



The World Class Programme (“WCP”) 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 WCP is to win **medals at the Olympic Games**. Therefore, British Athletics must be confident in demonstrating that any athlete granted membership of the Olympic WCP 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 WCP. The British Athletics Olympic WCP is split into several levels reflecting the actual and potential performance levels of athletes.

All decisions made in relation to this document are subject to final ratification 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 prospective WCP members.
Section 2	Performance Matrix	Describes minimum requirements which prospective WCP members will need to meet in order to be considered for membership at each level of the WCP, and which current WCP members will need to meet in order to progress to higher levels.
Section 3	Existing WCP Member Retention Criteria	Describes additional minimum requirements which current WCP 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 2017/2018 WCP whose performance was limited in 2018 (or previous years) due to injury or illness.
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 WCP Decisions	Describes the procedure to follow if an athlete wishes to appeal against a decision made pursuant to this Selection Policy.
Appendix 1	APA Levels	Outlines the level of financial award available for each level of the WCP in 2018/19.

Section 1: Selection Process

Eligibility

- 1.1 Athletes are only eligible to be considered for WCP 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 and is not currently serving a period of ineligibility as a result of a transfer of allegiance);
 - He/she is not currently serving a provisional or permanent 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 2018/19 WCP 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 WCP during 2018/19.

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 WCP membership based on these figures, but is not obliged to fill every available place nor to select athletes for every event and programme. It is therefore open to the Panel to decide not to renew or allocate WCP funding for an entire event or programme. All eligible athletes will be considered by the Panel before selections are approved by UK Sport and WCP membership confirmed.

The Selection meeting

- 1.3 The Panel will, in a single selection meeting, consider eligible athletes for either individual or relay WCP 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 Selection Policy.
- 1.4 Without prejudice to paragraph 1.6, the Panel will consider **retaining individual** athletes at their **current** individual WCP level if they:
- satisfy the Existing WCP Member 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).
- 1.5 Without prejudice to paragraph 1.6, the Panel will consider **retaining relay** athletes at their current relay WCP level if the Panel is satisfied that there are a sufficient number of relay athletes meeting the criteria at subparagraphs a. or b. of this paragraph 1.5 who work well together as a team and each of whom adheres to and is fully engaged with the Relay Plan and training programme, and the Panel is satisfied that it is possible to put together a relay squad in the event with realistic potential to medal at the 2020 or 2024 Olympic Games, provided in all cases that each athlete:
- satisfies the applicable relay specific Existing WCP Member 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) and in the opinion of the Panel it is vital to the potential collective medal success of the relevant relay squad in the 2020 or 2024 Olympic Games to retain that particular athlete on the WCP.
- 1.6 The panel will consider whether **current** individual and relay athletes to whom paragraphs 1.4a and 1.5a respectively apply should be promoted to a higher WCP level and such consideration shall be based on an assessment of the relevant athlete's performance against the Performance Matrix at Section 2. In order for an athlete to be promoted to a higher level of WCP, they will need to meet the requirements of the relevant higher level, as set out in the table at paragraph 2.1 below.
- 1.7 Athletes **currently** on the WCP who do not meet the criteria set out in paragraphs 1.4 or 1.5 (as applicable) will not be retained and their membership of the WCP will come to an end at the end of the 2017-2018 membership year unless the Performance Director exercises his discretion pursuant to paragraph 1.10a to retain them for another year.

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- 1.8 The Panel will consider athletes for **addition** to the WCP (either as an individual or relay athlete) if they meet the applicable criteria set out in the Performance Matrix (Section 2) or subject to the Performance Director's discretion under paragraph 1.10.

