



## WORLD CLASS PROGRAMME ATHLETE INVESTMENT GUIDELINES & SELECTION POLICY 2024 - 2025

### ATHLETICS - OLYMPIC PROGRAMME

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#### 1. OVERVIEW

- 1.1. The World Class Programme (“WCP”) is a UK Sport National Lottery & Exchequer-invested initiative which aims to identify, develop and support talented athletes towards global medal success at the 2028 LA Olympic Games and beyond.
- 1.2. UK Athletics receives a finite investment award to deliver the WCP which it allocates at its discretion to maximise the potential of the most talented athletes, in order to fulfil the aims of the programme.
- 1.3. This document sets out the policy for athlete selection on to the World Class Programme.
- 1.4. UK Athletics must be confident that any athlete selected has the realistic potential to make the progress that is required to achieve a medal in the 2028 LA Olympic Games or Brisbane 2032 Olympic Games.
- 1.5. Membership of the WCP provides access to a range of performance support and services that add value to athletes’ progress and performance. Athletes are also eligible to receive a financial contribution (Athlete Personal Award or ‘APA’) directly from UK Sport to support towards the living/training costs associated with being a high-performance athlete. The value of APAs is tiered, based on level of programme membership.
- 1.6. All selections for the WCP are subject to ratification by UK Sport.

#### 2. PROGRAMME PLACES

- 2.1. UK Athletics has up to a maximum 65 Olympic Programme places for the 2024/25 season.
- 2.2. There is no obligation to fill every available place on the WCP, nor to select athletes for every event in the athletics programme.
- 2.3. UK Athletics may prioritise athletes/events based on realistic potential to make the progress needed to achieve medal success in the LA 2028 Olympic Games. There may also be more athletes who fulfil all eligibility and selection criteria than there are places on the WCP. Thus, even if an athlete fulfils all eligibility and selection criteria, that athlete may not achieve a WCP place.

#### 3. INVESTMENT PRINCIPLES

- 3.1. The Podium tier supports medallists and individual athletes finishing either in the Top 8 at the World Athletics Championships and/or the Olympic Games to progress on to medal at future World Athletics Championships<sup>1</sup> and the LA 2028 Olympic Games.
- 3.2. Podium Potential tier supports athletes who are already competing at senior international level in championships such as World Athletics Championships, European Championships and/or the Olympic Games, who have been confirmed as having the potential to medal at future

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<sup>1</sup> All references herein to World Athletics Championships are to Senior World Athletics Championships unless stated otherwise.



Olympic Games. This tier is designed to help these athletes continue to develop and lay the foundation for future Olympic and World Championship podium success.

- 3.3. The Confirmation tier supports athletes in developing the necessary attributes for progression to Podium Potential within 1-2 years, aiming for future medal success at World Championships and the Olympics. It is a focused programme for athletes showing potential, confirming their capabilities to ultimately reach the Podium tier.
- 3.4. Any athlete targeted for investment must demonstrate they are either capable of bridging the gap to future medal success or are on a continued trajectory if they have already medalled at the Olympic Games or World Championships.
- 3.5. Inclusion in the programme requires a commitment to relevant WCP activity and regular engagement with WCP staff and Engagement Leads. Athletes must agree with all terms in the Athlete Agreement and any other specific conditions outlined in their WCP offer letter. If athletes require explanation or clarification on any of the terms in the Athlete Agreement, they should contact Tina Ryan ([tryan@uka.org.uk](mailto:tryan@uka.org.uk)).
- 3.6. The WCP Selection Panel may set conditions and targets for each athlete on the WCP. These may have to be met by a particular point during the season for membership to continue for the remainder of the WCP year.
- 3.7. Athletes are not obliged to accept WCP membership should it be offered. For athletes who accept or who are considering accepting an offer of WCP membership, UK Athletics will provide an induction process where expectations and the full programme provision will be explained in detail. At this time, athletes should consider whether they wish to fully commit to the programme. Should an athlete decline WCP membership, their ability to be selected in the future will not be affected, neither will their eligibility for selection for international competitions.
- 3.8. An athlete's inclusion in the WCP and their APA level will be reviewed annually pursuant to the terms of the WCP selection policy. Membership of the WCP in one year does not guarantee membership or an APA in subsequent years.
- 3.9. Nominations for membership as a relay-only athlete will be conditional on the athlete and their coach having fully committed to the training and competition schedule by signing the UK Athletics Relay Plan.
- 3.10. UK Athletics may decline to select an athlete or remove an athlete from the WCP if the athlete associates with a coach or other support personnel who UK Athletics, in its sole discretion, considers does not meet the standards or behaviour and ethics required or if association will or has the potential to bring UK Athletics or the athlete into disrepute.

