



World Class Programme Selection Policy Paralympic

June 2021

A. WORLD CLASS PROGRAMME

1. INTRODUCTION

- 1.1. This Selection Policy describes how athletes are selected for membership of the British Athletics Paralympic World Class Programme (“**WCP**”).
- 1.2. The WCP is UK Sport’s National Lottery funded initiative to support 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 WCP Selection 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 a medal at the 2024 and/or 2028 Paralympic 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 Paralympic 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 48 (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 Paris 2024 Paralympic medal event 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 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 the 2024 and 2028 Paralympic 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 Paralympics 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 Paralympic 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 contracts, 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 medal winning performances at the Paralympic Games in 2024 and 2028 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 Paralympic 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:

Athletes who compete in the Universal Relay will only be supported as an individual WCP athlete

Guide-Runners

Guide runners will be offered WCP membership to support the athlete. 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 selection panel (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.

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

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

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.

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 the 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 Paralympic WCP, an athlete must fulfil the following criteria:

- a) Meeting and continuing to meet the UK Sport Eligibility Policy (see <https://www.uksport.gov.uk/resources/eligibility>)
- b) Be eligible to compete for Paralympics GB at the Paralympic Games and for Great Britain & NI in all relevant Championships and events.
- c) The athlete competes in event(s) in which a Paralympic Pathway exists (i.e. it is the WCP Selection 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 Paris 2024 Paralympic Games.
- d) The athlete possesses, as a minimum, an IPC Review Level classification that is underpinned (to the satisfaction of the British Athletics Paralympic Lead Doctor in accordance with paragraph 9.6 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.
- e) Agreeing to this WCP Selection Policy in a form requested by British Athletics.
- f) A British Passport holder.
- g) Not currently serving a period of ineligibility as a result of a transfer of allegiance.
- h) Not currently serving a period of ineligibility or a provisional or permanent suspension for a doping violation or for any other reason of misconduct.
- i) Meets the standards and behaviour expected by British Athletics, as published from time to time.
- j) 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 4.

9.2. Any current WCP athlete whose chosen event does not subsequently feature on the Paris 2024 Paralympic Games medal event programme will be considered in alternative available events and the WCP Selection Panel, may choose to retain an athlete at any level on the WCP (including the Podium Potential Programme) if they believe 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 WCP Selection Panel 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 as per clause 19.8.

9.3. 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 membership for or continuing membership of the WCP (including receipt of an APA).

- 9.4. 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 WCP Selection 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.
- 9.5. In assessing an event’s head-room and competitiveness at the Paris 2024 and 2028 Paralympic Games, the WCP Selection 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.
- 9.6. For both current and non-current members of the WCP, the Paralympic Lead Doctor (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 9.1d) above;
 - b) the athlete shall comply with all reasonable requests of the Paralympic Lead Doctor (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.
- 9.7. WCP membership status of any athlete without a permanent classification will be reconsidered by the WCP Selection Panel upon review of their classification by an IPC International Classification Panel ("an IPC Panel"). In particular:
- a) any athlete who ceases to satisfy the eligibility requirements at paragraph 9.1d) following a review by an IPC Panel will be removed from the WCP in accordance with clause 19.8.
 - b) the funding level of any athlete whose classification is changed will be subject to immediate review by the WCP Selection Panel 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 WCP Selection Panel; and
 - c) where paragraph 9.7b applies but the athlete continues to satisfy the eligibility criteria in paragraph 9.1, the athlete will automatically be considered in alternative events for

which they are eligible, assessed against the Performance Matrix. The WCP Selection Panel at their sole and absolute discretion, may choose to retain this individual and place them at any level on the WCP if it believes that the individual has the potential to successfully transfer to another class and/or discipline and win a medal at the Paralympic Games.

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 (at a certain level or at all) in subsequent years.
- 10.2. The Eligibility Criteria set out in section 9 above must be met. 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) Performance against any previous Performance Targets and Conditions set for the athlete.
 - c) Any information received from the British Athletics Performance Director as to priority events and/or strategic direction;
 - d) For athletes currently on the WCP, progress in key physical, technical, psychological and/or tactical areas related to performance.
 - e) Pre-WCP membership survey (potential new athletes only).
 - f) Notes and reports from event specialists / points of contact / personal coaches (which may be supplied to the Section Panel or requested by them).
 - g) Any other relevant information requested by, available to or within the knowledge of the WCP Selection Panel.
 - h) Compliance with the WCP Performance Agreement/Affiliate Agreement in previous years.

IMPORTANT FACTORS TO NOTE IN RELATION TO DECISIONS

- 10.4. The weight the WCP Selection Panel accord to factors set out in paragraphs 10.3 and 10.4 and the 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.
- 10.5. The Performance Matrix sets 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.

- 10.6. 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.
- 10.7. Athletes will not, unless in exceptional circumstances, be retained at Podium Potential level for more than 4 years.
- 10.8. 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.
- 10.9. 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.
- 10.10. 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 Paralympic Games and has made the commitment to do so.
- 10.11. The WCP Selection Panel may in its discretion (and subject to UK Sport ratification) consider an athlete for a Podium level APA and WCP Membership where they have not been able to produce the required performance in the Paralympics for any reason, where the WCP Selection Panel considers that the athlete in question is operating at Podium level.

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 19 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 the WCP Performance Athlete Agreement with British Athletics before APAs are confirmed. Athletes who have been selected for the WCP but who will not receive an APA will be required to enter into either the WCP Performance Athlete Agreement or the WCP 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 3.

