



WORLD CLASS PROGRAMME ATHLETE INVESTMENT GUIDELINES & SELECTION POLICY

2025 – 2026

ATHLETICS – OLYMPIC PROGRAMME

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A person is seen from behind, using a long-handled tool, possibly a rake or a leveling tool, to smooth the sand on a beach. The sand is light-colored and shows some tracks. The background is a clear blue sky. The overall scene is bright and sunny.

INTRODUCTION TO THE WORLD CLASS PROGRAMME



1. OVERVIEW

- 1.1. The World Class Programme (“WCP”) is a UK Sport National Lottery & Exchequer-invested initiative which aims to identify, develop and support talented athletes towards global medal success at the 2028 LA Olympic Games and beyond.
- 1.2. UK Athletics receives a finite investment award to deliver the WCP which it allocates at its discretion to maximise the potential of athletes most likely to fulfil the aims of the programme. This document explains the purpose of the World Class Programme; what it means to be a member and sets out the policy for athlete selection.
- 1.3. UK Athletics must be confident that any athlete selected has the realistic potential to make the progress that is required to achieve a medal in the 2028 LA Olympic Games or 2032 Brisbane Olympic Games.
- 1.4. Membership of the WCP provides access to a range of performance support and services that add value to athletes’ progress and performance. Athletes are also eligible to receive a financial contribution (Athlete Personal Award or ‘APA’) directly from UK Sport to support towards the living/training costs associated with being a high-performance athlete. The value of APAs is tiered, based on level of programme membership.

2. PROGRAMME PLACES

- 2.1. 62 places are allocated to the Athletics Olympic World Class Programme.
- 2.2. There is no obligation to fill every available place on the WCP, nor to select athletes for every event in the athletics programme.
- 2.3. UK Athletics may prioritise athletes/events based on realistic potential to make the progress needed to achieve medal success in the 2028 LA Olympic Games. There may also be more athletes who fulfil all eligibility and selection criteria than there are places on the WCP. Thus, even if an athlete fulfils all eligibility and selection criteria, that athlete may not achieve a WCP place.
- 2.4. All selections for the WCP are subject to ratification by UK Sport.

3. WCP INVESTMENT – TIERED FRAMEWORK

- 3.1. The Podium tier supports medallists and individual athletes whose profile including performance outcomes indicates they have strong potential to deliver a medal winning performance(s) at the LA Olympic Games. Paris 2024 Olympic medallists can, in principle, remain eligible to receive a Podium A grade for up to a maximum of four years until the end of the cycle, providing their performance profile remains on track to medal at the 2028 Olympic Games. Athletes on Podium A grade by virtue of a performance at the World Championships or Podium B grade athletes can remain eligible for a maximum of two years, providing their performance profile demonstrates an upward trajectory to future medal success at the 2028 Olympic Games.
- 3.2. The Podium Potential tier supports athletes who are already competing at senior international level in championships such as World Athletics Championships, European Championships



and/or the Olympic Games, who have been confirmed as having the potential to medal at future Olympic Games. This tier is designed to help these athletes continue to develop and lay the foundation for future Olympic podium success.

- 3.3. The Confirmation tier supports athletes in developing the necessary attributes for progression to Podium Potential within 1-2 years, aiming for future medal success at World Championships and the Olympics. It is a focused programme for athletes showing potential, confirming their capabilities to ultimately reach the Podium tier.
- 3.4. More detailed information on the programme tiers and relevant performance criteria can be found in the Selection Criteria & Performance Standards section (paragraphs 8 to 10).

4. WCP INVESTMENT PRINCIPLES

- 4.1. Any athlete considered for investment will have demonstrated they are either capable of bridging the gap to future medal success or are on a continued trajectory if they have already medalled at the Olympic Games or World Championships.
- 4.2. Inclusion in the programme requires a commitment to relevant WCP activity and regular engagement between the athlete, their coach and WCP staff and Engagement Leads. Athletes must agree with all terms in the Athlete Agreement and any other specific conditions outlined in their WCP offer letter. If athletes require explanation or clarification on any of the terms in the Athlete Agreement, they should contact Tina Ryan, Director of Performance Operations (tryan@uka.org.uk).
- 4.3. The WCP Selection Panel may set conditions and targets for each athlete on the WCP which will be communicated in the athlete offer letter. In some circumstances, conditions may need to be met by a particular point during the season in order for membership to continue for the remainder of the current WCP year.
- 4.4. Athletes are not obliged to accept WCP membership should it be offered. For athletes who accept or who are considering accepting an offer of WCP membership, UK Athletics will provide an induction process where expectations and the full programme provision will be explained in detail. At this time, athletes should consider whether they wish to fully commit to the programme. Should an athlete decline WCP membership, it will not affect their ability or eligibility to be selected for future World Class Programmes or international championships.
- 4.5. The 2025-26 WCP Induction Day will be held on 5 December 2025 at Loughborough University. Those athletes new to the WCP, who have been on the programme for less than two years or who have moved up a level, must attend the induction.
- 4.6. An athlete's inclusion in the WCP and their APA level will be reviewed annually in line with the terms of the WCP selection policy. Membership of the WCP in one year does not guarantee membership or an APA in subsequent years.
- 4.7. Nominations for membership as a relay-only athlete will be conditional on the athlete and their coach having fully committed to the training and competition schedule by signing the UK Athletics Relay Plan.



- 4.8. UK Athletics may decline to select an athlete or remove an athlete from the WCP if the athlete associates with a coach or other support personnel who UK Athletics, in its sole discretion, considers does not meet the standards or behaviour and ethics required or if association will or has the potential to bring UK Athletics or the athlete into disrepute.