#### **4. WCP SUPPORT & BENEFITS**

- 4.1. Inclusion on the WCP requires a commitment to relevant WCP activity and regular engagement with WCP engagement leads and other WCP staff. Performance and process goals, training focus, priorities and plans will be discussed as part of Individual Athlete Planning (IAP). This process enables the WCP to identify areas where support can add value to individual progression. Athletes will have access to the support areas detailed below, as agreed with the WCP. Support will be aligned to the level of WCP membership, performance priorities, training location and performance priorities.
  - a. Training and competition support based on IAP and objectives agreed between the athlete and WCP staff.
  - b. Performance support services. Provision is tiered and identified based on individual requirements, event group and WCP tier. The range of performance support that may be



provided by the WCP includes health and medical, nutrition, strength & conditioning, physiology performance analysis, performance psychology.

- c. Performance Lifestyle Support which includes education and career development guidance, financial advice, wellbeing support and specific lifestyle coaching and mentoring
  - d. The UK Sport Athlete Medical Scheme. Medical insurance provision that ensures access to medical specialists, investigations and treatment. Referral is via UK Athletics referral by its WCP medical staff.
  - e. A WCP Performance Engagement Lead.
  - f. An Athlete Performance Award (APA), subject to means testing – further details can be found in section 5 below.
- 4.2. All support offered to athletes as part of membership of the WCP is subject to change at the discretion of UK Athletics.
- 4.3. Not all support outlined in paragraph 4.1 will be available to those athletes on the WCP who choose to train abroad.
- 4.4. Athletes selected for WCP membership will have access to British Elite Athletes Association for independent support.

## **5. ATHLETE PERFORMANCE AWARDS (APA)**

- 5.1. Athlete Performance Awards (APA) are a financial contribution administered by UK Sport to support towards the living and sporting costs incurred whilst training/competing as an elite athlete as a member of the WCP. They are offered for a maximum of 12 months and are subject to the UK Sport Athlete Performance Awards' Terms and Conditions.
- 5.2. Athletes will be nominated for APAs at the levels aligned to the bandings set out in the Performance Requirements in section 7 below.
- 5.3. General information about APAs is available on the UK Sport website – [<https://www.uk sport.gov.uk/our-work/investing-in-sport/how-uk-sport-funding-works>].
- 5.4. Podium Potential and Confirmation athletes in receipt of an APA may be recommended to use some of the award towards specific, optional programme activities, support and services (such as but not limited to training camps) or recommended technology/equipment.
- 5.5. Means testing is applied to all APAs to ensure UK Sport only targets resources where there is evidence of financial need. Means testing will apply to athletes whose total income (including APA) exceeds £65,000 per annum. Where this is the case, awards will be reduced pound for pound above the threshold. Athletes who do not receive an APA following means testing are still required to sign the World Class Programme Athlete Agreement. Exceptional cases will be considered by UK Sport for applying a higher threshold where there is substantial evidence that the essential costs of pursuing Olympic medal success in the sport exceeds £65,000 per annum.
- 5.6. It is the athlete's individual responsibility to manage their personal taxation, national insurance and pension (if any) and it is recommended that athletes receiving APAs seek appropriate expert advice from an accountant or financial advisor. Further information and assistance can be accessed via the British Elite Athletes Association. <https://britisheliteathletes.org>.



## 6. ATHLETE ELIGIBILITY NOMINATION

- 6.1. All athletes (including 2023/24 WCP athletes) must comply with the Eligibility Criteria set out in Appendix 1 to be considered for selection. Athletes currently on the 2023/2024 World Class Programme will be considered first for selection for membership of the 2024/2025 WCP.

## 7. SELECTION CRITERIA

### PERFORMANCE REQUIREMENTS

- 7.1. Athletes will be considered for selection based upon the Performance Requirements set out in table 7.4 for individual events and in table 7.6 for relays.
- 7.2. As the programme has a finite number of places, the achievement of the Performance Requirements does not guarantee selection. The WCP Selection Panel will use its expertise to determine the number and allocation of athlete places.
- 7.3. Where the Performance Requirements refer to performance profiles, these are described in Paragraph 8. An individual will be assessed for selection based on the expert view of the WCP Selection Panel following their review of the athlete’s performance profile.
- 7.4. **Performance Requirements - Individual Events**

The table below sets out the Performance Requirements used for consideration of WCP places. **The achievement of Performance Requirements does not automatically guarantee WCP membership.** The WCP Selection Panel is comprised of experts who have the sole discretion, based on their knowledge and experience within the sport, to select athletes who they believe meet the objectives of the World Class Programme.

