

## Selection Policy for the Loughborough Triathlon Centre - Performance Squad - 2022

### OVERVIEW

This Selection Policy (“the Policy”) outlines the process by which the Loughborough Triathlon Centre (LTC) - incorporating the British Triathlon (“BT”) World Class Programme Centre - will determine the selection of athletes for its Triathlon **Performance** squad.

The LTC is a partnership between British Triathlon and Loughborough University and incorporates the Triathlon Performance Squad, Development Squad and Loughborough Students’ Athletic Union (“AU”) Squad, as well as the Paratriathlon Squad. This policy deals only with selection for the Triathlon Performance squad - policies and guidance for selection to the Development/AU squads, and Paratriathlon squad are available separately.

The overarching aim of the LTC is to *“support athletes throughout the performance pathway on their journey towards World Triathlon Championships Series (WTCS) and Olympic podiums, by developing people who can meet and exceed the demands of competition within a sustainable performance environment”*.

With that in mind, the purpose/standard (and capacity, which may change from time-to-time due to facility availability) of each squad is as follows:

- a. **Performance Squad (approximately 20 athlete places):**
  - i. **purpose** - develop athletes towards WTCS and Olympic podiums (and support the mission to win BUCS annually, where it does not conflict with the primary purpose).
  - ii. **standard** - those competing internationally (i.e. WTCS/WC/CC) OR those deemed necessary to support others to do so.
- b. **Development Squad\* (approximately 15 athlete places):**
  - i. **purpose** - win BUCS annually and provide an outstanding student triathlete experience.
  - ii. **standard** - domestic athletes with realistic aspirations to compete internationally (i.e. WTCS/WC/CC/World Jnr) AND high-level single-sport transfer athlete.
- c. **AU Squad\* (approximately 65 athlete places):**
  - i. **purpose** - contribute BUCS competitors/points and provide an outstanding student triathlete experience.
  - ii. **standard** - lower level domestic triathletes and age-group athletes.

*\*please note: separate policies/guidance for selection to these (and Paratriathlon) squads are available separately at. Any athletes not successful in securing a place in the Performance squad will automatically be put up for consideration for one or both of the Development and AU squads.*

### SECTION 1: ELIGIBILITY

1.1 To be eligible to be part of the Performance squad, athletes must:

- a. Notify the LTC by email of their desire to be considered for selection to the Performance squad - by completing the application form [here](#) - no later than **5pm, 16 September 2022**;
- b. Not be serving a period of ineligibility as a result of an anti-doping rule violation; AND

- c. Not have been found guilty of any offence liable to bring the LTC, its squads, teams or any of its partners into disrepute.

## **SECTION 2: SELECTION PROCESS**

- 2.1 The Selection Panel (“the Panel”) will meet on the Tuesday 20 September 2022 to make selections for the current academic year. The Panel shall comprise:
  - a. Voting members (all decisions taken by majority vote):
    - i. Adam Elliot - LTC Head Coach;
    - ii. Rob Bridges - LTC Performance Coach;
    - iii. Gavin Smith - Loughborough University Head Coach
  - b. Non-voting members:
    - i. Ian Read - Triathlon Programme Manager, Loughborough University
    - ii. Mike Cavendish - British Triathlon Performance Director
    - iii. Athlete/AU representative (which may NOT be a current LTC member)
    - iv. Note taker(s) as required; AND
    - v. Any extra personnel, at the request of the Panel to provide additional insight, expertise and/or independent oversight.
- 2.2 Athletes will be considered using the automatic and discretionary criteria outlined at Section 3 below. At least one member of the Panel will then meet with each selected athlete to discuss their personal circumstances and planned engagement with the LTC Performance squad programme before formally confirming selections (in writing) as soon as possible after the conclusion of the selection meeting. Successful athletes will be required to confirm that they wish to accept their selection at that point.
- 2.3 The Panel are not obliged to fill all places available to them in the Performance squad. They will assess the criteria outlined in Section 3 below (as well as any limitations on facilities which may change from time-to-time) to determine how many athletes to invite into each squad.
- 2.4 Whilst the initial LTC Performance squad selections will be made in the 20 September 2022 selection meeting, these decisions will be kept under continual review as athletes progress throughout the year (or due to the impact of injury/illness). The LTC coaching team will therefore regularly review all existing athlete selections for the Performance squad against the criteria outlined in Section 3 below - including those within the Development/AU squads who may be realistically aiming to secure a place in the Performance squad. This regular review process may result in athletes being added (from outside the LTC entirely), promoted from the Development/AU squads or demoted from the Performance squad throughout the year (see paragraph 4.2 for scenarios in which Performance squad athletes may be removed from the LTC altogether). Such decisions will be made sparingly and only where deemed absolutely necessary for either an individual athlete’s development, or to ensure the aims of the centre can be achieved.