Allocation of places

- 1.9 Subject to subsequent ratification by UK Sport (which may not be provided until after the conclusion of the selection meeting) the Panel will allocate places as follows:
- a. subject to paragraph 1.9b the Panel will first allocate places on the WCP in accordance with the provisions of paragraphs 1.3 to 1.8 above;
 - b. if there are insufficient places for all athletes who meet the applicable criteria at paragraphs 1.4 to 1.8 above and who the Panel, after consideration, believes merit places on the WCP, the Panel will allocate the available places on the basis of which athletes, in the Panel's absolute discretion, have the best chance of winning medals:
 - i. in respect of Podium Programme places, at the 2020 Olympic Games; and
 - ii. in respect of Podium Potential Programme places, at the 2024 Olympic Games.
- 1.10 In relation to any "spare" places available following the Panel's allocation of places pursuant to paragraph 1.9 above, the Performance Director may at the Selection Meeting, again subject to subsequent ratification by UK Sport, exercise his sole and complete discretion to do any one or more of the following:
- a. give any athlete whose membership would otherwise not be renewed pursuant to paragraph 1.7 another year on the WCP at any level if he believes that the athlete still has realistic Olympic medal potential;
 - b. promote any athlete retained or new to the WCP to a higher level of the WCP 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
 - c. add an athlete who is not currently a member of the WCP 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.
- 1.11 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 whose membership would otherwise not be renewed.

Acceptance onto the WCP

- 1.12 Following the allocation of places as outlined in paragraphs 1.9 to 1.11 above, individual athletes will only be formally accepted onto the WCP once they have signed and returned the UK Athletics WCP 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").
- 1.13 Accepting a WCP 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: Performance Matrix

- 2.1 The table below outlines the minimum requirements for:
- an athlete to be considered for **addition** to the WCP in 2018/19 as an individual or relay member pursuant to paragraph 1.8; and
 - current** individual or relay athletes to move from a lower to a higher level of the WCP, pursuant to paragraph 1.6.

		Individual	Relay
PODIUM	Podium A	N/A – Podium A is reserved specifically for individual global medallists. With no global outdoor championships in 2018, no new athletes may be added to this level in 2018.	N/A – Podium A is reserved specifically for global relay medallists. With no global outdoor championships in 2018, no new athletes may be added to this level in 2018.
	Podium B	<p align="center">Athletes who:</p> <ul style="list-style-type: none"> - win an individual medal at the 2018 European Athletics Championships; and - hold an IAAF top 8 World Ranking (adjusted for 3 per nation as per the IAAF “top lists”, found at https://www.iaaf.org/records/toplists/sprints/100-metres/outdoor/men/senior/2018) as at 1 September 2018; and - when assessed against the What it Takes to Win (“WITTW”) model, are considered by the Panel to have realistic medal potential at the 2020 Olympic Games. 	N/A – Podium B is reserved specifically for global relay top six finishers. With no global outdoor championships in 2018, no new athletes may be added to this level in 2018.
PODIUM POTENTIAL	Podium Potential C	<p align="center">Athletes who:</p> <ul style="list-style-type: none"> - finish in the top 8 in an individual event at the 2018 European Athletics Championships; and - when assessed against the What it Takes to Win (“WITTW”) model, are considered by the Panel to have realistic medal potential at the 2024 Olympic Games. 	Key relay squad runners who, in the opinion of the Panel are considered realistic 2020 strike-four athletes, or who are considered by the Panel to be vital to the optimal functioning of the relay teams in 2019*.
	Podium Potential D	<p align="center">Athletes who:</p> <ul style="list-style-type: none"> - have met the relevant event performance standard as detailed at paragraph 2.4-2.16 below; and - when assessed against the What it Takes to Win (“WITTW”) model, are considered by the Panel to have realistic medal potential at the 2024 Olympic Games. 	Next generation relay runners whose standout performances and commitment to relay teams indicate they will contribute to the development and functioning of the relevant relay team in 2019 AND are considered by the Panel to be highly likely to form part of strike-four global outdoor medal winning relay team 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, decathlon and men’s/women’s marathon) who, when assessed against the What it Takes to Win (“WITTW”) model, are considered by the Panel to have an overwhelmingly positive profile suggestive of individual medal potential for the Olympic Games after or including 2024.	N/A

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* A maximum of 8 athletes may be funded via the WCP 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. It is open to the Panel to decide not to renew WCP funding for one or more entire relay programmes.

