



World Class Programme Selection Policy Olympic

June 2021

A. WORLD CLASS PROGRAMME

1. INTRODUCTION

- 1.1. This Selection Policy describes how athletes are selected for membership of the British Athletics Olympic World Class Programme (“**WCP**”).
- 1.2. The WCP is UK Sport’s National Lottery funded initiative to supporting the delivery of success at the world’s most significant sporting events. The WCP is split into several levels reflecting the actual and potential performance levels of athletes.
- 1.3. Subject to the contents of this policy and to signature and compliance with the terms of the World Class Programme Performance Athlete Agreement (or, in the case of athletes who do not receive an APA following means testing, the World Class Programme Affiliate Agreement), athletes selected onto the WCP will be able to access a range of facilities and support. These may include:
 - a) An Athlete Performance Award (**APA**). Please see further details below.
 - b) Coaching, training, and competition support.
 - c) Medical, technology and scientific services.
- 1.4. All facilities and support offered to athletes as part of membership of the WCP are subject to change at the discretion of British Athletics. Not all facilities and support will be available to those athletes on the WCP who choose to train abroad.
- 1.5. All decisions of British Athletics with regard to membership of the WCP and provision of APAs are subject to the ratification of UK Sport.
- 1.6. Athletes who have not signalled their acceptance of this WCP Selection Policy in a manner acceptable to British Athletics shall not be eligible for selection to the WCP.

2. AIM AND PURPOSE

- 2.1. Athletes are selected onto the WCP to further the aim of British Athletics to win medals at the 2024 and/or 2028 Olympic Games; winning will always be achieved with integrity and in line with UK Sport’s ambition of ‘Keep Winning & Win Well’.
- 2.2. In consequence, British Athletics must be confident that any athlete selected for the WCP has the realistic potential to achieve a medal at least in one of the next two Olympic Games.

3. NUMBER OF PLACES ON WCP

- 3.1. The number of places on the WCP is strictly limited and may vary from year to year. The total number of places available for the 2021/22 season will be circa 68 (covering all funding levels):
- 3.2. A WCP Selection Panel appointed by British Athletics will consider athletes for WCP membership based on the eligibility and selection criteria and standards set out below.
- 3.3. The selection process for the WCP will be carried out annually by the end of November of each year. Membership of the WCP in one year does not guarantee membership in any subsequent year.
- 3.4. British Athletics is not obliged to fill every available place on the WCP, nor to select athletes for every event in the athletics programme.
- 3.5. Even if an athlete fulfils all eligibility criteria and achieves all relevant selection criteria and standards, that athlete may not achieve a place on the WCP. The number of places is limited and British Athletics may prioritise other athletes (based on potential or otherwise) or events and shall give such weight to it as it considers appropriate. Such decisions are at the discretion of the WCP Selection Panel, who shall take into account:
 - a) any information received from the British Athletics Performance Director as to priority events and/or strategic direction;
 - b) the athletes they consider most likely to win a medal at 2024 and 2028 Summer Olympic Games; and
 - c) the need for athletes to show progression and the potential to win medals in the future.

B. ATHLETE PERFORMANCE AWARDS

4. GENERAL

- 4.1. Athletes who are selected for the WCP but who do not receive an APA following the financial needs assessment shall, at their election, be eligible to sign either the World Class Programme Performance Athlete Agreement or the World Class Programme Affiliate Agreement. An athlete's membership of the WCP is contingent on entering into one of these agreements.
- 4.2. APAs are a National Lottery funded grant award aimed at assisting athletes to pursue medal success in the Olympic and in other major championship events. The APA system is aligned to investment in sports' high-performance programmes, with APA funding designed to enable athletes to fully engage with these programmes and meet the demands associated with progression towards the Olympic podium.
- 4.3. APAs are not designed to support athletes (or their associated company/financial vehicle) that could be considered professional – i.e. athletes that have secured an income via professional or semi-professional contract, through salary, stipend, prize money, endorsement or related income streams that enables them to operate independently. Such athletes will be subject to a financial needs assessment and may not receive an APA (see further section F below).

5. APA LEVELS

- 5.1. APAs are available at different levels:

Podium APAs are designed to support athletes whose profile indicates a strong prospect of achieving/contributing to a medal winning performance at the 2024 and 2028 Olympic Games within the cycle and who are already achieving/contributing to international results within the medal zone

- Podium awards are made at A and B levels.
- An additional award level 'Paris Potential' is provided to support athletes that have been in receipt of a Podium level award, do not meet the competition outcome standards to retain an A or B award, yet remain a strong medal prospect for Paris.

A+ and A award values at Podium level are £28,000 and £26,500 respectively.

B+ and B award values at Podium level are £23,000 and £21,500 respectively.

Paris Potential award value at Podium level is £19,000.

Podium Potential APAs are designed to support athletes who have been identified and confirmed as having the potential to progress to Olympic medal success and have made the commitment to pursue this goal.

- Podium Potential awards are made at C and D levels.

Podium Potential level APA amounts are:

C level - £16,000

D level - £10,000

Confirmation Level APAs are designed to support athletes in their first 1-2 years of inclusion in the World Class Programme, to provide a period through which the potential of the athlete is explored and confirmed.

Confirmation level awards will be offered for no more than two years.

Entry level APA amount is £7,000.

Amounts are subject to change.

RELAY ATHLETES' APAs

Relay athletes will not be allocated an APA unless they and their coach have signed and returned the British Athletics Annual Relay Plan and committed fully to the training and competition schedule.

PERFORMANCE STANDARDS AND REQUIREMENTS

All details relating to the specific requirements to be considered for all levels of APA's can be found in:

Appendix 1 Selection Standards.

Appendix 2 Performance Matrix Individual Events.

Appendix 3 Performance Matrix Relay Events.