PROGRAMME LEVEL	PERFORMANCE REQUIREMENTS
<b>PODIUM</b>	
A+ £28,000	<ol style="list-style-type: none"> <li>Athlete must have achieved more than one medal winning performance in different competitive seasons. Podium performances must have been achieved in two of the following major international competitions: <ul style="list-style-type: none"> <li>World Athletics Championships 2022</li> <li>World Athletics Championships 2023</li> <li>Olympic Games 2024</li> </ul> <p style="text-align: center;"><b>AND</b></p> </li> <li>Athlete has an individual performance profile that is on track to medal at World Athletics Championships and the 2028 Olympic Games.</li> </ol>
A £26,500	<ol style="list-style-type: none"> <li>Athlete must have achieved <b>either</b> of the following: <ul style="list-style-type: none"> <li>World Athletics Championships 2023 medallist</li> <li>Olympic Games 2024 medallist</li> </ul> <p style="text-align: center;"><b>AND</b></p> </li> <li>Athlete has an individual performance profile that is on track to medal at World Athletics Championships and 2028 Olympic Games.</li> </ol>





<p>B+</p> <p>£23,000</p>	<p>1. Athlete must have achieved more than one top 8 finish in different competitive seasons. These performances must have been achieved in two of the following events:</p> <ul style="list-style-type: none"> <li>• World Athletics Championships 2022</li> <li>• World Athletics Championships 2023</li> <li>• Olympic Games 2024</li> </ul> <p style="text-align: center;"><b>AND</b></p> <p>2. Athlete has an individual performance profile that shows an upward trajectory towards medal winning performances at future World Athletics Championships and 2028 Olympic Games.</p>
<p>B</p> <p>£21,500</p>	<p>1. Athletes must have achieved a top 8 finish at <b>either</b> of the following:</p> <ul style="list-style-type: none"> <li>• World Athletics Championships 2023</li> <li>• Olympic Games 2024</li> </ul> <p style="text-align: center;"><b>AND</b></p> <p>2. Athlete has an individual performance profile that shows an upward trajectory towards medal winning performances at future World Athletics Championships and 2028 Olympic Games.</p>
<p>LA Potential</p> <p>£19,000</p>	<p>A one-year award to support athletes at Podium level in 23/24 and who do not meet the competition outcome standards to retain an A or B award.</p> <p>There must be strong evidence, demonstrated by an individual performance profile, that the athlete remains a strong medal prospect for the 2028 Olympic Games.</p>
<b>PODIUM POTENTIAL</b>	
<p>C</p> <p>£17,000</p>	<p>1. Athletes must have achieved either of the following:</p> <ul style="list-style-type: none"> <li>• Competed at the Olympic Games 2024</li> <li>• Competed at the World Athletics Championships 2023</li> </ul> <p style="text-align: center;"><b>AND</b></p> <p>2. Progression is on an upward trajectory demonstrating medal potential at 2028 Olympic Games, as evidenced by an individual performance profile.</p> <p>Athletes who have been on Podium Potential level for 4 years or more may only be considered for Podium.</p>
<p>D</p> <p>£11,000</p>	<p>Athlete must have an individual performance profile showing an upward trajectory and in the expert view of the panel the athlete has an individual performance profile indicating progress at a rate which gives confidence of future medal potential at the 2028 Olympic Games and/or 2032 Olympic Games.</p> <p>Athletes who have been on Podium Potential level for 4 years or more may only be considered for Podium.</p>
<b>ENTRY - CONFIRMATION</b>	
<p>CON</p> <p>£7,500</p>	<p>The Confirmation tier supports athletes who have demonstrated the necessary attributes for progression to Podium Potential within 1-2 years, with the objective of</p>



	<p>confirming their capabilities to ultimately reach podium at future World Championships and Olympic Games.</p> <p>Athletes who have been on Confirmation level for two years may only be considered for Podium Potential D and above.</p>
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## 7.5 Relay Places

- 7.5.1 The WCP Selection Panel will determine the number of places awarded for relay only athletes. There is no obligation to use WCP places to complete relay teams.
- 7.5.2 The WCP Selection Panel will determine whether an athlete is granted a place on the WCP as an individual or relay athlete. Relay athletes who have competed in the same relay team at a Championships may be selected for the WCP at different levels as set out in paragraph 7.6 below.
- 7.5.3 Nomination for WCP membership as a relay athlete will require athletes to prioritise the relay events. WCP Relay programme athletes will be expected to fully commit to all relay programme activity and compete when reasonably requested by UK Athletics.

## 7.6 Performance Requirements – Relay Events

The table below sets out the performance requirements used for WCP relay places. Achievement of the performance requirements does not automatically guarantee WCP membership. The WCP Selection Panel is comprised of experts who have the sole discretion based on their knowledge and experience within the sport to select athletes who they believe meet the objectives of the WCP.

PROGRAMME LEVEL	PERFORMANCE REQUIREMENTS
<b>PODIUM</b>	
A+ £28,000	<ol style="list-style-type: none"> <li>1. Athlete must be a Strike-Four<sup>2</sup> relay medallist at the 2024 Olympic Games AND a Strike-Four relay medallist at either the 2022 or 2023 World Championships</li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>2. Athlete has a relay performance profile that is on track to medal at World Athletics Championships in the LA cycle and 2028 Olympic Games</li> </ol>
A £26,500	<ol style="list-style-type: none"> <li>1. Athlete must be a Strike Four relay medallist in either of the following:               <ul style="list-style-type: none"> <li>• World Athletics Championships 2023</li> <li>• Olympic Games 2024</li> </ul> </li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>2. Athlete has a relay performance profile that is on track to medal at World Athletics Championships in the LA cycle and 2028 Olympic Games</li> </ol>
B+ £23,000	<ol style="list-style-type: none"> <li>1. Athlete must have been part of a medal-winning relay team at the 2024 Olympic Games and either the 2022 or 2023 World Championships</li> </ol> <p style="text-align: center;"><b>AND</b></p>

<sup>2</sup> Strike-Four athlete is a relay athlete who has raced in the relevant relay final.



