

**2019 IAAF World Championships**  
**27 September – 6 October 2019**  
**Doha, Qatar**

**Selection Policy – updated March 2019**

**Overview**

This selection policy (“the Selection Policy”) for the 2019 IAAF World Championships has been created in line with the British Athletics strategic aim to ‘win more medals in more events in Tokyo 2020 and beyond’ and the 2017 – 2024 Selection Philosophy.

British Athletics intends to select a team, detailed in Rounds 1 to 3 of the selection process below, with the following aims (in priority order):

1. To maximise medals at the 2019 IAAF World Championships;
2. To maximise top 8 placings at the 2019 IAAF World Championships; and
3. To prepare athletes to deliver world class performances at the 2020 Olympic Games.

The IAAF have published target field sizes for every event and will use the IAAF world rankings as at 6 September 2019 to offer invitations for events where the field sizes have not been filled by the achievement of standards. Round 4 of the selection process details how, in line with the 2017 – 2024 Selection Philosophy, British Athletics may accept invitations for athletes who show potential to win medals at the 2019 World Championships or at the 2020 Olympic Games.

The British Athletics Championships will take place on 24-25 August 2019 and will be the track and field Trial for the 2019 IAAF World Championships. Full details on all the other Trials events can be found in section 2 of this Selection Policy (see paragraphs 2.1 to 2.6).

The British Athletics 10,000m trial for the 2019 World Championships will once again take place at the “Night of the 10,000m PBs” at Parliament Hill, Highgate in London on 6 July 2019. The 2019 European 10,000m Cup will again be integrated into the A races at Parliament Hill where athletes selected for the GB and NI team will race against other European federations. All enquiries regarding entering into the British Athletics 10,000m trial at Highgate should be sent to Ian Hodge [ihodge@britishathletics.org.uk](mailto:ihodge@britishathletics.org.uk).

**SECTION 1: SELECTION PROCESS**

**Eligibility**

- 1.1. To be considered for selection, athletes **must**:
  - a. Compete in the event in which they wish to be selected at the British Athletics Championships with the following exceptions (combined event athletes must compete in the British Athletics Championships in at least one individual event):
    - i. Athletes in the long distance events of 10,000m, Marathon, 20km Race Walk and 50km Race Walk are not required to compete at the British Athletics Championships (unless they are looking for selection in a second event where the Trial for that discipline takes place at the British Athletics

- Championships, refer to paragraph 1.1(a) (iii)) or in the applicable Trial event listed at paragraphs 2.2 to 2.5 (but should be aware of Note 1 below); and
- ii. Athletes, who may want to double up at the IAAF World Championships (where both events take place on the track / in the field), do not have to compete in both events at the British Athletics Championships. Athletes must inform the Selection Panel (“the Panel”) prior to the selection meeting of their desire to double up and in which events. The Panel will consider any athlete’s second event as a discretionary selection in Round 2 as described in paragraph 1.9.
  - iii. Athletes who may want to double up at the IAAF World Championships, and whose primary event is one of the events listed in paragraph 1.1(a)(i), should note that will need to compete in their second event at the British Athletics Championships to make them eligible for selection.

*Note 1: Athletes aiming for selection in the events specified in paragraph 1.1(a)(i) (10,000m, 20km Race Walk, 50km Race Walk and Marathon) should note that they are not mandated to compete at any of the designated Trials events listed at paragraphs 2.2 to 2.5 in order to be eligible. However, athletes who choose not to compete in the relevant Trial event accept that (unless they are the reigning individual IAAF World Champion or 2019 Diamond League winner in the event) they will not be considered for automatic selection at Round 1 (see paragraph 1.8(e), which provides for selection of the first two placed eligible athletes in each individual Trials event). Their selection will therefore be at the discretion of the relevant Panel at Round 2 in accordance with the criteria set out at paragraph 1.9.*

For the avoidance of doubt athletes seeking selection for the relay must compete at the Trials.

