

BWL World Class Programmes 2016-17

Weightlifting

Selection Policy

**World Class Programme Membership & Athlete Performance
Awards**

1st September 2016 to 31 March 2017



**BRITISH
WEIGHT LIFTING**

1. Introduction

1.1 Preface

A High Performance objective of British Weight Lifting (BWL) is to develop a sustainable World Class Programme (WCP) for Olympic Weightlifting and IPC Powerlifting that supports the development and preparation of talented lifters who have demonstrated the potential to medal at **Olympic** and **Paralympic Games**.

Athletes who are on the WCP become eligible to apply for an Athlete Performance Award (APA), which is a Lottery-funded grant to support their progression towards the podium at the Olympic or Paralympic Games.

UK Sport's current investment in Weightlifting is based on a WCP of **6 female** podium potential athletes. Consequently, only female weightlifters can be considered for selection onto the WCP and be eligible for APAs.

This selection policy is applicable for selection to the WCP post the Rio Olympics, therefore, it is based on objectives for the Tokyo Olympic Cycle.

1.2 WCP Objectives

- To win 1 medal at Tokyo 2020 Olympic Games
- Qualify 3 quota places for the Tokyo 2020 Olympic Games

1.3 Purpose

The policy has been established to select athletes for the WCP who are likely to medal in **Tokyo 2020** and/or have the potential to contribute to the team qualification for the Olympic Games at the World Championships in 2018 and 2019. Additionally, it aims to select athletes who will be able take full advantage of the opportunities and support on offer from the WCP.

During the **Tokyo Olympic cycle, from April 2017 onwards**, the minimum performance standard of any athlete to be eligible for the WCP is E level (Please note that Appendix 1 shows the Rio Cycle Matrix and subsequently it should only be used as a guide as to the expected E level for the Tokyo Cycle). Additionally, given the WCP exists to support athletes to progress to podium level at the Olympic Games there is an expectation that athletes at all levels on the performance matrix are making adequate progress that indicates that within the Tokyo cycle they will as a minimum have achieved a level of performance that will be high enough to contribute to the Great Britain team achieving Olympic Games quota places from the 2018 and 2019 World Championships.

Given these factors this policy has been based on:

- Confidence that an athlete selected has the appropriate characteristics and abilities that will ensure their progression will lead to the WCP achieving its objectives (1.2)
- An athlete's current performance and their rate of progression to indicate their likelihood to produce a medal winning performance at the Tokyo 2020 Olympics

- An athlete's potential to exceed the current E level on the performance matrix as a minimum performance standard by February 2017 to provide confidence that they can be eligible for WCP selection from April 2017 onwards
- An athlete and their coach's willingness to work with WCP and BWL staff and be productively supported by a multidisciplinary team that includes coaching, sports science and medicine in Loughborough.
- An athlete's capability to carry out basic responsibilities to feedback information relating to their preparation and performance.

2 Eligibility Criteria - General

To be considered for selection under this policy an athlete must be eligible to represent Great Britain under BOA, IWF rules and other BWL requirements, including but not limited to

- 2.1 being a female
- 2.2 being a citizen of the United Kingdom and holding a valid British Passport
- 2.3 being a member of British Weight Lifting and remaining so during the membership period of the WCP
- 2.4 being in good standing with British Weight Lifting and/or its affiliated bodies and eligible to represent Great Britain in International Competitions under the rules of BWL and the IWF
- 2.5 not be serving a ban from participation in the sport for any reason (such as a result of being found guilty of a doping offence or being found guilty of an offence relating to betting, manipulation of results, corrupt conduct, inside information etc.)
- 2.6 being a participant in BWL's anti-doping programme, including UK Anti-doping online whereabouts system, or be registered on this as soon as the athlete confirms their place on the WCP
- 2.7 having achieved a performance standard on the WCP Performance matrix (appendix 1)
- 2.8 have the capability to be in Loughborough as given in section 3