A low-angle, close-up shot of a person's legs and feet as they run on a light-colored, textured pavement. The person is wearing white athletic shoes with orange accents. A long, dark shadow of the runner is cast onto the ground, extending from the bottom left towards the center. The background is a blurred, light-colored surface, possibly a path or road. The overall image has a blue tint.

SUPPORT & BENEFITS



5. WCP SUPPORT SERVICES

- 5.1. Inclusion on the WCP requires a commitment to relevant WCP activity and regular engagement with WCP engagement leads and other WCP staff. Performance and process goals, training focus, priorities and plans will be discussed as part of Individual Athlete Planning (IAP). This process enables the WCP to identify areas where support can add value to individual progression. Athletes will have access to the support areas detailed below, as agreed with the WCP. Support will be aligned to the level of WCP membership, individual requirements identified in collaboration with WCP staff, performance priorities and training location.
 - a. Training and competition support based on IAP and objectives agreed between the athlete and WCP staff.
 - b. Performance monitoring (to include testing and screening), based on WCP level (bespoke for Podium and structured set days that are compulsory for Podium Potential and Confirmation)
 - c. Performance support services. Provision is tiered and identified based on individual requirements, event group and WCP tier. The range of performance support that the WCP may provide includes athlete medical and therapy services, nutrition, strength & conditioning, biomechanics, physiology, performance analysis, performance psychology.
 - d. Performance Lifestyle Support, which includes education and career development guidance, financial advice, wellbeing support and specific lifestyle coaching and mentoring.
 - e. The UK Sport Athlete Medical Scheme. Medical insurance provision that ensures access to physical and mental health medical specialists, investigations and treatment. Referral is via UK Athletics referral by its WCP medical staff.
 - f. Eligibility to apply for a Personal Development Award, designed to support an athlete's future transition to a career beyond sport.
 - g. A designated WCP Engagement Lead.
 - h. An Athlete Performance Award (APA) aligned to the WCP tiered framework. APAs are administered by UK Sport and are subject to UK Sport means testing – further details can be found in section 6 below.
- 5.2. All support offered to athletes as part of membership of the WCP is subject to change at the discretion of UK Athletics.
- 5.3. Not all support outlined in paragraph 5.1 will be available to those athletes on the WCP who choose to train abroad.
- 5.4. Athletes selected for WCP membership will have access to the British Elite Athletes Association for independent guidance and support if required - <https://britisheliteathletes.org>



6. ATHLETE PERFORMANCE AWARDS (APAs)

- 6.1. Athlete Performance Awards (APA) are a financial contribution administered by UK Sport to WCP athletes. They are a financial contribution designed to support living and sporting costs incurred whilst training and competing as an elite athlete. 2025-2026 awards are offered for a maximum of 12 months and are subject to the UK Sport Athlete Performance Awards' Terms and Conditions.
- 6.2. General information about APAs is available on the UK Sport website – [<https://www.uksport.gov.uk/our-work/investing-in-sport/how-uk-sport-funding-works>].
- 6.3. The WCP may recommend Podium Potential and Confirmation athletes who receive an APA to use some of the award towards specific, optional WCP programme activities, support and services or recommended technology/equipment.
- 6.4. In regard to the WCP warm weather training camp provision:
 - a. Confirmation athletes will have the option to self-fund one two-week warm weather training camp.
 - b. Podium Potential athletes will have the opportunity to extend the duration of the training camp provision funded by the WCP by self-funding additional weeks, in agreement with the WCP.
 - c. Relay funded athletes will have the opportunity to extend the duration of the training camp provision funded by the WCP by self-funding additional weeks, in agreement with the WCP.
- 6.5. Further details on optional programme activities that require an athlete contribution - will be provided at the start of the programme year.

MEANS TESTING

- 6.6. UK Sport administers all APAs centrally and applies means testing to ensure it only targets resources where there is evidence of financial need. Means testing will apply to athletes whose total income (including the APA) exceeds £65,000 per annum. Where this is the case, awards will be reduced pound for pound above the threshold.
- 6.7. Where an athlete's income is declared as over £35,000 per annum (excluding the APA), they will be required to provide further evidence to UK Sport of this income.
- 6.8. It is the athlete's responsibility to provide UK Sport with accurate information on income. If inaccurate information is provided, it may lead to the APA being withdrawn.
- 6.9. Athletes are required to manage their personal taxation, national insurance and pension (if any) and it is recommended that athletes receiving APAs seek appropriate expert advice from an accountant or financial advisor. Further information and assistance can be accessed via the British Elite Athletes Association. <https://britisheliteathletes.org>.
- 6.10. Athletes who do not receive an APA following means testing are still required to sign the World Class Programme Athlete Agreement.



STATE BENEFITS

- 6.11. Podium level athletes 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.
- 6.12. Athletes who are eligible for government benefits are encouraged to apply for these prior to completing the APA application form as this will help accurately reflect household income.

ATHLETES UNDER 18 YEARS OF AGE

- 6.13. Athletes aged between 16 and 18 years old can decide whether their APA is paid into their own bank account or to a nominated individual (e.g. parent/guardian). Athletes under the age of 16 years old must have their APA paid into their parent/guardian's account.

A close-up photograph of a hand with a white bandage wrapped around the index finger. The hand has black nail polish on the thumb and index finger. The hand is resting on a textured, reddish-brown fabric surface. The background is a solid dark blue color.

SELECTION CRITERIA & PERFORMANCE STANDARDS



7. ATHLETE ELIGIBILITY

- 7.1. All athletes (including 2024/2025 WCP athletes) must comply with the Eligibility Criteria set out in Appendix 1 to be considered for selection.
- 7.2. Athletes currently on the 2024/2025 World Class Programme will be considered first for selection for membership of the 2025/2026 WCP.