- b. Be eligible to compete for GB & NI (i.e. full British passport holder);
  - c. Have achieved at least one qualification standard in the event for which they wish to be selected within the qualification window in accordance with paragraphs 2.7 to 2.9 **OR** be reigning World Champion, or 2019 Diamond League winner in the relevant individual event **OR** receive an IAAF invitation as detailed in paragraph 1.11;
  - d. Be 16 years or older at 31 December 2019 (i.e. born in 2003 or earlier), with the exception of the following:
    - i. athletes must be 18 years or older at 31 December 2019 (i.e. born in 2001 or earlier) to be considered for selection in the shot put and hammer throw; and
    - ii. athletes must be 20 years or older at 31 December 2019 (i.e. born in 1999 or earlier) to be considered for selection in the Marathon and 50km Race Walk;
  - e. Sign the British Athletics Team Members’ Agreement (“TMA”) and abide by its terms and conditions. Any athlete failing to do so prior to the first date of competition will result in their selection being withdrawn. The current version of the TMA can be found online at [www.uka.org.uk/performance/british-athletics-teams-information/](http://www.uka.org.uk/performance/british-athletics-teams-information/).
- 1.2 Subject to paragraphs 1.1(a)(i) and (ii), athletes who do not compete at the British Athletics Championships will only be considered for selection in their chosen event if the Performance Director and British Athletics’ Chief Medical Officer confirm prior to or at

the British Athletics Championships that, in their opinion, the athlete was prevented by injury or illness from competing.

*Note 2: To ensure the Panel have an accurate picture of an athlete's fitness ahead of the selection meeting, those who are unable to compete at the British Athletics Championships due to injury/illness but still wish to be considered for selection MUST either have been reviewed in person by the British Athletics medical team in the week prior to the British Athletics Championships OR they must attend the British Athletics Championships (regardless of home location) to be examined by the British Athletics CMO. Illness that occurs earlier than the day before the first day of the Trials must be evidenced by a medical note from a GP, emergency doctor or British Athletics medical professional in order for that athlete to remain eligible for selection. Athletes who fail to satisfy either requirement will not be considered for selection (unless note 3 applies).*

*Note 3: Where athletes suffer illness the day before or the day of the British Athletics Championships, they must contact the Performance Director/Chief Medical Officer as soon as possible prior to the commencement of the relevant Trial event. The Performance Director and CMO will determine whether, on the basis of the evidence and information provided by the athlete, to accept their non-attendance at the British Athletics Championships (enabling them to be eligible for selection).*

### **Selection meetings and process**

- 1.3 Athletes will be selected in two selection meetings:
  - a. Marathon and 50km Race Walk – **Monday 29 April 2019**;
  - b. All Remaining Events – **Monday 2 September 2019**
- 1.4 Selection announcements will be made as soon as possible after each meeting.
- 1.5 The Selection Panel (“the Panel”) shall comprise as follows:
  - a. Voting members for the marathon/50km Race Walk selection meeting;
    - i. British Athletics’ Performance Director;
    - ii. British Athletics’ Head of Endurance; and
    - iii. At least one additional endurance event group representative;
  - b. Voting members for the All Remaining Events selection meeting:
    - i. British Athletics’ Performance Director;
    - ii. British Athletics’ Head of Endurance, British Athletics’ Head of Relays and British Athletics’ Head of Field and Combined Events; and
    - iii. Other event group representatives as nominated by the Performance Director;
  - c. Non-voting members for both selection meetings:
    - i. Chairperson;
    - ii. At least one independent observer;
    - iii. British Athletics’ Chief Medical Officer (“the CMO”);
    - iv. Statistician;
    - v. Media representative; and
    - vi. Note-takers etc. as required.

