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

ATHLETICS - PARALYMPIC PROGRAMME

Published October 2024

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 Paralympic 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 Paralympic Games or Brisbane 2032 Paralympic 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 46 Paralympic 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 or classification 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 Paralympic 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 at the World Para Athletics Championships and/or the Paralympic Games to progress on to medal at future World Para Athletics Championships¹ and the LA 2028 Paralympic Games.
- 3.2. Podium Potential tier supports athletes who are already competing at senior international level in championships such as World Para Athletics Championships and/or the Paralympic Games,

¹ All references herein to World Para Athletics Championships are to Senior Para World Athletics Championships unless stated otherwise.



who have been confirmed as having the potential to medal at future Paralympic Games. This tier is designed to help these athletes continue to develop and lay the foundation for future Paralympic and World Para 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 Para Championships and the Paralympics. 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 Paralympic Games or World Para 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).
- 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. Athletes should note the induction will be held on Wednesday 27th November 2024. 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 where an athlete has been identified as being part of a relay team will be conditional on the athlete and their coach having fully committed to the necessary 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 8 below.
- 5.3. General information about APAs is available on the UK Sport website [https://www.uksport.gov.uk/our-work/investing-in-sport/how-uk-sport-funding-works].
- 5.4. For events where a guide is required for a visually impaired athlete selected for the World Class Programme, the guide will be eligible to receive the same level of APA as the athlete. In these cases, there must be evidence to show they are required to commit to the high-performance programme to the same extent as the athlete and the cost of their involvement is comparable.
- 5.5. 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.
- 5.6. 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 Paralympic medal success in the sport exceeds £65,000 per annum.

- 5.7. Athletes that are in receipt of means-tested benefits from the Department of Work and Pensions will receive a reduced APA to enable them to continue receiving the benefits they are entitled to.
- 5.8. 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 and the Classification clauses in paragraph 7.1 and 7.2 below to be <u>considered</u> 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. CLASSIFICATION & PARALYMPIC EVENT PROGRAMME

- 7.1. An athlete's inclusion on the WCP is subject to possessing, as a minimum, an IPC Review Level classification that is underpinned by a medically diagnosed impairment that causes permanent and verifiable physical activity limitation AND the Paralympic Lead Doctor (or designated medical representative) being satisfied with the medical diagnosis underpinning their classification (as described in Appendix 1 1e). This requirement applies to athletes with a physical, visual or intellectual impairment. The following provisions shall apply in any assessment of such medical diagnosis:
 - a. It shall be the responsibility of the athlete to obtain and provide documentary evidence of the diagnosis to show the athlete meets the requirement in paragraph 1e of Appendix 1.
 - b. The athlete shall comply with all reasonable requests of the Paralympic Lead Doctor for further evidence. The costs of obtaining such evidence shall be borne by UK Athletics.
 - c. All documentary evidence submitted in support of the medical diagnosis must be in English, dated and signed by the registered medical professional who provided the diagnosis.
- 7.2. If an athlete does not satisfy the Eligibility Criteria following a review of their classification by an International Classification Panel, they will be removed from the WCP. In these circumstances a one-month notice period will be given and conditions relating to transitional funding will apply.
- 7.3. If an athlete's classification is changed, their funding level and continued WCP membership may be subject to review by the WCP Selection Panel.
- 7.4. If an athlete's current event for which they are a member of the WCP does not feature on the LA 2028 Paralympic Games medal event programme they will be considered in alternative available events at the relevant time as decided by UK Athletics. They will be assessed against the Performance Requirements in section 7 and may be retained on the WCP if the Selection Panel considers they have the ability to successfully transfer to the new discipline with the potential to medal at future World Para Athletics Championships and Paralympic Games.





PERFORMANCE REQUIREMENTS

- 8.1. Athletes will be considered for selection based upon the Performance Requirements set out in table 8.4.
- 8.2. 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.
- 8.3. Where the Performance Requirements refer to performance profiles, these are described in Paragraph 9. 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.
- 8.4. 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			
	PODIUM			
A+ £28,000	 Athlete must have achieved more than one gold medal winning performance in an individual event in different competitive seasons. Podium performances must have been achieved at the following two major international competitions: 			
	World Para Athletics Championships 2023Paralympic Games 2024			
,	AND			
	2. Athlete has an individual performance profile that is on track to a gold medal performance in an individual event at World Para Athletics Championships and the 2028 Paralympic Games.			
A	1. Athlete must have achieved either of the following:			
	 World Para Athletics Championships 2023 individual gold medallist Paralympic Games 2024 individual gold medallist 			
£26,500	AND			
	2. Athlete has an individual performance profile that is on track to a gold medal performance in an individual event at World Para Athletics Championships and 2028 Paralympic Games.			
B+ £23,000	 Athlete must have achieved more than one individual medal winning performance in different competitive seasons. These performances must have been achieved in the two following major international competitions: 			
	World Para Athletics Championships 2023;Paralympic Games 2024.			