8. SELECTION CRITERIA

- 8.1. Athletes will be considered for selection based on the Performance Requirements set out in Section 9 for individual events and relays. The WCP Selection Panel will decide in its discretion whether an athlete is considered for individual or relay selection.
- 8.2. The Selection Panel will use its expertise to determine the number and allocation of athlete places on programme.
- 8.3. Athletes may be offered membership at a lower WCP level than the specified WCP level/performance requirement achieved in competition. The athlete's profile will be considered as a whole, and it is the panel's absolute discretion to offer membership at the level they feel most appropriate for the athlete's stage of development and performance profile.
- 8.4. Where the Performance Requirements refer to performance profiles, these are described in Section 10. An individual will be assessed for selection based on the expert view of the WCP Selection Panel following their review of the athlete's performance profile.

9. PERFORMANCE REQUIREMENTS

INDIVIDUAL EVENTS

- 9.1. The table below sets out the Performance Requirements used for consideration of WCP places. **The achievement of Performance Requirements does not automatically guarantee WCP membership.** The WCP Selection Panel comprises experts who have the discretion, based on their knowledge, expertise and experience within the sport, to select athletes who they consider have the greatest potential to meet the principles of the World Class Programme.

Note: all references to World Championships are the World Athletics senior World Championships that take place outdoors.

PROGRAMME LEVEL	PERFORMANCE REQUIREMENTS
PODIUM	
A £29,000	1. Athlete must have achieved at least one medal winning performance at either of the following: • Olympic Games 2024



	World Athletics Championships 2025 AND 2. Athlete has an individual performance profile that is on track to medal at the 2028 Olympic Games.
B £24,000	1. Athlete must have achieved at least one Top 8 finish at one of the following: - Olympic Games 2024 - World Athletics Championships 2025 AND 2. Athlete has an individual performance profile that shows an upward trajectory towards medal winning performances at the 2028 Olympic Games.
LA POTENTIAL £20,000	Awarded by exception only, a one-year award to support a WCP 2024-2025 Podium A or B athlete who does not meet the competition performance standards above to be retained on an A or B award but where there is strong evidence, demonstrated by an individual performance profile, that the athlete remains a medal prospect for the 2028 Olympic Games. A competition performance that meets the Performance Requirements at Podium A or B level will be required for the athlete to be considered for programme membership in 2026/27.
PODIUM POTENTIAL	
C £19,500	1. As a minimum, athlete must have achieved either of the following: - Competed at the Olympic Games 2024 - Competed at the World Athletics Championships 2025 AND 2. Progression must be on an upward trajectory which demonstrates future medal potential at 2028 Olympic Games, as evidenced by an individual athlete's performance profile. Athletes who have been on Podium Potential level for 4 years or more may only be considered for Podium.
D £13,125	Athlete must have an individual performance profile that is on an upward trajectory which demonstrates future medal potential at World Championships and 2028 or 2032 Olympic Games. The individual performance profile must include international competition(s) or performance in the 2025 UK Athletics Outdoor Championships that is commensurate with a trajectory towards 2028 or 2032 Olympic Games podium success. Athletes who have been on Podium Potential level for 4 years or more may only be considered for Podium.
ENTRY - CONFIRMATION	



E £7,875	The Confirmation tier supports athletes who have demonstrated the necessary attributes for progression to Podium Potential within 1-2 years, with the objective of confirming their capabilities to ultimately reach podium at future World Championships and Olympic Games. Athletes who have been on Confirmation level for two years may only be considered for Podium Potential D and above.
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RELAY EVENTS

- 9.2. Given that the number of WCP places is finite, the Selection Panel will decide the number of places awarded for relay-only athletes. There is no obligation to use WCP places for all relay events nor to complete relay teams.
- 9.3. The Selection Panel will determine whether an athlete is granted a place on the WCP as an individual or relay athlete. Relay athletes who have competed in the same relay team at a Championships may be selected for the WCP at different levels as set out in paragraph 9.5 below.
- 9.4. Nomination for WCP membership as a relay athlete will require athletes to prioritise the relay events. WCP Relay programme athletes will be expected to fully commit to all relay programme activity and compete when reasonably requested by UK Athletics.
- 9.5. The table below sets out the performance requirements used for WCP relay places. Achievement of the performance requirements does not automatically guarantee WCP membership. The WCP Selection Panel comprises experts who have the sole discretion based on their knowledge, expertise and experience within the sport to select athletes who they consider meet the objectives of the WCP.

** Note: A Strike-Four athlete is a relay athlete who has raced in the relevant relay final.*

PROGRAMME LEVEL	PERFORMANCE REQUIREMENTS
PODIUM	
A £29,000	- Athlete must be a Strike-Four* relay medallist in at least one of the following: - Olympic Games 2024 - World Athletics Championships 2025 AND - Athlete has a relay performance profile that is on track to medal at the 2028 Olympic Games
B £24,000	- Athlete must have been part of a medal-winning relay team at the 2024 Olympic Games or the 2025 World Championships AND - Athlete has a relay performance profile that is on track to medal at the 2028 Olympic Games.



LA POTENTIAL £20,000	By exception only, a one-year award to support a 2024-25 WCP Podium A or B athlete where the competition outcome criteria to retain an A or B award have not been met, but where there is strong evidence, demonstrated by their relay performance profile, that the athlete can return to a medal winning relay team in 2026. Athlete must be a key member of the relay team that has a strong medal prospect for the 2028 Olympic Games. A competition performance that meets the Performance Requirements at Podium A or B level will be required for the athlete to be considered for programme membership in 2026/27
ENTRY - CONFIRMATION	
E £7,875	Next generation (including but not limited to current Futures Programme athletes) relay athletes whose performances and commitment to relay teams indicate potential to be part of a medal winning relay team at the LA Olympic Games and Brisbane Olympic cycle. Athletes may only be retained at Confirmation level for up to two years.