	2. Athlete has a relay performance profile that is on track to medal at World Athletics Championships and 2028 Olympic Games in the LA cycle.
B £21,500	1. Athlete must have been part of a medal-winning relay team at the 2024 Olympic Games or the 2023 World Championships <b>AND</b> 2. Athlete has a relay performance profile that is on track to medal at World Athletics Championships and 2028 Olympic Games in the LA cycle.
LA Potential £19,000	A one-year award to support a 2023-24 season WCP Podium athlete where the competition outcome criteria to retain an A or B award have not been met, but where there is strong evidence, demonstrated by their relay performance profile, that the athlete can return to a medal winning relay team in 2024-2025.  The athlete must be a key member of the relay team that has a strong medal prospect for the 2028 Olympic Games.
<b>PODIUM POTENTIAL</b>	
C £17,000	1. Athlete who was part of a Top 6 finishing relay team at the 2023 World Championships and/or 2024 Olympic Games, who the Selection Panel believes, with further development are considered realistic future Strike-Four athletes at the 2028 Olympic Games. <b>AND</b> 2. Progression is on an upward trajectory demonstrating relay medal potential at the 2028 Olympic Games as evidenced by a relay performance profile
D	There will be no relay athletes at Podium Potential D level
<b>ENTRY - CONFIRMATION</b>	
CON £7,500	Next generation (including but not limited to Futures Programme athletes) relay athletes whose performances and commitment to relay teams indicate potential to be part of a medal winning relay team at future senior major championships in the LA cycle. Athletes may only be retained at Confirmation level for up to two years.

## 8. PERFORMANCE PROFILES

- 8.1 Performance profiles use a combination of objective and subjective data measures along with performance insights to assess an athlete's potential to either continue to be a medallist medalling at World Championships/Olympic Games or to close the gap to medal success. As part of this assessment, an athlete's performances and progress are evaluated against world class standards using insights from analysis of past medallists' historical progression and performance throughout their development. Key elements include:
- Performance progression: prediction of future medal potential (based on current progression against data on previous and current world class performers)
  - Recent athlete performance history in major international championships
  - Gap to medal contention at the 2028 Olympic Games
  - Event trends
  - Coaching and training environment
- 8.2 Relay athlete profiles use additional objective and subjective data and insight specific to relay performance. These profiles assess an athlete's current performance record against the



standard required for success in major international championships and indicate the likelihood of their continued contribution to future medal-winning relay teams. Key elements include:

- Specific relay skills; adaptability and flat speed; consistency of performance in key relay elements; consistency of performance.
- Recent athlete performance history as part of the relay in major championships
- Contribution and commitment to relay team-based training/competition activity
- Individual athlete's profiles may additionally be used to inform consideration for selection as a relay athlete.

8.3 In the expert view of the WCP Selection Panel the key elements outlined above, along with their associated factors and any other relevant consideration(s), may be weighted and/or disregarded as necessary to best evaluate an athlete's potential against the aims of the WCP.

## 9. SELECTION CONSTRAINTS

- 9.1. Athletes who have previously received an award at Podium level will not be considered eligible for Podium Potential or Confirmation awards other than in the circumstances detailed in paragraph 9.7 below.
- 9.2. Athletes who have previously received APA investment at Podium Potential level will not be considered eligible for a Confirmation level award, other than in the circumstances detailed in paragraph 9.7 below.
- 9.3. Athletes will not be retained at Podium Potential level for more than 4 years, unless exceptional circumstances exist in accordance with paragraph 10 below.
- 9.4. Individual athletes will not be retained at Confirmation level for more than 2 years unless the WCP Selection Panel considers the athlete has a performance trajectory that complies with the Performance Requirements above by focusing on a different event than the one which they were previously selected for the WCP. In such circumstances, the athlete may be considered again at Confirmation level for a maximum of one year.
- 9.5. Athletes who were previous members of the WCP before the 2023-2024 season and are not currently members of the WCP will only be considered for 2024-2025 membership at or above the programme level they had achieved before their transition away from the WCP.
- 9.6. New athletes to the WCP may be offered membership at a lower APA level than the specified APA level/performance requirement achieved in competition. The athlete's profile will be considered as a whole, and it is the panel's absolute discretion to offer membership at the level they feel most appropriate for the athlete's stage of development and performance profile.
- 9.7. Where an athlete has not met the criteria to be retained on programme but has chosen to pursue a different event, consideration may be made to nominate the athlete for one year at Confirmation level. The expert view of the panel will be applied in evaluating world trends and the athlete's individual performance dashboard in making its decision.

