - c. 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.

Visually impaired athletes

- 4.5 Visually impaired track athletes currently on the Podium Programme who require a guide runner to compete in their chosen discipline(s) (classes T11 and/or T12) and who fail to meet the Retention Criteria will be considered for retention on the WCP if:
- a. the guide runner has been affected by a Performance Limiting Injury that, in the opinion of the Panel at its absolute discretion, significantly impacts upon the athlete's ability to meet the Retention Criteria;
 - b. the Paralympic Head Coach considers that the athlete still has realistic potential to win a medal at the 2020 (2021) or 2024 Paralympic Games; and
 - c. where, in the opinion of the Panel, the guide runner does not demonstrate the ability to recover sufficiently from their Performance Limiting Injury, the athlete and his or her coach are able to identify suitable guide runner alternatives, which are then subject to the approval of the Paralympic Head Coach in her absolute discretion.
- 4.6 Current Podium Potential visually impaired track athletes whose performances have been affected by a Performance Limiting Injury to their guide will only be considered for retention to the WCP in exceptional circumstances at the absolute discretion of the Paralympic Head Coach.

Additional conditions

- 4.7 Where an athlete is retained on the WCP for 2020-2021 due to a Performance Limiting Injury (affecting either them or their guide runner as applicable), 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.
- 4.8 The Panel will not consider previous success alone when considering whether to retain an athlete under this Section 4.
- 4.9 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 choose not to renew the membership of athletes whose performance is affected by a Performance Limiting Injury or other factor.

Section 5: General Conditions

Eligibility Conditions

Events not on the Tokyo 2020 (2021) Paralympic Games medal event programme

- 5.1 Pursuant to paragraph 1.1e above, athletes will not be considered for WCP membership for events that do not feature on the Tokyo 2020 (2021) Paralympic Games medal event programme (see Section 8 for a full list of events that will be staged at Tokyo 2020 (2021)).
- 5.2 Should the Tokyo medal event programme be changed during the 2020-2021 athlete year, membership of the WCP will be immediately reviewed. Any current WCP athlete whose chosen event does not subsequently feature on the Tokyo 2020 (2021) Paralympic Games medal event programme will be considered in alternative available events and the Paralympic Head Coach, at her sole and absolute discretion, may choose to retain an athlete at any level on the WCP (including the Podium Potential Programme) if he/she believes that, notwithstanding that the event in which the individual had previously competed is no longer on the medal event programme, the individual has the potential to successfully transfer to another discipline and win a medal at the Paralympic Games. Should the Paralympic Head Coach not believe an athlete has the potential to successfully transfer to another discipline and win a medal at the Paralympic Games, they will be removed from the WCP with immediate effect.

General competitiveness of events

- 5.3 Throughout the last three Paralympic cycles, the relevant standard and competitiveness of events is known to have fluctuated significantly throughout each cycle. Therefore, for an athlete to be considered eligible for selection to the WCP, the Panel must be satisfied in its absolute discretion that the current depth and competitiveness of an event (according to the data available on the date of the selection meeting) is sufficient to predict the potential “head-room” (the amount performance levels within any given event can expect to improve) and therefore the event’s future competitiveness and likelihood that the event will remain on the medal event programme:
- a. for athletes being considered for places on levels A and B of the WCP: at the Tokyo 2020 (2021) Paralympic Games; and
 - b. for athletes being considered for places on levels C, D and E of the WCP: at the Paris 2024 Paralympic Games
- so as to enable the Panel to assess that athlete in accordance with the Performance Matrix and/or Retention Criteria (as applicable).
- 5.4 In assessing an event’s head-room and competitiveness at the Tokyo 2020 (2021) and Paris 2024 Paralympic Games, the Panel may consider the following and any other factors they deem relevant:
- a. Current world ranking depth and nation/region representation;
 - b. “Age” of event (i.e. when was it added to the medal event programme for the Paralympic Games, and whether it has been removed in previous cycles);
 - c. Event/class development history;
 - d. Historical trends of similar events/classes; and/or
 - e. British Athletics' understanding of the practices adopted in traditionally secretive nations.

Medical eligibility

- 5.5 For both current and non-current members of the WCP, the CMO (or designated medical representative) must be satisfied of the medical diagnosis underpinning their classification (such a diagnosis being a “Relevant Diagnosis”) for them to be considered eligible for retention on, or selection to, the WCP and the following provisions shall apply in any assessment of a Relevant Diagnosis:
- a. it shall be the responsibility of the athlete to obtain and provide documentary evidence of a Relevant Diagnosis so as to show that the athlete meets the requirement at paragraph 1.1f of Section 1;
 - b. the athlete shall comply with all reasonable requests of the CMO (or designated medical representative) for further evidence of the Relevant Diagnosis, and the costs of obtaining such evidence shall be borne by British Athletics; and
 - c. all documentary evidence submitted in support of a Relevant Diagnosis must be in English, dated and signed by a registered medical professional who provided the diagnosis.