10. PERFORMANCE PROFILES

10.1. Performance profiles use a combination of objective and subjective data measures along with performance insights to assess an athlete's potential to either continue to be a medallist medalling at World Championships/Olympic Games or to close the gap to medal success. As part of this assessment, an athlete's performances and progress are evaluated against world class standards using insights from analysis of past medallists' historical progression and performance throughout their development. Key elements include:

- Performance progression: assessment of future medal potential (based on current rate of progression against data on previous and current world class performers)
- Recent athlete performance history in major international championships
- Consistency of performance
- Gap to medal contention at the 2028 Olympic Games
- Event trends
- Coaching and training environment

10.2. Relay athlete performance profiles use additional objective and subjective data and insight specific to relay performance. These profiles assess an athlete's current performance record against the standard required for success in major international championships and indicate the likelihood of their continued contribution to future medal-winning relay teams. Key elements include:

- **Relay speed** – individual performance contribution in both competitions and training
- **Relay specific skills** – both objective and subjective data measures, including interactions between incoming and outgoing athletes
- **Engagement and commitment** to the relay programme
- Recent athlete performance history as part of the relay in major championships
- Individual athlete's profiles may additionally be used to inform consideration for selection as a relay athlete.



- 10.3. The Panel may consider some or all of the key elements outlined above, and they may be weighted as necessary to best evaluate an athlete's potential against the aims of the WCP. The criteria are not listed in order of priority.

11. SELECTION CONSIDERATIONS

POLICY CONSTRAINTS

- 11.1. Athletes who have previously received an award at Podium level will not be considered eligible for Podium Potential or Confirmation awards.
- 11.2. 2025-26 LA Potential WCP level will be awarded together with a performance target that must be aligned to the Podium tier Performance Requirements.
- 11.3. Athletes who have previously received WCP investment at Podium Potential level will not be considered eligible for a Confirmation level award, other than in the circumstances detailed in paragraph 11.7 below.
- 11.4. Athletes will not be retained at Podium Potential level for more than 4 years, unless exceptional circumstances exist in accordance with paragraph 12 below.
- 11.5. Other than on the grounds set out in paragraph 11.7 below, Individual athletes will not be retained at Confirmation level for more than 2 years.
- 11.6. Athletes who were previous members of the WCP before the 2024-2025 season and are not currently members of the WCP will only be considered for 2025-2026 membership at or above the programme level they had achieved before their transition away from the WCP.
- 11.7. Where an athlete has not met the criteria to be retained on programme but has chosen to pursue a different event, the WCP Selection Panel may in its discretion make exceptions in the cases set out below. In such circumstances the athlete will be expected to meet certain performance criteria in the new event within agreed timelines:
- In the case of Podium A or B athletes – to nominate for up to two years at either the existing Podium level or move to LA Potential
 - In the case of Podium Potential athletes – to nominate for one additional year at the same level or move to Confirmation
 - In the case of Confirmation athletes – to nominate for one additional year only
- 11.8. The expert view of the panel will be applied in evaluating world trends and the athlete's individual performance profile in making its decision.

PREGNANCY

- 11.9. Athletes who are pregnant and currently in receipt of APA funding will remain eligible to access their full APA for the duration of the pregnancy at the WCP level they were on at the time of becoming pregnant and for up to nine months post childbirth.
- 11.10. 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 6 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.
 - c. Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.
- 11.11. 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.
- 11.12. An athlete who announces their retirement during pregnancy or in the initial 6 months post childbirth, will not be given a further period of notice before the APA terminates.

PROGRAMME BREAKS

- 11.13. In exceptional circumstances only, a Podium A or B athlete may request consideration for a 'Programme Break'. Programme Breaks are not applicable for Podium Potential or Confirmation Tier athletes.
- 11.14. Programme Breaks must be requested for the 2025/26 WCP year in the window **1 September 2025 to 31 October 2025**. Any requests received after this date will not be considered.
- 11.15. Athletes should note that Programme Breaks are only applicable for the 2025/26 programme year.
- 11.16. Where a Programme Break is requested, athletes will first be assessed in the Selection Meeting based on the Selection Criteria and Performance Standards for the 2025/26 WCP year. Athletes should note if their WCP level changes for the 2025/26 year, and a Programme Break is agreed, they will be considered to be at their new WCP level for the duration of the Programme Break.
- 11.17. The Performance Director will exercise entire discretion in considering individual cases taking into account elements including but not limited to:
- a. Performance track record, stage of performance trajectory and future medal potential
 - b. Rationale and context provided for the break.
 - c. The athlete's plan to maintain appropriate level of fitness for a transition back into training at a level commensurate with Podium tier requirements.
 - d. Confidence that the break will not significantly impact on an athlete's ability return to compete at a commensurate level in the following season.
 - e. Confidence that the athlete can continue to close the potentially widening gap to medal.
- 11.18. Programme Breaks may be requested either for up to six months or for up to twelve months.
- a. Following the selection meeting, for breaks of up to 6 months, the athlete will receive their full APA from the date agreed with the Performance Director.