	AND				
	 Athlete has an individual performance profile that shows an upward trajectory towards individual medal winning performances at future World Para Athletics Championships and 2028 Paralympic Games. 				
	 Athletes must have achieved either of the following: World Para Athletics Championships 2023 individual medallist 				
В	Paralympic Games 2024 individual medallist				
£21,500	AND				
	2. Athlete has an individual performance profile that shows an upward trajectory towards individual medal winning performances at future World Para Athletics Championships and 2028 Paralympic Games.				
LA Potential	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.				
£19,000	There must be strong evidence, demonstrated by an individual performance profile, that the athlete remains a strong individual medal prospect for the 2028 Paralympic Games.				
	PODIUM POTENTIAL				
	1. Athletes must have achieved either of the following:				
	 Competed at the Paralympic Games 2024 Competed at the World Para Athletics Championships 2023 				
	AND				
	 Performance in 2024 that would rank in the Top 6 of 2024 World Rankings OR Top 12 in the T53-54 2024 WPA Marathon Rankings taken at 9am 4th November 2024. This includes all performance results from Power of 10 website. 				
	AND				
C £17,000	3. Athletes must have a performance in 2024 that is within 4% of the bronze medal standard in Paris, as listed in Appendix 3.				
	AND				
	4. Progression is on an upward trajectory demonstrating individual medal potential at 2028 Paralympic Games, as evidenced by an individual performance profile OR				
	Progression is on a trajectory to be selectable to compete in an individual event at the 2028 Paralympic Games AND potential to contribute to a medal winning relay team.				
	Athletes who have been on Podium Potential level for 4 years or more may only be considered for Podium.				
D £11,000					



	 Performance in 2024 that would rank in the Top 8 of 2024 World Rankings taken at 9am 4th November 2024. This includes all performance results from Power of 10 website. OR Finish inside the Top 8 in two ore more of the Abbott World Marathon Majors 2024 T53-54 Wheelchair series. AND 			
	 Athletes must have a performance in 2024 that is within 8% of the bronze medal standard in Paris, as listed in Appendix 3. AND 			
 3. Athlete must have an individual performance profile showing an upward tra and in the expert view of the panel the athlete has an individual performance indicating progress at a rate which gives confidence of future individual potential at the 2028 Paralympic Games. Athletes who have been on Podium Potential level for 4 years or more may or considered for Podium. 				
	ENTRY - CONFIRMATION			
CON £7,500	 Performance in 2024 that would rank in the Top 12 of 2024 World Rankings taken at 9am 4th November 2024. This includes all performance results from Power of 10 website. OR Finish inside the Top 10 in one or more of the Abbott World Marathon Majors 2024 T53-54 Wheelchair series. 			
	AND			
	 Athletes must have a performance in 2024 that is within 10% of the bronze medal standard in Paris, as listed in Appendix 3. 			
	AND			
	3. Athletes must have demonstrated the necessary attributes for progression to Podium Potential within 1-2 years, with the objective of confirming their capabilities to ultimately reach podium at future World Championships and Paralympic Games			
	Athletes who have been on Confirmation level for two years may only be considered for Podium Potential D and above.			

9. PERFORMANCE PROFILES

9.1. 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 Para Athletics Championships/Paralympic 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 (Paralympic Games, World Para Championships and European Para Championships)
- Gap to medal contention at the 2028 Paralympic Games
- Event trends
- Coaching and training environment
- 9.2. 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.

10. SELECTION CONSTRAINTS

- 10.1. 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 10.7 and 10.8 below.
- 10.2. 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 10.7 below.
- 10.3. Athletes will not be retained at Podium Potential level for more than 4 years, unless exceptional circumstances exist in accordance with paragraph 11 below.
- 10.4. 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 and/or classification 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.
- 10.5. 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.
- 10.6. 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.
- 10.7. 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 additional year. The expert view of the panel will be applied in evaluating world trends and the athlete's individual performance dashboard in making its decision.
- 10.8. Where an athlete has not met the criteria to be retained at Podium funding, but they have been part of a medal winning relay team and can contribute to future medals within the relay, consideration may be made to nominate them at Podium Potential C level. The athlete's performance profile will be considered as a whole when making such assessments and it is the panel's absolute discretion as to whether membership to the WCP is offered.

