

BRITISH WEIGHT LIFTING PARA-POWERLIFTING WORLD CLASS PROGRAM SELECTION POLICY

2022-2023

PREFACE

The High-Performance sporting mission at British Weight Lifting (BWL) is to establish and offer a sustainable World Class Programme (WCP) experience for talented Para-Powerlifters, which supports their development as people and performers. The experience is an opportunity to maximise development and preparation in order for the team to demonstrate the potential of producing medal winning performances consistently at Paralympic Games in the future.

On an annual basis the experience consists of preparatory periods and competitions where education is both formal and informal, collective and individualised, with the support of science practitioners and technical coaches to optimise personal and athletic development.

Athletes who are selected on to the WCP may be nominated for a UK Sport Athlete Performance Award (APA), which is a Lottery-funded grant to support their partnership and engagement with the WCP experience and progress towards a podium finish at the Paralympic Games.

The maximum number of awards available on the WCP between 1ST April 2022 and 31st March 2023 is 9. Therefore 9 UK Sport APA's are available to award to eligible athletes. For the sake of clarity BWL do not have to award all 9 APA's.

At the end of each membership year, current members and new athletes are expected and required to re-apply. All eligible athletes will have their case for membership considered during a selection process.

PURPOSE

This policy has been established to select athletes for the WCP experience who are most likely to:

- Win medals at the either or both of the next 2 Paralympic Games – Paris 2024 and Los Angeles 2028

In doing so along the way, contribute to annual milestone targets agreed my UK Sport. Annual milestone targets are set at a specific event on an annual basis in order to gain insight as to whether the WCP is on track to deliver its performance targets at the next Paralympic Games. Athlete plans are centred around delivering at this annual event in order to maintain confidence in them and the WCP, but also practise delivering targets under similar demands faced at a Paralympic Games, at a named place and time.

The policy seeks to identify and select athletes who show physical and behavioural characteristics akin to further medal success based on WCP learnings:

- Athletes with adequate performance levels and development trajectory,
- Athlete willingness and/or capacity to engage in a collaborative partnership with the WCP. This looks like proactive and clear communication followed by timely action in the pursuit of learning and optimised preparation and performance.
- The ability to balance the performance and personal demands of long-term engagement with the WCP. Athletes must develop themselves as people at the same time as well as recognise the investment of public money into their journey and give back through positive societal impact in the form of voluntary appearances and collaboration with the NGB and its commercial partners.

For the sake of clarity, it is not necessary to select the individuals who bench press the most but instead strike a balance between current performance level, development rate, contribution to WCP evolution and subsequently what it feels like to be part of the WCP for them and all other members.

WORLD CLASS PROGRAMME OBJECTIVES

- To win 1 to 3 medals at the Paris Paralympic Games in 2024.
- To win 2 to 3 medals at Los Angeles 2028 Paralympic Games.
- To develop a sustainable WCP that is driven by the engagement of its athletes and is supported by their contribution to build robust team centred ways of working.
- To consistently recruit and develop an oversupply of talented athletes who demonstrate future Paralympic medal potential.

1. 2022/2023 ELIGIBILITY CRITERIA

To be considered for selection an athlete must be eligible to represent Great Britain under British Paralympic Association (BPA) and IPC rules including the following:

- 1.1. Be a citizen of the United Kingdom and hold a valid British Passport,
- 1.2. Be a member of British Weight Lifting and remaining so during the WCP Membership Period,
- 1.3. Being in good standing, not in dispute 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 IPC,
- 1.4. 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),
- 1.5. Being a participant in the BWL's anti-doping education programme, this may also include engagement with UK Anti-doping (UKAD) online whereabouts systems and major games education programs,
 - 1.6. Meeting the criteria as set out in UK Sport's Eligibility Policy for Athletes in receipt of public funding and/or publicly funded benefits, <https://www.uk sport.gov.uk/resources/eligibility>
 - 1.7. Have completed an application pack and submitted this via email to the Paralympic Performance Director prior to selection, no later than 1ST February 2022.
 - 1.8. Have competed domestically and/or internationally for at least 1 year (at least 12 months between first and most recent BWL or WPPO competition) as a member of the national development training squad or WCP,
 - 1.9. Have competed or been performance tested as part of WPC physical testing within 12 weeks/84 days of selection. Where the day of competition or testing is day zero.
 - 1.10. For funding levels A-D, have achieved an APA funding performance standard at the most recent milestone event or Paralympic Games in the year leading up to selection, in the appropriate weight class category or in a weight class category lighter (Appendix 1).
 - 1.11. For funding level E, have achieved the APA funding performance standard at their most recent international Para-Powerlifting competition in the appropriate weight class or in a weight category lighter.