3 Eligibility Criteria – Performance Level, Training base and Coaching

An athlete's stage of development and performance level will dictate further eligibility requirements for selection onto the WCP as given in the table below

- 3.1. Athletes must be making a sufficient amount of progress that indicates that they will achieve E level by January 2017 and D level within 2 years (Appendix 1) as a minimum level of performance
- 3.2. With reference to the WCP Performance Matrix (Appendix 1), and based on an agreed annual training plan, athletes must be able to prepare at the High Performance Centre in Loughborough for an agreed number of days per month. The table below gives the minimum attendance requirement that will be expected. The actual number of days will be based on the athlete objectives and the support necessary to achieve these objectives in the agreed time scales. Athletes and their coaches need to be agree to the number of days before any WCP athlete will be nominated for an APA award.

Performance level	Attendance requirement in Loughborough
F	Minimum of 12 days per month (not including weekends)
E	Minimum of 10 days per month (not including weekends)
D	Minimum of 8 days per month (not including weekends)

4 Selection Overview

4.1 The selection panel will consist of the following:

- Independent Chairman of the BWL Performance Committee or an agreed senior independent member of the BWL Performance Committee (as Chair)
- BWL Performance Director
- BWL Talent Pathway Manager
- BWL Arena Coach
- BWL Arena Coach

The UK Sport Performance Advisor may also be in attendance as an observatory in a non-voting capacity and will ensure that the provisions of this policy are properly adhered to

4.2. It will be the responsibility of the BWL Performance Director to ensure that the Panel members have sufficient information in advance of the meeting on which to make their decisions

4.3. As each athlete is considered panel members will declare any conflicts of interest and the Chair will decide if that panel member can contribute to the discussion

4.4. All conflicts of interest will be declared and in the event of a conflict, the chair of the selection panel will determine whether or not the conflicted individual can take part in the selection discussion. A conflicted individual will not vote on that particular selection, but may participate in the general selection discussions. There should be no fewer than three members able to vote on a selection decision

4.5. The selection panel may set conditions and targets for each athlete on the BWL WCP, some of which may have to be met before an APA can be applied for

5 Selection process

5.1. Athletes who wish to be considered for selection for the WCP must complete the a WCP application (<https://www.surveymonkey.co.uk/r/WCP-SELECTION>). All applications should be submitted by

17:00 on the 10/07/2016. Nominations received after this time will not be eligible for consideration for the WCP in 2016-2017

- 5.2. All applications will be reviewed and if there are unknowns the athlete will be invited to interview. The selection panel will consider the information from this interview in the selection meeting
- 5.3. Every athlete who has completed an application will be presented for the Selection Panel for consideration
- 5.4. The Performance Director will communicate selection decisions to the athletes who have nominated themselves within 1 day of the Selection meeting
- 5.5. Athletes selected on to the BWL WCP will be placed within one of the categories on the BWL WCP Performance Matrix (Appendix 1), which will determine their funding level

6 Selection Criteria

The BWL selection panel will take into account the following in determining which athletes shall be selected onto the WCP. The below criteria are not to be assessed in order of priority; rather, the selection panel shall give due consideration to all of the criteria set out below in reaching decisions which shall provide the best possible chance of achieving the WCP Objectives set in section 1.2 of this policy.

Given this, for the avoidance of doubt, it should be noted that selection is not based on current performance levels but include a number of factors that indicated future potential and WCP engagement. Consequently, athletes who are currently at lower levels of performance can be selected on to the WCP over athletes who are currently at a higher performance level.

