

2016-17 WCPP Selection Policy – Olympic Athletes



The World Class Performance Programme (“WCPP”) is UK Sport’s National Lottery funded initiative to support the delivery of success at the world’s most significant sporting events.

Specifically, during the Tokyo cycle, the aim of the Olympic WCPP is to win **medals at the Olympic Games**. Therefore, British Athletics must be confident in demonstrating that any athlete granted membership of the Olympic WCPP by British Athletics is a realistic *potential* 2020 or 2024 Olympic Games medallist in either individual or relay events.

This document describes how athletes are selected onto the British Athletics Olympic WCPP. The Olympic WCPP managed by British Athletics is split into several levels reflecting the actual and potential performance levels of athletes.

This document represents the selection process for the first athlete year of the Tokyo cycle. At the time of publication, the funding award for UK Athletics has not yet been confirmed by UK Sport and as such this policy may be subject to change prior to confirmation of the sport’s funding status at the end of 2016. **As a result, athletes selected under this process will be subject to final confirmation of funding status from UK Sport.**

The selection process is described in detail in the following pages:

Section 1	Selection Process	Describes the various parts of the selection process, both for current and non-current WCPP members.
Section 2	Selection Criteria	Describes minimum requirements which athletes will need to meet in order to be considered for membership at each level of the WCPP.
Section 3	Retention Criteria	Describes additional minimum requirements which current WCPP members will need to meet in order to be considered for retention.
Section 4	Guidelines for Retention of athletes affected by Performance Limiting Factors	Gives guidelines for the retention of members of the 2015/2016 WCPP whose performance was limited in 2016 (or previous years) due to injury, illness or pregnancy.
Section 5	General Conditions	Describes additional general conditions applicable to this Selection Policy.
Section 6	Selection Panel	Describes who is on the selection panel and how the selection meeting will operate.
Section 7	Procedures for Appeals Relating to WCPP Decisions	Describes the procedure to follow if an athlete believes that the WCPP Selection Panel has not followed the selection process.
Appendix 1	APA Levels	Outlines the level of financial award available for each level of the WCPP in 2016/17.

Section 1: Selection Process

Eligibility

- 1.1 Athletes are only eligible to be considered for WCPP membership provided the following is true:
- He/she is eligible to compete for Team GB at the Olympic Games (i.e. is a British Passport holder);
 - He/she is not currently serving a suspension for a doping violation;
 - He/she has not, whether by an act or omission, brought British Athletics into disrepute; and
 - He/she does not compete for an NCAA member university in the United States (or will not during the 2016/17 WCPP Athlete Year) OR competes for a NCAA member university but has, by the time of selection, received in writing (and forwarded to British Athletics) specific dispensation to receive financial support via the WCPP during 2016/17.

Consideration of eligible athletes

- 1.2 UK Sport has granted British Athletics a maximum number of Podium Programme and Podium Potential Programme places. A selection panel ("the Panel") appointed by British Athletics will consider athletes for WCPP membership based on these figures, but are not obliged to fill every available place. All eligible athletes will be considered by the Panel before selections are approved by UK Sport and WCPP membership confirmed.

The ESC meetings

- 1.3 Prior to formal consideration of athletes by the Panel, British Athletics will hold a series of Event Specialist Committee meetings (each being an "ESC Meeting") following the end of the 2016 outdoor season. A separate ESC Meeting will be held for each event group (endurance, sprints/relays, hurdles, jumps, throws and combined events), and the Performance Director and Chairperson of the Panel will attend each ESC Meeting. The composition of each ESC will be published on the British Athletics website in advance of the relevant ESC Meeting.
- 1.4 There will be a separate ESC for each event group and each ESC will have available to it any statistics or other information relevant for the purposes of assessing athletes in accordance with the criteria set out in this paragraph 1.4. The role of the ESC shall be to use event specific experience and technical knowledge to properly consider each athlete against the Selection Criteria (Section 2) and/or the Retention Criteria (Section 3) as applicable.
- 1.5 Each ESC may then make a non-binding recommendation to the Panel in which it will state for each athlete:
- whether in the opinion of the ESC, the athlete meets the Selection Criteria and/or the Retention Criteria, as applicable; and
 - whether in the opinion of the ESC the athlete should be added to or retained on the WCPP (as applicable) and, if so, the level of WCPP membership they should be awarded.
- 1.6 Alternatively the ESC may decide to make no such recommendation and instead refer an athlete's case to the Panel for further review.

The Selection meeting

- 1.7 The Panel will then, in a single selection meeting, consider eligible athletes for either individual or relay WCPP membership in accordance with the policy set out in this document ("the Selection Policy"). The Panel will have available to it any statistics or other information relevant for the purposes of assessing athletes in accordance with the criteria set out in this Policy (including but not limited to the information considered by the ESC). In considering athletes during the meeting, the Panel will take into account the recommendations from the ESC Meetings and may, in its absolute discretion, choose whether or not to follow them. Alternatively it may carry out a more detailed review of an athlete's case.
- 1.8 The Panel will consider **retaining** athletes **currently** on the WCPP if they:
- satisfy both the applicable Selection Criteria (Section 2) and the Retention Criteria (Section 3); or
 - were injured or otherwise affected by a performance limiting factor but meet the Guidelines for Retention of Athletes affected by Performance Limiting Factors (Section 4).