In deciding how many relay places to fill for each team (if any), 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. Whether there are a sufficient number of relay athletes meeting the Selection and/or Retention Criteria (as applicable), who work well together as a team and each of whom adheres to and is fully engaged with the Relay Plan and training programme, and that it is possible to put together a relay squad with realistic potential to medal at the 2020 or 2024 Olympic Games;
- b. Athlete's performance profile;
- c. Athlete's technical relay skills;
- d. Engagement with the British Athletics relay programme(s) in 2017, 2018 and previous years;
- e. Athlete's individual and relay performances throughout 2017, 2018 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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What it Takes to Win (WITTW) model

- 2.2 Without prejudice to paragraph 2.3 below, pursuant to paragraphs 1.6 (promotion of current athletes) and 1.8 (non-current athletes) and the table at paragraph 2.1 above, the Panel will, when it considers whether to add non-current individual athletes to the WCP or promote current individual WCP athletes to a higher level, review such athletes against the **What it Takes to Win (WITTW) model** for their given event(s). This model describes the critical determinants of success for global (i.e. outdoor World Championships or Olympic Games) medallists in each of the following three areas:
- i. Performance (incorporating performance funnels, age-metrics and event progression);
 - ii. Physical/technical (incorporating biomechanical, physiological and/or technical metrics); and
 - iii. Self & Support (incorporating descriptions of best practice in areas such as lifestyle, behaviours and environment [including coaching, facilities and support team]).

Due to risks associated with competitive advantage and intellectual property, the WITTW model is stored internally at UK Athletics and will be shared with athletes and their coaches during any review meetings, or on request as part of any appeals process (see Section 7).

- 2.3 In order to be added to the WCP, athletes must satisfy the Panel that they possess realistic Olympic Games medal potential in either 2020 (Podium Programme) or 2024/beyond 2024, when considered against the WITTW model. Athletes whose current profile, in the absolute discretion of the Panel, does not sufficiently match that of the applicable WITTW model will not be added to the WCP. Exceptions to this stipulation may be made only at the discretion of the Performance Director in accordance with paragraph 1.10.

WCP Podium Potential Selection Standards and Qualification Periods

- 2.4 The performance standards below are required for consideration for athlete membership at level D as described in the Performance Matrix.
- 2.5 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.
- 2.6 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 2.7 to 2.16.

Performance Standards

Men's Standards:

	100m	200m	400m	110mH	400mH					
"D"	N/A	N/A	N/A	13.60	49.61					
	800m	1500m	5000m	10000m	3000mSC	Marathon	20kW	50kW		
"D"	1:46.23	3:37.50	13:26.50	28:05.50	8:26.00	2:12:00	1:23:30	3:52:30		
	HJ	LJ	TJ	PV	SP	DT	JT	HT	CE	
"D"	2.25	7.90	16.55	5.57	19.80	62.20	80.50	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	15:22.50	32:05.50	9:44.50	2:31.30	1:32:30			
	HJ	LJ	TJ	PV	SP	DT	JT	HT	CE	
"D"	1.91	6.60	14.04	4.50	17.30	59.61	59.12	69.00	5975	

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Qualification Periods:

WCP 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 April 2017 to 30 September 2018 (inclusive)	1 January 2018 to 30 September 2018 (inclusive)

Performance Standards Requirements

- 2.7 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 2 Permit competition or higher.
- 2.8 Marathon and race-walking qualification performances achieved overseas must be achieved on IAAF accredited courses (see IAAF website).
- 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 held completely in a stadium 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 (whether a performance is wind assisted shall be determined according to the applicable provisions relating to the ratifying of World Records at Rule 260 of the IAAF Competition Rules 2018-2019), nor will performances that were achieved in competitions at which wind measurement was not available.
- 2.12 Performances set at 950m 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 261).
- 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 the 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. However, although there are currently no WCP places dedicated solely for the mixed relay, athletes may be considered for single-gender relay membership based on performances in mixed relay events.
- 2.18 Individuals who qualify for the WCP as both an individual and as a relay athlete will be considered for WCP membership based on their eligibility for the higher level of the WCP (i.e. an athlete that qualifies for WCP membership as an individual at Podium Programme Level B, but who qualifies for WCP membership as a relay athlete at Podium A will be considered for relay membership at Podium Programme Level A). Where athletes qualify for WCP membership as an individual and a relay athlete at the same level, they will be considered for and (if applicable) offered membership as a relay member only.

Section 3: Existing WCP Member Retention Criteria

- 3.1 Subject to paragraph 1.10 and Section 4 (Performance Limiting Factors), current athletes will only be considered for retention if they meet the Existing WCP Member Retention Criteria (“Retention Criteria”) set out in this Section 3.
- 3.2 As well as satisfying the Retention Criteria, relay athletes must adhere to and engage with the Relay Plan. Any failure to have done so will mean that their WCP membership will not be renewed.