## 10. EXTENUATING CIRCUMSTANCES

- 10.1. Existing WCP athletes who are unable to satisfy the Performance Requirements in the selection process or have been unable to progress within the timelines due to significant injury/illness or other exceptional considerations in the current or previous year may be considered for continued WCP membership if:
  - a. The WCP Selection Panel has confidence that the athlete can close the potentially widened gap to medalling (notwithstanding the injury/illness) by the 2028 Olympic Games. The WCP Selection Panel must be satisfied that the athlete can make the necessary





progress to achieve medal success, despite the time lost to injury/illness. The assessment must account for the impact of the injury/illness on the athlete's performance level, acknowledging and addressing the gap to medal; and

- b. The injury/illness history of the athlete indicates they can handle the necessary training and competition required to make the progress needed to have realistic potential to medal at the 2028 Olympic Games in accordance with the relevant performance requirements in section 7 above.

10.2. In order to be considered under paragraph 10.1, athletes **must** provide written details to the Head Coach with any relevant accompanying medical evidence to the Head of Therapy & Medical Services ([gpolgalss@britishathletics.org.uk](mailto:gpolgalss@britishathletics.org.uk)) in advance of the WCP selection meeting. In its assessment of extenuating circumstances, the WCP Selection Panel will consider the following:

- a. The prognosis of the injury/illness.
- b. The number, type and relationships of occurring injuries/illnesses in 2023/24 year.
- c. The athlete's individual injury/illness history.
- d. The athlete's adherence to medical advice and their (own or support team's) willingness to share details on injury/illness (where athletes have not accessed the WCP medical team).
- e. Nature and impact of other exceptional circumstances.

10.3. Athletes who are not currently on WCP at the time of the selection meeting will not be eligible for consideration under extenuating circumstances as described above in paragraph 10.1.

## 11. SELECTION PANEL

11.1. A WCP Selection Panel appointed by UK Athletics will consider athletes for WCP membership based on the performance requirements outlined.

a. Voting members:

- i. Head Coach
- ii. Event specialists (for sprints/hurdles & relays; field/combined events and endurance); who will each vote on all athletes
- iii. Head of Performance

b. Non-Voting members:

- i. Chairperson;
- ii. Event group technical specialists if required in the discretion of the Chairperson;
- iii. Independent Observer (who may be the British Elite Athletes Association representative);
- iv. Medical representative;
- v. British Elite Athletes Association representative (if available);
- vi. UK Sport representative (if available);
- vii. Note-taker(s);
- viii. Any other person invited by the Chairperson.

11.2. The deliberations of the WCP Selection Panel are confidential and may not be disclosed or discussed with any third party (other than for the purpose of taking legal advice).

## 12. VOTING AND CONFLICTS

12.1. In the event of an actual, potential, or possible conflict relating to any voting member, the actual, potential or possible conflict shall be reported to the Chairperson of the selection



meeting who shall determine whether the voting member in question should be permitted to take part in relation to any selection decision(s). The Chairperson may appoint an alternative selector if necessary

- 12.2. Voting of the WCP Selection Panel shall be by simple majority. The Head Coach shall have casting vote if required. If the Head Coach is unable to vote due to a conflict, the relevant event group lead shall have casting vote if required.

### **13. ATHLETE NOTIFICATION**

- 13.1. All athletes selected for the WCP will be notified of their selection by Monday 14<sup>th</sup> October 2024.
- 13.2. Athletes who were members of the 2023-24 WCP who are not selected for 2024-25 WCP membership will also be notified of their non-selection and a follow-up meeting may be organised at the athlete's request to their relevant Engagement Lead or Event Head. Athletes exiting from the programme will receive transitional funding for a period following the end of the membership year, as per the conditions outlined in **Appendix 3 – UK Sport Transitional Funding**.
- 13.3. Requesting feedback does not impact an athlete's ability, or the timeline to submit an appeal as per the below guidance.

### **14. PREGNANCY**

- 14.1. Athletes who are pregnant and currently in receipt of APA funding will remain eligible to access their full APA for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months post childbirth.
- 14.2. Continued access to the APA post childbirth will be dependent on:
  - a. The athlete's intention to return to the sport and the programme being discussed and confirmed no later than 6 months post childbirth.
  - b. At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition. This plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally, and the nature of the event they are returning to.
  - c. Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.
- 14.3. If the level of commitment and or progress against this plan are not demonstrated, the athlete will be given notice and offered a period of transition before the APA funding stops.
- 14.4. An athlete who announces their retirement during pregnancy or in the initial 6 months post childbirth, will not be given a further period of notice before the APA terminates.

### **15. DE-SELECTION**

#### **Injury/Illness**

- 15.1. In the event of injury/illness (both physical and mental), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete will continue to receive their full APA and WCP membership up to three months from the point the injury/illness occurred or was identified.