C. WCP SELECTION PANEL

6. COMPOSITION AND MEETINGS

- 6.1. The WCP Selection Panel will comprise of:
- a) the British Athletics Performance Director;
 - b) the British Athletics Olympic Head Coach; and
 - c) the relevant British Athletics Event Lead
- 6.2. The Performance Director may invite any other persons to a selection meeting, including (but not limited to):
- a) One or more representative of each event-group as nominated by the British Athletics Olympic Head Coach;
 - b) Medical representative(s);
 - c) The Chair of the UK Athletics Athlete Commission or his/her nominee who shall be a member of the UK Athletics Athlete Commission¹;
 - d) Media Officer(s)²;
 - e) Performance Support Technologist;
 - f) Independent Sport Observer³;
 - g) UK Sport representative(s);
 - h) Note taker(s); and
 - i) British Athletics Head of Performance Programs.

¹ Chair / nominee cannot be a current athlete.

² The media officer's role in selection meetings is to fully understand the performance decisions, to ensure thorough preparation for the team announcement, be able to communicate the external message and manage the reactions from athletes, media and the fans.

³ The role of the Independent 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 which could reasonably be perceived as a bias.

- 6.3. The Head of Performance Programs will chair WCP selection meetings.
- 6.4. The WCP Selection Panel will meet upon the request of the Performance Director.

7. VOTING AND CONFLICTS

- 7.1. Voting of the WCP Selection Panel is by simple majority. Voting members will be agreed prior to the meeting and will normally consist of the Performance Director, Head Coach and a designated event lead/expert. In the event it is required, the Performance Director will have a second casting vote.
- 7.2. Decisions of the WCP Selection Panel are subject to the ratification of UK Sport.
- 7.3. In relation to each athlete being considered in a selection meeting, WCP Selection Panel members and other attendees must declare any conflict of interest. Where a conflict of interest exists, the relevant person will not be permitted to contribute to discussions about the athlete in question and, if a vote is required, a conflicted WCP Selection Panel member will not be entitled to vote and must not be present when the vote takes place. Where there is any doubt as to whether there is a conflict of interest, the matter will be decided by the Chair of the WCP selection meeting.

8. POWERS AND DUTIES

- 8.1. The WCP Selection Panel may request reports (oral or written) or data from any person in relation to an athlete or athletes.
- 8.2. The WCP Selection 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 existing WCP members; and
 - c) consider athletes not currently on the WCP and either grant them WCP membership at an appropriate level, or reject them.
- 8.3. The Chair of the WCP Selection Panel will decide the order in which athletes are considered.
- 8.4. The WCP Selection Panel may set conditions and targets for each athlete on the WCP. These will need to be met by the end of the season for membership of the WCP to continue, and some may have to be met by a particular point during the season for membership to continue.
- 8.5 The deliberations of the WCP Panel are confidential and may not be disclosed or discussed with any third party.

8.6 The WCP Selection Panel will complete a written note of their decisions in relation to each athlete, including the reasons for their decisions. This will be provided to the relevant athlete if an appeal is made (under clause 12)

D. ELIGIBILITY AND SELECTION DECISIONS

9. ELIGIBILITY

- 9.1. In order to be considered for membership of the British Athletics Olympic WCP, an athlete must fulfil the following criteria:
- a) Meeting and continuing to meet the UK Sport Eligibility Policy (see <https://www.ukssport.gov.uk/resources/eligibility>)
 - b) Be eligible to compete for Team GB at the Olympic Games and for Great Britain & NI in all relevant Championships and events.
 - c) Agreeing to this WCP Selection Policy in a form requested by British Athletics.
 - d) A British Passport holder.
 - e) Not currently serving a period of ineligibility as a result of a transfer of allegiance.
 - f) Not currently serving a period of ineligibility or a provisional or permanent suspension for a doping violation or for any other reason of misconduct.
 - g) Meets the standards and behaviour expected by British Athletics, as published from time to time.
 - h) Does not compete for an NCAA member university in the United States (or will not during the relevant period WCP) OR Competes for a NCAA member university but has, by the time of selection, received in writing (and forwarded to British Athletics) specific dispensation from the respective NCAA university to receive financial support via the WCP during the relevant year.
 - i) Must be registered as a member with your Home Country Athletics Federation (HCAF), directly or through your club. Details for each HCAF can be found at Appendix 5.

Any athlete who has associated, or intends to associate, themselves with a coach, doctor or other medical or support person who British Athletics reasonably considers it inappropriate for the athlete to associate with, shall not, at the discretion of British Athletics, be eligible for selection for or continuing membership of the WCP (including receipt of an APA).

10. SELECTION DECISIONS

- 10.1. Each athlete's membership of the WCP (and their APA level) will be reviewed by the WCP Selection Panel annually pursuant to the terms of this WCP Selection Policy. Membership of the WCP or a particular level in one year does not guarantee Membership of the WCP or an APA in subsequent years.
- 10.2. The eligibility criteria set out in section 9 above must be met on an ongoing basis. If they are not, an athlete shall not be considered for selection to the WCP by the WCP Selection Panel and may be removed from the WCP.
- 10.3. Decisions of the WCP Selection Panel shall be discretionary, taking into account the following factors:
- a) In relation to individual events, the Performance Matrix for Individual Events set out at Appendix 1.

- b) In relation to relay events, the Performance Matrix for relay Events set out at Appendix 2.
 - c) Performance against any previous Performance Targets and Conditions set for the athlete.
 - d) Any information received from the British Athletics Performance Director as to priority events and/or strategic direction;
 - e) For athletes currently on the WCP, progress in key physical, technical, psychological and/or tactical areas related to performance.
 - f) Pre-WCP membership survey (potential new athletes only).
 - g) Notes & reports from event specialists / points of contact / personal coaches (which may be supplied to the Section Panel or requested by them).
 - h) Any other relevant information requested by, available to or within the knowledge of the WCP Selection Panel.
 - i) Compliance with the WCP Performance Agreement/Affiliate Agreement in previous years.
- 10.4. In deciding on WCP membership and APA level for relay athletes, the WCP Selection Panel will give consideration those factors listed at paragraph 103 above, and to:
- a) The performance record and contribution of individual team members.
 - b) Other factors such as commitment to team training and competition schedule, regular selection to a team and performance at milestone or other significant events.
 - c) 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 2024 and/or 2028 Olympic Games.
 - d) Engagement with the British Athletics relay programme(s) in 2020, 2021 and previous years (both in terms of competition and training).
 - e) Athlete's individual and relay performances throughout 2020, 2021 and previous years.

