



## Olympic Programme Eligibility and Selection Criteria

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# 1 Introduction

Winning medals on the international sporting stage is incredibly tough and the margins between success and failure become smaller with each passing year. To ensure that the UK’s most talented athletes have every chance of realising their potential, UK Sport has created the World Class Performance Programme.

The Programme covers all summer Olympic and Paralympic sports, together with the high-performing winter Olympic sports, and operates at three distinct levels; podium, development and talent.



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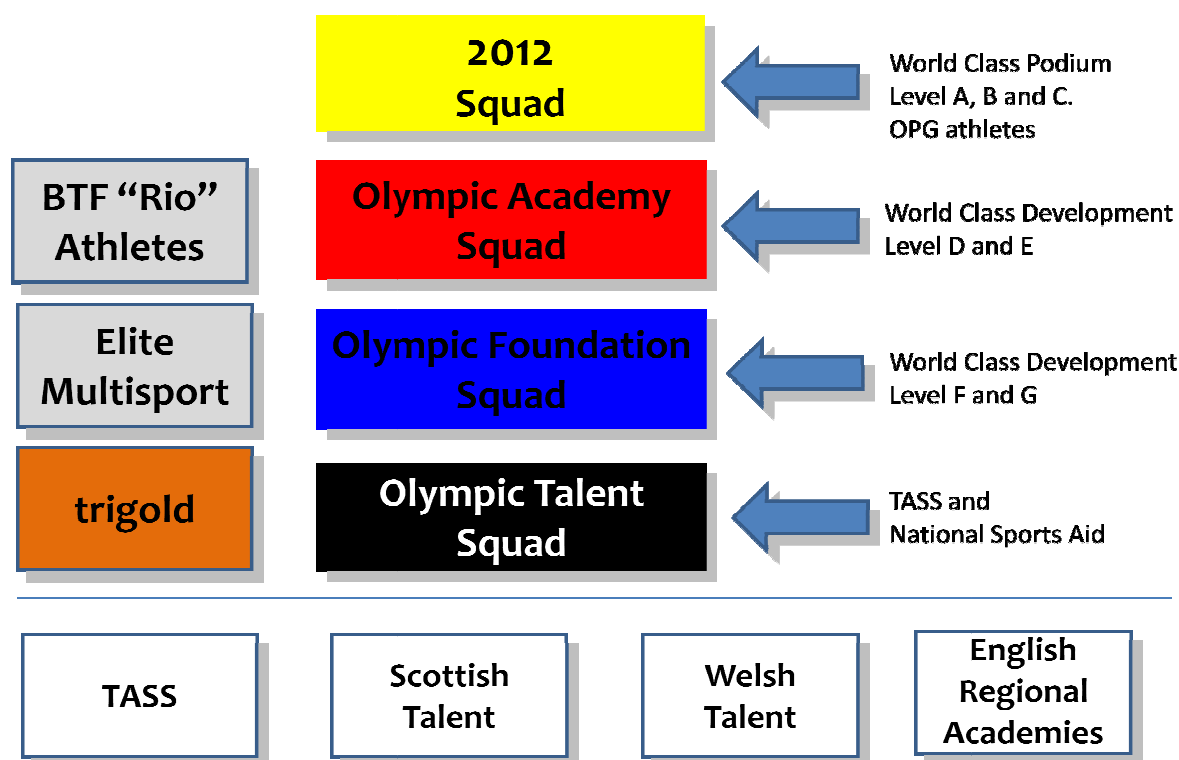
There are five identifiable “squads” in the Triathlon Olympic Programme. These are underpinned by Home Nation and English regional talent programmes, and the trigold fast track programme.

1. The 2012 Squad
2. The Olympic Academy Squad
3. The Olympic Foundation Squad
4. The Olympic Talent Squad
5. British Triathlon Supported “Rio” Athletes\*

A sixth squad, the Elite Multisport Squad, is designed to support athletes in the non-Olympic disciplines and is outside the scope of the Lottery Funded World Class Programme.

\* This name is currently under review and the intention is to update it after consultation and before the 2011-12 squads are confirmed.