2. SELECTION OVERVIEW

2.1. Panel

The selection panel will consist of the following individuals

- Chair of the High-Performance Sub-Committee (HPC) – Chair of this selection panel (Voting)
- BWL Paralympic Performance Director (Voting)
- BWL Para-Powerlifting Lead Performance Coach (Voting)
- BWL Head of Performance (Non-voting)
- BWL CEO (Non-voting)

A UK Sport Performance Advisor, member of the British Athlete Commission or a representative from the British Paralympic Association will also be in attendance in an

observatory non-voting capacity and will help ensure that the provisions of this policy are adhered to.

2.2. Panel Responsibilities

It will be the responsibility of the Paralympic Performance Director to ensure that the panel members have the necessary competition performance information and athlete application packs in advance of the meeting with which to support discussion and decision making.

If for any reason a decision is tied the Chair of the panel will have the authority to make a final decision on the selection of an athlete,

As each athlete is considered, panel members must declare any conflicts of interest. Any conflict of interest will stop that panel member from casting a vote, but they may still contribute to the discussion,

There will be no fewer than three members in attendance at any meeting of the selection panel, either in person or through online tele-communications.

3. SELECTION PROCESS

The panel will consider applications submitted by athletes who meet all eligibility criteria in section 1.

For the 2022/2023 membership year, the WCP has 9 places including Podium, Academy and Confirmation places. The panel will approach selection from higher levels of funding to lower levels of funding starting with Podium, then moving onto Academy and then Confirmation.

Current WCP athletes will be reviewed first, followed by new applicants.

Eligible athletes applying for the WCP will initially be considered with respect to a weight class or classes identified within their WCP application.

Performance Director will communicate provisional selection decisions to the athletes who have nominated themselves on the day of the selection meeting.

At the discretion of the selection panel an athlete may be selected in a weight class they had not proposed in their application if there is sufficient evidence and rationale aligned with the purpose of this policy. The athlete would need to agree that this identified weight class is the priority class for them to develop in over the next 12 months.

All athletes will have a commitment to train at the WCP High Performance Centre a minimum of 2 times per month for multiple days on each occasion. Athletes who have exceptional circumstance or have clear evidence as to why that is not necessary may

have their APA modified to 70% in order to reflect the fewer costs incurred by engaging with the WCP.

An example of exceptional circumstances may include travel restrictions, education commitments, work commitments to name a few. Any barriers to attendance, however reasonable will be discussed with the Performance Director to identify potential solutions in an effort to raise engagement at the High-Performance Centre before an agreement is made.

Athletes will be informed of selection decisions within 1 day, verbally and followed up in writing.

4. 2022/2023 SELECTION CRITERIA

The BWL selection panel will consider the criteria below in determining which athletes shall be selected onto the WCP for the 2022-2023 membership year. For the avoidance of doubt the below criteria are not to be assessed in order of priority. Rather, the selection panel shall give due consideration to all the criteria set out below in reaching decisions which shall provide the best possible chance of achieving the policies' purpose and WCP objectives on page 3 of this policy.

At BWL's discretion an athlete who has not met eligible criteria 1.8 – 1.1 may be considered if exceptional circumstances are understood to have prevented these from being met.

The criteria are broken down into two sections, criteria with which current WCP members are selected and criteria which new WCP athletes are selected. Current WCP athletes will be selected first. New athletes may fill empty slots which remain.

For each of the below, the panel will first select Podium athletes, followed by Academy and then Confirmation/Entry level athletes.