IMPORTANT FACTORS TO NOTE IN RELATION TO DECISIONS

- 10.5. The weight the WCP Selection Panel accord to factors set out in paragraphs 10.3 and 10.4 and the relevant Performance Matrix is entirely a matter for its discretion. Some factors may attract no weight. Evidence that any factor may not have been taken into account will not affect the validity of their decision as long as the overall decision is objectively justifiable.
- 10.6. The Performance Matrix – Individual Events and Relay Events set out part of the decision-making framework for the WCP Selection Panel. Even if an athlete fulfils all eligibility criteria and achieves all relevant selection criteria and standards for a specified APA level, that athlete may not achieve a place on the WCP or a certain level of APA. This is because the number of places on the WCP are limited and British Athletics may prioritise other athletes (based on potential or otherwise) or events.

Achieving a top 8 finish in the relevant Championship or Olympics does not guarantee that the athlete in question will be accepted onto the WCP at Podium B level. Rather, all requirements in the Performance Matrix will need to be considered and this Policy

- 10.7. Following the completion of all other selections, the WCP Selection Panel may at the selection meeting exercise its discretion to allocate any untaken places on the WCP to athletes who have not fulfilled all Performance Criteria and Standards.
- 10.8. Athletes will not, unless in exceptional circumstances, be retained at Podium Potential level for more than 4 years.
- 10.9. Athletes who have previously received an award at Podium level will not be considered eligible for Podium Potential awards except where the athlete has chosen to pursue success in a different sport or event/discipline.
- 10.10. Athletes who have previously received an APA at D level or above will not be eligible for a Confirmation level award except where the athlete has chosen to pursue success in a different sport or event/discipline.
- 10.11. Athletes may be considered for an APA at Paris Potential Level where they have previously been in receipt of a Podium A or B level award and there are exceptional circumstances that have prevented them retaining an award at that level. Despite not meeting the competition outcome standard to remain at A or B level; there will be strong evidence that the athlete is capable of bridging the gap to medal success at the Paris 2024 Olympic Games and has made the commitment to do so.
- 10.12. The WCP Selection may in its discretion consider an athlete for a Podium level APA and WCP Membership where they have not been able to produce the required performance in the Olympics for any reason, where the WCP Selection Panel considers that the athlete in question is operating at Podium level.

ADDITIONAL IMPORTANT FACTORS - RELAY

- 10.9. The WCP Selection Panel to decide that it is not appropriate for all members of a relay team to be provided with the same level of APA.
- 10.10. Relay athletes may be selected for:
 - Women's 4x100m;
 - Men's 4x100m; or
 - 4x400m (men, women and mixed gender)
- 10.11. 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.

- 10.12. A maximum of 6 athletes may be funded via the WCP for each of the women's 4x100m and men's 4x100m relay team, including athletes granted membership of the Podium Programme as individuals in individual sprint events.
- 10.13. A maximum of 6 men and 6 women may be selected for the 4x400m relays, including athletes granted membership of the Podium Programme as individuals in individual sprint events. These athletes will be part of the relay teams for the single and mixed-gender relays.
- 10.14. The WCP Selection Panel is not obliged to name relay athletes for each relay squad, or to fill all available places.

11. TIMING AND ANNOUNCEMENT OF DECISIONS

- 11.1. WCP selection decisions, including APA levels, will be published on the British Athletics website on or around 18 October 2021.
- 11.2. Thereafter, UK Sport will contact athletes directly to invite applications for APAs. As part of the application process, athletes will be obliged to complete an income assessment, subject to which APA amounts may be reduced by UK Sport. Athletes will also be required to enter into a Performance Athlete Agreement with British Athletics before APAs are confirmed. Athletes who will not receive an APA will be required to enter into the World Class Programme Affiliate Agreement before membership of the WCP is confirmed.
- 11.3. Following successful completion of the APA application process, athletes will be invited to accept APA offers, following which payments will be scheduled.

12. APPEALS PROCESS

- 12.1. The process for appealing decisions of the Selection Panel is set out in Appendix 4.

E. CIRCUMSTANCES THAT MAY LEAD TO DE-SELECTION FROM THE WCP

13. INJURY & ILLNESS

- 13.1. In the event of injury/illness (both physical and mental), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete will continue to receive their full APA and WCP membership up to three months from the point the injury/illness occurred or was identified.
- 13.2. If after three months the athlete remains unavailable for full selection or training, an expert review will be undertaken to confirm the likelihood that the athlete remains able to pursue success in the Olympic Games, to agree a programme of rehabilitation and to plot a timetable for return to full training and competition.
- 13.3. Each case will be considered on its own merit, and further expert advice may be sought where the long-term impact of the injury/illness is unclear (such as referral to the mental health panel). The athlete's progress against the timetable will be reported to UK Sport every three months thereafter, until the athlete has either fully resumed training and competition or left the programme.
- 13.4. Subject to satisfactory evidence of the likelihood of return, the APA will continue to be paid at the existing award level for up to a year but will only be extended beyond this in exceptional circumstances.
- 13.5. Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, or where the athlete has shown neither progress nor commitment to the agreed rehabilitation programme, the athlete can be removed from APA support providing an appropriate period of notice is given – see Athletes Leaving the Programme.

14. DISCIPLINARY ISSUES

- 14.1. If an athlete is in breach of the World Class Programme Athlete Agreement between British Athletics and the athlete, or the World Class Programme Affiliate Agreement, British Athletics may in its absolute discretion suspend or terminate the athlete's WCP membership (including APA payments) or act otherwise as it thinks fit in relation to the athlete's WCP membership.
- 14.2. In the event that an athlete:
 - a) no longer satisfies the eligibility criteria set out at section 9 above;
 - b) is in breach of this WCP Selection Policy;

- c) refuses to follow reasonable instructions from British Athletics, including but not limited to in relation to training, recovery from illness/injury and selection of coach/medical provision;
- d) is in breach of the World Class Programme Performance Athlete Agreement or the World Class Programme Affiliate Agreement);
- e) in the reasonable opinion of British Athletics has brought British Athletics into disrepute or is otherwise guilty of Misconduct under UKA Disciplinary Rules;
- f) is in breach of the codes of conduct for athletes.
- g) is in breach of the GB & NI Team Members Agreement (TMA)
- h) fails to engage with their British Athletics point(s) of contact (including medical);
- i) fails to provide information or evidence as to alignment (or lack of) to the agreed annual plan; or
- j) if any of the termination rights set out in the World Class Programme Performance Athlete Agreement or Affiliate Agreement are engaged,

For the avoidance of doubt, this provision permits termination by British Athletics at any stage during a funding year.

