

FUTURES PROGRAMME: 2021-2022

A. FUTURES PROGRAMME

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 program runs from 1st December to 30th November each year and has evolved overtime, The primary focus is to support athletes/personal coaches via their Individual Athlete Plan (IAP) through additional support and experiences which gives insights required to reach & achieve at senior international level.
- 1.3. In 2022, there will be two levels to the program;
 1. **Futures Academy** – The focus will be around learning the skills, qualities and attributes needed to develop into a successful senior athlete.
 2. **Futures Transition & 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 be part of the World Class programme (WCP) and will therefore be eligible to receive an Athlete Personal Award (APA). Places are limited & set 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 is limited & will be set via UK Sport. Those athletes who meet the criteria for confirmation but exceed the number of places available, will be offered a Futures Transition place.

B. PROGRAMME BENEFITS

3. GENERAL

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

4. BENEFIT TO ATHLETE

- 4.1. Event Specific Point of Contact (POC) who will be responsible for supporting athletes and personal coach with their Individual Athlete Plan (IAP)
- 4.2. Planned access to British Athletics Performance services – S&C, Nutrition, Physio, Biomechanics, Physiology, Psychology, Performance Lifestyle, Doctor
- 4.3. A series of experiences which offers 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 training camp or 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 (to athletes on 2+ years))
- 4.8. Nike Futures kit (non-contracted athletes)
- 4.9 Financial support via: Sportsaid (nomination dependant) for Futures Academy & Transition 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.
- 5.4. Nike Futures kit

C. 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 granted 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	Futures Academy	Confirmation/Futures Transition
Age	17-23 years*	N/A
Duration	2-3 years	1 – 2 years
Commitment	<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 	Athletes will have been identified as having attributes to pursue success at Olympic Games and committed to engage in a trial period.
Championship Performance	In 2021, an athlete has successfully competed for Great Britain at an age-group Championship or showcased performances in National age group or senior championships.	In 2021, an athlete has successfully competed for Great Britain at a Senior or age-group Championship.
Performance Standard	<ul style="list-style-type: none"> Yearly progression profile (should be rising at least equal to or steeper rate than the event trend); Position on the relevant Performance Funnel; Major competition history 	<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>
Performance Consistency	The panel will consider factors around age and stage for the specific event.	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.
Performance Potential and progression	<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 and competition history & volume. Lifestyle and training environment. 	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.

6.4 In exceptional cases only – athletes outside of the age range, who compete in events with long developmental pathways or who have highlighted significant potential, when assessed against the Athlete Development Framework, might be considered by the panel. Individuals would need to demonstrate an overwhelmingly positive profile suggestive of potential for the Olympic Games after or including 2024. Also recommendation from the WCP selection Meetings, Event Leads and programme coaches would be taken into consideration.

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-Olympic-2021-2022.pdf>

8. FUTURES ACADEMY & TRANSITION - SELECTION PROCESS

8.2 The selection process is split across four stages:

Stage 1 – Pathway Athlete/Coach shortlisting by British Athletics Pathway Team. *August 2021*

Stage 2 – Pre-selection - Pathway event review with British Athletics & relevant Event Leads to assess potential progression of athletes at each stage of the pathway. *September 2021*

Stage 3 – Selection Panel – *October 2021*

Stage 4 – Induction – *December 2021*

9. SELECTION PANEL

9.1 The Futures Academy Selection Panel will:

9.1.1 Nominate pathway athletes for consideration for WCP membership

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

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

9.1.4 Review & recommend new athletes for the Futures Academy or transition programme

9.2 The Selection Panel will comprise of:

A. British Athletics Pathway Coach Lead

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. Performance Pathway Manager
- B. One or more representative of each event-group
- C. Medical representative.
- D. Statistician
- E. Independent Observer
- F. 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 a casting vote.
- 10.2 In relation to each athlete being considered in a selection meeting, Selection Panel members and other attendees must declare any conflict of interest.
- 10.3 Where a conflict of interest exists, the relevant person will not be permitted to contribute to discussions about the athlete in question. 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.

D. 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 Team GB at the Olympic Games and other significant events
 - b) A British Passport holder.
 - c) Not currently serving a period of ineligibility as a result of a transfer of allegiance.
 - d) Not currently serving a provisional or permanent suspension for a doping violation.
 - e) Has not, whether by an act or omission, brought British Athletics into disrepute.
 - f) **FOR WCP CONFIRMATION ONLY** - Does not compete for an NCAA member university in the United States (or will not during the relevant period WCP) OR Competes for a NCAA member university but has, by the time of selection, received in writing (and forwarded to British Athletics) specific dispensation from the respective NCAA university to receive financial support via the WCP during the relevant year.

- 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