4.1. Current WCP members

4.1.1. Podium Athletes

- For Podium A awards, athletes should have delivered silver or gold medals at the Paralympic Games in 2021.
- For Podium B awards athletes should have delivered a bronze medal or all of the following at the 2021 World Championships or 2021 Paralympic Games; a 4th place finish, a minimum of 2 successful lifts out of 3 and the load lifted successfully must be no more than 10kg (men) or 7kg (women) away from the WCP Paris medal forecast

Please be aware that the WCP has a limited number of APA places to award. In order to separate eligible Podium athletes, the following will be prioritised in order to select:

- Medal colour won in the last 12 months at a Paralympic Games or World Championships. Gold trumps silver and silver trumps bronze.
- If candidates have won the same medal, the athlete who has repeated their current funding level performance criteria most often within the last 24 months will be selected.
- If athletes can still not be separated the athletes with the strongest competition development trajectory will be selected. The change in competition performance from the last performance of the year prior to the last performance of the current membership year will be converted in to AH points and divided by the number of whole months between those two competitions. The athlete with the highest average monthly performance change will be selected.

4.1.2. Academy Athletes

- For C and D awards an athlete needs to have demonstrated a performance improvement at the most recent annual milestone event or 2021 Paralympic Games and achieved a minimum of 2 successful lifts at the same event,
- The athlete's competition performance trajectory needs to suggest a medal winning performance is possible at the imminent Paralympic Games or subsequent Paralympic Games,
- The athlete's competition performance trajectory must indicate that they will graduate to Podium level within a maximum 3 years of entering Academy.

Please be aware that the WCP has a limited number of APA places to award. In order to separate Academy athletes, the following will be prioritised in order to select:

- The athlete with the strongest competition development trajectory will be selected. The change in competition performance from the last performance of the year prior, to the last performance of the current membership year will be converted in to AH points and divided by the number of whole months between those two competitions. The athletes on track to graduate from Academy sooner, at the time of selection will be selected using the average monthly performance improvement to decide.

4.2. New WCP Athletes

All new WCP athletes, regardless of performance standard will spend at least 1 year at the Confirmation level even if they have a performance standard outcome which maps against Academy or Podium performance levels. Exceptions may be made at the discretion of the Performance Director for athletes transferring from other WCP's.

New athletes will be selected at Confirmation (level E) based on the following should there be places after selection for current WCP athletes has taken place:

- 2 successful lifts at an international competition

Please be aware that the WCP only has a limited number of APA places to award. In order to separate Confirmation athletes the following will be prioritised in order to select

- Competition development trajectory aligned with graduation of Academy within no more than 2 years. The change in competition performance from the last performance of the year prior or first competition, to the most recent performance prior to selection will be converted into AH points and divided by the number of whole months between those two competitions. The athlete on track to graduate from Confirmation soonest will be selected using the average monthly performance improvement to forecast.

5. APPEALS PROCEDURE

An athlete who was eligible for selection but is not selected may only appeal against the decision on the grounds that this selection policy was not applied correctly or/and there is evidence of unreasonableness, bias and/or unfairness.

Information regarding the BWL Appeals process can be found in Appendix 5.

6. ATHLETE OBLIGATIONS

Any athlete selected onto the BWL WCP will be required to:

- Sign, observe and adhere to the terms of the Performance Athlete Agreement 2022-23.
- All athletes must develop an agreed engagement schedule in Loughborough with the Performance Director. This should:
 - Reflect the agreed needs of the athlete, enhancing identified development areas specific to that athlete
 - Achieve a productive balance between all available and suitable training environments
 - Support the development of WCP ways of working and the culture within the WCP
 - Determine whether the athlete receives a full or modified APA award (70%) based on engagement potential
- Agree and share an Individual Athlete Plan (IAP) with the Performance Director and multi-disciplinary staff team, with the aim of shaping the year ahead, setting targets and documenting all ongoing strategies that emerge from collaborating with the support team and coaches (personal or program coaches).
- Use the PDMS app daily to share bodyweight and wellbeing information with the WCP Athlete Health lead

- Complete a training log where and when agreed with the Performance Director
- Attend agreed training camps and competitions aligned with point 6.3.
- Complete at least 5 UK Sport voluntary athlete appearances per year which can be logged by the athlete appearance portal online.
- Work with BWL commercial and communications departments to promote the BWL brand and Para Powerlifting within the UK

7. DE-SELECTION PROCEDURE

Each athlete who is selected onto the WCP, shortly after selection will meet with the support team and Performance Director to consider their progress and set objectives relating to competition, technical, physical, psychological and career/lifestyle development.

