

FUTURES PROGRAMME: 2021-2022

A. FUTURES PROGRAMME (PARALYMPIC)

1. INTRODUCTION

- 1.1. The Futures Programme purpose is to support athlete and coach development with the aim to progress onto the World Class Programme (WCP) in the next cycle and support those who have highlighted the potential to succeed at future Olympic and Paralympic Games.
- 1.2. The programme runs from 1st December to 30th November every year. The primary focus is to support the athletes and personal coach partnership through an Individual Athlete Plan (IAP) and utilise appropriate support and specific experiences which will provide the insight required to reach and achieve at senior international level.
- 1.3. In 2022, there will be two levels to the programme:
 - **Futures Academy** – The focus will be learning the skills, qualities and attributes needed to develop into a successful senior athlete.
 - **Confirmation** – The focus will be to support, challenge and confirm the skills, qualities and attributes that are necessary to progress onto Podium Potential in the next 1-2 years and perform at key milestone events. Confirmation Athletes will also be a member of the World Class programme (WCP) and will therefore be eligible to receive an Athlete Personal Award (APA). Places will be limited and directed by UK Sport.
- 1.4. Athletes and Coaches invited onto the programme will be assigned a British Athletics point of contact (POC) whose role is to facilitate and support the IAP process, in conjunction with the Performance Support team and/or current home-based support.
- 1.5. The aim will be to identify areas where the programme can support and add value. Athletes and coaches will be required to share their IAP and to review its content throughout the season.
- 1.6. Athletes based overseas may be considered for the Futures programme – the support will be assessed on a case-by-case basis.

2. NUMBER OF PLACES ON THE PROGRAMME

- 2.1. The number of places on Futures Academy is limited and will vary from year to year.
- 2.2. The number of places on Confirmation are limited and are determined by UK Sport. Those athletes who meet the criteria for Confirmation but exceed the number of places available, will be offered an elevated level of service support through the Futures Academy.

B. PROGRAMME BENEFITS

3. GENERAL

- 3.1. There will be a series of camps which will provide the opportunity to review annual plans with the individual POC, identify priority support areas through Performance Support Services and individual profiling and feedback, Full attendance is required.
- 3.2. Outside of the camp dates, the POC will offer a regular check in and occasional visits to the Athlete/Coach training environment or specific competitions. There is the opportunity for Athlete/Coach 'drop ins' at specific training locations including Loughborough to access the relevant support opportunities through the programme.

4. BENEFIT TO ATHLETE

- 4.1. Event Specific Point of Contact (POC) who will be responsible for supporting athletes and the personal coach with their Individual Athlete Plan (IAP)
- 4.2. Training camp access to British Athletics Performance services – S&C, Nutrition, Physio, Psychology, Performance Lifestyle, Physical Assistance and Learning Support
- 4.3. A series of experiences which offer an opportunity to develop skills required for senior international success
- 4.4. Feedback on technical, physical, performance psychology, lifestyle areas that provides insights to support the IAP process
- 4.5. International Classification funding for nationally classified athletes and opportunity for internationally classified athletes requiring a review including international competition opportunities (where possible and agreed with the relevant parties)

- 4.6. Access to training at the British Athletics National Performance Institute (NPI) in Loughborough, English Institute of Sport training locations and other locations as needed.
- 4.7. Medical Insurance Scheme for Confirmation athletes and in exceptional circumstances (e.g. serious injury) for Futures Academy athletes
- 4.8. Nike Futures kit (non-contracted athletes)
- 4.9 Nomination for Sportsaid for Futures Academy athletes or an Athlete Personal Award (APA) for Confirmation Athletes, to carry out key aspects of the IAP.

5. BENEFIT TO PERSONAL COACH

- 5.1. A Futures Coach development programme, which provides coaches an opportunity to develop their knowledge, skills and experience within a talent development and performance sport environment.
- 5.2. Support with individual development plans and supporting the athlete(s) in training and competition;
- 5.3. Mentoring, support as appropriate.