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- 1.9 Athletes **currently** on the WCPP who do not meet the criteria set out in paragraph 1.8 will not be considered for retention and will be **exited** unless the Performance Director exercises his discretion pursuant to paragraph 1.12a to retain them for another year.
- 1.10 Athletes **not currently** members of the WCPP (either as an individual or relay athlete) will be considered by the Panel, if they meet the criteria set out in the Selection Criteria (Section 2) and subject to the Performance Director's discretion under paragraph 1.12.

Allocation of places

- 1.11 Subject to paragraph 3.2 below, the Panel will allocate as many remaining places on the WCPP as it chooses to in its absolute discretion and those places that it does allocate under this paragraph 1.11 will be given to the athletes who, in the Panel's opinion, have the best chance of winning medals:
- in respect of Podium Programme places, at the 2020 Olympic Games; and
 - in respect of Podium Potential Programme places, at the 2024 Olympic Games.
- 1.12 In relation to any "spare" places available following the Panel's allocation of places pursuant to 1.11 above, the Performance Director may at the Selection Meeting exercise his sole and complete discretion to do any one or more of the following:
- give any athlete who would otherwise be exited pursuant to paragraph 1.9 another year on the WCPP at any level if he believes that the athlete still has realistic Olympic medal potential;
 - promote any athlete retained or new to the WCPP to a higher level of the WCPP if he believes that in doing so the athlete will be better equipped to win a medal at the 2020 or 2024 Olympic Games; and/or
 - add an athlete who is not currently a member of the WCPP to level C, D or E, if he believes that in doing so the athlete will be better equipped to win a medal at the 2020 or 2024 Olympic Games.
- 1.13 For the avoidance of doubt, nothing in this current Selection Policy shall affect any discretion the Performance Director may have in future funding years to retain an athlete who would otherwise be exited.

Acceptance onto the WCPP

- 1.14 Following the allocation of places as outlined in paragraphs 1.8 to 1.13 above, individual athletes will only be formally accepted onto the WCPP once they have signed and returned the UK Athletics Athlete Agreement ("the Athlete Agreement"). In addition to signing the Athlete Agreement, relay athletes AND their coaches must sign and return the British Athletics Annual Relay Plan ("the Relay Plan").
- 1.15 Accepting a WCPP place is encouraged but optional. If an athlete chooses to decline the selection for any reason (including failure to sign the Athlete Agreement or Relay Plan) they will not be restricted in selection for major competitions (except in the case of relay events where failure to sign up to the Relay Plan may indicate an athlete's general lack of engagement in British Athletics' relay activity), but there will be no form of financial support or, unless approved otherwise by the Performance Director, access to sports science/sports medicine services.

Section 2: Selection Criteria

Performance Matrix

2.1 The table below outlines the minimum requirements for an athlete to be considered for individual or relay membership at each individual level of the WCPP in 2016/17.

		Individual	Relay
PODIUM	Podium A	Individual medallists from the 2016 Olympic Games/2015 IAAF World Championships who are considered by the Panel to retain realistic individual global outdoor medal potential* for 2017, 2019 or 2020.	Strike-four*** relay medallists from the 2016 Olympic Games.
	Podium B	Individual top 8 finishers from the 2016 Olympic Games/2015 IAAF World Championships who are considered by the Panel to possess realistic individual global outdoor medal potential* for 2017, 2019 or 2020.	Strike-four*** top-six finishers from the 2016 Olympic Games. AND Athletes who ran in the rounds at the 2016 Olympic Games in medal winning or top-six finishing relay teams.
PODIUM POTENTIAL	Podium Potential C	Individual track (not including sprints)/road top 16 finishers and field event finalists at the 2016 Olympic Games who are considered by the Panel to possess realistic individual global outdoor medal potential* for 2021, 2023 or 2024.	Athletes from relay teams that failed to finish at least in the top 6 in Rio, but whom the Panel believe retain realistic global medal potential in 2017 (maximum 6 athletes in such a scenario). AND Key additional relay squad runners who are considered vital to the optimal functioning of the relay teams in 2017****.
	Podium Potential D	Athletes who have met the relevant event performance standard <u>at least twice**</u> , whose profile and attributes suggest to the Panel that they possess realistic individual global outdoor medal potential* for 2021, 2023 or 2024.	Next generation relay runners whose standout performances and commitment to relay teams indicate they will likely form part of strike-four global outdoor medal winning relay teams in 2020 or beyond****.
	Podium Potential E	<u>In exceptional cases only</u> – athletes who compete in events with long developmental pathways (specifically male heavy throws and decathlon) in whom the Panel have a high degree of confidence as to their future individual global outdoor medal potential (2024 and beyond)*. Athletes will be selected on the basis of physical attributes and developmental factors.	N/A

2.2 Explanatory Notes:

- * For an athlete to be considered for WCPP membership at either Podium or Podium Potential level, they must demonstrate to the satisfaction of the Panel **realistic medal potential** in individual events at either the 2020 Olympic Games (Podium Programme) or 2024 Olympic Games (Podium Potential Programme). In particular but without limitation, athletes must satisfy the Panel that they are “bridging the gap” to the podium in their event.