- 15.2. If after three months the athlete remains unavailable for full selection or training, an expert review will be undertaken to confirm the likelihood that the athlete remains able to pursue future medal success in the Olympic Games.
- 15.3. Subject to satisfactory evidence of the likelihood of return, the APA will continue to be paid at the existing award level for up to a year but will only be extended beyond this in exceptional circumstances.
- 15.4. Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, or where the athlete has shown neither progress nor commitment to the agreed rehabilitation programme, the athlete can be removed from the WCP. In these circumstances a one-month notice period will be given and conditions relating to transitional funding will apply.

### **Disciplinary Issues**

- 15.5. If an athlete is in breach of the World Class Programme Athlete Agreement, UK Athletics may in its absolute discretion suspend the athlete's WCP membership (including APA payments) until such time as the athlete remedies such breach or UK Athletics otherwise deems it appropriate to end the suspension.
- 15.6. In the event that an athlete:
  - i. No longer satisfies the Eligibility Criteria
  - ii. Is in breach of this WCP Selection Policy
  - iii. Refuses to follow reasonable guidance from UK Athletics, including but not limited to in relation to training, recovery from injury/illness and selection of coach/medical provision.
  - iv. Is in breach of the World Class Programme Athlete Agreement
  - v. In the reasonable opinion of UK Athletics has brought UK Athletics into disrepute or is otherwise guilty of misconduct under UKA disciplinary rules or Safeguarding Regulations or is convicted of a criminal offence.
  - vi. Is in breach of the codes of conduct for athletes.
  - vii. Fails to engage with their UK Athletics point(s) of contact (including medical)
  - viii. Fails to provide information or evidence as to alignment (or lack of) to the agreed annual plan; or
  - ix. If any of the termination rights set out in the World Class Programme Athlete Agreement are engaged

UK Athletics reserves the right, in its absolute discretion at any time to terminate that individual's WCP membership (including the right to an APA) immediately upon notice in writing (which shall include email).

For the avoidance of doubt, this provision permits termination by UK Athletics at any stage during a funding year.

- 15.7. Additionally, if a relay athlete is in breach of the Relay Plan, UK Athletics reserves the right in its absolute discretion at any time to terminate that individual's WCP membership (including APA) immediately upon notice in writing (which shall include email). Alternatively, UK Athletics may place the athlete on probation for a period of 3 months. If the athlete fails to demonstrate re-engagement with the Relay Plan during the probation period, UK Athletics may in its absolute discretion move the athlete to a lower level of the WCP or terminate the membership immediately.

### **Loss of Performance**

- 15.8. An athlete may be removed from the WCP in circumstances where:



- a. The Head Coach considers the athlete is making insufficient progress against the IAP and their agreed individual athlete plan and goals.
  - b. Events are not attended without good reason; or
  - c. The Head Coach considers the athlete's training progress or race performance is deemed to be unacceptable against any criteria that have been set for the athlete or those linked to the level the athlete is admitted to the WCP as set out in the Selection Policy.
- 15.9. Before an athlete is removed from the WCP in accordance with paragraph 15.8 above, the Head Coach and Event Group Lead will meet with the athlete to discuss their concerns and the athlete will be given a period of at least one month to show the necessary improvement.
- 15.10. Where an athlete chooses to use medical support outside of the WCP, the athlete must keep UK Athletics regularly updated with their progress and injury/illness status. If they do not do so, or UK Athletics considers the medical treatment is likely to have a detrimental impact on recovery, performance or health, UK Athletics may remove the athlete from the WCP following a consultation.





## APPENDIX 1 – ELIGIBILITY CRITERIA

1. To be considered for membership of the UK Athletics Olympic WCP, an athlete must fulfil the following eligibility criteria:
  - a. Meet and continue to meet the UK Sport Eligibility Policy (see <https://www.uksport.gov.uk/resources/eligibility>).
  - b. Be eligible to compete for Team GB at the Olympic Games and for Great Britain in all relevant championships and events.
  - c. Be a British Passport holder.
  - d. Be a member of a Home Country Athletics Federation
  - e. Not currently be serving a period of ineligibility due to a transfer of allegiance.
  - f. Not currently be serving a provisional or permanent suspension for an Anti-Doping Rule Violation.
  - g. Not under investigation or has not been charged by UK Athletics, a Home Country Athletics Federation, or any other relevant organisation (including the police and CPS) with misconduct or any disciplinary, safeguarding or criminal offence.
  - h. Not have committed a criminal, disciplinary or safeguarding offence that in the reasonable opinion of the Board of UK Athletics renders the athlete unsuitable for selection or continued membership of the WCP.
  - i. Has not, whether by an act or omission, brought UK Athletics into disrepute.
  - j. Does not compete for an NCAA member university in the United States (or will not during the relevant WCP period) other than in relation to relay (where eligibility for selection extends to confirmation only).
  - k. Is not serving a period of ineligibility from the sport (as determined by UK Athletics or a Home Country Athletics Federation) or from any other sport. For example, due to misconduct and/or disciplinary reasons.
2. If an athlete has associated, or intends to associate, themselves with a coach, doctor or other medical or support person who UK Athletics reasonably considers it appropriate for the athlete to associate with, UK Athletics shall, in its discretion, decide that the athlete shall be ineligible to selection for membership of the WCP (including receipt of an APA).