Eligibility

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

Performance Targets and Conditions

- 3.4 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.
- 3.5 In assessing whether or not an athlete has met his or her Performance Targets and Conditions, the Performance Standards Requirements at paragraphs 2.7 to 2.16 above shall apply in determining which performances shall be taken into account.

What it Takes to Win Model

- 3.6 Without prejudice to paragraph 3.7 below, and subject to paragraph 1.10 and Section 4 of this Selection Policy, in order to remain on the WCP, current WCP athletes must satisfy the Panel, in its absolute discretion, that they realistically retain the ability to win and/or are progressing towards winning medals at the Olympic Games in either 2020 (Podium Programme) or 2024/beyond 2024. In making this assessment, the Panel will review athletes against the **What it Takes to Win (WITTW) model** for their given event(s). As explained at paragraph 2.2 above, this model describes the critical determinants of success for global (i.e. outdoor World Championships or Olympic Games) medallists in each of the following three areas:
- i. Performance (incorporating performance funnels, age-metrics and event progression);
 - ii. Physical/technical (incorporating biomechanical, physiological and/or technical metrics); and
 - iii. Self & Support (incorporating descriptions of best practice in areas such as lifestyle, behaviours and environment [including coaching, facilities and support team]).
- 3.7 Athletes whose current profile, in the absolute discretion of the Panel, does not sufficiently match that of the applicable WITTW model will not be retained on the WCP. Exceptions to this stipulation may be made at the discretion of the Performance Director only in accordance with paragraph 1.10 of Section 1.

Progression

- 3.8 The Olympic WCP is a progressive programme. Consequently, and subject to paragraph 3.3:
- a. It is expected that all individual WCP 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 WCP or their membership of the WCP not being renewed for 2018/2019. In particular and subject to the Performance Director's discretion pursuant to paragraph 1.10, the Panel may:
 - i. For individual athletes:
 1. retain athletes at their current level or move them to a higher level of the WCP;
 2. move athletes who are failing to progress to a lower level of the WCP or choose not to renew their membership of the WCP at all; or
 3. choose to add new athletes to a lower level than that which they are eligible for (as per the Performance Matrix) if they believe that doing so will be in their best long term developmental interests.
 - ii. For relay athletes:
 1. move athletes between all levels of the WCP, including moving athletes from the Podium Programme to the Podium Potential programme (and vice-versa).
 - b. Athletes at levels C, D and E of the WCP are expected to continually demonstrate their progress against the WITTW model. Such athletes are therefore expected to progress from Podium Potential to Podium levels within 4 years. Athletes who fail to do so, or who fail to show other significant markers of progression within this 4 year period (notwithstanding retention due to performance limiting factors) are likely to be removed from the WCP.

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- c. Athletes who were individual WCP members in previous years but who are not currently on individual levels of the WCP will only be eligible for individual WCP membership at a level equal to or higher than the level from which they were removed 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 WCP for 2017-2018. Subject to paragraph 4.6, it does not apply to relay members, whose WCP membership will not be renewed at the end of the 2017-2018 funding year if they fail to satisfy the relevant criteria, even if they are affected by a Performance Limiting Injury (as defined below).
- 4.2 Individual athletes should expect to be removed from the WCP if they fail to comply with the Retention Criteria at Section 3. However, the Panel can choose to retain an individual athlete with a documented performance limiting factor such as injury or illness. In coming to this decision the Panel will use the following guidelines.
- 4.3 Each WCP Athlete Year is a calendar year starting on 1 December and ending 30 November.

Injury or illness

- 4.4 A "Performance Limiting Injury" is:
 - a. an injury or illness (or combination of injuries and illnesses) to the athlete which results in significant interruption or impact upon training for at least 3 months – intermittent or continuous – in any single WCP Athlete Year; or
 - b. an injury or illness to the athlete 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 WCP based on the Performance Matrix and/or Retention Criteria (as applicable).
- 4.5 Current **individual** athletes who suffered a Performance Limiting Injury in the 2016-2017 or 2017-2018 WCP Athlete Years will be considered for retention on the WCP for the 2018-2019 WCP 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/illness, including the relevant Performance Limiting Injury), the athlete still merits membership of the WCP 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 paragraph 4.5b.
- 4.6 Current **relay** athletes who suffered a Performance Limiting Injury in the 2017-2018 WCP Athlete Year will be considered for retention on the WCP for the 2018-2019 WCP Athlete Year if:
 - a. they satisfy the criteria at 4.5a-c above; and
 - b. in the opinion of the Panel it is vital to the potential collective medal success of the relevant relay squad in the 2020 or 2024 Olympic Games to retain that particular athlete on the WCP.