- 14.3. 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 (including APA) immediately upon notice in writing (which shall include email). 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 (including APA) or terminate that individual's WCP membership (including APA) immediately and entirely 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.

15. LOSS OF PERFORMANCE

- 15.1. An athlete may be removed from the WCP in circumstances where:

- 15.1.1. the Performance Director considers the athlete is making insufficient progress against the IAP and their agreed individual athlete plan and goals;
- 15.1.2. events are not attended without good reason; or
- 15.1.3. the Performance Director considers the athlete's training progress or race performance is deemed to be unacceptable against the Performance Matrix criteria.

- 15.2. Before an athlete is removed from the WCP in accordance with paragraph 15.1 above, the Performance Director and Head Coach will meet with the athlete to discuss their concerns and the athlete will be given a period of at least one month to show the necessary improvement.
- 15.3. Where an athlete chooses to use medical support outside of the WCP, the athlete must keep British Athletics regularly updated with their progress and injury/illness status. This must include a copy of written correspondence from the external medical personnel following initial and follow up consultations. If they do not do so, or British Athletics considers the medical treatment is likely to have a detrimental impact on recovery, performance or health, British Athletics may remove the athlete from the WCP following a consultation with the athlete.

F. MISCELLANEOUS

16. ATHLETE FINANCIAL NEED ASSESSMENT

- 16.1. Means testing is applied to all APA awards to ensure UK Sport only targets resources where there is evidence of financial need. The principle of financial need underpins all public investment.
- 16.2. Means testing will apply to athletes whose total income (including APA) exceeds £65,000 p.a. Where this is the case awards will be reduced pound for pound above this threshold. Athletes who do not receive an APA following means testing may opt to enter into the World Class Programme Affiliate Agreement rather than the World Class Programme Performance Agreement.
- 16.3. Exceptional cases will be considered for applying a higher threshold where there is substantial evidence that the essential costs of pursuing Olympic or Paralympic medal success in the sport exceeds £65,000 p.a.
- 16.4. Where the athlete declares that their income has been over £35,000 p.a. (excluding APA), the athlete will be required to provide further evidence of their income.
- 16.5. It is the athlete's responsibility to ensure that UK Sport is provided with accurate information on income. A series of validation checks are undertaken each year, and should it be found that inaccurate information has been provided, this may lead to the APA being withdrawn.
- 16.6. UK Sport reserves the right to conduct random checks and ask for further documentation from athletes above and beyond the standard annual audit carried out by external parties, to validate an athlete's income declaration.
- 16.7. Athletes and NGBs should be aware that knowingly making false statements or failing to make a full and fair disclosure of information relevant to the financial needs assessment is both a breach of the UK Sport Eligibility Policy and may constitute fraud under the Fraud Act 2006. UK Sport takes the offence of fraud and related offences (including theft, corruption and bribery) seriously and where any instance of fraud or an attempt to defraud, occurs UK Sport will take appropriate action, including reporting such conduct to the police.

17. ATHLETES IN RECEIPT OF STATE BENEFITS

- 17.1. Podium level athletes that are in receipt of means-tested benefits from the Department of Work and Pensions (DWP) will receive a reduced APA to enable them to continue receiving the benefits they are entitled to. These APAs are known as General Purpose Training Support (GPTS) APAs.
- 17.2. Where an athlete is eligible for government benefits, UK Sport would recommend applying for these prior to completing the APA application form in order that athletes may accurately

- 17.3. reflect their true household income. This however is an athlete's choice and there is no expectation that athletes must apply for benefits.
- 17.4. UK Sport conducts a quadrennial review of the means-tested benefits currently paid by the DWP to ensure parity with GPTS APAs.

18. PREGNANCY

- 18.1. To ensure support is provided for athletes who wish to have a child whilst they are in membership of the WCP and in receipt of an APA, the following UK Sport policy will apply:
- 18.2. Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months post childbirth.
- 18.3. Continued access to the APA post childbirth will be dependent on:
 - a) The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth;
 - b) At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – this plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally and the nature of the event they are returning to; and
 - c) Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.
- 18.4. If the level of commitment and or progress against this plan are not demonstrated, the athlete will be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).
- 18.5. At nine months post childbirth the potential of the athlete should be assessed and confirmed to UK Sport in order to continue to access the APA. It is important to note that this assessment should indicate the athlete's future medal potential and not necessarily performance outcomes.
- 18.6. An athlete who announces retirement from their sport during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before the APA terminates.
- 18.7. In the event of complications either during the pregnancy or post childbirth, this policy will be as flexible as is reasonable to accommodate these circumstances on a case-by-case basis.

- 18.8. UK Sport has commissioned further research into athletes' experiences of pregnancy, with the aim of providing further guidance about how athletes should be supported through pregnancy and post childbirth. UK Sport reserves the right to adjust this pregnancy policy where the findings of this research suggest the policy should change.

19. TRANSITIONAL FUNDING AND WCP MEMBERSHIP

Athletes Joining the Programme

- 19.1. All athletes will participate in a comprehensive induction process when joining the WCP or when changing between levels of the Performance Pathway. Where athletes are new members of the programme and are receiving an APA for the first time, British Athletics will ensure the athlete(s) are provided with sufficient support and opportunity to effectively transition into the programme.