## APPENDIX 2 – APPEALS PROCEDURE

1. This appeal procedure sets out the process where an athlete (the **Appellant Athlete**) wishes to appeal any selection decision taken by the WCP Selection Panel (**WCP Decision**) including in relation to:
  - a. Removal from the World Class Programme
  - b. Athlete Personal Award (APA) level
2. Athletes who were not members of the WCP in 2023/24 may only appeal non selection if they meet the competition standard benchmarks in Performance Requirements for Podium Potential C or above. Athletes who have not achieved the competition standards in Performance Requirements may not appeal. However, athletes may request feedback with a relevant member of the Selection Panel or UKA staff.
3. Any athlete seeking to appeal a WCP decision should be aware of the time limits contained in this policy. It is designed with the intention of resolving issues in a timely, fair and transparent manner.
4. Athletes wishing to commence an appeal should be aware there is a £250 administration fee due upon notice of appeal. The fee is refundable if the appeal is upheld. The fee must be paid in conjunction with the Notice of Appeal, as per the timelines outlined below.
5. The Notice of Appeal will not be valid unless the athlete provides confirmation of payment of the administration fee.
6. Payment details for the administration fee are below. Transfers must be referenced PAD1094 – [YOUR INITIALS]  
  
Bank Details  
Sort Code: 30-64-10  
Account No: 31040560  
Account Name: UK Athletics Ltd
7. This appeal procedure is the only and exclusive appeal procedure governing selection and forms a separate entire agreement between each athlete wishing to be selected for the WCP and UK Athletics (**the Parties**). The Parties agree not to commence, continue or maintain any legal proceedings, other than as set out herein. All decisions under this Appeal Procedure are final and binding upon them.
8. The Parties agree that proceeding pursuant to this Appeal Procedure are to be treated as an arbitration under Part 1 of the Arbitration Act 1996 (**‘the Act’**). Sections 44,45 and 69 of the Act shall not apply to any proceedings.
9. The seat of the arbitration shall be England and shall be governed by English law.
10. The arbitration shall be administered by Sports Resolutions of Juxon House, 100 St Paul’s Courtyard, London EC4M 8BU, but the Sports Resolutions Arbitration Rules shall not apply.
11. Unless stated otherwise, all correspondence in relation to an appeal shall be conducted by email only.
12. The parties shall bear their own costs of any appeal.
13. The British Elite Athletes Association [admin@britishathletes.org](mailto:admin@britishathletes.org) Tel. 0203 126 4270 and the UK Athletics Athlete’s Commission [athletescommission@britishathletics.org.uk](mailto:athletescommission@britishathletics.org.uk) offer individual support and advice.



## GROUNDS FOR APPEAL

14. An athlete may only appeal against a WCP decision on the following grounds:
- There has been a failure to follow the process outlined in the World Class Programme Selection Policy
  - The WCP Selection Panel, or any member of it involved in making the relevant selection decision, lacked the required independence and has shown actual bias when making the decision.
  - The WCP Selection Panel reached a decision on the basis of an error of fact.
15. If none of the grounds are met the appeal will be dismissed.
16. In relation to minor and non-consequential breaches of the World Class Programme Selection Policy that the Appeal Panel determines would not be capable of affecting the outcome of a WCP Decision, the appeal shall be dismissed.

## COMMENCING AN APPEAL

17. An athlete who has not been selected may request a copy of the notes relating to their non-selection from UK Athletics. Such request must be made within the deadline set out in the timeline at paragraph 29 below by emailing [appeals@uka.org.uk](mailto:appeals@uka.org.uk).
18. The appeal procedure is commenced when an Appellant Athlete submits a formal written appeal that credibly identifies one of the permitted grounds of appeal (the 'Notice of Appeal') to both Sports Resolutions and UK Athletics at the following email addresses: [resolve@sportsresolutions.com](mailto:resolve@sportsresolutions.com) and [appeals@uka.org.uk](mailto:appeals@uka.org.uk)
19. The Notice of Appeal must be received within the deadline set out in the timeline at paragraph 29 below.
20. The Notice of Appeal must set out the full details of the Appellant Athlete's ground(s) of appeal and include:
- An email address for correspondence.
  - Details of any representative.
  - Details of the decision which the athlete is appealing.
  - Details of the ground(s) of appeal upon which the athlete relies, including the precise manner in which the Appellant Athlete alleges that such ground(s) apply.
  - Any documents or written evidence upon which the Appellant Athlete relies in support of his or her appeal.
  - Athlete provision of evidence of transaction confirmation of admin fee
21. UK Athletics shall file its Response to the Notice of Appeal with Sport Resolutions by email (with a copy to the Athlete) within the deadline set out in the timeline at paragraph 29 below.