Classification reviews

- 5.6 WCP membership status of any athlete on the programme without a permanent classification will be reconsidered upon review of their classification by an IPC International Classification Panel ("an IPC Panel"). In particular:
- any athlete who ceases to satisfy the eligibility requirements at paragraph 1.1 following a review by an IPC Panel will be removed from the WCP with immediate effect;
 - the funding level of any athlete whose classification is changed will be subject to immediate review by the Paralympic Head Coach, based on the Performance Matrix and the Retention Criteria. Such an athlete may then be subject to a change in their WCP programme level, or possible removal from the WCP, at the absolute discretion of the Paralympic Head Coach; and
 - where paragraph 5.6b applies but the athlete continues to satisfy the eligibility criteria in paragraph 1.1, the athlete will automatically be considered in alternative events for which they are eligible, assessed against the Performance Matrix. The Paralympic Head Coach, at her sole and absolute discretion, may choose to retain this individual and place them at any level on the WCP if she believes that the individual has the potential to successfully transfer to another class and/or discipline and win a medal at the Paralympic Games.

Suspension and termination of membership

- 5.7 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.
- 5.8 Without prejudice to the provisions at paragraph 5.7 above, in the event that an athlete no longer satisfies the eligibility criteria set out at paragraph 1.1 of Section 1 above and paragraphs 5.1 to 5.6, is in material breach of the UK Athletics 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.

Amendment

- 5.9 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 Paralympic Head Coach (casting vote);
 - ii. One or more representative of each event/event-group as nominated by the British Athletics Paralympic Head Coach;
 - iii. British Athletics Podium Potential Manager;
 - iv. British Athletics Paralympic National Pathways Manager;
 - b. Non-voting members;
 - i. British Athletics Performance Director;
 - ii. Medical representative(s);
 - iii. Media representative(s);
 - iv. Independent Sport Observer;
 - v. Note taker(s) as required; and
 - vi. British Athletics Paralympic Performance Programme Manager - 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.

- 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 2: 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, some of which may have to be met and reviewed periodically 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 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 Paralympic Head Coach may at the selection meeting exercise her absolute 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 Existing WCP Member Retention Criteria and any previous Performance Targets set for the athlete;
 - b. What it Takes to Win data and analysis (incorporating the Performance trajectories);
 - c. WPA World Rankings;
 - d. performance profiles for athletes;
 - e. event profiles;
 - f. event depth data;
 - g. where available and/or applicable, the Raza point score system;
 - h. the UKA / WCP Athlete Plans (where available);
 - i. impact of any changes to WPA technical rules;
 - j. notes & reports from event specialists;
 - k. the athlete's location and training environment;
 - l. the athlete's medical history; and/or
 - m. any other relevant information requested by or within the knowledge of the Panel.

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 5.7 and 5.8 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 and absolute 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 – Paralympic Athletes), which govern the WCP (referred to here 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 Appeals 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 Appeals 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.
- 7.10 Please note that in reaching WCP Decisions, the WCP Selection Panel act as experts and athletes should consider carefully whether any 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 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 and absolute 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

Section 8: Tokyo 2020 (2021) Medal Event Programme

8.1 The tables below outline the Tokyo 2020 (2021) Medal Event Programme.

8.3 These events are correct as of 1st August 2019.

Men		Women	
Event Name	Eligible Classes	Event Name	Eligible Classes
100m T11	T11	100m T11	T11
100m T12	T12	100m T12	T12
100m T13	T13	100m T13	T13
100m T33	T33	100m T34	T33, T34
100m T34	T34	100m T35	T35
100m T35	T35	100m T36	T36
100m T36	T36	100m T37	T37
100m T37	T37	100m T38	T38
100m T38	T38	100m T47	T45, T46, T47
100m T47	T45, T46, T47	100m T53	T53
100m T51	T51	100m T54	T54
100m T52	T52	100m T63	T42, T63
100m T53	T53	100m T64	T44, T62, T64
100m T54	T54	200m T11	T11
100m T63	T42, T63	200m T12	T12
100m T64	T44, T62, T64	200m T35	T35
200m T35	T35	200m T36	T36
200m T37	T37	200m T37	T37
200m T51	T51	200m T47	T45, T46, T47
200m T61	T61	200m T64	T44, T64
200m T64	T44, T64	400m T11	T11
400m T11	T11	400m T12	T12
400m T12	T12	400m T13	T13
400m T13	T13	400m T20	T20
400m T20	T20	400m T37	T37
400m T36	T36	400m T38	T38
400m T37	T37	400m T47	T45, T46, T/47
400m T38	T38	400m T53	T53
400m T47	T45, T46, T47	400m T54	T54
400m T52	T51, T52	800m T34	T33, T34
400m T53	T53	800m T53	T53
400m T54	T54	800m T54	T54
400m T62	T62	1500m T11	T11
800m T34	T33, T34	1500m T13	T12, T13

