



FUTURES PROGRAMME (PARALYMPIC): 2023-2024

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 2 – 4 years and support those who have demonstrated the potential to succeed at future 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). This plan will include identification of appropriate support and specific experiences providing the insight required to reach and achieve at senior international level.

1.3. In 2024, 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. The selection process for Confirmation level is detailed in the 2023-24 Paralympic WCP Selection Policy available <http://www.uka.org.uk/wp-content/uploads/2023/07/2023-24-World-Class-Programme-Selection-Policy-Paralympic.pdf>



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- 1.4. Athletes and Coaches invited onto the programme will be assigned a UKA point of contact (POC). The POC's role is to facilitate and support the IAP process, in conjunction with current home-based support and the Performance Support team.
- 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, may 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



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Support Services and individual profiling and feedback. Full attendance is required at all camps.

3.2. Outside of the camp dates, the POC will offer regular check ins 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 UKA 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 and lifestyle areas that provides insights to support the IAP process.
- 4.5. International Classification funding for nationally classified athletes and 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 UKA National Performance Institute (NPI) in Loughborough, English Institute of Sport training locations and other locations as agreed.
- 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.



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5. BENEFIT TO PERSONAL COACH

- 5.1. A Futures Coach development programme, which provides coaches with 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 2023-2024.
- 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 are committed to engage in a period of performance development in line with their IAP.	Athletes and coaches are engaged with the Pathway support Programme and demonstrate a willingness to share and collaborate with a wider support team.
Performance Standard	Please see World Class Performance Programme section policy - http://www.uka.org.uk/wp-content/uploads/2023/07/2023-24-	<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 12% of the Tokyo 2021 Bronze medal standard or



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	World-Class-Programme-Selection-Policy-Paralympic.pdf	<p>at the selection panels direction demonstrates the ability to meet or surpass that standard over the next competition season.</p> <ul style="list-style-type: none"> • Position on the relevant Performance Funnel. • Competition history.
Performance Consistency	As above.	The panel will consider factors around age and stage for the specific event.
Performance Potential and progression	As above.	<p>At the Selection Panel's discretion, it is clear 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/2023/07/2023-24-World-Class-Programme-Selection-Policy-Paralympic.pdf>

There is no further reference to confirmation (WCP) selection processes in this document.

8. FUTURES ACADEMY - SELECTION PROCESS

- 8.2 The Future's academy selection process is split across four stages:

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



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

Stage 3 – Selection Panel

Stage 4 – Induction

9. FUTURES ACADEMY SELECTION PANEL

- 9.1 The Futures Academy Selection Panel will:
- 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. UKA Paralympic Performance Lead
 - B. UKA Pathway Manager
 - B. UKA Pathway Event Coaches
 - C. Senior UKA Coach or Home Nation Event Leads (relevant to the event discussed)
- 9.7 The Non-Voting attendees will comprise of:
 - A. Independent Sport Observer
 - B. Notetaker
 - C. Chairperson



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10. VOTING

- 10.1 Voting of the Selection Panel is by simple majority. In the event it is required, the Head of Paralympic Performance 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 UKA 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 UKA. 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 UKA reasonably considers it inappropriate for the athlete to associate with, shall not, at the discretion of UKA, be eligible for selection for membership.



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12. FUTURES ACADEMY SELECTION DECISIONS

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

The Future's Academy selection panel will consider the following factors during the selection process:

- a) The age and stage progression profile of individual events and the Performance Matrix outlined above.
- b) Performances against any previous Performance Targets and Conditions set for the athlete.
- c) Any information received from the UKA Technical Director or Head of Paralympic Performance as to priority events and/or strategic direction of the Paralympic Pathway. This may include, but not restricted to, prioritising the selection of athletes in events with no current WCP athlete representation.
- 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.

Appeals

There shall be no right of appeal to the selection of the Futures Academy level made by the Selection Panel. The appeals process in relation to Confirmation (WCP) level is available in the 2023-24 WCP Selection Policy.



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Amendment

British Athletics reserves the right to amend this Selection Policy at its sole discretion and will make any amended version publicly available (including the date on which any amendment was made) at www.britishathletics.org.uk.



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