- b. For requests of breaks between 7 and 12 months, the athlete will receive the full APA for the first 6 months and 50% for the remainder.
- 11.19. Athletes can continue to access AMS and Performance Lifestyle services and will remain eligible to apply for Personal Development Award (PDA).
- 11.20. World Class Programme sports science and medical and services and other WCP benefits will be agreed as needed.
- 11.21. Where Programme Breaks are granted, athletes must agree to:
 - a. Pre-arranged (before the Break), regular touch points with the Performance Director or other designated WCP staff during the Programme Break.
 - b. Provide a written plan which supports an effective return to training and competition following the break.
 - c. Where requested by the WCP, a physical assessment and/or sharing information on their current physical status during the break and/or prior to returning to the World Class Programme.
 - d. **For 7-12-month break requests** – a Performance Target, when considered appropriate by the WCP, for the 2027 competition season which must align to the Performance Requirements at the athlete's 2025/26 Podium level for the 2027/28 WCP year.
 - e. **For 6-month break requests** - a Performance Target, when considered appropriate, in either the 2026 or 2027 season (depending on the timing of the break window) which must align to the Performance Requirements of the athlete's Podium level at the time of the Break request.
- 11.22. It is the intention that the athlete will return to the WCP at the same Podium WCP tier following the selection decision in the 2025/26 WCP Selection Meeting. However, athlete compliance with paragraph 11.20, and the athlete's continued potential to achieve Olympic Games medal success will be considered at the Panel's entire discretion when making nominations for the 2026/27 WCP.

12. EXTENUATING CIRCUMSTANCES

- 12.1. Existing WCP athletes who are unable to satisfy the Performance Requirements in the selection process or have been unable to progress within the timelines due to significant injury/illness or other exceptional considerations in the current or previous year may be considered for continued WCP membership if:
 - a. The WCP Selection Panel has confidence that the athlete can close the potentially widened gap to medalling (notwithstanding the injury/illness) by the 2028 Olympic Games. The WCP Selection Panel must be satisfied that the athlete can make the necessary progress to achieve medal success, despite the time lost to injury/illness. The assessment must account for the impact of the injury/illness on the athlete's performance level, acknowledging and addressing the gap to medal; and
 - b. The injury/illness history of the athlete indicates they can handle the necessary training and competition required to make the progress needed to have realistic potential to medal



at the 2028 Olympic Games in accordance with the relevant performance requirements in section 9 above.

- 12.2. In order to be considered under paragraph 12.1, athletes **must** provide written details to the Performance Director with any relevant accompanying medical evidence to the Head of Medicine (gpolgalss@britishathletics.org.uk) in advance of the WCP selection meeting. In its assessment of extenuating circumstances, the WCP Selection Panel will consider the following:
 - a. The prognosis of the injury/illness.
 - b. The number, type and relationships of occurring injuries/illnesses in 2025/26 year.
 - c. The athlete's individual injury/illness history.
 - d. The athlete's adherence to medical advice and their (own or support team's) willingness to share details on injury/illness (where athletes have not accessed the WCP medical team).
 - e. Nature and impact of other exceptional circumstances.
- 12.3. Athletes who are not currently on WCP at the time of the selection meeting will not be eligible for consideration under extenuating circumstances as described above in paragraph 12.1.
- 12.4. There is no obligation for the WCP Selection Panel to retain an athlete for continued WCP membership under extenuating circumstances. Each individual case will be discussed during the Selection Meeting, and it will be at the Panel's discretion as to whether they consider the athlete to have the ability to return to a medal winning trajectory.

A person wearing a hard hat is using a long-handled rake to smooth a sandy surface. The scene is captured in a dark, blue-tinted, high-contrast style. The rake is positioned horizontally across the middle of the frame, with its head resting on the sand. The person's head and shoulders are visible at the bottom left, looking down at the work. The sand shows various tracks and textures from previous work.