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800m T53	T53	1500m T20	T20
800m T54	T54	1500m T54	T53, T54
1500m T11	T11	5000m T54	T53, T54
1500m T13	T12, T13	Marathon T12	T11, T12
1500m T20	T20	Marathon T54	T52, T53, T54
1500m T38	T37, T38	Long Jump T11	T11
1500m T46	T45, T46	Long Jump T12	T12
1500m T52	T51, T52	Long Jump T20	T20
1500m T54	T53, T54	Long Jump T37	T37
5000m T11	T11	Long Jump T38	T38
5000m T13	T12, T13	Long Jump T47	T45, T46, T47
5000m T54	T53, T54	Long Jump T63	T42, T61, T63
Marathon T12	T11, T12	Long Jump T64	T44, T62, T64
Marathon T46	T45, T46	Club Throw F32	F31, F32
Marathon T54	T52, T53, T54	Club Throw F51	F51
Long Jump T11	T11	Discus Throw F11	F11
Long Jump T12	T12	Discus Throw F38	F37, F38
Long Jump T13	T13	Discus Throw F41	F40, F41
Long Jump T20	T20	Discus Throw F53	F51, F52, F53
Long Jump T36	T36	Discus Throw F55	F54, F55
Long Jump T37	T37	Discus Throw F57	F56, F57
Long Jump T38	T38	Discus Throw F64	F43, F44, F62, F64
Long Jump T47	T45, T46, T47	Javelin Throw F13	F12, F13
Long Jump T63	T42, T61, T63	Javelin Throw F34	F33, F34
Long Jump T64	T44, T62, T64	Javelin Throw F46	F45, F46
High Jump T47	T45, T46, T47	Javelin Throw F54	F53, F54
High Jump T63	T42, T63	Javelin Throw F56	F55, F56
High Jump T64	T44, T64	Shot Put F12	F11, F12
Club Throw F32	F31, F32	Shot Put F20	F20
Club Throw F51	F51	Shot Put F32	F32
Discus Throw F11	F11	Shot Put F33	F33
Discus Throw F37	F37	Shot Put F34	F34
Discus Throw F52	F51, F52	Shot Put F35	F35
Discus Throw F56	F54, F55, F56	Shot Put F36	F36
Discus Throw F64	F43, F44, F62, F64	Shot Put F37	F37
Javelin Throw F13	F12, F13	Shot Put F40	F40
Javelin Throw F34	F33, F34	Shot Put F41	F41
Javelin Throw F38	F38	Shot Put F54	F54
Javelin Throw F41	F40, F41	Shot Put F57	F56, F57
Javelin Throw F46	F45, F46		
Javelin Throw F54	F53, F54		
Javelin Throw F57	F56, F57		

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Javelin Throw F64	F42, F43, F44, F61, F62, F63, F64			
Shot Put F11	F11			
Shot Put F12	F12			
Shot Put F20	F20			
Shot Put F32	F32			
Shot Put F33	F33			
Shot Put F34	F34			
Shot Put F35	F35			
Shot Put F36	F36			
Shot Put F37	F37			
Shot Put F40	F40			
Shot Put F41	F41			
Shot Put F46	F45, F46			
Shot Put F53	F53			
Shot Put F55	F54, F55			
Shot Put F57	F56, F57			
Shot Put F63	F42, F61, F63			

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 Paralympic 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 on the 25th of each month. 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", 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.

Guide-Runners

Guide runners will be offered WCP membership at the same level as the athlete whom they support. This will entitle the guide-runner to a similar level of service support as the athlete, but does not guarantee the same level of APA. The exact APA figure will be determined by the Paralympic Head Coach (in consultation with the athlete/personal coach) and will be commensurate with the nature of the athlete-guide relationship, and the level of engagement/contact-time required and delivered by the relevant guide runner. As a result, APA's for guide runners may change throughout the athlete year (up to the maximum APA level allocated to the supported athlete), depending on the levels of support required and committed by the guide runner in question. Please note, for the guide-runner to be eligible for WCP membership, they must have physically guided the athlete in question when they achieved the performance(s) that qualified them for membership of the WCP.

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

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

All athletes will have their APA paid on a monthly basis, starting from 1st December 2020.

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	17/09/2020
Name of person and job title of the person screening	Amanda Evans, Paralympic Programme Manager
What is being screened?	2020-2021 WCP Selection Policy Paralympic Athletes

	Yes/No
Is this a policy or procedure document?	Yes
Is this a policy being taken to the Board?	No
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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