Additional conditions

- 4.7 Where an athlete is retained on the WCP for 2018-2019 due to a Performance Limiting Injury, the Panel has the discretion to retain them on the WCP at their existing level, or to retain them without an Athlete Performance Award ("APA") but with the other benefits of membership of the WCP.
- 4.8 The Panel will not consider previous success alone when considering whether to retain an athlete under this Section 4.
- 4.9 This Selection Policy governs the allocation of places on the 2018-2019 WCP. For the avoidance of doubt, nothing in this Selection Policy shall fetter the discretion of British Athletics in future funding years to retain or to choose not to renew the membership of athletes whose performance is affected by a Performance Limiting Injury or other factor.

Section 5: General Conditions

Suspension and termination of membership

- 5.1 If an athlete is in breach of the UK Athletics WCP 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, is in material breach of the UK Athletics WCP Athlete Agreement or if any of the termination rights set out in Clauses 15.1 to 15.3 of the UK Athletics WCP Athlete Agreement is engaged, British Athletics reserves the right in its absolute discretion at any time to terminate that individual's WCP 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 WCP membership immediately upon notice in writing (which shall include email) or suspend their APA. 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 WCP 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 WCP or terminate that individual's WCP 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 WCP shall be deemed as continued acceptance of this Selection Policy as amended from time to time.

Section 6: Selection Panel

- 6.1 The full WCP Selection Panel (referred to in this Selection Policy as “the Panel”) will comprise:
- a. British Athletics Performance Director;
 - b. British Athletics Head of Sprints, Hurdles & Relays;
 - c. British Athletics Head of Endurance;
 - d. British Athletics Head of Field & Combined Events;
 - e. Additional event coaches if requested by the relevant Head Of;
 - f. British Athletics Talent Director;
 - g. British Athletics Olympic Pathways Manager;
 - h. Medical representative(s);
 - i. Media representative(s);
 - j. Statistician(s);
 - k. Independent Sport Observer;
 - l. Note taker(s) as required; and
 - m. British Athletics Deputy Performance Director (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 WCP athletes;
 - b. Confirm, change the level of, or remove (if appropriate and in accordance with this Selection Policy) the WCP membership and level of members of the new WCP; and
 - c. Consider athletes not currently on the WCP and either add them at an appropriate level on the new WCP, 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 WCP, some of which may have to be met and reviewed periodically for membership to continue (“Performance Targets and Conditions”).
- 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. Where a genuine conflict of interest exists, the relevant Panel member will not be permitted to contribute to discussions about the athlete in question and, 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 Following the completion of all other selections, the Performance Director may at the selection meeting exercise his discretion to take any of the actions set out in paragraph 1.10 of Section 1 provided that sufficient places remain available.
- 6.7 To make their decisions the Panel will use this Selection Policy and will consider the following factors:
- a. performance against the Performance Matrix, the Retention Criteria and any previous Performance Targets and Conditions set for the athlete;
 - b. the What it Takes to Win Model (incorporating the Performance Funnels);
 - c. the Individual Athlete Plans (IAP’s) from the previous and future season (where available);
 - d. Pre-WCP membership survey (potential new athletes only);
 - e. notes & reports from event specialists / points of contact / Institute coaches / England Athletics Event Leads;
 - f. the athlete’s location and training environment;
 - g. the athlete’s medical history; and/or
 - h. any other relevant information requested by or within the knowledge of the Panel.