- 6.1. The maximum number of places available on the WCP is 6, however, this squad size can be smaller than this based on athletes satisfying this criteria adequately. It should be noted that not all athletes who fulfil the selection criteria may be selected to the performance programme
- 6.2. An athlete's likelihood to win medals at the Tokyo 2020 Olympic Games. This will include analysing athletes' performance improvements trends and using this to assess each athletes' likelihood of reaching levels necessary to medal by Tokyo 2020
- 6.3. Trends and world standards within the weight categories will be used as part of understanding likely positions at the 2018 and 2019 World Championships and the 2020 Olympic Games
- 6.4. The number of years an athlete has been competing in the sport
- 6.5. An athlete's medical history and current injury status
- 6.6. An athlete's capabilities and intentions to fully integrate WCP support into their preparation. This includes:
 - 6.6.1. being able to maximise the capabilities of sports science and medicine services in Loughborough to support preparation and improvement in performance
 - 6.6.2. openness to implementing change in their preparation based on objective data relating to their technical and physical abilities

6.6.3.ability to engage productively and communicate with people

6.6.4.endavouring to develop and maintain a lifestyle that prioritises and supports improvements in training and competition performances

6.6.5.evidence of displaying the following values; honesty, teamwork, open-mindedness, effort and accountability

6.7. Additional considerations for **current athletes supported by the WCP** will also include:

6.7.1.Objective data specific to training progress including details of actual training (including exercises, intensities, volumes) and health as provided from athletes training log, PDMS, body composition and strength diagnostics. PDMS and Training data will be used as part of assessing whether the training carried out and health status trends merit that of an athlete on a WCP

6.7.2.Evidence of productive integration and engagement with support staff and management to improve performance. This includes:

- Proactivity in seeking opportunities to enhance performance
- Consistent and regular informative communication with support staff
- Responsiveness to enquiries from staff relating to performance, training and lifestyle
- Open-mindedness and personal accountability

6.7.3.Alignment of the athletes preparation plan and competition programme with WCP targets

6.7.4.The percentage progress that has been made above an athlete's current funding level.

6.7.5.For current WCP athletes evidence of the quantity of their volunteer appearances and their proactive public gratitude and support for the WCPs funding partners, UK Sport and the National Lottery

7. Appeals Procedure

An athlete who was eligible for selection but was not selected by the Selection Panel may appeal against the decision on the grounds that this selection criteria was not applied correctly. The appeals policy can be obtained from the BWL office.

8. Athlete obligations

Any athlete selected onto the BWL WCP who wishes to accept their place will be required to

8.1 sign and observe the terms of the BWL Athlete Agreement 2013-17

8.2 discuss and agreed a yearly competition plan with the Performance Director

8.3 establish Performance targets and objectives relating to physical, technical and psychological aspects of performance

8.4 attend Loughborough University for the agreed minimum number of days

- 8.5 attend Loughborough according to an agreed schedule that will be equal to or in excess of the minimum number of days outlined in 3.2
- 8.6 agree to improvements in local support and preparation conditions as required to increase likelihood of objectives being met. This includes ensuring personal training facility, coaching and therapy provision satisfies the expectations of the WCP.
- 8.7 compete at agreed competitions

9. Deselection procedure

- 9.1 Each athlete who is selected onto the BWL WCP will meet with the Performance Director to consider their progress and set objectives relating to competition, technical, training, physical and psychological development
- 9.2 The objectives and progress of each athlete will be reviewed every 3 to 4 months. If an athlete fails to achieve their objectives, an action plan will be developed for the athlete in conjunction with their personal coach and the athlete themselves.
- 9.3 The action plan will be reviewed on a regular basis. If consistent improvement is not achieved then the Performance Director will decide on any resulting action. The options available include deselection from the BWL WCP, or change to the action plan
- 9.4 Any athlete who breaches the terms of the BWL Athlete Agreement 2013-17, or otherwise stands accused of bringing BWL and / or the BWL WCP into disrepute is at risk of deselection. The Performance Director will determine the issue having due regard for natural justice, and the sanctions available will include de-selection from the BWL WCP, a fine, a written reprimand or a corrective action plan
- 9.5 If at any time an athlete become illegible with respect to the criteria in sections 2 and 3 sanctions will be imposed including de-selection from the WCP and/or funding suspension