- 1.6 Selections will be subject to the maximum entries as permitted by the IAAF. A maximum of 3 athletes can compete per event with the following exceptions:
- a. Relay teams – up to 6 relay athletes may be entered for each relay team, including the mixed 4x400m. Athletes selected for the individual 100m and 400m will, pursuant to the IAAF entry criteria, automatically count towards the 6 entered for the men's/women's 4x100m and men's/women's 4x400m teams. Any other athlete who is selected in any other event may then be able to participate in the relay event in addition to the 6 entered;
  - b. World Champions - the current reigning individual IAAF World Champion<sup>1</sup> will also be invited by the IAAF to participate as a Wildcard, in the same event at the 2019 IAAF World Championships;
  - c. 2019 Diamond League Winner – the winners of each overall individual 2019 Diamond League event will also be invited by the IAAF to participate as a Wildcard, in the same event at the 2019 IAAF World Championships;
  - d. In the event that the 2017 IAAF World Champion and the 2019 Diamond League winner in the same discipline are from the same country, only one of the two may compete as a Wildcard entry. In this scenario, subject to paragraph 1.13, it shall be for the Panel, pursuant to paragraph 1.8(c), to use the criteria described in paragraph 1.9(b) to select the Wildcard entry (provided they satisfy the eligibility criteria at paragraph 1.1); and
  - e. For the avoidance of doubt, the effect of paragraphs 1.6(b) to (d) above is that up to 4 athletes (including the relevant Wildcard entry) may be entered into any event containing the 2017 IAAF World Champion and/or the 2019 Diamond League winner.
- 1.7 Relay teams can qualify for the 2019 IAAF World Championships in one of two ways:
- a. The first 12 (10 in the mixed relay) teams at the 2019 IAAF World Relay Championships; and
  - b. The top 6 (4 in the mixed relay) best ranked relay teams at the end of the qualification period will fill the remaining places. The IAAF, within 24 hours after the end of the qualification period, will invite teams based on world rankings.
- 1.8 Round 1 – automatic selections:
- a. Subject to paragraphs 1.8(d) and 1.13:
    - i. where the 2019 IAAF Diamond League winner in the event is not also a GB & NI athlete, reigning individual IAAF World Champions will be automatically selected as the IAAF Wildcard entry for the same event in which they won gold at the previous IAAF World Championships; and
    - ii. where the reigning IAAF World Champion in the event is not also a GB & NI athlete, 2019 IAAF Diamond League winners in individual events will be automatically selected as the IAAF Wildcard entry for the same event in which they won the Diamond League in 2019.
  - b. Subject to paragraph 1.13, where the IAAF World Champion and 2019 IAAF Diamond League winner for an event are both GB & NI athletes, the Panel will use the criteria in paragraph 1.9(b) below to determine which of the two athletes should be automatically selected as the Wildcard entry.

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<sup>1</sup> All references to the "IAAF World Champion" or "World Champion" in this Selection Policy are to the reigning IAAF outdoor World Champion

- c. Where paragraph 1.8(b) applies, the athlete who is not automatically selected as the Wildcard entry will either be automatically selected if they satisfy paragraph 1.8(e) (one of the first two placed eligible athletes in the relevant Trials event) or will otherwise be considered for selection in accordance with paragraph 1.9 below.
- d. Where the 2019 IAAF Diamond League winner is determined on 6 September 2019, and therefore after the selection meeting on 2 September 2019, paragraph 1.13 shall apply.
- e. The first two placed eligible athletes in each individual Trials event will be automatically selected for the same event, provided the athlete, by the end of the relevant qualification period set out in paragraph 2.8, has achieved **at least one qualification standard**.

*Note 4: In the event of a dead-heat or tie at any of the Trial events (resulting in more than 2 athletes qualifying for automatic selection), the following steps will be taken:*

- i. *In track/road events, the athlete with the best individual performance in the relevant event within the qualification period set out in paragraph 2.8 will gain automatic selection.*
  - ii. *In field events, a jump/throw-off will be arranged (either at the Trials or on a later date, in agreement with the affected athletes), with the winner gaining automatic selection. If an athlete/athlete(s) refuses to take part in a jump/throw-off, the automatic selection will be offered to the athlete(s) who did not refuse.*
- f. Should any of the automatic selections from the relevant Trials events be unable or unwilling to take up their place(s), their Round 1 place(s) will not be offered by default to the next best placed eligible athlete(s) from the relevant Trial.

#### 1.9 Round 2 – all remaining eligible individual athletes

- a. In Round 2 the Panel will select eligible athletes for individual events, subject to satisfying the following. Athletes must have:
  - i. achieved at least one qualification standard by the end of the qualification period in paragraph 2.8; and
  - ii. demonstrate, to the satisfaction of the Panel, current form and fitness which suggests they are capable of performing at a level to (or exceeding) their qualification best or season's best (whichever is higher).
- b. If more athletes satisfy all the criteria outlined in paragraph 1.9 (a) above than there are places available, athletes will be selected based on the Panel's consideration of a combination of the following criteria, as well as any other factors that may be deemed relevant. The criteria below are not listed in any priority order:
  - i. The achievement of qualification standards in accordance with paragraphs 2.7 to 2.19 of this Selection Policy;
  - ii. 2019 world ranking;
  - iii. Current form;
  - iv. Future individual medal potential at major events;
  - v. Head-to-heads;
  - vi. Previous major competition history;
  - vii. Injury/illness status;
  - viii. Position at the relevant Trials; and