All of the following, as well as any other factors that may be deemed relevant, will be considered either in the ESC Meeting or by the Panel when assessing an athlete’s ability to “bridge the gap” to a medal in 2020 (Podium Programme) or 2024 (Podium Potential Programme):

- a. Any recommendation/opinion from the relevant ESC Meeting (as further detailed at paragraphs 1.3 to 1.6 above);
- b. Athlete’s performance profile (should be rising at least equal to or steeper rate than the event trend);
- c. Athlete’s position on the relevant Performance Funnel;
- d. Athlete’s major competition history (including age-groups where appropriate);
- e. Event trends/progression;
- f. Athlete’s injury and training history;
- g. Athlete’s lifestyle and training environment;
- h. Athlete’s maturation (in primary or potential future events); and
- i. Athlete’s ability to perform under pressure.

- ** **Current** WCPP members who have achieved the relevant individual WCPP selection standard only once within the relevant qualification period *may* still be considered for selection provided any individual performance targets/conditions set by the Panel at the last selection meeting, as amended from time to time by British Athletics ("Performance Targets and Conditions"), have been met.

Current WCPP members who have not achieved the relevant individual WCPP selection standard at least once may only be considered for retention on the WCPP for the next funding year:

- a. at the discretion of the Performance Director exercised pursuant to paragraph 1.12; or
- b. if the athlete can demonstrate he/she meets the Guidelines for Retention of athletes affected by a performance limiting factor (see Section 4).

- *** Strike Four refers to the four athletes who competed in the final of the relevant relay event;

- **** A maximum of 10 athletes may be funded via the WCPP per relay team, including athletes granted membership of the Podium Programme as individuals in the equivalent individual events (i.e. 100m for 4x100m and 400m for 4x400m).

The Panel is not obliged to name relay athletes for each relay squad, or to fill all of the available places. In deciding how many relay places to fill for each team, and which athletes are most likely to remain key members of a medal potential winning relay team, the factors below (as well as any other factors that may be deemed relevant) will be considered:

- a. Any recommendation/opinion from relevant ESC Meeting (as further detailed in paragraphs 1.3 to 1.6 above);
- b. Athlete’s performance profile;
- c. Athlete’s technical relay skills;
- d. Engagement with the British Athletics relay programme(s) in 2016 and previous years;
- e. Athlete’s individual and relay performances throughout 2016 and previous years;
- f. Attitude and commitment to building a successful and consistent medal winning relay team;
- g. Athlete’s injury and training history;
- h. Athlete’s lifestyle and training environment;
- i. Athlete’s maturation (in primary or potential future events); and
- j. Athlete’s ability to perform under pressure.

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WCPP Podium Potential Selection Standards and Qualification Periods

- 2.3 The performance standards below are required for consideration for athlete membership at level D as described in the Performance Matrix.
- 2.4 There will no longer be individual funding at levels C, D or E for 100m, 200m or 400m runners. Such individuals will only be eligible for relay funding at these levels, or if they qualify for individual membership at A or B.
- 2.5 In order to qualify as an eligible performance, any single performance must also be achieved within the relevant Qualification Period (as defined below) and conform to the Performance Standards Requirements set out in paragraphs 2.6 to 2.16.

Performance Standards

Men’s Standards:

	100m	200m	400m	110mH	400mH					
"D"	N/A	N/A	N/A	13.65	49.61					
	800m	1500m	5000m	10000m	3000mSC	Marathon	20kW	50kW		
"D"	1:46.23	3:38.30	13:28.66	28:05.50	8:24.50	2:12:00	1:23:30	3:54:50		
	HJ	LJ	TJ	PV	SP	DT	JT	HT	CE	
"D"	2.25	7.87	16.55	5.57	19.80	62.20	79.82	74.00	7937	

Women’s Standards:

	100m	200m	400m	100mH	400mH					
"D"	N/A	N/A	N/A	13.00	55.91					
	800m	1500m	5000m	10000m	3000mSC	Marathon	20kW			
"D"	2:01.45	4:09.77	15:26.71	32:05.50	9:44.50	2:31.30	1:32:58			
	HJ	LJ	TJ	PV	SP	DT	JT	HT	CE	
"D"	1.92	6.60	14.04	4.50	17.56	59.61	59.12	70.20	5912	

Qualification Periods:

WCPP Selection Standards must be achieved within the Qualification Periods for each event outlined below.

Event	Marathon, 50km Walk, 20km Walk, 10,000m & Combined Events	All Other Events
Period	1 October 2014 to 30 September 2016 (inclusive)	1 November 2015 to 30 September 2016 (inclusive)

Performance Standards Requirements

- 2.6 Performances must be achieved during competitions organised or authorised by the IAAF, its Area Associations or its Member Federations. Domestic competition marks will only be recognised if they are achieved in UKA Level 3 Permit competition or higher.
- 2.7 Marathon and race-walking qualification performances achieved overseas must be achieved on IAAF accredited courses (see IAAF website).