## BRITISH TRIATHLON PERFORMANCE PROGRAMME SQUAD SYSTEM



British Triathlon’s World Class Performance Programme funded by UK Sport is the backbone of its Olympic Programme. Athletes selected to the Olympic Podium, Olympic Academy and Olympic Foundation Squads are formally recognised as World Class Programme members and this document sets out British Triathlon’s



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policy for inclusion in these three squads. It also includes a summary of obligations and entitlements which are outlined in more detail in the respective athlete agreements.

British Triathlon recognises the need to extend its support to a wider group of senior athletes beyond those on the World Class Programme. These are currently known as Olympic Performance Group Athletes (OPG) athletes and British Triathlon Supported “Rio” athletes and are those athletes who have an ability and willingness to support to the overall Olympic Programme objectives in London in 2012 and in the longer term in the next Olympic cycle respectively. This document also outlines the performance criteria and support structure for these athletes.

The eligibility and selection process for the Olympic Talent Squad, the Elite Multisport Squad and the Talented Athlete Scholarship Programme (TASS) are contained in separate documents.

## 2 Eligibility Criteria

To be eligible for membership of the British Triathlon Olympic Programme athletes must:

1. be eligible to compete for Great Britain at the Olympic Games and must therefore satisfy the eligibility requirements of the IOC, the BOA the ITU
2. hold a current British passport
3. be a member of Triathlon England, Welsh Triathlon or Triathlon Scotland
4. not be serving a ban from competition as a result of being found guilty of a doping offence nor be in receipt of a lifetime funding ban from UK Sport.

UK Sport’s funding policy dictates that the World Class Programme is a progressive support programme, hence athletes funded at World Class Podium level are not normally eligible for future support at World Class Development level.

There may be exceptional circumstances (such as long term injury or agreed educational commitments) when decisions are made contrary to this policy, but these instances should be rare.



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### 3 2012 Squad

There are three categories of membership within the 2012 Squad

1. Medal Zone Athletes
2. Aspiring Medal Zone Athletes
3. Olympic Performance Group Athletes

Athletes in these two categories are formally recognised by UK Sport as members of the **World Class Podium** programme. British Triathlon may nominate a maximum of 8 athletes in these combined categories

Podium is defined by UK Sport as athletes possessing genuine and strong medal potential at the next Olympic Games (London 2012 - a maximum of one year away from the Podium or a developing athlete already showing strong medal potential for Rio 2016 as evidenced by robust performance profiling).

Selection to British Triathlon's World Class Podium Programme is dependent on an athlete having met the minimum standard for consideration (Appendix A) and then

1. an assessment of their ability to contribute to winning a medal at the 2012 or 2016 Olympic Games
2. an assessment of their commitment to the Olympic medal winning objective of the programme
3. an assessment of the ability of the BTF World Class Programme to enhance their performance.

Athletes are nominated by British Triathlon for inclusion in the World Class Programme at Podium level to UK Sport, which provides a programme award to British Triathlon to fund essential elements of support to those athletes including coaching, training camps, competition and sports science.

The selected athletes have the opportunity to access an Athlete Personal Award (APA) to assist in living costs. This award is means tested, however, and athletes will receive documentation directly from UK Sport seeking financial information before an APA is offered and may see adjustments made to their award or indeed be means tested out completely depending upon their other income. This process is managed entirely by UK Sport.

It is highly recommended that athletes receiving a Podium Level APA award review the information on the UK Sport website [http://www.uk sport.gov.uk/pages/athlete\\_personal\\_awards/](http://www.uk sport.gov.uk/pages/athlete_personal_awards/) regarding the associated terms and conditions of the award and personal tax, NI and pension matters.

Nomination is contingent upon the athlete agreeing to the terms set out in the BTF World Class Performance Athlete Agreement and the Team 2012 Athlete Deed which include:

1. an uncompromising commitment to a comprehensive training programme designed for peak performance in the 2012/2016 Olympic Games
2. establishing and following an Annual Plan for all aspects of performance for each twelve month period



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3. attending all Squad and Team activities specified for their level unless otherwise agreed by the BTF Olympic Performance Manager.