- ix. Impact on medal winning potential in relay teams – *note: the Panel may choose to select an athlete in an individual event to improve chances of success in the relevant relay team.*

#### 1.10 Round 3 – relays:

- a. A team will be selected for each relay team (men's 4x100m, women's 4x100m, men's 4x400m, women's 4x400m and mixed 4x400m) subject to the following:
  - i. Each relay team must qualify for the 2019 World Championships in accordance with IAAF entry rules outlined in paragraph 1.7;
  - ii. Each relay team must, in the Panel's opinion, have genuine medal potential in Doha (taking into account the Doha timetable, athletes selected in individual events and/or other relay events). For clarification, the Panel may choose to prioritise one relay team over another i.e. the mixed relay team above the men's or women's 4x400m relay team, to maximise the chance of medal success in Doha.
- b. Athletes will be selected in this round in accordance with the IAAF entry rules as outlined in 1.6 (a) and based on the Panel's consideration of a combination of the following criteria, as well as any other factors that may be deemed relevant. The criteria below are not listed in any priority order:
  - i. The achievement of qualification standards in accordance with paragraphs 2.7 to 2.19;
  - ii. Engagement with the British Athletics relay programme(s) in 2018 and 2019;
  - iii. Current form;
  - iv. Technical relay skills;
  - v. Head-to-heads;
  - vi. Previous major competition history;
  - vii. Injury/illness status;
  - viii. Impact of other championships during the summer of 2019 (primarily age-group championships) in which eligible athletes may be competing;
  - ix. Impact of individual event selection on ability to perform optimally in the relay;
  - x. Potential to become a key relay runner at future major global championships; and
  - xi. Performances at the Trials.
- c. If all three 4x400m relay teams (men's 4x400m, women's 4x400m and mixed 4x400m) are selected in accordance with paragraph 1.10 (a), a *maximum* of 7 male and 7 female 4x400m athletes (including individual 400m athletes selected in Rounds 1 and 2) will be selected in this round. For the avoidance of doubt, the Panel may choose to select fewer than 7 male and 7 female athletes, if in their opinion additional relay team members are not required.
- d. Athletes selected only for the relay do not need to have achieved an individual British Athletics qualification standard.

### 1.11 Round 4 – IAAF World Ranking Invites

- a. Following the end of the IAAF qualification period on 6 September 2019, in order to fill any remaining quota places in each event, the IAAF may (based on IAAF World Rankings) issue invitations to athletes who have not qualified (i.e. achieved a qualification standard for the relevant event in accordance with paragraphs 2.7-2.9).
- b. Invitations from the IAAF may only be extended to GB & NI athletes competing in events where less than three GB & NI athletes have already qualified (or four athletes when a reigning IAAF World Champion or 2019 Diamond League winner has been selected) and only if placed high enough according to the IAAF's criteria on the IAAF World Rankings.
- c. In the selection meetings, the Performance Director, in his absolute discretion, may choose to select athletes who have not already qualified, **on the condition that they subsequently receive an IAAF World Ranking Invitation**, provided the following is true:
  - i. They satisfy all other eligibility requirements at paragraphs 1.1(a, b, d and e) above; and
  - ii. The Performance Director believes they are potentially capable of winning an individual medal in Doha OR the Tokyo Olympic Games.
- d. For the avoidance of doubt, IAAF invitations will only be accepted for athletes in respect of whom the Performance Director has elected to exercise his discretion pursuant to paragraph 1.11(c) above.

### 1.12 Reserves

The Panel may select and enter one additional reserve for any event, provided any such reserve athletes have achieved at least one qualification standard within the period set out in paragraph 2.8 (except in respect of relay events where no individual qualification standard is required). Reserves will be selected on the basis of the Panel's consideration of the criteria listed at paragraphs 1.9 (b) and 1.10 (b) above (as applicable) as well as any other factors that may be deemed relevant.