Section 7: Procedures for Appeals Relating to WCP 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 Programme (“WCP”). In the administration of the WCP, British Athletics is responsible for the management and operation of the WCP and the allocation and distribution of certain funds pursuant to the WCP.
- 7.2 In particular, British Athletics recommends which athletes should be included on the WCP. 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 “WCP 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 WCP at the date of the WCP 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 WCP who is considered for inclusion within the WCP 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 WCP run by British Athletics (“the Parties”).
- 7.5 Athletes are entitled to appeal to British Athletics prior to the WCP Decision being implemented. These Appeals Procedures shall be read in conjunction with the applicable selection procedures (the 2018-19 WCP Selection Policy – Olympic Athletes), which govern the WCP (referred to in these Appeals Procedures as the “Selection Policy”). These Appeals Procedures and the Selection Policy 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 WCP Decisions are to be challenged. The Parties agree to submit any dispute concerning any matter connected with or arising out of a WCP 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 WCP Decisions and not to any grievances in relation to the WCP generally.
- 7.9 The grounds upon which a WCP Decision may be appealed are limited to the following:
- a. there has been a failure by British Athletics to follow the relevant Selection Policy (i.e. there has been a procedural defect);
 - b. the decision maker has been subject to actual bias when making the WCP Decision;
 - c. the WCP Decision has been reached on the basis of an error of fact; or
 - d. the WCP Decision is one that no reasonable decision maker could ever have reached.
- 7.10 Please note that in reaching WCP Decisions, the WCP 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. The right to appeal should not be seen as an opportunity simply to dispute the opinion of the Panel.

How to Appeal

- 7.11 First Appeal
- a. An appeal under these Appeals Procedures is commenced when an athlete affected by a WCP Decision makes a formal written appeal (“the Notice of Appeal”) to the Chairperson of British Athletics’ WCP Selection Panel (“the Chairperson”). If the athlete fails to submit the Notice of Appeal within the time limit

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- 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.
- b. Any athlete who wishes to appeal a WCP 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 WCP 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 WCP Decision was communicated shall be the date the Notification was sent by email (provided no error message was received).
 - c. Subject to paragraph 7.11d, the Notification from British Athletics shall contain the following information:
 - i. the reasons for and the effect of the WCP Decision;
 - ii. the date the WCP Decision was made;
 - iii. the date the WCP Decision takes effect; and
 - iv. copies of the Supporting Documents and the template Notice of Appeal.
 - d. Athletes not currently on the WCP shall not receive a specific notification containing the information set out at paragraph 7.11c above and for their purposes “the Notification” shall mean the announcement of all athletes selected for the 2018/19 WCP on the British Athletics website.
 - e. Appealing athletes may request copies of the extracts of the minutes of the selection meeting which relate to their non-selection and any relevant rules/regulations in order to help them to prepare their Notice of Appeal.
 - f. The Chairperson will consider the appealing athlete’s case and may, where he/she agrees that the WCP Decision is open to challenge under the grounds of appeal at paragraph 7.9 above, refer the WCP Decision to the WCP 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”). 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. 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 Appeals Procedures.
- c. If a Second Notice of Appeal is not served within the time period set out in paragraph 7.12a above, 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.
- d. Following receipt of a Second Notice of Appeal, British Athletics shall forthwith at its sole discretion appoint an Appeals Panel in accordance with paragraphs 7.12e to 7.12g below and shall notify the athlete of the composition of the Appeals Panel.
- e. The Appeals Panel shall comprise three independent people, one of whom shall be designated by British Athletics as Chairperson of the Appeals Panel and shall be a legally qualified person. The Appeals Panel shall have the powers set out in paragraphs 7.12k to 7.12o and 7.13 to 7.16 below.
- f. 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 WCP 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.
- g. 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.
- h. 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 7.12d above.
- i. 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).
- j. The decision by British Athletics on the composition of the Appeals Panel shall be final.
- k. 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

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(if later) within seven working days from the date British Athletics responds to the Objection under paragraph 7.12i (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 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.

- l. 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.
- m. The Appeals Panel shall meet on the date notified to the athlete and British Athletics under paragraph 7.12k (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.
- n. The decision of the Appeals Panel shall be final and binding.
- o. 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 WCP Decision be set aside on the grounds that (pursuant to paragraph 7.9 above) it was based on an error of fact, procedurally flawed, the conclusion of a biased decision-maker, or irrational, and the matter of the athlete's inclusion within the WCP be remitted for fresh consideration to British Athletics' WCP Selection Panel (or such members of that Panel as its Chairperson considers appropriately qualified to re-consider the matter); or
 - b. That the WCP 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 WCP Selection Policy 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 publicly available. An athlete's continuing membership of the WCP 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 WCP 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 WCP 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 WCP (pre-means testing):

WCP 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	£7,000	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 WCP in 2018/19 following return of the British Athletics paperwork.