



## **FUTURES PROGRAMME (PARALYMPIC): 2025-2026**

### **1. INTRODUCTION**

The Futures Programme aims to confirm an athlete's potential to transition onto the World Class Programme (WCP) in the next cycle and support those who have highlighted the potential to succeed at future Paralympic Games. The Programme runs from the 1<sup>st</sup> December to 30<sup>th</sup> November and has been redeveloped from previous years, with the focus on supporting aspects of the athlete/coaches Individual Athlete Plan (IAP) and through additional support and experience, provide athletes and coaches with opportunities to develop the skills and abilities required for senior international success.

There are two levels to the Programme:

1. **Futures Academy** – The first phase of the Programme which emphasises learning and the development of skills and processes necessary to become a successful senior athlete.
2. **Futures Transition** – To support and confirm the skills and attributes needed to progress onto World Class Programme in the next 1-2 years, while also providing support in preparation for performing at key milestone events across the season.

Athletes and Coaches invited onto the Programme will be assigned a UKA Engagement Lead whose role is to facilitate and support the IAP process, in conjunction with the Performance Support team or current home-based support. To identify areas where the Programme can support and add value, athletes and coaches will be required to share their IAP and to review it across key points throughout the season.

Athletes based overseas may be considered for Futures support on a case-by-case basis. The level of support for athlete and coach may differ from the below, particularly when considering the level of input/influence that may be possible based on Individual circumstances and location. Athletes will not be eligible for any direct financial support throughout the Programme.



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## 2. ELIGIBILITY AND SELECTION MATRIX

2.1 The table below outlines the requirements and their associated standards at each level.

2.2 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.

2.3 All criteria will be used by the panel in the process of selection and membership.

| Requirements                    | Futures Academy   | Futures Transition  |
|---------------------------------|---|---|
| <b>Duration</b>                 | 1-3 years   | 1-2 years   |
| <b>Commitment</b>               | <ul style="list-style-type: none"> <li>Engagement of athlete and personal coach on Pathway support Programmes.</li> <li>Shows consistence in effort over sessions and training block and preparation.</li> <li>Athlete/Coach willingness to share and collaborate with a wider support team.</li> </ul>   | <ul style="list-style-type: none"> <li>Athletes will have been identified as having the attributes to pursue success in the Paralympic Games and have a clear rationale as to why they haven't made the necessary progression to WCP Confirmation level within the 1-3 years of Academy</li> <li>The panel will consider a number of factors, including, but not limited to: <ul style="list-style-type: none"> <li>LA medal programme event change</li> <li>Injury history</li> <li>Training &amp; competition history</li> <li>Environment</li> <li>Age and stage</li> <li>Equipment implications</li> <li>Change in coach or guide</li> <li>Impact of Individual impairment</li> </ul> </li> </ul> |
| <b>Championship Performance</b> | An athlete has actively sought out experience to gain the necessary skill set to perform at a championships or higher-level competition, such as Home Nation National Championships, WPA Grand Prix, UK Athletics Championships (limited events/invitational), The London Meet (limited events/invitational). To best prepare them for future representative selection. |   |



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|                             |   |   |
|-----------------------------|---|---|
| <b>Performance Standard</b> | <ul style="list-style-type: none"> <li>Achieved a standard within 12% of the Paris 2024 Bronze medal standard or 12% of 3<sup>rd</sup> ranked on the Delhi MES for any new LA Paralympic medal event or at the selection panels discretion demonstrates the ability to meet or surpass that standard over the next competition season.</li> <li>Yearly progression profile (should be rising at least equal to or at a steeper rate than the event trend).</li> </ul> | <ul style="list-style-type: none"> <li>Achieved a standard within 12% of the Paris 2024 Bronze medal standard or 12% of 3<sup>rd</sup> ranked on the Delhi MES for any new LA Paralympic medal event or at the selection panels discretion demonstrates the ability to meet or surpass that standard over the next competition season. Yearly progression profile should be rising at a steeper rate than the event trend.</li> </ul> |
|                             | <ul style="list-style-type: none"> <li>Position on the relevant Performance Funnel:</li> <li>Major competition history.</li> </ul>  | <ul style="list-style-type: none"> <li>Position on the relevant Performance Funnel.</li> <li>Competition history.</li> </ul>  |



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|--|--|--|
| <b>Performance Consistency</b>               | The panel will consider factors around age and stage for the specific event.   | An athlete who is showing a consistent level of performance and demonstrates confidence for progression. Where this consistency is not yet evident, the panel may still select the athlete if they are confident that the reasons for the inconsistency can realistically be addressed over the next 1 to 2 seasons. |
| <b>Performance Potential and progression</b> | <p>The athlete clearly demonstrates that the technical, physical, psychological, and/or tactical aspects of performance can be improved over 1 to 3 seasons, to progress on to WCP confirmation. The panel, at it's discretion, will consider a number of required skills including, but not limited to:</p> <ul style="list-style-type: none"> <li>• Training and competition history &amp; volume.</li> <li>• Coachability</li> <li>• Maturation (in primary or potential future events).</li> <li>• Lifestyle and training environment.</li> <li>• Injury history.</li> </ul> | At the WCP Selection Panel's discretion, it will consider the athlete clearly demonstrates that the 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.                             |

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### **3. FUTURES ACADEMY AND TRANSITION - SELECTION PROCESS**

**The process is split across four stages:**

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

**Stage 2** – Pre-selection - Pathway event review with relevant UKA & Home Nation Leads around potential progressions of athletes onto each stage of the pathway.

**Stage 3** – Selection Panel.

**Stage 4** – Induction.

### **4. FUTURES ACADEMY SELECTION PANEL**

The Futures Academy Selection Panel will:

- 4.1.** For existing Futures members - confirm, change the level of, or graduate.
- 4.2.** 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.
- 4.3.** Review and recommend new athletes for the Futures Academy or Transition Programme.
- 4.4.** 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).
- 4.5** The non-voting attendees will comprise of:
  - A. Independent Sport Observer.
  - B. Notetaker.
  - C. Chairperson.



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## 5. VOTING

- 5.1. 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.
- 5.2. 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.

## A. ELIGIBILITY AND SELECTION DECISIONS

### 6. ELIGIBILITY

- 6.1 To be considered for membership of the UK 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 or in the process of having it confirmed.
  - 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 UKA 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.
- 6.2 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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## **7. FUTURES ACADEMY SELECTION DECISIONS**

- 7.1 The Eligibility Criteria set out below must be fully met otherwise athletes will not be considered for selection.
- 7.2 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 Performance Director Oly/Para 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.



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### **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 2025-2026 WCP Selection Policy.

### **Amendment**

UK 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](http://www.britishathletics.org.uk).



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