### 1.13 Diamond League winners on 6 September 2019

- a. In respect of any individual athlete, selected by the Panel in Rounds 1 or 2, who subsequently wins the Diamond League on 6 September 2019 (see note below for the disciplines this applies to), the following will apply:
  - i. If the Panel on 2 September 2019 select the reigning individual World Champion as the Wildcard entry for that discipline for GB&NI, that decision will stand and paragraphs 1.13 (a)(ii) to 1.13 (a)(iv) below do not apply;
  - ii. If there is no reigning individual GB&NI World Champion in that discipline, the Diamond League winner will automatically become the Wildcard entry for that discipline;
  - iii. Where any athlete place is made vacant because a previously selected athlete has become a Wildcard entry following the application of

- paragraph 1.13 (a)(ii), the reserve selected under 1.12 will automatically be selected; and
- iv. Where any reserve place is made vacant as a result of paragraph 1.13 (a)(iii) the Panel will, if required, reconvene by conference call on Monday 9 September 2019 to consider nominating a replacement reserve athlete in accordance with paragraph 1.12.
- b. If an athlete subsequently wins the Diamond League on 6 September 2019 having not been selected in Rounds 1 or 2, they will automatically be selected as the Wildcard entry.

*Note: Diamond League finals scheduled to take place on 6 September 2019 are listed on the IAAF Diamond League website <https://www.diamondleague.com/home/> and below (correct as at 26 February 2019):*

- *men's 200m, 400m, 1500m, 110mH, 3000m SC, triple jump, shot put, discus throw;*
- *women's 100m, 800, 5000m, 100mH, high jump, pole vault, long jump, discus throw.*

## **SECTION 2: PERFORMANCE CRITERIA**

### **Trials**

- 2.1 For the purposes of all events other than those specified in paragraphs 2.2 - 2.6 below, the use of the words "Trial" or "Trials" in this Selection Policy shall mean the **British Athletics Championships**, which will take place on 24-25 August 2019.
- 2.2 **50km Race Walk** – the official Trial will be the European Athletics Race Walking Permit meeting in Dudince, Slovakia on 23 March 2019 [www.european-athletics.org/competitions/race-walking-permit-meetings/](http://www.european-athletics.org/competitions/race-walking-permit-meetings/).
- 2.3 **Marathon** – the official Trial will be the combined men's elite and championship race (which start together) and the women's elite race at the 2019 Virgin Money London Marathon on 28 April 2019.
- 2.4 **10,000m** – the official Trial will be the A races at the Highgate Harriers Night of 10,000m PBs at Parliament Hill on 6 July 2019.
- 2.5 **20km Race Walk** – the official Trial will be The British Grand Prix of Race Walking at Roundhay Park, Leeds on 30 June 2019. For details contact Andi Drake [adrake@englandathletics.org](mailto:adrake@englandathletics.org).
- 2.6 **Combined events** – no trials will take place and, as such, no automatic selections will take place for the Decathlon or Heptathlon. All eligible athletes in these events will be considered for selection using the process outlined under paragraph 1.9 (Round 2).

### **Qualification Standards**

- 2.7 Athletes who are 2017 World Champions or 2019 Diamond League Champions in individual events will be deemed to have achieved the relevant qualification standard for that event.

2.8 To be eligible for selection, athletes to whom paragraph 2.7 does not apply must achieve qualification standard(s) for the event for which they seek selection within the following qualification periods:

- Marathon and 50km Race Walk athletes must achieve qualification standard(s) within the following qualification periods: – between 00:00 (GMT) on 1 May 2018 and 16:00 (BST) on 28 April 2019.
- For 10,000m, 20km Race Walk and Combined Events 00:00 (GMT) on 1 May 2018 and midnight (BST) on 1 September 2019;
- For all other events – between 00:00 (GMT) on 1 October 2018 and midnight (BST) on 1 September 2019.

2.9 The British Athletics qualification standards are as follows (\*denotes standards higher than those set by the IAAF):

Men	Event	Women
10.10	100m	11.24
20.40	200m	23.02
45.30	400m	51.80
1:45.80	800m	2:00.60
3:36.00 (3:53.10)	1500m (mile)	4:06.50 (4:25.20)
13:22.50	5000m	15:22.00
27:40.00	10,000m	31:50.00
8:29.00	3000m SC	9:40.00
13.46	110m/100mH	12.98
49.30	400mH	56.00
2.30	High Jump	1.94
5.71	Pole Vault	4.56
8.17	Long Jump	6.72
16.95	Triple Jump	14.20
20.70	Shot Put	18.00
65.00	Discus	61.20
76.00	Hammer	71.00
83.00	Javelin	61.50
8200	Decathlon/Heptathlon	6300
2:13:00*	Marathon	2:31:00*
1:22:30	20km RW	1:33:30
3:59:00	50km RW	4:30:00

### **Performance conditions relating to qualification standards**

2.10 Performances must be achieved during competitions organised or authorised by the IAAF, its Area Associations or its National Member Federations. Thus, results achieved at university or school competitions must be certified by the National Federation of the country in which the competition was organised.