### 3.1 Medal Zone Athletes

**Medal Zone Athletes** are those World Class Podium athletes who have demonstrated that they are on track to achieve a podium result at the next Olympic Games. Athletes can obtain “Medal Zone Athlete” status by:

1. **achieving a top-3 finishing position at the key milestone event for the current or previous year**
2. **achieving a finishing position in the top 8 at the key milestone event for the year and exhibiting a rising performance profile which indicates that they have the ability to win a medal at the next Olympic Games.**

A number of factors will be considered in assessing whether or not an athlete has a rising profile and is considered to be on track to produce a podium level performance at the next Olympic Games including the athlete's:

1. current gap to the podium
2. World Championship Series and other international championship results in the current and previous year
3. injury and health record, and approach to recovery and rehabilitation
4. improvement in results between the current year and previous years.

There are a number of reasons which may result in an athlete not achieving a top eight at the annual key milestone event which are unrelated to coaching, training and support set up. If this is the case, current Medal Zone Athletes may be entitled to retain this status for one year after consideration at their end of year review.

In all cases, including cases involving a long term injury or illness, support beyond this point will be at the discretion of the Performance Programme Panel.



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### 3.2 Aspiring Medal Zone Athletes

Athletes are selected onto the World Class Programme A,B,C or Programme level if their performances and results show that they have the potential to win an Olympic medal in 2012 or they are already showing strong medal potential for the next Olympic Games in Rio 2016. "C" level is intended to be a stepping stone to the higher levels of the programme. Therefore in the first three years of each Olympic cycle it is not envisaged that athletes will move down the performance pathway for longer than 1 year, remain at C level for more than 2-3 years or for former World Class Podium squad members to return to the squad at C level.

Exceptions to this may be made in the final year leading up to the Olympic Games. Athletes whose performances demonstrate that under the right circumstances they have the potential to win a medal may be supported at C level for one year only.

World Class Podium athletes are encouraged to base themselves at, or close to, the National Performance Centre or one of British Triathlon World Class Satellite Training Locations in order that they can benefit from the extensive support services available at these centres. However, this is not a requirement for Olympic Podium Squad membership.

### 3.3 Olympic Performance Group Athletes

Olympic Performance Group Athletes are those athletes who are not members of the World Class Programme but who are identified by the Olympic Performance Group (OPG) as athletes who having the ability and willingness to support Great Britain's London 2012 medal winning objectives. This will include athletes who are critical to GBR qualifying Olympic quota places and those identified as potential "domestiques"

This will be considered to be a partnership relationship between the BTF and the athlete, the BTF providing support to facilitate the athlete's triathlon career and the athlete supporting the BTF in return.

Athletes who decline World Class Programme membership may not opt back into the mainstream WCP until the next review period in October each year other than in very exceptional circumstances and at the discretion of the Performance Programme Panel.

The terms and conditions of Olympic Performance Group Athlete status are set out in the Olympic Performance Group Athlete Agreement. While there will be some generic expectations and benefits, these partnership agreements will be agreed on an individual basis.



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### **4 Olympic Academy and Olympic Foundation Squads (World Class Development)**

The World Class Development programme is funded by UK Sport and provides athletes with training and competition opportunities, sports science and medicine services, and a personal award at level D, E, F or G to assist with daily training expenses.

UK Sport has provided British Triathlon with a maximum of 15 places on the World Class Development programme. These places will be offered to athletes who are viewed as having demonstrated the potential to achieve future Olympic podium success.

Selection to British Triathlon's Olympic Foundation and Olympic Academy Squads will be based on

1. an assessment of the athlete's ability to contribute to winning a medal at the Olympic Games in 2016 (using a combination of swim and run times, physiological assessment and race results);
2. an assessment of the athlete's ability and willingness to make lifestyle changes to focus on the Olympic medal winning objective of the programme
3. an assessment of the ability of the BTF World Class Programme to enhance the athlete's performance.

By definition, World Class Development Programme athletes have not yet demonstrated that they have the skills, knowledge or experience to achieve Olympic success alone. Athletes at this level require intensive support, and so they are required to base themselves at the National Performance Centre or one of British Triathlon's Satellite Training Locations in Leeds and Eastbourne and to follow a coaching and training programme agreed with the BTF Performance Development Manager and lead coach at the respective location.