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- 2.8 UK domestic track and field and race-walking performances will only be certified by UKA if they are achieved in a UKA Level 3 Permit competition or higher, or in an Area or County Championship (see www.britishathletics.org.uk/competitions/rules/ for details on the UKA competition permits).
- 2.9 Domestic marathon performances achieved at non-IAAF accredited courses shall be accepted, provided the race has a full RunBritain race license and satisfies the conditions for British and IAAF record purposes.
- 2.10 Performances in mixed events between male and female participants shall not be accepted.
- 2.11 In the 100m, 200m, 100m hurdles, 110m hurdles, Long Jump, Triple Jump, Heptathlon and Decathlon wind assisted performances shall not be accepted (the 2009 IAAF rules regarding wind assisted performances in combined events [260.27] will be used), nor will performances that were achieved in competitions at which wind measurement was not available.
- 2.12 Performances set at 1,000m or more above sea-level or in La Chaux-de-Fonds (Switzerland) shall not be accepted.
- 2.13 Hand timed performances in 100m, 200m, 400m, 800m, 100m/110m hurdles and 400m hurdles shall not be accepted (see IAAF rule 260.22b).
- 2.14 Indoor performances for all field events and for races of 400m or longer shall be accepted. For the avoidance of doubt, indoor performances in all other events shall not count.
- 2.15 If multiple performances are achieved in the same discipline in a single day at an official Championships of UK National level or higher:
- in track events, all performances will be counted;
 - in field events, only the best single legal performance in the pool and the best single legal performance in the final will be counted.
- 2.16 In all other eligible competitions, only one performance per day will be counted as follows:
- In track events only the fastest official result of the day will be counted;
 - In throwing events only the best performance in the first competition of the day will be counted;
 - In horizontal jumping events only best performance of the first competition of the day will be counted unless every mark achieved by the athlete in any such first competition was wind assisted in which case a second competition held under better non-wind assisted conditions will count; and
 - In vertical jumping events only the best performance of the first competition of the day will be counted unless the competition was abandoned for safety reasons in which case a second competition held under safer conditions will count.

Relay conditions

- 2.17 Relay athletes may be selected for each of the men's 4x100m, men's 4x400m, women's 4x100m and women's 4x400m events.
- 2.18 Individuals who qualify for the WCPP as both an individual and as a relay athlete will be considered for WCPP membership based on their eligibility for the higher level of the WCPP (i.e. an athlete that qualifies for WCPP membership as an individual at Podium Programme Level B, but who qualifies for WCPP membership as a relay athlete at Podium A will be considered for relay membership at Podium Programme Level A). Where athletes qualify for WCPP membership as an individual and a relay athlete at the same level, they will be offered membership as a relay member only.

Section 3: Retention Criteria

- 3.1 Subject to paragraph 1.12, current athletes will only be considered for retention if in addition to the Selection Criteria they meet the "Retention Criteria" set out in this Section 3.

Automatic retention of 2015-2016 joiners

- 3.2 The new funding cycle has brought about a recalibration of funding levels and the Performance Matrix. As such, the old level E from the WCP no longer exists in its previous form. To ensure current E level athletes are not disadvantaged during this transition period, those who first joined the WCPP as individual members at level E in the 2015-2016 funding year shall automatically be retained for a further one funding year at level E, unless:
- a. they have met the relevant requirements needed for promotion to level D;
 - b. they have failed during their first funding year to meet any Performance Targets and Conditions set by the Panel, as amended from time to time by British Athletics;
 - c. in the reasonable opinion of the Panel, they have intentionally taken (or failed to take) any action(s) which have contributed to a lack of progression during the funding year; or
 - d. their membership is terminated at any point in accordance with paragraph 5.2 below.

Those athletes automatically retained at level E in 2016/17 as described above will be expected to meet the relevant requirements needed for membership at level D or above in future funding years (notwithstanding retention of individual athletes affected by performance limiting factors, as outlined in Section 4 of this document).

- 3.3 The stipulations outlined at 3.2 do not apply to relay members, who may be exited at the end of the 2015-2016 funding year if they fail to satisfy the relevant criteria or fail to adhere to and engage with the Relay Plan.

Eligibility

- 3.4 Athletes must continue to satisfy the eligibility criteria set out at paragraph 1.1.

Performance Targets and Conditions

- 3.5 Current athletes must meet any individual Performance Targets and Conditions set by the Panel at the previous year's selection meeting, as amended from time to time by British Athletics.
- 3.6 In assessing whether or not an athlete has met his or her Performance Targets and Conditions, the Performance Standards Requirements at paragraphs 2.6 to 2.16 above shall apply in determining which performances shall be taken into account.

Progression

- 3.7 The Olympic WCPP is a progressive programme. Consequently, and subject to paragraph 3.2:
- a. Current individual Podium Programme athletes who do not satisfy the minimum Selection Criteria for individual Podium Programme membership will not be considered for the Podium Potential Programme and will be exited from the WCPP for 2016/17. Exceptions to this stipulation may be made at the discretion of the Performance Director only in accordance with paragraph 1.12 of Section 1.
 - b. It is expected that all WCPP athletes (individual and relay) will at least maintain their level of performance every year. Failure to do so may result in athletes being moved to a lower level of the WCPP or being exited from the WCPP and in particular:
 - i. For individual athletes:
 - I. the Panel may move Current Podium Programme athletes between the two levels of the Podium Programme, provided the Panel believes they still have realistic long term medal potential; but
 - II. current Podium Potential Programme athletes may only be moved from a lower to higher level (i.e. from level D to level C).
 - III. The Panel may choose to add/move athletes to a lower level than that which they are eligible (as per the Performance Matrix) if they believe that doing so will be in their best long term developmental interests.
 - ii. For relay athletes:

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- I. The Panel may move athletes between all levels of the WCPP, including moving athletes from the Podium Programme to the Podium Potential programme (and vice-versa).
- c. Individual athletes on levels “C”, “D” and “E” are expected to improve year-on-year and should normally progress to higher levels within two years of first being placed at that level or will be exited from the WCPP (notwithstanding retention due to performance limiting factors). Exceptions to this stipulation may be made, up to a maximum of 3 years at each level, if the Panel believe an athlete continues to possess realistic future medal potential (despite lack of clear progress), or at the discretion of the Performance Director in accordance with paragraph 1.12 of Section 1 above.
- d. Athletes who were individual WCPP members in previous years but who are not currently on individual levels of the WCPP will only be eligible for individual WCPP membership at a level equal to or higher than the level from which they were exited previously. This does not apply to athletes who were previously members at Level “A”, who may return to Level “B”, athletes who have changed primary event, or to athletes who were previously individual members but are returning as relay members (or vice-versa).