11. EXTENUATING CIRCUMSTANCES

11.1. 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 Paralympic 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 Paralympic Games in accordance with the relevant performance requirements in section 8 above.
- 11.2. In order to be considered under paragraph 11.1, athletes **must** provide written details to the Head of Paralympic Performance (<u>kjones@britishathletics.org.uk</u>) with any relevant accompanying medical evidence to the Head of Therapy & Medical Services (<u>gpolglass@britishathletics.org.uk</u>) 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.
- 11.3. 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 this paragraph 11.

12. SELECTION PANEL

- 12.1. 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 of Paralympic Performance
 - ii. Head of Performance
 - iii. Event specialists (for sprints; wheelchair racing; jumps; throws and endurance) who will each vote on all athletes
 - b. Non-Voting members:
 - i. Chairperson;
 - ii. Independent Observer (who may be the British Elite Athletes Association representative);
 - iii. Medical representative;
 - iv. British Elite Athletes Association representative (if available);
 - v. UK Sport representative (if available);
 - vi. Note-taker(s);
 - vii. Any other person invited by the Chairperson.



12.2. 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).

13. VOTING AND CONFLICTS

- 13.1. 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
- 13.2. Voting of the WCP Selection Panel shall be by simple majority. The Head of Performance shall have casting vote if required. If the Head of Performance is unable to vote due to a conflict, the Head of Paralympic Performance shall have casting vote if required.

14. ATHLETE NOTIFICATION

- 14.1. All athletes selected for the WCP will be notified of their selection by Thursday 7 November 2024.
- 14.2. 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 Head of Paralympic Performance. 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 5 – Transitional Funding**.
- 14.3. Requesting feedback does not impact an athlete's ability, or the timeline to submit an appeal as per the below guidance.

15. PREGNANCY

- 15.1. 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.
- 15.2. 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.
- 15.3. 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.
- 15.4. 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.

16. DE-SELECTION

Injury/Illness



- 16.1. 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.
- 16.2. 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 Paralympic Games.
- 16.3. 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.
- 16.4. 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

- 16.5. 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.
- 16.6. 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.

Loss of Performance

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



- a. The Head of Paralympic Performance 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 of Paralympic Performance 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.
- 16.8. Before an athlete is removed from the WCP in accordance with paragraph 16.77 above, the Head of Paralympic Performance and Engagement 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.
- 16.9. 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 Paralympic 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 Paralympics GB at the Paralympic Games and for Great Britain in all relevant championships and events.
 - c. Be a British Passport holder.
 - d. Competes in event(s) in which a Paralympic Pathway exists (i.e. it is the WCP Selection Panel's understanding as at the date of the selection meeting that the event(s) for which the athlete is being considered will be staged at the LA 2028 Paralympic Games).
 - e. Possesses, as a minimum, an IPC Review Level classification that is underpinned (to the satisfaction of the UK Athletics Paralympic Lead Doctor, by a medically diagnosed impairment that causes permanent and verifiable physical activity limitation. This requirement applies to athletes with a physical, visual, or intellectual impairment.
 - f. Be a member of a Home Country Athletics Federation
 - g. Not currently be serving a period of ineligibility due to a transfer of allegiance.
 - h. Not currently be serving a provisional or permanent suspension for an Anti-Doping Rule Violation.
 - i. 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.
 - j. 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.
 - k. Has not, whether by an act or omission, brought UK Athletics into disrepute.
 - I. Does not compete for an NCAA member university in the United States (or will not during the relevant WCP period).
 - m. 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.
- 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).





- 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. 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 <u>admin@britishathletes.org</u> Tel. 0203 126 4270 and the UK Athletics Athlete's Commission <u>athletescommission@britishathletics.org.uk</u> offer individual support and advice.