## **SECTION 3: SELECTION CRITERIA**

- 3.1 Subject to satisfactory athlete 1-2-1’s (see paragraph 2.2 above), athletes will be selected for the Performance squad either **automatically** or via **discretionary** selection. Where an athlete does not satisfy the automatic criteria (as per paragraphs 3.2 and 3.3) they will then be considered by the Panel for discretionary selection (as per paragraphs 3.6 and 3.7).

- 3.2 The performances outlined below (either for automatic or discretionary purposes) must be achieved by **12 September 2022**.

### Automatic selections

- 3.3 **1<sup>st</sup> Year Junior athletes** - provided athletes have not triggered a deselection discussion based on the criteria outlined at Section 4, junior athletes who have only been in the LTC Performance squad for a single year - i.e. added to the centre last year - will be automatically retained in the Performance squad for a further year. This will be the case regardless of whether they have satisfied any automatic or discretionary criteria for the current year.
- 3.4 **All other athletes** - provided athletes have not triggered a deselection discussion based on the criteria outlined at Section 4 and subject to the criteria outlined at paragraph 3.5 below (relating to exceptional circumstances), athletes will be automatically added/retained in the Performance squad **if they are a WCP athlete OR if they achieve any of the Performance criteria set out below:**
- i. **Seniors - in the 2021/22 season:**
    - a. A podium at the Tokyo Olympic Games; OR
    - b. A podium at the WTCS Grand Final; OR
    - c. Multiple WTCS podiums; OR
    - d. A podium at the Birmingham Commonwealth Games; OR
    - e. A top 5 at the Tokyo Olympic Games; OR
    - f. A podium in a WTCS race; OR
    - g. A top 5 in a WTCS race; OR
    - h. Multiple podiums at European Standard Distance Championship / World U23 Championship / WC races; OR
    - i. A top 8 in a WTCS race; OR
    - j. A podium in the European Standard Distance Championship / World U23 Championship / a WC race; OR
    - k. A top 5 in the European Standard Distance Championship / World U23 Championship / a WC race; OR
    - l. Multiple podiums at European Sprint Championship / European U23 Championship / World Junior Championship / European Cup races; OR
    - m. A top 20 in a WTCS race.
  - ii. **U23's (aged 23 or under as at 31 December 2022) - in the 2021/22 season:**
    - a. A podium at the Tokyo Olympic Games; OR
    - b. A podium at the WTCS Grand Final; OR
    - c. Multiple WTCS podiums; OR
    - d. A podium at the Birmingham Commonwealth Games; OR
    - e. A top 5 at the Tokyo Olympic Games; OR
    - f. A podium in a WTCS race; OR
    - g. A top 5 in a WTCS race; OR
    - h. Multiple podiums at European Standard Distance Championship / World U23 Championship / WC races; OR
    - i. A top 8 in a WTCS race; OR
    - j. A podium in the European Standard Distance Championship / World U23 Championship / a WC race; OR
    - k. A top 5 in the European Standard Distance Championship / World U23 Championship / a WC race; OR
    - l. Multiple podiums at European Sprint Championship / European U23 Championship / World Junior Championship / European Cup races; OR

- m. A top 20 in a WTCS race.
- n. A top 8 in the European Standard Distance Championship / World U23 Championship / a WC race.

iii. **U23's (aged 23 or under as at 31 December 2022) - in the last 12 months:**

- a. A podium in the European Sprint Distance Championships / European U23 Championships / World Junior Championships / a European Cup race; OR
- b. A top 5 in the European Sprint Distance Championships / European U23 Championships / World Junior Championships / a European Cup race; OR
- c. Multiple podiums at BT Senior Super Series races/ European Junior Championship.

iv. **Juniors (aged 19 or under as at 31 December 2022) - in the 2022 season:**

- a. Were selected for the ITU World Junior Triathlon Championships individual event; OR
- b. Achieved a Top 5 finish at the ETU European Triathlon Junior championships Individual event.