Section 4: Guidelines for Retention of Individual Athletes affected by Performance Limiting Factors

- 4.1 This Section 4 applies only to athletes who are individual members of the WCPP for 2015-2016. It does not apply to relay members, who may be exited at the end of the 2015-2016 funding year if they fail to satisfy the relevant criteria, even if they are affected by a Performance Limiting Injury or a Qualifying Pregnancy or Childbirth (as defined below).
- 4.2 Athletes should expect to be removed from the WCPP if they fail to comply with the Selection Criteria and the Retention Criteria. However, the Panel can choose to retain an athlete with a documented performance limiting factor such as injury, illness or pregnancy. In coming to this decision the Panel will use the following guidelines, which shall also be taken into account by the ESC when providing any recommendation in relation to such athletes under paragraphs 1.3 to 1.6.
- 4.3 Each WCPP Athlete Year is a calendar year starting on 1 December and ending 30 November. Please note, at the time of publication the new athlete year has not been confirmed by UK Sport for the 2020 cycle – as such this may be subject to change.

Injury or illness

- 4.4 A "Performance Limiting Injury" is:
- a. an injury or illness (or combination of injuries and illnesses) which results in significant interruption or impact upon training for at least 3 months – intermittent or continuous – in any single WCPP Athlete Year; or
 - b. an injury or illness which occurs at such a time that, in the absolute discretion of the Panel, it significantly impacts on an athlete's ability to deliver performances that would qualify them for consideration for membership of the WCPP based on the Selection Criteria and/or Retention Criteria (as applicable).
- 4.5 Current individual athletes who suffered a Performance Limiting Injury in the 2014-2015 or 2015-2016 WCPP Athlete Years will be considered for retention on the WCPP for the 2016-2017 WCPP Athlete Year if:
- a. the Panel considers that, when fully fit (and in its assessment the Panel shall take into consideration the seriousness of and time lost to injury/injuries, including the relevant Performance Limiting Injury), the athlete still merits membership of the WCPP based on their on-going realistic potential to win an individual or relay medal at the Olympic Games; and
 - b. British Athletics' Chief Medical Officer ("the CMO") considers that the athlete has a positive prognosis to return to performance levels which would indicate that they have a realistic prospect of winning a medal at the Olympic Games; and
 - c. the athlete is and has been fully compliant with their rehabilitation programme, as set and amended from time to time by British Athletics, and in the opinion of the British Athletics has not, whether by an act or omission, intentionally or otherwise, jeopardised their own recovery to the performance levels specified at 4.5b.

Pregnancy and Childbirth

- 4.6 An athlete is affected by a "Qualifying Pregnancy or Childbirth" if:
- a. she has given birth during the 2014-2015 or 2015-2016 WCPP Athlete Years; or
 - b. she is pregnant as at 30 November 2016.
- 4.7 Current individual athletes affected by a Qualifying Pregnancy or Childbirth will be considered for retention on the WCPP for 2016-2017 if:
- a. the Panel considers that, on return to full training following the birth of their child, the athlete still merits or will still merit membership of the WCPP based on their realistic potential to win a medal at the Olympic Games; and
 - b. the athlete is fully compliant with any advice that the CMO gives them regarding training and preparation pre- and post- the birth of their child.

Additional conditions

- 4.8 Where an athlete is retained on the WCPP for 2016-2017 due to a Performance Limiting Injury or Qualifying Pregnancy or Childbirth, the Panel has the discretion to retain them on the WCPP at their existing level, or to retain them without an Athlete Performance Award ("APA") but with the other benefits of membership of the WCPP.

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- 4.9 The Panel will not consider previous success alone when considering whether to retain an athlete under this Section 4.
- 4.10 This Selection Policy governs the allocation of places on the 2016-2017 WCPP. For the avoidance of doubt, nothing in this Selection Policy shall fetter the discretion of British Athletics in future funding years to retain or exit athletes whose performance is affected by a Performance Limiting Injury, Qualifying Pregnancy or Childbirth, or other factor.