The exception to this is athletes who are under 18 and/or still at school who will not be expected to move away from home.

While race results are significant at Olympic Academy and Olympic Foundation level, the transition from junior to senior athlete is a long term process and athletes progress at different rates. Therefore, when reviewing athletes currently on the programme, their long term potential to achieve international senior success (taking account of age, years in the sport, commitment to the performance enhancement process and physiological ability) will be the most significant factor in determining continued membership rather than simply their race results.

In general athletes on the Olympic Foundation and Olympic Academy Squads will be aged 17-24 but there is no upper or lower age limit



## Olympic Programme Eligibility and Selection Criteria

### 4.1 Olympic Academy Squad

The Olympic Academy Squad comprises athletes that are not currently world top 20 senior international athletes but who are considered capable, on the basis of age and current standard, performances in age related international competition and commitment to performance enhancement through the World Class programme, to being Olympic medal contenders in 2016 ( World Class Development D & E).

Athletes at level D are those who show they have the ability to move to World Class Podium level within the next 1-3 years (depending on age). Each athlete will be supported at either the National Performance Centre or one of British Triathlon's Satellite Training Locations by an identified team of coaching and specialist support staff with the objective of being an Olympic medal contender by 2016.

Athletes at level E are those who have achieved significant results in Under 23 Championships, World Championship Series or World Cup, who are improving and committed to performance enhancement through the World Class Programme but who have not yet demonstrated they are World Class Podium potential.

Athletes graduating from the trigold programme who are not yet at Olympic Podium level A, B or C but who demonstrate the potential to reach that level within 1 year may be selected to the Olympic Academy Squad irrespective of their age.

### 4.2 Olympic Foundation Squad

The Olympic Foundation Squad comprises athletes at the talent confirmation stage of the performance pathway (i.e. athletes who have shown some potential to achieve medal success in 2016 but their ability to realise this is still unknown).

There are two levels, F and G, G being a fast track level for exceptional athletes emerging from the Olympic Talent squad or athletes entering the pathway at an older age and a means of providing young athletes with an appropriate level of support which is not available at Olympic Talent Squad level).

Athletes graduating from the trigold programme who are not yet at Olympic Podium or Academy level but who demonstrate the potential to reach that level within 2-3 years may be selected to the Olympic Foundation Squad irrespective of their age. In normal circumstances they would be expected to progress to Olympic Academy within 1 year.

Athletes will be nominated by British Triathlon for inclusion in the World Class Programme at Development level to UK Sport.

An athlete will subsequently receive documentation directly from UK Sport seeking financial information upon which an APA may be offered.

Section 9 details the criteria for support at each level within the two squads.



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### **5 British Triathlon Supported “Rio” Athletes**

British Triathlon Supported “Rio” athletes are those athletes emerging from the World Class Development Programme who are not yet at Olympic Podium level but whom are performing at international level and indicating they can make a valuable contribution in support of our Rio objectives.

This will be considered to be a partnership relationship between the BTF and the athlete, the BTF providing support to facilitate the athlete’s triathlon career and the athlete supporting the BTF in return.

The terms and conditions of British Triathlon Supported “Rio” Athlete status are set out in the Athlete Agreement. While there will be some generic expectations and benefits, these partnership agreements will be agreed on an individual basis.

### **6 Membership Period**

Squad membership and APAs are normally offered for a maximum twelve month period at a time. For the 2010-11 period this will be from 1<sup>st</sup> November 2011 to 31<sup>st</sup> October 2012.

Occasionally membership will be offered for a shorter period but this will be agreed on an individual basis. At any time during the 12 month period, the BTF Performance Director can recommend to UK Sport that an athlete is added or withdrawn from the World Class programme. A recommendation to withdraw athletes from the programme and to terminate their APA will be made if, in the opinion of the BTF Performance Director and relevant BTF Performance Manager, the athlete is no longer a genuine medal prospect at Olympic level and the gap to the podium is deemed to not be bridgeable looking forwards.

Circumstances that warrant such action could be failure to make the required commitment to training or significant departure from the obligations set out in the BTF Performance Athlete Agreement.