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 Paralympic 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 (or the end of the season if that is sooner) 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 at paragraph 19.6 below.

Visually impaired athletes

- 13.6. Visually impaired track athletes currently on the WCP who require a guide runner to compete in their chosen discipline(s) (classes T11 and/or T12) and who fail to meet the Performance Matrix Standards will be considered for retention on the WCP if:
 - the guide runner has been affected by a Performance Limiting Injury that, in the opinion of the Panel and at its absolute discretion, significantly impacts upon the athlete's ability to meet the Performance Matrix Standards;
 - the WCP Selection Panel considers that the athlete still has realistic potential to win a medal at the 2024 or 2028 Paralympic Games; and
 - where, in the opinion of the WCP Selection 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 WCP Selection Panel at their absolute discretion.

- 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 WCP Selection Panel.

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.

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 relevant 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 Paralympic 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 should note 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 recommends applying for these prior to completing the APA application form in order that athletes may accurately reflect their true household income. This however is an athlete's choice and there is no expectation that athletes must apply for benefits.

- 17.3. 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 at paragraph 19.6 below).
- 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. WPA ranking performances (domestic or overseas) must be achieved during competitions organised or approved by WPA.
2. 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.
3. 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:
 - Padova Marathon, Italy; and
 - Boston Marathon, USA.
4. 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) – World Athletics 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.
5. 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.
6. Hand timed performances in 100m, 200m and 400m shall not be accepted.
7. Performances set at 950m or more above sea-level shall not be accepted.
8. 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.
9. If multiple performances are achieved in the same discipline in a single day at an official Championships of UK National level or higher:
 - 9.3 in track events, all performances will be counted;
 - 9.4 in field events, only the best single legal performance in the pool and the best single legal performance in the final will be counted.
10. In all other eligible competitions, only one performance per day will be counted as follows:

- 10.3 In track events only the fastest official result of the day will be counted;
- 10.4 In throwing events only the best performance in the first competition of the day will be counted;
- 10.5 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
- 10.5.1 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.
- 10.6 The 2021 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.

APPENDIX 2 – PERFORMANCE MATRIX

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

Performance Matrix Requirements and Standards

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

| Requirements | Standards | | | | |
|---|--|-------------------------------------|--|---|---|
| | Podium | | Podium Potential | | Confirmation |
| | A | B | C | D | |
| 1 Senior Championship Performance | Gold Medal at the Tokyo Paralympic Games | Medal at the Tokyo Paralympic Games | Successfully (as outlined below) competed at Tokyo Paralympics 2021. If due to exceptional circumstances an athlete does not compete in Tokyo, previous evidence as deemed by the panel demonstrates an athlete's ability to produce a performance in a major event in line with their potential and achieved a performance in 2021 that meets the standards and ranking as stated below. | | NA. |
| 2 Performance Standard and ranking | NA | NA | <ol style="list-style-type: none"> Produced a performance(s) in Tokyo or WPA European Championships in line with their potential. Demonstrated through performing close to or exceeding their SB and/or through tactical abilities that allowed the athlete to progress as far as possible within the championship. Minimum entry standard: Performance achieved in 2021 is within 4% of the bronze medal standard in Tokyo Ranked in the top 5 (top 8 for Men T54) by October 1st 2021 on the WPA 2021 World ranking | <ol style="list-style-type: none"> Produced a performance(s) in Tokyo or WPA European Championships in line with their potential. Demonstrated through performing close to or exceeding their SB and/or through tactical abilities that allowed the athlete to progress as far as possible within the championship. Minimum entry standard: Performance achieved in 2021 is within 8% of the bronze medal standard in Tokyo Ranked in the top 8 (top 20 for Men T54) by October 1st 2021 on the WPA 2021 ranking | 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 |
| 3 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* in key domestic and overseas competitions | | The consistency of athletes will be assessed by reviewing the average performance of their top 3 to 5 outdoor performances* in key domestic and overseas competitions | | The consistency of athletes will be assessed by reviewing the average performance of their top 3 to 5 outdoor performances* in key domestic and overseas competitions. If the level of consistency is too low, at the panel's discretion, the athlete may be retained if panel has confidence that it is possible to address the reasons for the inconsistencies over 1 to 2 seasons. |
| 4 Performance Potential and progression | The gap between current performance capabilities and those of gold medalists 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 | | Evidence that it is realistic for the gap between the current performance level to the level required to medal at the Paralympics can be closed within 1 to 2 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 | Evidence that it is realistic for the gap between the current performance level to the level required to medal at the Paralympics can be closed within 3 to 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 panel's discretion, it is clear that technical, physical, psychological, and/or tactical aspects of performance can be improved over 1 to 2 years, 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 Paralympic 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 Paralympic Games.

**For athletes that do not compete often within a season 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 4.

Within the performance matrix standards, there are references to:

1. Gaps between current performances and medals.

In addition to the expert knowledge of the selection panel, global performance data will be analysed to establish trends and performance characteristics of competitors and athletes who finish top 5, medal and win. 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 medal at the Paralympics will be established through:

- a. The current rate of progress in performance and performance trajectory alongside event/classification trends, progression and current strength-in depth
- 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 3 – 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

| | |
|-------------------|--------------------------------|
| UKA/Document Name | WCP Selection Policy - Olympic |
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