Section 5: General Conditions

Suspension and termination of membership

- 5.1 If an athlete is in breach of the UK Athletics Athlete Agreement, British Athletics may in its absolute discretion suspend the athlete's Athlete Performance Award (APA) until such time as the athlete remedies such breach or British Athletics otherwise deems it appropriate to end the suspension.
- 5.2 In the event that an athlete no longer satisfies the eligibility criteria set out at paragraph 1.1 of Section 1 above or is in material breach of the UK Athletics Athlete Agreement, British Athletics reserves the right in its absolute discretion at any time to terminate that individual's WCPP membership immediately upon notice in writing (which shall include email). For the avoidance of doubt, this provision permits termination by British Athletics at any stage during a funding year.
- 5.3 If a relay athlete is in breach of the Relay Plan, British Athletics reserves the right in its absolute discretion at any time to terminate that individual's WCPP membership immediately upon notice in writing (which shall include email). Alternatively, British Athletics may place the athlete on probation for a period of 3 months (at the start of which period notice of potential removal from the WCPP will be served). If the athlete fails to demonstrate re-engagement with the Relay Plan during the probation period, British Athletics may in its absolute discretion move the athlete to a lower level of the WCPP or terminate that individual's WCPP membership immediately upon notice in writing (which shall include email).

Amendment

- 5.4 British Athletics reserves the right to amend this Selection Policy at its sole discretion and will make any amended version publicly available. An athlete's continuing membership of the WCPP shall be deemed as continued acceptance of this Selection Policy as amended from time to time.

Section 6: Selection Panel

- 6.1 The full WCPP Selection Panel (referred to in this Selection Policy as “the Panel”) will comprise:
- a. British Athletics Performance Director;
 - b. British Athletics Head of Power;
 - c. British Athletics Head of Endurance;
 - d. British Athletics Head of Field & Combined Events;
 - e. Medical representative(s);
 - f. Media representative(s);
 - g. Statistician(s);
 - h. Independent Sport Observer;
 - i. Note taker(s) as required; and
 - j. British Athletics Performance Programme Manager (who shall be the Chairperson of the Panel).
- 6.2 Using the procedures and levels set out in this document the Panel will:
- a. Consider status of existing WCPP athletes;
 - b. Confirm, change the level of, or remove (if appropriate and in accordance with this Selection Policy) the WCPP membership and level of members of the new WCPP; and
 - c. Consider athletes not currently on the WCPP and either place them at an appropriate level on the new WCPP, or reject them.
- 6.3 The Chairperson of the Panel will decide the order in which athletes are considered.
- 6.4 The Panel may also set conditions and targets for each athlete on the WCPP, some of which may have to be met and reviewed periodically for membership to continue.
- 6.5 As each athlete is considered, Panel members will declare any conflict of interest and the chairperson will decide if that Panel member can contribute to the discussion. If a vote is required, the conflicted Panel member will not be entitled to vote and must not be present when the vote takes place.
- 6.6 The Performance Director may at the selection meeting exercise his discretion to take any of the actions set out in paragraph 1.12 of Section 1 provided that sufficient places remain available.
- 6.7 To make their decisions the Panel will use this Selection Policy and will begin by considering any recommendation by the relevant ESC. In the event it elects not to follow an ESC recommendation, the Panel will consider the following factors:
- a. performance against the Selection Criteria, the Retention Criteria and any previous Performance Targets and Conditions set for the athlete;
 - b. the UKA Performance Funnels;
 - c. the UKA / WCPP Athlete Plans (where available);
 - d. notes & reports from event specialists / points of contact / Institute coaches / England Athletics Event Leads;
 - e. the athlete’s location and training environment;
 - f. the athlete’s medical history; and/or
 - g. any other relevant information requested by or within the knowledge of the Panel.

Section 7: Procedures for Appeals Relating to WCPP Decisions

Introduction – Application of these Procedures (“the Appeals Procedures”)

- 7.1 British Athletics receives grant funding from UK Sport in order to deliver an elite sport performance programme known as the World Class Performance Programme (WCPP). In the administration of the WCPP, British Athletics is responsible for the management and operation of the WCPP and the allocation and distribution of certain funds pursuant to the WCPP.
- 7.2 In particular, British Athletics recommends which athletes should be included on the WCPP. As part of this process, British Athletics may propose that new athletes are included on the list, athletes are excluded from the list, or propose that the level of an athlete is altered on the list. British Athletics may also exercise the rights of suspension and termination set out at paragraphs 5.1 to 5.3 above. Any exercise of the functions set out in this paragraph 7.2 shall be referred to in these Appeals Procedures as a “WCPP Decision”.
- 7.3 These Appeals Procedures and the right to an appeal process are primarily intended to apply to athletes who are included within the WCPP at the date of the WCPP Decision. However, in certain very exceptional circumstances and at the sole discretion of British Athletics, the Appeals Procedures may be used by an athlete not currently on the WCPP who is considered for inclusion within the WCPP but not selected. In these circumstances only, the Appeals Procedures should be read accordingly as if they applied to such athletes.
- 7.4 These Appeals Procedures are binding on British Athletics and on each athlete who is seeking selection to the WCPP run by British Athletics (“the Parties”).
- 7.5 Athletes are entitled to appeal to British Athletics prior to the WCPP Decision being implemented. These Procedures shall be read in conjunction with the applicable selection procedures (the 2016-17 WCPP Selection Policy – Olympic Athletes), which govern the WCPP (referred to in these Appeals Procedures as the “Selection Procedures”). These Appeals Procedures and the Selection Procedures are referred to collectively as “the Supporting Documents”.
- 7.6 This is the only applicable appeals procedure and forms the entire agreement between the Parties as to how WCPP Decisions are to be challenged. The Parties agree to submit any dispute concerning any matter connected with or arising out of a WCPP Decision to binding arbitration in accordance with the provisions of these Appeals Procedures. The Parties agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of these Appeals Procedures, or any decision made under these Procedures, before any court of law or other dispute resolution body. The Parties will treat all decisions under these Appeals Procedures as final and binding upon each of them.
- 7.7 The Parties agree that these Procedures are to be treated as an arbitration procedure under Part 1 of the Arbitration Act 1996 (“the Act”) and the provisions of paragraph 7.6 above amount to a binding arbitration agreement for the purposes of section 6 of the Act. The seat of the Arbitration shall be England.