SELECTION MEETING



13. SELECTION PANEL

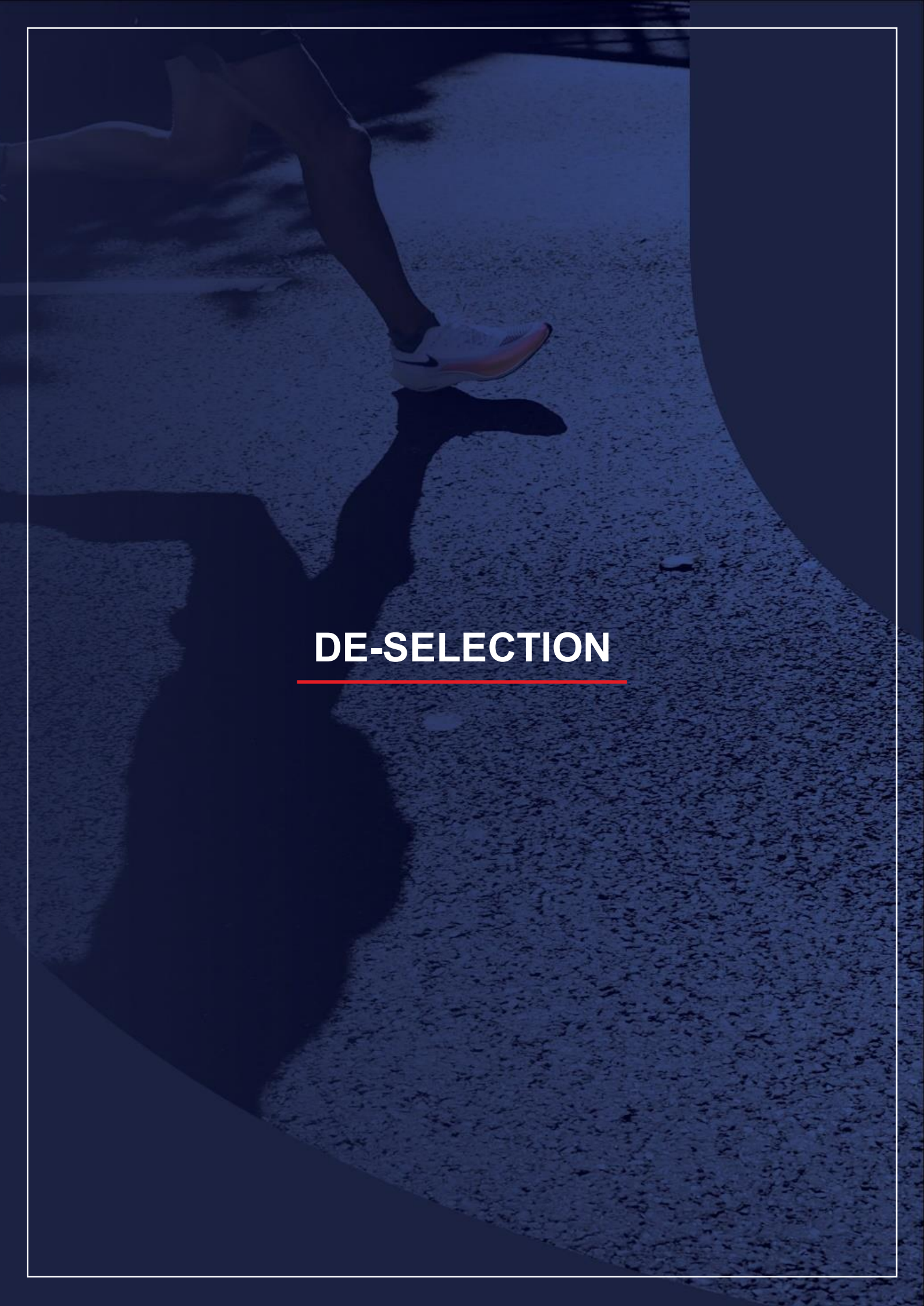
- 13.1. A WCP Selection Panel appointed by UK Athletics will consider athletes for WCP membership based on the performance requirements outlined.
- a. Voting members:
 - i. Performance Director
 - ii. Deputy Performance Director
 - iii. Event group specialists (for Sprints/Hurdles & Relays; Field/Combined events and Endurance) who will each vote on all athletes
 - b. Non-Voting members:
 - i. Chairperson;
 - ii. Event technical specialists, if required in the discretion of the Performance Director
 - iii. Independent Observer (who may be the British Elite Athletes Association representative);
 - iv. Medical representative;
 - v. Media representative (if available);
 - vi. British Elite Athletes Association representative (if available);
 - vii. UK Sport representative (if available);
 - viii. Note-taker(s);
 - ix. Any other person invited by the Chairperson.
- 13.2. The deliberations of the WCP Selection Panel are confidential and may not be disclosed or discussed with any third party (other than for the purpose of taking legal advice).

14. VOTING AND CONFLICTS

- 14.1. In the event of an actual, potential, or possible conflict relating to any voting member, the actual, potential or possible conflict shall be reported to the Chairperson of the selection meeting who shall determine whether the voting member in question should be permitted to take part in relation to any selection decision(s). The Chairperson may appoint an alternative selector if necessary
- 14.2. Voting of the WCP Selection Panel shall be by simple majority. The Performance Director shall have casting vote if required. If the Performance Director is unable to vote due to a conflict, the Deputy Performance Director shall have casting vote if required.

15. ATHLETE NOTIFICATION

- 15.1. All athletes selected for the WCP will be notified verbally by an event representative of their selection by Friday 7 November 2025 which will be further followed up in writing.
- 15.2. Athletes who were members of the 2024-25 WCP who are not selected for 2025-26 WCP membership will also be notified of their non-selection. Athletes exiting from the programme will receive transitional funding for a period following the end of the membership year, as per the conditions outlined in **Appendix 3 – UK Sport Transitional Funding**.

A low-angle, close-up shot of a person's legs and feet as they run on a light-colored, textured pavement. The person is wearing white athletic shoes with orange accents. A long, dark shadow of the runner is cast onto the ground, extending from the bottom left towards the center. The background is a blurred, light-colored surface, possibly a path or road. The overall image has a blue tint.

DE-SELECTION



16. INJURY / ILLNESS

- 16.1. 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 (or such shorter period ending on the final day of the 2025/26 WCP if the injury/illness occurs in the last three months of the WCP year) from the point the injury/illness occurred or was identified.
- 16.2. 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 future medal success in the Olympic Games.
- 16.3. 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.
- 16.4. 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 the WCP. In these circumstances a one-month notice period will be given and conditions relating to transitional funding will apply.

17. DISCIPLINARY ISSUES

- 17.1. In the event that an athlete:
 - a. Breaches the World Class Programme Athlete Agreement, or any other UKA Rules, Policy or Code of Conduct.
 - b. No longer satisfies the Eligibility Criteria.
 - c. Is in breach of this WCP Selection Policy.
 - d. Refuses to follow reasonable guidance from UK Athletics, including but not limited to in relation to training, recovery from injury/illness and selection of coach/medical provision.
 - e. Is in breach of the World Class Programme Athlete Agreement.
 - f. In the reasonable opinion of UK Athletics has brought UK Athletics into disrepute or is otherwise guilty of misconduct under UKA disciplinary rules or Safeguarding Regulations or is convicted of a criminal offence.
 - g. Is in breach of the codes of conduct for athletes.
 - h. Fails to engage with their UK Athletics point(s) of contact (including medical).
 - i. Fails to provide information or evidence as to alignment (or lack of) to the agreed plan; or
 - j. If any of the termination rights set out in the World Class Programme Athlete Agreement are engaged.