### **7 Athlete Application and Review Process**

All programmes will operate on an annual cycle with programme review and selection taking place in September & October year. All athletes will follow essentially the same review process with the level of detail and expectations from the athlete adjusted according to level and age

Following the conclusion of all reviews the BTF Programme Panel will consider all applications and select athletes for membership to each squad.



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**New applicants should complete and return the BTF World Class Programme Application form available on the BTF Website by the date specified. For 2011-12 this is 23<sup>rd</sup> September 2011.**

Athletes wishing to appeal a decision should follow the standard BTF Selection Review policy which is available on the BTF website.

<http://www.britishtriathlon.org/about/page.php?article=&category=/about/&folder=policydocuments/>

# 8 Performance Standards

## 8.1 2012 Squad

To be eligible for membership of the World Class Podium Programme at A,B or C level athletes should be on an upward and progressive performance profile and clearly demonstrate that they are capable of bridging the gap to the podium or remain at podium level if already having achieved medal success.

Athletes who at A or B level who, demonstrate an upward and progressive performance profile but for some reason do not achieve a top-8 result in the key milestone event for the year may move down to C level.

Athletes receiving "A level" awards must be medallists at Olympic level or the Key Milestone event for the year (normally the World Championship Series Final but also the London World Championship Series event in 2011) who, by continuing to be members of the programme, must by definition be striving to repeat this level of performance. These athletes may in principle remain eligible for the A level award for up to two years before their level is re-assessed, provided they attain annual performance targets agreed with the Olympic Performance Manager and that these are agreed to by UK Sport.

There are no exceptions to the criteria to attain A level status to the above, i.e. substitution of World Championship Series or ITU Points World rankings, or finish places in other championships.

In normal circumstances athletes who are not currently members of the World Class Podium Programme but have previously been funded by UK Sport at A, B or C level may not return at C level.

However in the year leading up to the next Olympic Games athletes whose performance level is on a plateau or displays a downward performance profile but whose overall profile still indicates outside Olympic medal potential may be supported at C level for a one year period.

An athlete's performance profile will be assessed using a combination of their end of year World ranking (ITU points) after the World Championship Series Grand Final, their performance in the key milestone event, their best two other results of the year and an assessment of their tactical and technical ability in drafting triathlon.



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Descriptor	APA Level	Criteria
Medal Zone Athlete	A	Medal at one of the two Key Milestone events for the year (2011 London World Championship Series Race and 2011 World Championship Series Final )
	B	Expected to finish top-8 at one of the Key Milestone Events and delivers a top-8 (2011 London World Championship Race and 2011 World Championship Series Final) and exhibits a rising profile on track to reach Olympic Podium level by 2012
Aspiring Medal Zone	B	Expected to finish top-8 at one of the Key Milestone Events and delivers a top-8 (2011 London World Championship Series Race and 2011 World Championship Series Final)
	C	World Senior Top-20 athlete with a rising profile and Rio 2016 medal potential or an outside medal contender for 2012 (see appendix A for detailed performance criteria)
Olympic Performance Group Athletes		Identified by the Olympic Performance Group as able to support the delivery of medals in 2012

When injury or illness has impinged on participation in the key milestone event during the current year, or circumstances during the race outside the direct control of the athlete have impinged on the result consideration may be given to other performances during the year or previous year when considering, B or C level funding or Medal Zone Athlete Status.

## 8.2 Olympic Academy and Olympic Foundation

Stage of Performance Pathway	Squad	APA Level	Descriptor	Minimum Criteria (current or previous season)
Talent Development	Olympic Academy	D	Aspiring 2016 Olympic Team Members who demonstrate the potential to move to the Olympic Podium Squad within 1-3 years (depending on age)	One of <ul style="list-style-type: none"> <li>World Junior or Under 23 Medallist</li> <li>World Championship Series top-15</li> <li>World Cup top 5</li> <li>Between 550-600* ITU points scored in best 2 races (* subject to quality of field)</li> </ul>
		E	Developing World Class Athlete committed to performance enhancement but not yet demonstrated Olympic Podium	One of <ul style="list-style-type: none"> <li>World Junior or Under 23 top-5</li> <li>European Junior or Under 23 top-3</li> <li>ITU World Cup top-10</li> <li>ITU World Championship Series</li> </ul>