Transition Between Events/Disciplines

- 19.2. Where an athlete is in receipt of a Podium level APA and transitions to a new event or discipline within Athletics, at the discretion of the WCP Selection Panel, a period of transitional APA funding can be agreed before the athlete is expected to meet the performance criteria within the new event or discipline. In these cases, at the discretion of the WCP Selection Panel and subject to the usual annual reviews by the WCP Selection Panel, the APA can be sustained at the current level (or at the Paris Potential level) for up to two years.

Transition Between Sports

- 19.3. Where an athlete is attempting to transfer between two sports, and is currently in receipt of an A, B, C, or Paris Potential APA, at the discretion of the WCP Selection Panel and subject to the usual annual reviews by the WCP Selection Panel, the athlete can be nominated for a transitional APA up to two years before being expected to meet the APA selection standards in the new sport.
- 19.4. At the discretion of the WCP Selection Panel and subject to the usual annual reviews by the WCP Selection Panel, the APA can be extended beyond 12 months where circumstances prevent an athlete achieving a result or performance, which could include:
- a) Injury, illness or pregnancy (see above)
 - b) External factors such as cancelled competition opportunities
 - c) The sport's schedule for athlete selection not aligning to this timescale.
- 19.5. Athletes in receipt of an A level APA will receive a maximum award of A (£26,500 p.a.) and athletes in receipt of a B level APA will receive a maximum award of B (£21,500 p.a.) during this transitional period.

Athletes Leaving the Programme

- 19.6. A minimum of a one-month notice period will be provided to all athletes that are no longer nominated at Podium or Podium Potential level or will receive a reduction in APA funding as

a consequence of the level at which they have been nominated. The notice period for athletes that are no longer nominated at Entry level is one month.

- 19.7. This period of notice will be within an athlete's current award term, i.e. athlete reviews will be conducted before APAs are due to expire to allow for this notice period and paperwork to be turned around.
- 19.8. In consultation with UK Sport, additional transitional funding can be offered at the current grant level for a period of time dependent on the total continuous period of WCP membership. This additional transitional funding will be provided as follows:
 - >1 year but <2 years = 1 month transitional award
 - >2 years but <3 years = 2 months transitional award
 - >3 years = 3 months transitional award
- 19.9. Where appropriate, British Athletics will provide continued access to essential services and support during the transitional period and specifically to medical services where this is necessary to support the treatment of a pre-existing medical condition.
- 19.10. Once an athlete leaves the WCP, they will no longer receive access to medical cover through AMS. However, AMS cover will continue for up to a maximum three months after the month their funding ceases for an existing medical claim and treatment to finish. No new claims can be opened within this three-month extension period.
- 19.11. Where an athlete is leaving the programme for disciplinary reasons, or due to a lack of engagement in the programme, British Athletics and UK Sport in consultation, have the discretion to revoke any transitional funding.

20. TRAINING PARTNERS

- 20.1. Training partners are not eligible to receive APA funding.
- 20.2. Training partners that have been contracted by British Athletics to support APA funded athletes and are benefitting in some way from high-performance programme resources will be nominated to UK Sport. Where appropriate and at its discretion, UK Sport may provide AMS cover for these athletes.

21. PERIODIC REVIEW

- 21.1. This Selection Policy will be reviewed by the Performance Director annually in or around May to ensure it remains fair and efficient; takes account of any external rule or policy amendments; includes any relevant feedback from the selectors, athletes, coaches and appeal panels.

APPENDIX 1 – SELECTION STANDARDS

1. The performance standards below are a minimum requirement for an athlete to be considered for WCP membership at the relevant APA level (as described in the Performance Matrix). Achievement of a standard by athlete does not guarantee selection, nor create any expectation of selection.
2. There will be no individual funding other than at Podium level for 100m, 200m or 400m runners. Such individuals will only be eligible at lower levels of funding in relation to relay.
3. WCP Selection Standards must be achieved within the Qualification Periods for each event as follows:

Event	Marathon, 35km Walk, 20km Walk, 10,000m & Combined Events	All Other Events
Period	1 Oct 2020 to 3 Oct 2021	1 Jan to 3 Oct 2021

4. Performances must be achieved during competitions organised or authorised by World Athletics, 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.
5. Marathon and race-walking qualification performances achieved overseas must be achieved on World Athletics accredited courses (see World Athletics website).
6. Domestic marathon performances achieved at non-World Athletics accredited courses shall be accepted, provided the race has a full RunBritain race license and satisfies the conditions for British and World Athletics record purposes.
7. Performances in mixed events between male and female participants held completely in a stadium shall not be accepted.
8. 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 World Athletics Competition Rules 2020), nor will performances that were achieved in competitions at which wind measurement was not available.
9. Performances set at 950m or more above sea-level shall not be accepted.
10. Hand timed performances in 100m, 200m, 400m, 800m, 100m/110m hurdles and 400m hurdles shall not be accepted (see World Athletics rule 261).

11. 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.
12. 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.
13. In all other eligible competitions, only one performance per day will be counted as follows:
 - c. In track events only the fastest official result of the day will be counted;
 - d. In throwing events only the best performance in the first competition of the day will be counted;
 - e. 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
 - f. 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.

APPENDIX 2 – PERFORMANCE MATRIX – INDIVIDUAL EVENTS

To select athletes for membership of the WCP, British Athletics must have confidence that athletes are progressing and will continue to do so towards winning medals at future Olympic Games and World Championships. A key part of this is this Performance Matrix which consists of several critical requirements that will be part of any athlete's journey through a performance pathway to winning medals at the Olympics.

Performance Matrix Requirements and Standards

The table below outlines the requirements and their associated standards at each level for 2021.

This Performance Matrix is a decision-making framework for the WCP Selection Panel. Compliance with any or all elements of the Performance Matrix does not guarantee that an athlete will be granted an APA at that level or at all.