Grounds for Appeal

- 7.8 These Appeals Procedures shall only apply to WCPP Decisions and not to any grievances in relation to the WCPP generally.
- 7.9 The grounds upon which a WCPP Decision may be appealed are limited to the following:
- a. there has been a failure by British Athletics to follow the relevant Selection Procedure (i.e. there has been a procedural defect); or
 - b. the WCPP Decision has been reached on the basis of an error of fact.
- 7.10 Please note that in reaching WCPP Decisions, the WCPP Selection Panel act as experts and athletes should consider carefully whether either of the grounds of appeal set out above applies before bringing an appeal.

How to Appeal

- 7.11 First Appeal
- a. An appeal under these Appeals Procedures is commenced when an athlete affected by a WCPP Decision makes a formal written appeal (“the Notice of Appeal”) to the Chairperson of British Athletics’ WCPP Selection Panel (“the Chairperson”). If the athlete fails to submit the Notice of Appeal within the time limit set out in Rule 7.11b below, he or she will automatically lose their right of appeal under these Appeals Procedures, unless in the opinion of the Chairperson (acting reasonably) it was not practical or if there was some other good reason for the submission not being made within the time limit.

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- b. Any athlete who wishes to appeal a WCPP Decision should submit their case in writing (by email) to the Chairperson in the first instance. This must be received by the Chairperson within five working days of the WCPP Decision being communicated to the athlete (referred to in these Appeals Procedures as “the Notification”). In these Appeals Procedures, references to “working days” exclude weekends and Bank Holidays and the date on which the WCPP Decision was communicated shall be the date the Notification was sent by email (provided no error message was received).
- c. The Notification from British Athletics shall contain the following information:
 - i. the reasons for and the effect of the WCPP Decision;
 - ii. the date the WCPP Decision was made;
 - iii. the date the WCPP Decision takes effect; and
 - iv. copies of the Supporting Documents and the Notice of Appeal.
- d. The Chairperson will consider the appealing athlete’s case and may, where he/she agrees that the WCPP Decision was based on an error of fact or a procedural defect, refer the WCPP Decision to the WCPP Selection Panel for re-consideration. The Chairperson shall notify his/her decision to the athlete (“the Chairperson’s Decision”) within five working days of receipt of the Notice of Appeal. The Chairperson’s Decision will include the reasons for the decision.

7.12 Second Appeal

- a. If the athlete is unsatisfied with the Chairperson’s Decision then he/she must then serve to the Chairperson a second formal written appeal (“the Second Notice of Appeal”) together with a deposit of £250. The Second Notice of Appeal must be received by the Chairperson within 5 working days of the date on which the Chairperson’s Decision was sent to him/her (unless a longer time period has been set by British Athletics and stated in the Notification or the Chairperson’s Decision).
- b. The £250 deposit shall be returned to the athlete only in the event that the athlete’s appeal is successful (in whole or in part). Costs incurred by an athlete in relation to the appeal are to be met by the athlete in all cases.
- c. Both the Notice of Appeal and the Second Notice of Appeal must set out the grounds of the appeal and include full details of the basis of the appeal. Each of the Notice of Appeal and Second Notice of Appeal should be as full as possible as they will form the basis of the remainder of these Appeal Procedures.
- d. If a Second Notice of Appeal is not served within the time period set out in paragraph 7.12a above or if the £250 deposit is not included with the Second Notice of Appeal, the Second Notice of Appeal shall not be considered unless in the sole opinion of British Athletics it was not reasonably practical for submission within the time limit.
- e. Following receipt of a Second Notice of Appeal, British Athletics shall forthwith at its sole discretion appoint an Appeals Panel in accordance with paragraphs 7.12f and 7.12g below and shall notify the athlete of the composition of the Appeals Panel.
- f. The Appeals Panel shall comprise three independent people, one of whom shall be designated by British Athletics as Chairperson of the Appeals Panel. The Appeals Panel shall have the powers set out in paragraphs 7.12l to 7.12p and 7.13 to 7.16 below.
- g. In determining the composition of the Appeals Panel, British Athletics shall ensure that the appeal will be conducted fairly and impartially. The Appeals Panel shall not include any member of the WCPP Selection Panel or individuals with any connection to the athlete or the matters being considered and, for the avoidance of doubt, the Appeals Panel may not comprise employees or officials of British Athletics.
- h. Should a member of the Appeals Panel become unable to hear the appeal following the appointment of the Appeals Panel for whatever reason, British Athletics shall appoint a replacement member.
- i. An athlete may object to the composition of the Appeals Panel by notifying British Athletics in writing of the objection and setting out the reasons for such an objection (the notification shall be referred to as “an Objection”) no later than five working days from the date of receipt of the notification of composition of the Appeals Panel in paragraph 7.12e above.
- j. British Athletics shall, within five working days from the date of receipt of any Objection, notify the athlete that either:
 - i. the composition of the Appeals Panel has changed (in which case British Athletics shall provide details of the new Appeals Panel); or
 - ii. the composition of the Appeals Panel has not changed (in which case British Athletics shall give reasons why it has not accepted the athlete’s Objection).
- k. The decision by British Athletics on the composition of the Appeals Panel shall be final.
- l. The Appeals Panel will proceed by way of a hearing at which the athlete and British Athletics may present written evidence and may make oral submissions. As soon as reasonably practicable, and in any event within fifteen working days from the date of receipt by British Athletics of the Second Notice of Appeal or (if later) within seven working days from the date British Athletics responds to the Objection under paragraph 7.12j (as appropriate), the Chairperson of the Appeals Panel shall give such directions (to both the athlete and British Athletics) as are appropriate for consideration of the Second Appeal, namely the date and place at which the Appeals Panel will hear the appeal and the timetable for the