UK Athletics may in its absolute discretion terminate or suspend the athlete's WCP membership (including APA payments). In relation to suspension, this will be until such time as the athlete remedies such breach to UKA's satisfaction or UKA otherwise deems it appropriate to end the suspension.



- 17.2. UK Athletics reserves the right, in its absolute discretion at any time to terminate that individual's WCP membership (including the right to an APA) immediately upon notice in writing (which shall include email).
- 17.3. For the avoidance of doubt, this provision permits termination by UK Athletics at any stage during the WCP year.
- 17.4. Additionally, if a relay athlete is in breach of the Relay Plan, UK 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, UK Athletics may place the athlete on probation for a period of 3 months. If the athlete fails to demonstrate re-engagement with the Relay Plan during the probation period, UK Athletics may in its absolute discretion move the athlete to a lower level of the WCP or terminate the membership immediately.

18. LOSS OF PERFORMANCE

- 18.1. An athlete may be removed from the WCP at any time in circumstances where:
 - a. The Performance Director considers the athlete is making insufficient progress against the IAP and their agreed individual athlete plan and goals.
 - b. Events are not attended without good reason; or
 - c. The Performance Director considers the athlete's training progress or race performance is deemed to be unacceptable against any criteria that have been set for the athlete or those linked to the level the athlete is admitted to the WCP as set out in the Selection Policy.
- 18.2. Before an athlete is removed from the WCP in accordance with paragraph 18.1 above, the Performance Director and Event Group Lead 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.
- 18.3. If an athlete chooses to use medical support outside the WCP, they must keep UK Athletics regularly updated on their progress and injury/illness status. If they do not, or if UK Athletics considers the medical treatment is likely to have a detrimental impact on recovery, performance or health, following consultation with the athlete, UK Athletics may remove the athlete from the WCP.



APPENDICES

APPENDIX 1 – ELIGIBILITY CRITERIA

APPENDIX 2 – APPEALS PROCEDURE

APPENDIX 3 – TRANSITION FUNDING



APPENDIX 1 – ELIGIBILITY CRITERIA

1. To be considered for membership of the UK Athletics Olympic WCP, an athlete must fulfil the following eligibility criteria:
 - a. Meet and continue to meet the UK Sport Eligibility Policy (see <https://www.uksport.gov.uk/resources/eligibility>).
 - b. Be eligible to compete for Team GB at the Olympic Games and for Great Britain in all relevant championships and events.
 - c. Be a British Passport holder.
 - d. Be a member of a Home Country Athletics Federation.
 - e. Not currently be serving a period of ineligibility due to a transfer of allegiance.
 - f. Not currently be serving a provisional or permanent suspension for an Anti-Doping Rule Violation.
 - g. Not under investigation or has not been charged by UK Athletics, a Home Country Athletics Federation, or any other relevant organisation (including the police and CPS) with misconduct or any disciplinary, safeguarding or criminal offence.
 - h. Not have committed a criminal, disciplinary or safeguarding offence that in the reasonable opinion of the Board of UK Athletics renders the athlete unsuitable for selection or continued membership of the WCP.
 - i. Has not, whether by an act or omission, brought UK Athletics into disrepute.
 - j. Does not compete for an NCAA member university in the United States (or will not during the relevant WCP period) other than in relation to relay (where eligibility for selection extends to confirmation only).
 - k. Is not serving a period of ineligibility from the sport (as determined by UK Athletics or a Home Country Athletics Federation) or from any other sport. For example, due to misconduct and/or disciplinary reasons.
2. If an athlete has associated, or intends to associate, themselves with a coach, doctor or other medical or support person who UK Athletics reasonably considers it inappropriate for the athlete to associate with, UK Athletics may, in its discretion, decide that the athlete shall be ineligible to selection for membership of the WCP (including receipt of an APA) or may remove an existing athlete from the WCP.
3. If an athlete wishes to transfer national allegiance and compete for another country, or if they have already qualified for the other country and obtained results (that means they are no longer eligible to compete for, or represent Great Britain at international competitions), then the athlete will not be eligible for membership of the World Class Programme.



APPENDIX 2 – SELECTIONS - APPEALS PROCEDURE

1. This appeal procedure sets out the process 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 World Class Programme
 - b. World Class Programme (WCP) level
2. Athletes who were not members of the WCP in 2024/25 may only appeal non-selection if they meet the competition standard benchmarks in Performance Requirements for Podium Potential C or above. Athletes who have not achieved the competition standards in Performance Requirements for Podium Potential C or above may not appeal. However, athletes may request feedback with a relevant member of the Selection Panel or UKA staff.
3. Any athlete seeking to appeal a WCP decision should be aware of the time limits contained in this policy. It is designed with the intention of resolving issues in a timely, fair and transparent manner.
4. Athletes wishing to commence an appeal should be aware there is a £250 administration fee due upon notice of appeal. The fee is refundable if the appeal is upheld. The fee must be paid in conjunction with the Notice of Appeal, as per the timelines outlined below.
5. The Notice of Appeal will not be valid unless the athlete provides confirmation of payment of the administration fee.
6. Payment details for the administration fee are below. Transfers must be referenced PAD1094 – [YOUR INITIALS]

Bank Details

Sort Code: 30-64-10
Account No: 31040560
Account Name: UK Athletics Ltd

7. 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 UK Athletics (**the Parties**). The Parties agree not to commence, continue or maintain any legal proceedings relating to selection for the WCP for 2025/26, other than as set out herein. All decisions under this Appeal Procedure are final and binding upon them.
8. The Parties agree that proceeding 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.
9. The seat of the arbitration shall be England and shall be governed by English law.
10. The arbitration shall be administered by Sports Resolutions of Juxon House, 100 St Paul's Courtyard, London EC4M 8BU, but the Sports Resolutions Arbitration Rules shall not apply.