		Standards				
		Podium		Podium potential		Confirmation
		A	B	C	D	
1	Commitment	Athletes will have made the commitment to target a medal at the Summer Olympic Games and be considered capable of sustaining or improving on current performance levels. They will have the knowledge and experience to sustain a healthy high-performance lifestyle, and to achieve consistent performance in targeted events.	Athletes will be considered capable of targeting medal success in Paris and will have made the commitment to do so. By this stage athletes will be expected to have the knowledge and experience to sustain a healthy high-performance lifestyle and to deal with pressures of performing in major international competition.	C level athletes will be competing internationally and have met the stated performance outcome in competition and in other defined performance requirements that indicate their potential to graduate to Podium level and go on to achieve medal success.	D level athletes will have been through a period of confirmation, will have made the commitment to pursue Olympic medal success and have met the standards against performance requirements that indicate their potential to graduate to Podium level and go on to achieve medal success.	Athletes will have been identified as having the attributes to pursue success in the Olympic Games and have committed to engage in a trial period.
2	Senior Championship Performance	Medallist at the Tokyo Olympic Games*	Top 8 or higher at the Tokyo Olympic Games	Given limited Senior Major Championship opportunities since 2019, a performance in 2021 at an international senior event that is deemed by the panel equivalent to a top 8 finish at a European Championships or Commonwealth Games (whichever is the most competitive for that event)		In 2021, an athlete has successfully competed for Great Britain at a Senior or age-group Championship.
3	Performance Standard	N/A	N/A	Athlete shall have achieved multiple performances above the Podium-Potential Entry standard level.	<ol style="list-style-type: none"> Podium-Potential Entry standard Evidence of producing best performance or close to best when it matters most at a Championship. 	<ol style="list-style-type: none"> Produced a performance(s) at a championship that was in line with their potential. Demonstrated through performing close to or exceeding SB and/or through tactical abilities that allowed the athlete to progress as far as possible through rounds The performance level is trending towards Podium-Potential entry standard at a rate that gives the panel confidence that it will meet or exceed it within 2 years. Event trend/progression will be considered to add context to athletes current Performance trajectory
4	Performance Consistency		The consistency of athletes will be assessed through reviewing their average performance of their top 3 to 5 outdoor performances within a season.**	The consistency of athletes will be assessed by reviewing the average performance of their top 3 to 5 outdoor performances**	The consistency of athletes will be assessed by reviewing the average performance of their top 3 to 5 outdoor performances**	If the level of consistency is too low at the panel's discretion, the panel has confidence that it is possible to address the reasons for the inconsistencies over 1 to 2 seasons.
5	Performance Potential and progression	N/A	The gap between current performance capabilities and those of medallists will be reviewed to understand the likelihood of closing these gaps within 4 years through consideration of: <ol style="list-style-type: none"> personal best performances in other events where relevant rates of progress in performance and critical determinants of performance 	Athletes have a progress profile (performance, critical determinants) demonstrating a substantial likelihood of achieving Podium standards within 2 to 3 seasons.	Evidence that it is realistic for the gap between the current performance level to the level required to finish top 8 at a Worlds or Olympics can be closed within 4 years. This will include but not exclusively reviewing the following: <ol style="list-style-type: none"> personal bests performance in other relevant events rates of progress in performance and critical determinants of performance 	At the WCP Selection Panel's discretion, it is clear that technical, physical, psychological, and/or tactical aspects of performance can be improved over 1 to 2 seasons, enabling the gap to Podium-Potential and Podium levels to be closed.

Notes:

* To be eligible to receive the A+ level APA, athletes must have achieved more than one performance at the Podium A level. The two A level performances must be achieved in different competitive seasons with at least one of these performances having been achieved in the senior world championship or Olympic Games.

* To be eligible to receive the B+ level APA, athletes must have achieved more than one performance at this level. The two B level performances must be achieved in different competitive seasons with at least one of these performances having been achieved in the world championship or Olympic Games.

**For athletes that do not compete often within a season (e.g., Marathon) or have had limited opportunity to compete in their chosen event, this is not applicable as stated. Consistency to perform will be reviewed within performance requirement 5.

Within the performance matrix standards, there are references to:

1. Gaps between current performances and top 8/medalling.

In addition to the expert knowledge of the WCP Selection Panel, global performance data will be analysed to establish trends and performance characteristics of competitors and athletes who finish top 20, 16, 8 and medal. This will be used as part of providing insight into gaps.

2. Rates of progress.

Confidence that the rate of future improvements will be sufficient to close gaps to achieve top 8 and medal at the Worlds/Olympics will be established through:

- a. The current rate of progress in performance and performance trajectory alongside event trend/progression.
- b. Evidence of progress and addressing gaps in critical determinants of performance.
- c. Injury and health history.
- d. Confidence in coaching, commitment, lifestyle and training environment.

3. Podium-Potential Entry Standard.

To be considered for selection on the WCP at Podium-Potential level, athletes should have achieved the performance standards below.

Event	100m	200m	400m	800m	1500m	5000m	10,000m	3000m SC	110m / 100mH	400mH	High Jump	Pole Vault	Long Jump	Triple Jump	Shot Put	Discus	Hammer	Javelin	Decathlon /Heptathlon	Marathon	20km RW	35km RW/50km RW
Women	11.06	22.84	51.78	02:01	04:07	14:58	31:47	9:44	12.97	55.45	1.91	4.49	6.69	13.35	18.49	63.28	65.56	61.01	6058	02:26:29	01:32:43	2:33:00 (3:50:00)
Men	10.06	20.34	45.24	01:46	03:37	13:11	27:47	8:25	13.43	49.17	2.27	5.65	8.10	16.85	19.70	64.03	76.49	80.76	8206	02:10:30	01:21:30	2:54:00 (4:25:00)

APPENDIX 3 – PERFORMANCE MATRIX – RELAY EVENTS

To select athletes for membership of the WCP within the relay programme, British Athletics must have confidence that athletes are progressing and will continue to do so towards winning medals at future Olympic Games and World Championships.

A key part of this is this Performance Matrix which consists of several critical requirements that will be part of any athlete's journey through a performance pathway to winning medals at the Olympics.

Performance Matrix Requirements and Standards

The table below outlines the requirements and their associated standards at each level for 2021.

This Performance Matrix is a decision-making framework for the WCP Selection Panel. Compliance with any or all elements of the Performance Matrix does not guarantee that an athlete will be granted an APA at that level or at all.