- 2.11 UK domestic competition performances will only be recognised if they are achieved in a UKA Level 2 Permit competition or higher (see [www.uka.org.uk/competitions/fixtures/](http://www.uka.org.uk/competitions/fixtures/) for details on the UKA competition permits).
- 2.12 Marathon and race walking qualification performances must be achieved on IAAF accredited courses (as listed on the IAAF website).
- 2.13 Performances achieved in the same individual event in a single day where that event is not an official Championship of UK national level or higher will only count as follows:
- In track events, only the fastest legal result of the day;
  - In throwing events, only the best performance of the first competition of the day;
  - In horizontal jumps, only the best performance of the first competition of the day, unless every mark achieved by the athlete was wind-assisted in which case the best trial in a second competition held under non-wind-assisted conditions will count.
- 2.14 Performances achieved in mixed events between male and female participants, held completely in a stadium, shall not be accepted.
- 2.15 Wind-assisted performances (or performances achieved at events where wind measurement was not available) for events held completely in a stadium will not be accepted. For combined events the conditions set in IAAF rule 260.18 (or any revised or amended rule relating to wind readings in combined events in force at the time) will be applied for qualification purposes, so the average velocity (based on the algebraic sum of the wind velocities, as measured for each individual event, divided by the number of such events) shall not exceed plus 2 m/s.
- 2.16 100m, 200m, 400m, 110m/100m hurdles and 400m hurdles performances at altitudes of above 950m will not be accepted.
- 2.17 Hand-timed performances in 100m, 200m, 400m, 110/100m hurdles, 400m hurdles and 4x100m relay will not be accepted.
- 2.18 Indoor performances for all field events and all track events of 400m and longer will be accepted.
- 2.19 For indoor track events, performances achieved on oversized tracks will not be accepted.

### **SECTION 3: GENERAL PROVISIONS**

#### **Appeals**

- 3.1 Athletes may appeal their non-selection, but only after the relevant final selection date and only according to the procedure laid out in the “British Athletics Selection Appeals Policy” which can be found on the British Athletics website. Athletes wishing to seek advice regarding the appeals process (including the validity of any procedure itself) are advised to contact the UK Athletics Athletes’ Commission at [www.uka.org.uk/governance/uk-athletics-athletes-commission/](http://www.uka.org.uk/governance/uk-athletics-athletes-commission/).

#### **Amendment**

- 3.2 British Athletics reserves the right to amend this Selection Policy at its sole discretion and will make any amended version publicly available (including the date on which any amendment was made) at [www.uka.org.uk](http://www.uka.org.uk).

## **Equality Impact Assessment**

### **Section A**

<b>Date of screening</b>	17/12/2018
<b>Name of person and job title of the person screening</b>	Jenny Close, Head of Performance Operations
<b>What is being screened?</b>	2019 IAAF World Championships Selection Policy

	<b>Yes/No</b>
<b>Is this a policy or procedure document?</b>	Yes
<b>Is this a policy being taken to the Board?</b>	Yes
<b>Is this a document that provides guidance for employees?</b>	No

If the answer to any of these is yes, please go to Section B. If the answer is no, you do not require to complete an EQIA.

### **Section B**

**Yes/No**

<b>Does the decision or policy impact disproportionately on gender and does the policy resolve this? (This can include pregnancy/maternity and marriage/civil partnerships?)</b>	No
<b>Does the decision or policy impact disproportionately on different age groups?</b>	No
<b>Does the decision or policy impact disproportionately on people from different ethnic groups?</b>	No
<b>Does the decision or policy impact disproportionately on people with a disability or disabilities?</b>	No
<b>Does the decision or policy impact disproportionately on people from different religions, faiths or beliefs?</b>	No
<b>Does the decision or policy impact disproportionately on people from different sexual orientations?</b>	No
<b>Does the decision or policy impact disproportionately on transgendered people?</b>	No

Does this decision or policy potentially affect the health and safety of the employees or other parties?	No
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Any other changes to the policy required?	No
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