GROUNDS FOR APPEAL

14. An athlete may only appeal against a WCP decision on the following grounds:



- a. There has been a failure to follow the process outlined in the World Class Programme Selection Policy
- b. 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.
- c. 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.
- 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: <u>resolve@sportresolutions.com</u> and <u>appeals@uka.org.uk</u>
- 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:
 - a. An email address for correspondence.
 - b. Details of any representative.
 - c. Details of the decision which the athlete is appealing.
 - d. 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.
 - e. Any documents or written evidence upon which the Appellant Athlete relies in support of his or her appeal.
 - f. 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:
 - a. Sport Resolutions shall, within 3 working days appoint a Chair of the Appeal Panel and notify the parties of the identity of the Chair.
 - b. 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:
 - a. To set, abridge or amend any timings set out herein, or made by the Appeal Panel itself;
 - b. To request all and any documents in the possession of UK Athletics or the Appellant Athlete; and



- c. 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:
 - a. Dismiss the appeal and confirm the WCP decision; or
 - a. 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.

Action	Date & Time	
Publication of WCP 2024/25 decision on UK	Friday 8 November	
Athletics website		
Athlete request notes from selection meeting	By 9am Tuesday 12 November	
Notes provided following athlete request	By 4pm Thursday 14 November	
Athlete to submit a Notice of Appeal	By 9am Monday 18 November	





Evidence of administration fee payment	With Notice of Appeal, by Monday 18 November
UK Athletics to submit its Response to the Notice of Appeal	Friday 22 November
Appeal Panel hearing	w/c 2 December
Appeal Panel outcome	By 5pm 6 December



APPENDIX 3 – MINIMUM ENTRY STANDARDS

Event	Podium Potential C Entry Standard:	Podium Potential D Entry Standard:	Confirmation Entry Standard:
	Paris Bronze + 4%	Paris Bronze + 8%	Paris Bronze + 10%
Men's 100m T11	11.52	11.97	12.19
Men's 100m T12	11.38	11.82	12.03
Men's 100 m T13	11.23	11.66	11.88
Men's 100m T34	15.80	16.41	16.71
Men's 100m T35	12.26	12.73	12.97
Men's 100m T36	12.36	12.83	13.07
Men's 100m T37	11.87	12.32	12.55
Men's 100m T38	11.43	11.87	12.09
Men's 100m T44	12.04	12.50	12.73
Men's 100m T47	11.21	11.64	11.86
Men's 100m T51	21.99	22.83	23.25
Men's 100m T52	18.14	18.84	19.18
Men's 100m T53	15.68	16.29	16.59
Men's 100m T54	14.41	14.97	15.25
Men's 100m T63	12.58	13.07	13.31
Men's 100m T64	11.20	11.63	11.85
Men's 200m T35	24.84	25.79	26.27
Men's 200m T37	23.65	24.56	25.01
Men's 200m T51	40.20	41.74	42.52
Men's 200m T64	23.52	24.43	24.88
Men's 400m T11	52.93	54.96	55.98
Men's 400m T12	51.54	53.52	54.52
Men's 400m T13	50.78	52.74	53.71
Men's 400m T20	50.23	52.16	53.13
Men's 400m T36	55.74	57.89	58.96
Men's 400m T37	52.52	54.54	55.55
Men's 400m T38	51.92	53.91	54.91
Men's 400m T47	49.89	51.81	52.77
Men's 400m T52	63.52	65.97	67.19
Men's 400m T53	49.75	51.67	52.62
Men's 400m T54	46.91	48.72	49.62
Men's 400m T62	48.79	50.66	51.60
Men's 800m T34	1:44.14	1:48.14	1:50.14
Men's 800m T53	1:42.38	1:46.32	1:48.28
Men's 800m T54	1:34.62	1:38.26	1:40.08
Men's 1500m T11	4:13.79	4:23.55	4:28.43
Men's 1500m T13	3:53.94	4:02.94	4:07.43
Men's 1500m T20	3:59.11	4:08.30	4:12.90
Men's 1500m T38	4:23.26	4:33.38	4:38.44
Men's 1500m T46	4:00.62	4:09.88	4:14.51
Men's 1500m T54	3:00.48	3:07.42	3:10.89
Men's 5000m T11	15:28.31	16:04.02	16:21.87
Men's 5000m T13	16:33.44	17:11.65	17:30.75
Men's 5000m T54	11:22.23	11:48.47	12:01.59
Men's Marathon T12	2:30:22	2:36:09	2:39:03
Men's Marathon T54	1:35:02	1:38:42	1:40:31
Men's High Jump T47	1.92	1.84	1.80
Men's High Jump T63	1.78	1.70	1.67
	1.70	1.70	1.07