Requirements		Standards				
		Podium		Podium potential		Confirmation
		A	B	C	D	
1	Commitment	Athletes will have made the commitment to target a medal at the Summer Olympic Games and be considered capable of sustaining or improving on current performance levels. They will have shown commitment to both the relay training and competition programme as well as demonstrated the knowledge and experience to sustain a healthy high performance lifestyle, and to achieve consistent performance in targeted events.	Athletes will be considered capable of targeting medal success in Paris and will have made the commitment to do so. They will have shown commitment to both the relay training and competition programme. By this stage athletes will be expected to have the knowledge and experience to sustain a healthy high performance lifestyle and to deal with pressures of performing in major international competition.	C level athletes will be competing internationally and have met the stated performance outcome in competition and in other defined performance requirements that indicate their potential to graduate to Podium level and go on to achieve medal success. Athletes at this level will have shown commitment to both the relay and competition programme.	D level athletes will have been through a period of confirmation, will have made the commitment to pursue Olympic medal success and have met the standards against performance requirements that indicate their potential to graduate to Podium level and go on to achieve medal success. Athletes at this level will have shown commitment to both the relay and competition programme.	Athletes will have been identified as having the attributes to pursue success in the Olympic Games and have committed to engage in a trial period. They will have made the commitment to both the relay and competition programme.
2	Senior Championship Performance	Strike-four relay medalists from the Tokyo Olympics, provided the WCP Selection Panel believe they are likely to remain members of a relay team in 2022 which has realistic global medal potential*	Strike-four top-six finishers from the Tokyo Olympics who the WCP Selection Panel believe are likely to remain members of a relay team in 2022 which has realistic global medal potential*. OR Athletes who ran in the rounds at the Tokyo Olympics in medal winning or top-six finishing relay teams who the Panel believe are likely to remain members of a relay team in 2022 which has realistic global medal potential.	Athletes from relay teams that failed to finish at least in the top 6 at the Tokyo Olympics, but whom the WCP Selection Panel believe are likely to remain members of a relay team in 2022 which has realistic global medal potential (maximum 6 athletes in such a scenario). OR Key additional relay squad runners who, in the opinion of the WCP Selection Panel are considered realistic 2022 strike-four athletes, or who are vital to the optimal functioning of the relay teams in 2022	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 2022 AND are considered by the Panel to be highly likely to form part of strike-four global outdoor medal winning relay team beyond 2022.	
3	Performance Potential, Progression and Consistency	N/A	The gap between current performance capabilities and those of medalists will be reviewed to understand the likelihood of closing these gaps within 1 year through consideration of: a. personal bests b. performances in other events where relevant c. consistency relay leg performances d. technical and tactical ability e. rates of progress in performance and critical determinants of performance	Athletes have a progress profile (performance, critical determinants) demonstrating a substantial likelihood of achieving Podium standards within 2 to 3 years through consideration of: a. personal bests b. performances in other events where relevant c. consistency relay leg performances d. technical and tactical ability e. rates of progress in performance and critical determinants of performance	Evidence that it is realistic for the gap between the current performance level to the level required to finish top 8 at a Worlds or Olympics can be closed within 4 years through consideration of: a. personal bests b. performances in other events where relevant c. consistency relay leg performances d. technical and tactical ability e. rates of progress in performance and critical determinants of performance	At the WCP Selection Panel's discretion, it is clear that technical, physical, psychological, and/or tactical aspects of performance can be consistently improved over 1 to 2 seasons, enabling the gap to Academy and Podium levels to be closed.

Notes:

* To be eligible to receive the A+ level APA, athletes must have achieved more than one performance at the Podium A level. The two A level performances must be achieved in different competitive seasons with at least one of these performances having been achieved in the senior world championship or Olympic Games.

* To be eligible to receive the B+ level APA, athletes must have achieved more than one performance at this level. The two B level performances must be achieved in different competitive seasons with at least one of these performances having been achieved in the world championship or Olympic Games.

'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.



Within the performance matrix standards, there are references to:

4. Relay Teams: Gaps between current performances and top 6/medalling.

In addition to the expert knowledge of the WCP Selection Panel, global performance data will be analysed to establish trends and performance characteristics of competitors, athletes and relay teams who finish top 16, 8, 6 and medal. This will be used as part of providing insight into gaps.

5. Rates of progress.

Confidence that the rate of future improvements will be sufficient to close gaps to achieve top 8 and medal at the Worlds/Olympics will be established through:

- a. The current rate of progress in performance and performance trajectory alongside event trend/progression.
- b. Evidence of progress and addressing gaps in critical determinants of performance.
- c. Injury and health history.
- d. Confidence in coaching, commitment, lifestyle and training environment.
- e. Rates of progress made both tactically and technically

APPENDIX 4 – APPEALS PROCEDURE

Note to athletes from the British Athletes Commission:

The British Athletes Commission (BAC), provides independent, confidential advice and support to World Class Performance athletes and BAC members, with the selection process, disputes and appeals.

The BAC is always balanced and independent in its advice to athletes and if it feels there are no grounds for appeal, it will say so. The BAC offers pastoral and emotional support, throughout any process as well as referring athletes to Sport Resolutions to request pro-bono legal advice if necessary.

Please contact the BAC at admin@britishathletes.org or call 0203 126 4270.

1. This Appeal Procedure sets out the procedure where an athlete (the **Appellant Athlete**) wishes to appeal any selection decision taken by the WCP Selection Panel (**WCP Decision**) including in relation to:
 - a) Removal from the WCP;
 - b) APA level; or
 - c) Non-selection for the WCP/an APA.
2. Any athlete seeking to appeal a WCP Decision should be aware of the time limits contained in this Appeal Policy. It is designed with the intention of resolving issues in a timely, fair and transparent manner.
3. This Appeal Procedure is the only and exclusive appeal procedure governing selection and forms a separate entire agreement between each athlete wishing to be selected for the WCP and British Athletics (the **Parties**). The Parties agree not to commence, continue, or maintain any legal proceedings, other than as set out herein. All decisions under this Appeal Procedure are final and binding upon them.
4. The Parties agree that proceedings pursuant to this Appeal Procedure are to be treated as an arbitration under Part 1 of the Arbitration Act 1996 (**'the Act'**). Sections 44, 45 and 69 of the Act shall not apply to any proceedings.
5. The seat of the arbitration shall be England and shall be governed by English law.
6. The arbitration shall be administered by Sport Resolutions of Juxon House, 100 St Paul's Courtyard, London EC4M 8BU, but the Sport Resolutions Arbitration Rules shall not apply.