10. Timeline

- 10.1 10th July 2016 - Athletes submit application
- 10.2 14th July 2016 – Selection panel convenes to select athletes onto the WCP
- 10.3 19th July 2016 (5pm) – Appeal deadline
- 10.4 20th July 2015 – Appeals meeting
- 10.5 1st August 2016 – Athletes signed and returned BWL Athlete Agreements
- 10.6 1st September 2016 – New WCP year starts

Appendix 1 – WCP Performance Matrix

Weightlifting Performance Matrix 2016-17

Below is the performance matrix that will be used to determine the performance levels for athletes in WCP. Athletes performances from BWL registered events at Regional or National level and IWF/EWF international events will only be considered.

This performance matrix should be used in conjunction with the BWL WCP Selection Policy for Athlete Performance Awards (APAs) and the BWL WCP Agreement.

The award period is from 1 September 2016- 31 March 2017

WOMENS	Level D	Level E	Level F
Funding level	£12K	£8K	£6K
48	168	161	147
53	182	172	160
58	195	184	171
63	207	195	181
69	218	207	192
75	229	216	201
75+	249	235	221

Once a member of the WCP athletes cannot move down levels and are expected to progress through the levels. The expected timescale at each level before moving up a level are:

- D level – 2 years
- E level – 2 years

- F level – 6 months

Within a funding year athletes can move up funding levels. To do this an athlete has to be consistently performing above the standard of the next level. This means that performances at the level above an athlete's current level have to be achieved up to 3 times at national and international events before a case can be presented to UK Sport for more funding.

As Weightlifting has not been awarded any Podium Awards from UK Sport the maximum funding level is Podium-Potential D.

Athletes receiving APA's will also be eligible for support through the Athlete Medical Scheme (Insurance) and the BOA Passport Scheme.

The number of athletes receiving Podium-Potential APA's is capped at 6. The 6 athletes will be selected using the BWL WCP Selection Policy.

Short Term and Long Term Injuries impact on APAs

In the event of short term injury/illness, and if an athlete is likely to recover to full fitness for training and competition, the athlete may continue to receive their full APA allowance up to a maximum of three months from the point of injury.

To continue to receive funding during a performance limiting injury/illness, the athlete would have to agree an appropriate rehabilitation/training and (if appropriate) competition programme with the Performance Director that would timetable and plot the return of the athlete after the injury/illness to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of the three-month period of injury/illness, the Performance Director would be required to undertake a review with the athlete to assess the commitment and progress of the athlete against the agreed programme. If the athlete, during this three-month period had shown neither commitment nor progress against the agreed programme, the athlete would be given a notice period before being removed from APA support.

Pregnancy impact on APAs

To continue to receive funding during pregnancy (and after childbirth), the athlete would have to agree an appropriate training and competition programme with the Performance Director that would timetable and plot the return of the athlete after childbirth to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of a three-month period after the childbirth, the Performance Director would be required to undertake a review with the athlete to assess the commitment and progress of the athlete against agreed performance targets. If this commitment were not demonstrated

by the time of the three-month review, the athlete would be given a notice period (dependent on her time spent on the WCP) before being removed from APA support.

Transitional APA Funding

One month transitional funding will be offered to all athletes who are leaving the sport by choice, retirement or are no longer nominated for a place on the WCP at Podium or Podium Potential level. This one month transitional funding could be within an athlete's current award period, i.e. Athlete Reviews should be conducted before APAs are due to expire to allow for a transitional period and paperwork to be turned around. Further funding could be offered at current grant level and for a period of time dependent on continuous time spent on WCP to recognise commitment to the programme. This additional transitional funding is made at the discretion of the Performance Director:

- • 1 year = 1 month transitional funding
- • 2 years = 2 months transitional funding
- • 3 years = 3 months transitional funding
- • 4 years > = 4 months transitional funding