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			Potential	top-20 <ul style="list-style-type: none"> <li>Between 300-350* ITU points scored in best 2 races (* subject to quality of field)</li> </ul>
Talent Confirmation	Olympic Foundation	F	Potential World Class Athlete whose talent has not yet been confirmed	One of <ul style="list-style-type: none"> <li>European or World Junior top-10</li> <li>European or World Under 23 top-10</li> <li>150* ITU points scored in best 2 races (*subject to quality of field)</li> <li>Swim/run points score of 340+ (gold standard)</li> </ul>
		G	Fast track Talent (exceptional youth or junior athlete emerging from the Olympic talent programme or outstanding older athlete with untapped triathlon talent)	One of <ul style="list-style-type: none"> <li>Youth or junior athlete with swim/run score of 360+ (gold+)</li> <li>European or World Junior top-20</li> <li>Athlete over 20 with over 185 points in either swimming or running and minimum of 150 points in the other discipline</li> </ul>

Refer to the swim/run points calculator refer to the British Triathlon website

<http://www.britishtriathlon.org/performance/points.php>

Achieving the minimum standard for consideration does not in any way guarantee selection to the programme or selection to a specific level.

In all cases athletes will need to undergo full physiological profiling using the standard British Triathlon Protocols to assess underlying physiological ability before a place on the Olympic Foundation or Olympic Academy Squads will be confirmed.

When a longer term approach to an athlete's development has been agreed due to injury, illness or their physical maturity and the athlete has worked in collaboration with BTF coaching and support staff and committed fully to their personal development programme the time period for achieving the minimum selection criteria may be extended to two years after consideration at their end of year review.

### 8.3 British Triathlon Supported "Rio" Athletes

2009-11 World Class Development Squad members whose performance profile indicates they can support BTF's Rio 2016 objectives



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# 9 Appendices

## Appendix A: Minimum Performance Standard for World Class Podium

The minimum standard for consideration for inclusion in the Olympic Podium Squad as a UK Sport's World Class Podium is a performance standard which indicates a World Senior Top-20 athlete

This is:

1. Top-15 in the Key Milestone event for the year (For 2011 this is the World Championship Series Final or the 2011 London World Championships Series race ) or
2. Top-15 ITU World Championship Series end of year series ranking or
3. Top-15 in the Key Milestone event in the previous year or
4. Top-15 in the ITU World Championship Series end of year series ranking in the previous year or
5. A minimum of two of the following results in the current year
  1. top-8 in a ITU World Championship Series race
  2. top-3 in an ITU World Cup (prior to the World Championship Series Final)
  3. top-3 in the ITU World Under 23 Championships or
6. A minimum of two of the following results in the previous year
  1. top-8 in the ITU World Championship Series
  2. top-8 in an ITU World Cup (prior to the World Championship Series final).

**Achieving the minimum standard for consideration does not guarantee selection to the programme**

## Appendix B Athlete Support 2011-12

Squad	Level	APA	Coach Contribution	Facilities(if located at a satellite centre)	Competition Grant	Individual Training Grant	London Olympic Preparation Grant	Massage & Physio
2012	Medal Zone	A – UK Sport determined	4,000	1,000	3,000	2,000	8,000	2,000
		B – UK Sport determined	4,000	1,000	3,000	2,000	8,000	2,000
	Aspiring Medal Zone	B - UK Sport determined	4,000	1,000	3,000		4,000	2,000
		C - UK Sport determined	4,000	1,000	3,000		4,000	2,000
	OPG Athletes		0 - 2,000	1,000			2,000 - 8,000	0 - 2,000
Olympic Academy	D	5,000	3,000	1,000	2,000		OPG Central budget	500
	E	3,000	3,000	1,000	1,500		OPG Central budget	400
Olympic Foundation	F	2,000	2,000	1,000				250
	G	1,000	1,200	500				
BTF "Rio" Athletes			TBC	TBC	TBC	TBC	TBC	TBC