11. Unless stated otherwise, all correspondence in relation to an appeal shall be conducted by email only.
12. The parties shall bear their own costs of any appeal.
13. The British Elite Athletes Association admin@britishathletes.org Tel. 0203 126 4270 and the UK Athletics Athlete's Commission athletescommission@britishathletics.org.uk offer individual support and advice.

GROUNDINGS FOR APPEAL

14. An athlete may only appeal against a WCP decision on the following grounds:
 - 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.
15. If none of the grounds are met the appeal will be dismissed.
16. In relation to minor and non-consequential breaches of the World Class Programme Selection Policy that the Appeal Panel determines would not be capable of affecting the outcome of a WCP Decision, the appeal shall be dismissed.

COMMENCING AN APPEAL

17. An athlete who has not been selected may request a copy of the notes relating to their non-selection from UK Athletics. Such request must be made within the deadline set out in the timeline at paragraph 29 below by emailing appeals@uka.org.uk.
18. The 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 Sports Resolutions and UK Athletics at the following email addresses: resolve@sportresolutions.com and appeals@uka.org.uk
19. The Notice of Appeal must be received within the deadline set out in the timeline at paragraph 29 below.
20. 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.
 - f. Athlete provision of evidence of transaction confirmation of admin fee.



UKA RESPONSE TO NOTICE OF APPEAL

21. UK Athletics shall file its Response to the Notice of Appeal with Sport Resolutions by email (with a copy to the Athlete) by 9pm on Thursday 20 November 2025.

APPOINTMENT OF APPEAL PANEL

22. Following receipt of a Notice of Appeal:

- a. Sport Resolutions shall, within 3 working days appoint a Chair of the Appeal Panel and notify the parties of the identity of the Chair.
- b. UK Athletics shall, within 3 working days appoint 2 further arbitrators to the Appeal Panel to act as wing-members.

UK Athletics may ask Sports Resolutions to make the Appeal Panel appointments.

23. 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:

- a. To set, abridge or amend any timings set out herein, or made by the Appeal Panel itself;
- b. To request all and any documents in the possession of UK Athletics or the Appellant Athlete; and
- c. 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 Appeal Panel.

24. 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 three (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.

THIRD PARTIES

25. 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

26. Appeals will be conducted based on the written submissions of the Appellant Athlete (contained within the Notice of Appeal) and the UK Athletics Response, without a hearing or the calling of witnesses or the giving of oral evidence.
27. In exceptional circumstances and at the discretion of the Appeal Panel, a party to the appeal may be invited to provide information by telephone/video call or in writing.

APPEAL PANEL DECISION

28. The Appeal Panel shall be entitled to:
- Dismiss the appeal and confirm the WCP decision; or
 - 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 14 working days. There shall be no further right of appeal in relation to the new decision.

APPEAL TIMELINES

29. Athletes wishing to appeal should note the following actions and respective timelines, as described above.

Action	Date & Time
Publication of WCP 2025/26 decision on UK Athletics website	Monday 10 November 2025
Athlete request notes from selection meeting	By 9am Wednesday 12 November 2025
Notes provided following athlete request	By 9pm Friday 14 November 2025
Athlete to submit a Notice of Appeal	By 9am Monday 17 November 2025
Evidence of administration fee payment	With Notice of Appeal, by 9am Monday 17 November 2025
UK Athletics to submit its Response to the Notice of Appeal	By 9pm Thursday 20 November 2025
Appeal Panel hearing	Between Friday 21 & Wednesday 26 November 2025
Appeal Panel outcome	By 5pm Wednesday 26 November 2025



APPENDIX 3 – UK SPORT TRANSITION FUNDING

1. Transitional funding may be offered in line with UK Sport conditions at the current grant level for a period of time following non-selection from the WCP, depending on the total continuous period of WCP membership. This 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
2. Transitional funding will start from 1 December 2025, unless an athlete's APA award is terminated earlier, in the circumstances described in section 16, 17 or 18 above.
3. All athletes transitioning from the programme will continue to receive the following system wide support:
 - a. **Athlete Medical Scheme (AMS):** Full AMS available for new or existing injury or illness whilst in receipt of APA including any transition APA. AMS is then available for 3 months post transition APA only for pre-existing and pre-authorised injury and illness claims. Athletes have the option to then self-fund continued cover via BUPA or put in place private medical cover via another health insurance provider and / or to transition to NHS care.
 - b. **Performance Lifestyle:** PL support available for up to 2 years after last transition APA. First 6 months from in sport PL practitioner. Further 18 months from central PL Futures team.
 - c. **UK Sport Personal Development Award (PDA):** Access to a Personal Development Award during the transition funding period and for a period of up to 12 months following the end of the transition funding period.
 - d. **Sporting Chance:** Free, confidential access to mental health support from Sporting Chance for up to 2 years after last transition APA.
 - e. **BEAA membership:** Full access to member services continues for 6 months after transitional funding ends. For more details please go to the following link: <https://www.britisheliteathletes.org/about-us/what-we-do>
 - f. **BEAA Athlete Community Network:** Any athlete that has been a member of the WCP can join the Athlete Community Network and be a part of the community for life: [linkedin.com/groups/13202250](https://www.linkedin.com/groups/13202250)
4. Where an athlete is leaving the programme for disciplinary reasons, or due to lack of engagement in the programme, UK Athletics and UK Sport in consultation, have the discretion to revoke any transitional funding.