Grounds for Appeal

7. An athlete may appeal against a WCP Decision, only on the grounds that:
 - a) there has been a failure to follow the process outlined in the World Class Programme Selection Policy;
 - b) the WCP Selection Panel, or any member of it involved in making the relevant selection decision, lacked the required independence and has shown actual bias when making the decision;
 - c) the WCP Selection Panel reached a decision on the basis of an error of fact; or

- d) the decision is unreasonable and one that no reasonable decision maker could ever have reached. *Please note, this ground cannot be used simply because an athlete believes the Panel made the wrong choice. The decision would need to be so unreasonable that no reasonable person/panel (acting reasonably) could have made it. It would not be sufficient to prove that the decision was merely unreasonable.*

If none of these grounds are met the appeal will be dismissed.

Commencing an Appeal

8. This Appeal Procedure is commenced when an Appellant Athlete submits a formal written appeal that credibly identifies one of the permitted grounds of appeal (the **Notice of Appeal**) to both Sport Resolutions and British Athletics at one of the following email addresses: resolve@sportresolutions.com and appeals@britishathletics.org.uk.
9. The Notice of Appeal must be received by British Athletics and Sport Resolutions within 5 working days of the selection decision being published on the British Athletics website.
10. The Notice of Appeal must set out the full details of the Appellant Athlete's ground(s) of appeal and include:
- a) an email address for correspondence;
 - b) details of any representative;
 - c) details of the decision which the athlete is appealing;
 - d) details of the ground(s) of appeal upon which the athlete relies, including the precise manner in which the Appellant Athlete alleges that such ground(s) apply;
 - e) any documents or written evidence upon which the Appellant Athlete relies in support of his or her appeal.

Appointment of Appeal Panel

11. Following receipt of a Notice of Appeal, Sport Resolutions shall, within 3 working days appoint an appeal panel consisting of a single arbitrator and notify the parties of the identity of the arbitrator.
12. The Appeal Panel shall determine its own procedure and may issue such directions as it considers necessary for the just and efficient disposal of the appeal, including:
- i. to set, abridge or amend any timings set out herein, or made by the Appeal Panel itself;
 - ii. to request all and any documents in the possession of British Athletics or the Appellant Athlete;
 - iii. to determine the matter by an oral hearing, on the papers, or by video conference; and
 - iv. to draw all and any appropriate inferences from the behaviour of the Appellant Athlete, the failure to disclose documents, or the failure to comply with any order made by the Panel.

13. All Appeal Panellists must be free of conflicts of interest. Any Panellist must disclose the existence of such conflicts before accepting an appointment to sit on a Panel. If an Athlete wishes to object to the membership of a particular Panellist on a Panel, he must do so within 3 working days of the notification to him of the identity of that Panellist. In the absence of an objection, the Appellant Athlete will be deemed to have waived, finally and irrevocably, any ability to object to the Panellist, save as to conduct in the course of the reference. If a party intends to challenge any appointment that party shall, within seven days of notification by Sport Resolutions of the appointment, submit in writing to the Chairman of Sport Resolutions' Panel Appointments and Review Committee (the "PARC") (with a copy to the Appeal Panel and Sport Resolutions) the reasons why that party is challenging the Arbitrator. Unless the challenged Arbitrator withdraws or the other party agrees to the challenge, the Chairman of the PARC shall decide on the challenge in accordance with Sport Resolutions' procedures for the appointment and removal of Arbitrators and that decision shall be final.

Response

14. British Athletics shall file its Response to the Notice of Appeal with Sport Resolutions by email (with a copy to the Athlete) within 5 working days of receipt of the Notice of Appeal.

Third parties

15. Where it appears to the Appeal Panel that the interests of any Third Party may be affected by the appeal, they will notify the Third Party of the appeal, provide him/her with a copy of any appeal submissions (and any other relevant documents) and invite the Third Party to make any submissions within 24 hours of receiving the notification. A Third Party shall be under no obligation to make any submissions, but if the Third Party makes any comments the Appeal Panel will give the Appellant Athlete a copy of these submissions and a limited period of time to make any further submissions in response.

Hearing

16. The Appellant Athlete or British Athletics may request that the appeal be heard at a hearing. The request for a hearing must be sent to Sport Resolutions within 3 working days of British Athletics filing its Response.

17. Sport Resolutions shall then arrange a hearing on a date suitable to the parties and the Appeal Panel. The hearing shall take place within 2 weeks of the request for a hearing and shall be conducted by video conference unless there is a good reason for the hearing to be held physically or on the papers.

Review on the papers

18. In the event no hearing is requested, the Appeal Panel shall consider the case on the pleadings. It may ask the parties for such other information or documents it requires.

Appeal Panel Decision

19. The Appeal Panel shall be entitled to:

- a) dismiss the appeal and confirm the WCP Decision; or
- b) uphold the appeal and remit the matter back to the WCP Selection Panel, noting the errors it has identified in the conduct of the selection process, and requesting that a new decision is made within three working days.

Miscellaneous

20. An athlete's continuing membership of the WCP shall be deemed as continued acceptance of this Appeal Procedure.
21. Unless stated otherwise, all correspondence in relation to an appeal shall be conducted by email only.
22. The parties shall bear their own costs of any appeal.

Appendix 5 – Home Country Athletics Federations

englandathletics.org/athletics-and-running/athlete-registration/athlete-registration/

scottishathletics.org.uk/membership/

welshathletics.org/en/page/member-benefits

athleticsni.org/Clubs

Document Control

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Document Owner	Performance Director
Applicable to	Athletes
Approved by	UKA Board
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Next review date	June 2022

Changes

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Draft for Board	15 June 2021	First Issue