SELECTION

6. SELECTION MATRIX

- 6.1 The table below outlines the requirements and their associated standards at each level for 2021-2022.
- 6.2 This Matrix is a decision-making framework for the Selection Panel. Compliance with any or all elements of the Matrix does not guarantee that an athlete will be allocated a place at that level or at all.
- 6.3 All criteria will be used by the panel in the process of selection and membership.

| Requirements | Confirmation | Futures Academy |
|---------------------------------|--|--|
| Duration | 1 – 2 years | 1-3 years |
| Commitment | Athletes will have been identified as having attributes to pursue success at Paralympic Games and committed to engage in a trial period. | <ul style="list-style-type: none"> • Engagement of athlete and coach on Pathway support Programmes • Shows consistence in effort over sessions, training block & preparation • Athlete/Coach demonstrate willingness to share and collaborate with a wider support team |
| Championship Performance | In 2021, an athlete has successfully competed for Great Britain at a Senior or age-group Championship. | In 2021, an athlete has successfully showcased a performance at a National senior championship |

| | | |
|--|--|---|
| Performance Standard | <p>1. 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</p> <p>2. 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</p> | <ul style="list-style-type: none"> • Yearly progression profile (should be rising at least equal to or at a steeper rate than the event trend); • Achieved a standard within 10% of the WPA World Ranking 1st place • Position on the relevant Performance Funnel; • Competition history |
| Performance Consistency | <p>If the level of consistency is too low at the panel's discretion, the panel has confidence that it's possible to address the reasons for the inconsistencies over 1 to 2 seasons.</p> | <p>The panel will consider factors around age and stage for the specific event.</p> |
| Performance Potential and progression | <p>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.</p> | <p>At the Selection Panel's discretion, it is clear that the athlete shows technical, physical, psychological, and/or tactical aspects of performance can be improved over 1 to 3 seasons, to progress on to confirmation including:</p> <ul style="list-style-type: none"> • Injury history/Maturation • Training, competition history & volume. Lifestyle and training environment. |

7. CONFIRMATION (WCP) - SELECTION PROCESS

- 7.1 Confirmation level will be selected in conjunction with the World Class Programme and the full policy can be found here - <http://www.uka.org.uk/wp-content/uploads/2021/07/World-Class-Programme-Selection-Policy-Paralympic-2021-2022.pdf>

8. FUTURES ACADEMY - SELECTION PROCESS

- 8.2 The selection process is split across four stages:

Stage 1 – Pathway Athlete/Coach are shortlisted by British Athletics Pathway Team.

Stage 2 – Pre-selection - Pathway event review with British Athletics & Home Nation Leads to assess potential progression of athletes at each stage of the pathway.

Stage 3 – Selection Panel

Stage 4 – Induction

9. SELECTION PANEL

9.1 The Futures Academy Selection Panel will:

9.1.1 Nominate pathway athletes for consideration for WCP membership – Confirmation, Podium Potential, Podium

9.2 For existing Futures members - confirm, change the level of, or graduate.

9.3 The panel may set conditions and targets for each athlete, that will need to be met by a particular point in the season for membership to continue.

9.4 Review and recommend new athletes for the Futures Academy or transition programme

9.5 The Selection Panel will comprise of:

- A. British Athletics Pathway Manager
- B. British Athletics Pathway Event Coaches
- C. Senior British Athletics Coach or Home Nation Event Leads (relevant to the event discussed)

9.7 The Non-Voting attendees will comprise of:

- A. One or more representative of each event-group
- B. Medical representative.
- C. Independent Sport Observer
- D. Note taker

10. VOTING

10.1 Voting of the Selection Panel is by simple majority. In the event it is required, the Pathway Coach Lead will have the casting vote.

10.2 In relation to each athlete being considered at a selection meeting, 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 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 selection meeting.

C. ELIGIBILITY AND SELECTION DECISIONS

11. ELIGIBILITY

11.1 To be considered for membership of the British Athletics Futures Programme, an athlete must fulfil the following Eligibility criteria:

- a) Be eligible to compete for Paralympics GB at the Paralympic Games and other significant events
- b) A British Passport holder.
- c) Hold a British Athletics national Paralympic classification
- d) Not currently serving a period of ineligibility as a result of a transfer of allegiance.
- e) Not currently serving a provisional or permanent suspension for a doping violation.
- f) Has not, whether by an act or omission, brought British Athletics into disrepute.
- g) Not serving a period of ineligibility from the sport as determined by British Athletics. For example, due to misconduct and / or disciplinary reasons.

11.2 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.

12. SELECTION DECISIONS

12.1 The Eligibility Criteria set out above must be fully met otherwise athletes won't be considered for selection .

The selection panel will consider the following factors during the selection process:

- a) The age and stage progression profile of individual events and the WCP Performance Matrix.
- b) Performances 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 programme - progress in key physical, technical, psychological and/or tactical areas related to performance.
- e) Notes & reports from event specialists / points of contact / personal coaches (which may be supplied to the Section Panel or requested by them).
- f) Any other relevant information requested by, available to or within the knowledge of the Selection Panel.
- g) Compliance with the Athlete/Coach Agreement in previous years.
- h) Engagement, progression and behaviours at Age Group Championships and Home Nation Pathway programmes in previous years