## APPOINTMENT OF APPEAL PANEL

22. Following receipt of a Notice of Appeal:
- Sport Resolutions shall, within 3 working days appoint a Chair of the Appeal Panel and notify the parties of the identity of the Chair.
  - UK Athletics shall, within 3 working days appoint 2 further arbitrators to the Appeal Panel to act as wing-members.

UK Athletics may ask Sports Resolutions to make the Appeal Panel appointments.



23. The Appeal Panel shall determine its own procedure and may issue such directions as it considers necessary for the just and efficient disposal of the appeal, including:
- To set, abridge or amend any timings set out herein, or made by the Appeal Panel itself;
  - To request all and any documents in the possession of UK Athletics or the Appellant Athlete; and
  - To draw all and any appropriate inferences from the behaviour of the Appellant Athlete, the failure to disclose documents, or the failure to comply with any order made by the Appeal Panel.
24. All Appeal Panellists must be free of conflicts of interest. Any Panellist must disclose the existence of such conflicts before accepting an appointment to sit on a Panel. If an Athlete wishes to object to the membership of a particular Panellist on a Panel, he must do so within three (3) working days of the notification to him of the identity of that Panellist. In the absence of an objection, the Appellant Athlete will be deemed to have waived, finally and irrevocably, any ability to object to the Panellist, save as to conduct in the course of the reference. If a party intends to challenge any appointment that party shall, within seven days of notification by Sport Resolutions of the appointment, submit in writing to the Chairman of Sport Resolutions' Panel Appointments and Review Committee (the "PARC") (with a copy to the Appeal Panel and Sport Resolutions) the reasons why that party is challenging the Arbitrator. Unless the challenged Arbitrator withdraws or the other party agrees to the challenge, the Chairman of the PARC shall decide on the challenge in accordance with Sport Resolutions' procedures for the appointment and removal of Arbitrators and that decision shall be final.

### **THIRD PARTIES**

25. Where it appears to the Appeal Panel that the interests of any Third Party may be affected by the appeal, they will notify the Third Party of the appeal, provide him/her with a copy of any appeal submissions (and any other relevant documents) and invite the Third Party to make any submissions within 24 hours of receiving the notification. A Third Party shall be under no obligation to make any submissions, but if the Third Party makes any comments the Appeal Panel will give the Appellant Athlete a copy of these submissions and a limited period of time to make any further submissions in response.

### **HEARING**

26. Appeals will be conducted based on the written submissions of the Appellant Athlete (contained within the Notice of Appeal) and the UK Athletics Response, without a hearing or the calling of witnesses or the giving of oral evidence.
27. In exceptional circumstances and at the discretion of the Appeal Panel, a party to the appeal may be invited to provide information by telephone/video call or in writing.

### **APPEAL PANEL DECISION**

28. The Appeal Panel shall be entitled to:
- Dismiss the appeal and confirm the WCP decision; or
  - Uphold the appeal and remit the matter back to the WCP Selection Panel, noting the errors it has identified in the conduct of the selection process, and requesting that a new decision is made within 14 working days. There shall be no further right of appeal in relation to the new decision.

### **APPEAL TIMELINES**

29. Athletes wishing to appeal as per paragraph 1 should note the following actions and respective timelines, as described above.





<b>Action</b>	<b>Date &amp; Time</b>
Publication of WCP 2024/25 decision on UK Athletics website	Thursday 17 October
Athlete request notes from selection meeting	By 9am Monday 21 October
Notes provided following athlete request	By 4pm Wednesday 23 October
Athlete to submit a Notice of Appeal	By 4pm Friday 25 October
Evidence of administration fee payment	With Notice of Appeal, by 4pm Friday 25 October
UK Athletics to submit its Response to the Notice of Appeal	Friday 1 <sup>st</sup> November
Appeal Panel hearing	w/c 11 November
Appeal Panel outcome	By 5pm Friday 15 November



### APPENDIX 3 – UK SPORT TRANSITION FUNDING

1. Transitional funding may be offered in line with UK Sport conditions at the current grant level for a period of time following non-selection onto the WCP, depending on the total continuous period of WCP membership. This transitional funding will be provided as follows:
  - 1 year but < 2 years = 1-month transitional award
  - 2 years but < 3 years = 2-months transitional award
  - 3 + years = 3 months transitional award
2. Transitional funding will start from 1<sup>st</sup> December 2024, unless an athlete's APA award is terminated earlier, in the circumstances described in section 15 above.
3. All athletes transitioning from the programme will continue to receive the following support services:
  - a. If an athlete is receiving medical treatment for a current injury via the Athlete Medical Scheme (AMS), cover will be maintained for the completion of that particular course of treatment for up to a maximum of 3 months after their transitional funding ends.
  - b. Access to your Performance Lifestyle Advisor for 6 months.
4. Where an athlete is leaving the programme for disciplinary reasons, or due to lack of engagement in the programme, UK Athletics and UK Sport in consultation, have the discretion to revoke any transitional funding.