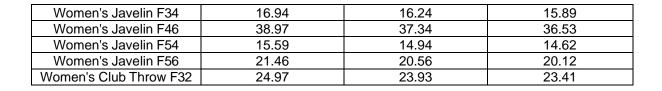


Men's High Jump T64	1.95	1.87	1.83
Men's Long Jump T11	6.07	5.81	5.69
Men's Long Jump T12	6.60	6.33	6.19
Men's Long Jump T13	6.91	6.62	6.48
Men's Long Jump T20	7.08	6.79	6.64
Men's Long Jump T36	5.53	5.30	5.18
Men's Long Jump T37	5.95	5.70	5.58
Men's Long Jump T38	6.14	5.89	5.76
Men's Long Jump T47	6.77	6.49	6.35
Men's Long Jump T63	6.73	6.45	6.31
Men's Long Jump T64	7.19	6.89	6.74
Men's Shot Put F11	12.84	12.31	12.04
Men's Shot Put F12	15.47	14.82	14.50
Men's Shot Put F20	16.31	15.63	15.29
Men's Shot Put F32	9.45	9.05	8.86
Men's Shot Put F33	10.81	10.36	10.13
Men's Shot Put F34	11.19	10.73	10.49
Men's Shot Put F35	15.21	14.57	14.26
Men's Shot Put F36	15.36	14.72	14.40
Men's Shot Put F37	14.63	14.02	13.72
Men's Shot Put F40	10.59	10.15	9.93
Men's Shot Put F41	11.19	10.73	10.49
Men's Shot Put F46	15.62	14.97	14.64
Men's Shot Put F53	8.34	7.99	7.82
Men's Shot Put F55	11.34	10.87	10.63
Men's Shot Put F57	14.06	13.48	13.19
Men's Shot Put F63	14.37	13.77	13.47
Men's Discus F11	38.02	36.43	35.64
Men's Discus F37	50.44	48.34	47.29
Men's Discus F52	18.70	17.92	17.53
Men's Discus F56	39.67	38.01	37.19
Men's Discus F64	55.45	53.14	51.98
Men's Discus F04 Men's Javelin F13	60.01	57.51	56.26
Men's Javelin F34	35.68	34.20	33.45
Men's Javelin F38	49.89	47.81	46.77
Men's Javelin F41	38.84	37.22	36.41
Men's Javelin F46	62.36	59.76	58.46
		27.72	
Men's Javelin F54 Men's Javelin F57	<u>28.92</u> 47.48	45.50	<u> </u>
Men's Javelin F57	62.29	45.50 59.70	58.40
Men's Club Throw F32	37.07	35.52	34.75
Men's Club Throw F51	32.81	31.45	30.76
Women's 100m T11	12.63	13.11	13.35
Women's 100m T12	12.75	13.24	13.49
Women's 100m T13	12.42	12.90	13.13
Women's 100m T34	19.19	19.93	20.30
Women's 100m T35	14.78	15.35	15.63
Women's 100m T36	14.81	15.38	15.66
Women's 100m T37	13.82	14.35	14.62
Women's 100m T38	13.03	13.53	13.78
Women's 100m T47	12.69	13.18	13.42
Women's 100m T53	16.81	17.45	17.78
Women's 100m T54	16.40	17.03	17.35
Women's 100m T63	15.18	15.77	16.06