3.5 The criteria outlined at paragraph 3.3 above are listed in priority order. Where more athletes satisfy this criteria than there are available Performance squad places, WCP athletes and those enrolled on a Loughborough University accredited course (who will be expected to contribute BUCS points for Loughborough University) will be prioritised first, then ranked in by order of performance as outlined at 3.3 above.

3.6 The Panel reserves the right to disregard eligible race performances outlined in the squad selection criteria below if, in their sole opinion, the results of a given race are **significantly impacted by:**

- i. a large-scale racing incident (such as a crash); OR
- ii. Environmental conditions/exceptional circumstances which result in substantial alteration to the race format (i.e. change from triathlon to duathlon, or significant shortening of one or more portions of the race).

### **Discretionary selections**

3.7 Where athletes do not meet the criteria above for automatic selection to the Performance squad, the Panel will decide whether to add/retain them in the Performance squad via a **discretionary assessment of:**

- i. the impact of any injury/illness on athletes' ability to satisfy the automatic criteria laid out above. For the avoidance of doubt, it is entirely at the discretion of the Panel whether an athlete is retained within the Performance squad having failed to achieve the relevant Performance criteria due to injury/illness. In exercising this discretion, the Panel will act fairly and reasonably, and will consider prognosis of any current injury, the number/type/relationship of injuries during the year (and, where relevant, in previous years), the athlete's injury/illness history (and whether they have been discretionarily retained in the LTC Performance squad due to injury/illness previously) and their adherence to medical advice/rehab (either from university or EIS medical/science staff). As such, the Panel may reasonably ask for any athlete in this scenario to provide medical/health data (or for their medical practitioners [University or EIS] to share this information) to help inform the decision making process;

- ii. athletes' triathlon and/or single discipline performance profile, progression and trajectory;
- iii. athletes' application, commitment and engagement with the LTC programme (either in the Performance, Development or AU squads), staff and principles in the preceding year (where applicable);
- iv. athletes' behaviours and professional standards;
- v. the ideal number and gender split of athletes required to most effectively achieve the overall aims of the Performance squad; AND
- vi. the blend of physical, technical and social skillsets required across the applicants for the Performance squad to maximise the athlete development (with particular attention paid to the requirements of those athletes realistically targeting Olympic/World Championship podiums).

#### **SECTION 4: DESELECTION & CONDITIONS**

- 4.1 By accepting selection to a LTC Performance squad, athletes commit to:
  - i. Consistently and positively engaging in Performance squad activities; AND
- 4.2 Abiding by all University and British Triathlon student/athlete policies relating (but not limited) to code of conduct, anti-doping, anti-harassment/bullying, anti-corruption. (British Triathlon policies available at <https://www.britishtriathlon.org/about-us/governance/policy-documents>, Loughborough University policies available at <https://www.lboro.ac.uk/students/handbook/regulations/>)
- 4.3 Athletes may be moved from Performance to Development or deselected and removed from the LTC entirely if:
  - i. they no longer meet one or more of the eligibility criteria;
  - ii. they have failed to meet the commitments outlined in clause 4.1; OR
  - iii. they no longer demonstrate the capability - across swim/bike/run - to thrive and continue contributing to the fulfillment of the Performance squad's purpose (either due to a chronic/long term decline in performance standards, or long-term injury/illness).
- 4.4 With the exception of any serious breach of the Code of Conduct, any athlete falling into one of the scenarios above will be given appropriate notice (at least one month) and an ability to address any concerns before their place is terminated from the LTC.

#### **SECTION 5: APPEALS**

- 5.1 There is no appeals process for an athlete who is not selected into Performance squad. However, athletes can request a meeting with a member of the Panel (voting or otherwise) to discuss their case and obtain further rationale as to why they were not selected for the Performance squad for the current year.

#### **SECTION 6: AMENDMENT**

- 6.1 The LTC reserves the right to amend this Policy to secure the aims of the Policy.

**INFORMATION AND QUERIES**

Any queries or requests for further information relating to the policy should be directed to [adamelliott@britishtriathlon](mailto:adamelliott@britishtriathlon).