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exchange of written evidence and details of any witnesses that are to be called. Not less than five working days' notice will be given prior to the date of the hearing.

- m. The athlete is entitled to attend the hearing and present his/her case and be accompanied by one other person who may act as the athlete's representative. Witnesses may be called and cross-examined provided this is notified to the Appeals Panel in accordance with paragraphs 7.18 and 7.19.
- n. The Appeals Panel shall meet on the date notified to the athlete and British Athletics under paragraph 7.12I (or, where this becomes impracticable, such other date as the Appeals Panel may notify to the athlete and British Athletics) and shall no later than two working days after hearing the appeal inform the athlete and British Athletics of its decision together with written reasons for its decision.
- o. The decision of the Appeals Panel shall be final and binding.
- p. The Appeals Panel shall be entitled to record the appeal hearing, including the decision reached, in whatever form this shall take.

Powers of the Appeals Panel

- 7.13 The Appeals Panel may at its sole discretion disregard any failure by a party to adhere to these Appeals Procedures and may give such further directions as may be appropriate.
- 7.14 The Chairperson of the Appeals Panel may, at any time after a Second Notice of Appeal has been given, make such directions whether or not made at the request of the parties, for the proper conduct of the appeal as he or she deems may be reasonably necessary for the fair conduct of the appeal, including changes to the procedure set out in these Appeals Procedures.
- 7.15 The Appeals Panel may decide as follows:
 - a. That the WCPP Decision be set aside as it was based on an error of fact or procedurally flawed and the matter of the athlete's inclusion within the WCPP remitted for fresh consideration to British Athletics' WCPP Selection Panel (or such members of that Panel as its Chairperson considers appropriately qualified to re-consider the matter); or
 - b. That the WCPP Decision be upheld and the athlete's appeal be rejected.
- 7.16 The Appeals Panel may also make recommendations for the future revision and/or smoother execution of the WCPP Selection and Appeals Procedures, which should be considered by British Athletics.

Amendment

- 7.17 British Athletics reserves the right to amend these Appeals Procedures at its sole discretion and will make the amended version publically available. An athlete's continuing membership of the WCPP shall be deemed as continued acceptance of these Appeals Procedures as amended.

Correspondence

- 7.18 Any notification, correspondence or any other document submitted under these Appeals Procedures shall be sent by email and such document shall be deemed to have been received by the intended recipient on the date of transmission, provided no error message is received.
- 7.19 Any notification or correspondence for British Athletics shall be marked for the attention of the applicable person and sent to:

British Athletics,
Athletics House,
Alexander Stadium,
Walsall Road,
Perry Barr,
Birmingham,
B42 2BE, OR;

appeals@britishathletics.org.uk

Appendix 1: Athlete Performance Awards (APA's)

The APA is a Lottery-funded, tax-free grant awarded to athletes in support of their progression towards the podium at the Olympic Games. The value of the grants has been derived from the average estimated costs of living and training as an elite athlete, with the various levels graded depending on the distance from podium performances that the relevant level represents.

The APA is paid directly to the athlete from UK Sport, and the exact level paid is determined by the decisions made by the WCPP Selection Panel following the process laid out in the pages of this document. All grants will be administered by UK Sport's Athlete Investment Team in the Tokyo cycle – they are not paid by British Athletics.

The availability of APA's is also subject to the athlete signing the "UK Athletics Athlete Agreement" (relay athletes and their coach are also required to sign the British Athletics Annual Relay Plan), as well as a means testing process. While it is unlikely that many WCPP athletes will reach the income threshold of £65,000pa (including their APA), they are still required to declare income to UK Sport. In the first instance, athletes will be asked to declare whether they have been in receipt of other income above £35,000pa (excluding their APA). If the athlete declares that their income has been over £35,000pa, the athlete will be required to provide various documentation to evidence their level of income, so that UK Sport can determine if their APA will be affected.

The table below outlines the APA amounts for each level of the Olympic WCPP (pre-means testing):

WCPP Level	APA Amount (per annum) Individual	APA Amount (per annum) Relay
Podium A	£28,000	£28,000
Podium B	£21,500	£21,500
Podium Potential C	£15,000	£15,000
Podium Potential D	£9,000	£9,000
Podium Potential E	£4,000	N/A

All athletes will have their APA paid on a monthly basis, starting from 1st December each year.

Full details of APA payments, including means testing and information regarding possible impact on state benefits or tax credits, will be sent to athletes nominated to the WCPP in 2016/17 following return of the British Athletics paperwork.