		1	
Women's 100m T64	13.23	13.74	13.99
Women's 200m T11	26.04	27.04	27.54
Women's 200m T12	25.74	26.73	27.23
Women's 200m T35	31.21	32.41	33.01
Women's 200m T36	31.01	32.21	32.80
Women's 200m T37	28.65	29.75	30.31
Women's 200m T47	26.21	27.22	27.72
Women's 200m T64	27.84	28.91	29.45
Women's 400m T11	60.58	62.91	64.08
Women's 400m T12	57.90	60.12	61.24
Women's 400m T13	57.74	59.96	61.07
Women's 400m T20	58.05	60.29	61.40
Women's 400m T37	66.15	68.70	69.97
Women's 400m T38	62.78	65.20	66.41
Women's 400m T47	59.49	61.78	62.92
Women's 400m T53	57.29	59.50	60.60
Women's 400m T54	56.17	58.33	59.41
Women's 800m T34	2:10.98	2:16.02	2:18.53
Women's 800m T53	1:51.10	1:55.38	1:57.51
Women's 800m T54	1:47.56	1:51.69	1:53.76
Women's 1500m T11	4:46.51	4:57.53	5:03.04
Women's 1500m T13	4:33.99	4:44.53	4:49.80
Women's 1500m T20	4:40.18	4:50.95	4:56.34
Women's 1500m T54	3:24.55	3:32.41	3:36.35
Women's 5000m T54	11:37.01	12:03.82	12:17.22
Women's Marathon T12	3:11:46	3:19:08	3:22:49
Women's Marathon T54	1:50:45	1:55:00	1:57:08
Women's Long Jump T11	4.57	4.38	4.28
Women's Long Jump T12	5.09	4.88	4.77
Women's Long Jump T20	5.50	5.27	5.16
Women's Long Jump T37	4.41	4.22	4.13
Women's Long Jump T38	4.79	4.59	4.49
Women's Long Jump T47	5.53	5.30	5.18
Women's Long Jump T63	4.64	4.44	4.35
Women's Long Jump T64	5.16	4.95	4.84
Women's Shot Put F12	11.72	11.23	10.99
Women's Shot Put F20	13.74	13.17	12.88
Women's Shot Put F32	7.41	7.10	6.95
Women's Shot Put F33	7.43	7.12	6.97
Women's Shot Put F34	7.49	7.18	7.02
Women's Shot Put F35	9.06	8.68	8.50
Women's Shot Put F37	12.35	11.83	11.57
Women's Shot Put F40	8.31	7.97	7.79
Women's Shot Put F41	9.20	8.81	8.62
Women's Shot Put F54	7.44	7.13	6.98
Women's Shot Put F57	10.31	9.88	9.67
	36.16		33.90
Women's Discus F11 Women's Discus F38		34.66	33.90
	36.83	35.29	
Women's Discus F41	29.65	28.42	27.80
Women's Discus F53	13.60	13.04	12.75
Women's Discus F55	24.78	23.75	23.23
Women's Discus F57	31.44	30.13	29.48
Women's Discus F64	38.41	36.81	36.01
Women's Javelin F13	35.73	34.24	33.50







APPENDIX 4 – PERFORMANCE CONDITIONS

- 1. WPA ranking performances (domestic or overseas) must be achieved during competitions organised or approved by WPA.
- 2. For events in which more than one class is eligible, world rankings will be combined on the basis of time/distance only and will NOT be adjusted by point score. For example, in the women's F51/52 discus, the F51 and F52 world ranking will be combined, and ranked based on distance.
- 3. Performances not eligible for WPA world rankings must be achieved at competitions endorsed or approved by the WPA or UK Athletics to be considered for selection purposes. Domestic competition marks will only be recognised if they are achieved in UKA Level 2 Permit competition or higher.
- 4. Marathon qualification performances must be achieved in WPA approved marathons (a list of WPA approved marathons can be found on the WPA website).
- 5. Performances achieved in mixed events between male and female participants, held completely in a stadium, shall not normally be accepted. Exceptions to this rule may be made for field events or races of 5,000m or longer provided the stipulations outlined in WPA Athletics rule 4 (including notes) World Athletics rule 141 are satisfied. For the avoidance of doubt, where any mixed gender race is conducted so as to allow athletes of one gender to be paced/drafted/assisted by athletes of another gender, the results will not be permissible for selection purposes (regardless of whether they appear on the WPA World Rankings or not). Whether or not a mixed gender race has been conducted in such a way will be determined at the absolute discretion of the Panel.
- 6. In the 100m, 200m and Long Jump, wind assisted performances shall not be accepted, as well as performances from competitions in which wind measurement was not available.
- 7. Hand timed performances in 100m, 200m and 400m shall not be accepted.
- 8. Performances set at 950m or more above sea-level shall not be accepted.
- 9. Indoor performances for all field events and for races of 400m or longer shall be considered. For the avoidance of doubt, indoor performances in all other events shall not be considered.
- 10. If multiple performances are achieved in the same discipline in a single day at an official Championships of UK National level or higher:
 - a. In track events, all performances will be counted.
 - b. In field events, only the best single legal performance in the pool and the best single legal performance in the final will be counted.
- 11. In all other eligible competitions, only one performance per day will be counted as follows:
 - a. In track events only the fastest official result of the day will be counted.
 - b. In throwing events only, the best performance in the first competition of the day will be counted.
 - c. 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.
 - d. 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.



APPENDIX 5 – 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 1st December 2024, unless an athlete's APA award is terminated earlier, in the circumstances described in section 16 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.