The objectives and progress of each athlete will be reviewed every twice per year. If an athlete fails to achieve their objectives, an action plan will be developed for the athlete in collaboration with their coach and WCP support staff.

The action plan will be re-visited at the next review meeting. If consistent improvement is not achieved, then the BWL Performance Director will present the issue to the BWL High Performance Committee who will decide on any resulting action. The options available include de-selection from the WCP or changing the action plan to improve performance.

Any athlete who breaches the terms of either the Performance Athlete Agreement or otherwise stands accused of bringing BWL and / or the BWL WCP into disrepute, will be reported to the Performance Director. The Performance Director will determine the issue having due regard for natural justice, and the sanctions available which include de-selection from the BWL WCP, a written reprimand and / or a corrective action plan aligned with disciplinary procedures.

If an athlete is de-selected from the WCP at the time of selection or wishes to leave the WCP in the middle of the membership year, Appendix 4 outlines the provision of an Exit period where the athlete will transition off the WCP and its support structures.

8. POLICY REVIEW

This policy will be reviewed and published annually to ensure the principles, criteria and performance standard reflect global medal winning standards and trends.

9. TIMELINE OF CRITICAL EVENTS

- This selection Policy will be shared with members and published on the BWL website in December 2021
- Athlete WCP applications should be submitted to the Performance Director (tom.whittaker@britishweightlifting.org) no later than 23:59:59 on the 1st February 2022
- The selection panel shall convene to select athlete for nomination on the 7th February 2022
- Athletes will be informed of the outcome on the 7th February 2022 by phone and followed up in writing via email.
- An athlete wishing to appeal a selection panel decision not to nominate them must do so between the 7th and 23:59:59 on the 11th February 2022.
 - The grounds for an appeal and appeal process are covered in Section 5 and Appendix 5
 - Anyone provisionally selected who may be impacted by the successful outcome of an appeal will be informed immediately upon receiving and understanding the potential impact of a lodged appeal
- A panel shall convene to review any appeals no later than the 15th February 2022.
- On the 16th February athlete nominations will be submitted to UK Sport for review.
- The deadline for athletes to sign and return Athlete Agreements is the 24th February 2022.
- New memberships will commence from the 1st April 2022.

APPENDIX 1 – 2022/2023 Performance Matrix

The 2022/2023 WCP Performance matrices will be used to determine the individual funding levels for athletes in BWL’s Para-Powerlifting WCP.

Once membership to the WCP has been achieved there is a requirement that the athlete should progress along the funding matrix at a rate agreed with the Paralympic Performance Director, aligned with the matrix below.

BWL have **9 APA awards** from level E to level A across Confirmation, Academy and Podium. The award period is from 1st April 2022 to the 31st March 2023.

Athletes on the WCP and in receipt of an APA will also be eligible for support through the Athlete Medical Scheme (Insurance) and the BOA Passport Scheme

The APA is a grant paid directly from UK Sport to the athlete. The APA is designed to enable athletes to engage effectively with the WCP and meet the necessary training and competition demands associated with progression towards the podium.

APA’s serve to contribute to the **athlete’s ordinary living costs** and **their personal sporting costs**. APAs are subject to a means testing exercise. UK Sport has set a maximum income threshold of £65,000 (including their APA) above which an athlete's APA will begin to be deducted pound for pound.

2022/2023 PERFORMANCE STANDARDS

Podium Funding

Podium B and B+	Podium A and A+
B+ = £23000 per year B = £21500 per year	A+ = £28000 per year A = £26500 per year
Podium B Bronze at a World Champs or Paralympic Games Or 4 th ranked at a World Championships or Paralympic Games + a load no more	Gold or Silver at the Paralympic Games or World Championships. Podium A+ Awarded when an athlete repeats the performance standard in different competitive seasons/calendar years e.g. World Championships in year 1 and

<p>than 10kg (men) or 7kg (women) away from the Medal Forecast and 2 successful lifts in the same event.</p> <p>Podium B+ Awarded when an athlete repeats the performance standard in different competitive seasons/calendar years e.g. World Championships in year 1 and Paralympic Games in year 4 or World Championship in year 3 and Paralympic Games in year 4</p>	<p>Paralympic Games in year 4 or World Championship in year 3 and Paralympic Games in year 4</p>
<p>Where a World Championships or Paralympic Games does not take place in a year, an equivalent event/opportunity will be articulated at the start of the membership year.</p>	<p>Where a World Championships or Paralympic Games does not take place in a year, an equivalent event/opportunity will be articulated at the start of the membership year.</p>
<p>Aligned with UK Sport policy, Podium A awards will be based only on Paralympic Games performances when both a World Championships and Paralympic Games fall in the same season/calendar year.</p>	

Academy and Confirmation Funding

The numbers below are required loads which athletes need to lift at an annual milestone event or Paralympic Games

Included below are also the podium B loads that need to be achieved alongside a 4th place ranking, and multiple successful attempts at a World Championships or Paralympic Games.

Men's Standards 2022/2023

LEVEL	Entry/ Confirmation	Academy		Podium		Paris Medal Forecast
		£11000	£17000	£19000	£21500	
£	£7000	£11000	£17000	£19000	£21500	
CLASS	E	D	C	Paris Potential	Podium B with rank 4 th	
49KG	115	140	150	See information below*	160	170
54KG	123	148	158		168	178
59KG	132	157	167		177	187

65KG	142	167	177		187	197
72KG	152	177	187		197	207
80KG	155	183	195		207	217
88KG	162	189	201		213	223
97KG	167	194	206		218	228
107KG	172	199	211		223	233
107KG+	178	204	216		228	238
EVENT	This total can be delivered in competition or at an organised WCP training test.	These loads need to be delivered at an annual milestone event. The performance must include at least 2 out of 3 successful lifts.			Only achievable at a Worlds or Paralympic Games. At least 2 out of 3 lifts are needed when combining rank with proximity to FMS.	
TIME LIMIT	2 years	3 years		1 year	3 years	

Women's Standards 2022/2023

LEVEL	Entry/ Confirmation	Academy		Podium		Paris Medal Forecast
£	£7000	£11000	£17000	£19000	£21500	
CLASS	E	D	C	Paris Potential	Podium B with rank 4th	
41KG	52	67	80	See information below*	93	100
45KG	59	74	87		100	107
50KG	65	80	94		107	114
55KG	77	92	105		118	125
61KG	82	98	110		123	130
67KG	85	100	112		125	132
73KG	87	102	114		127	134
79KG	89	104	116		129	136
86KG	91	106	118		131	138
86KG+	93	108	125		135	142
EVENT	This total can be delivered. In competition or at an organised WCP training test.	These loads need to be delivered at an annual milestone event. The performance should include at least 2 out of 3 successful lifts.			Only achievable at a Worlds or Paralympic Games. At least 2 out of 3 lifts are needed when combining rank with	

				proximity to FMS.	
TIME LIMIT	2 years	3 years	1 year	3 years	

Paris Potential Funding

For athletes who were in receipt of Podium A or B funding but due to exceptional circumstances were unable to retain that award, this level of funding. Can be awarded for up to one year, where there is evidence, the athlete can bridge the gap and return to medal success in Paris.

APPENDIX 2 - 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.

APPENDIX 3 - Pregnancy

Being pregnant and an elite athlete should not be mutually exclusive. To ensure support is provided for athletes who wish to have a child whilst they are in membership of a high-performance programme and in receipt of an APA, the following policy will apply:

- Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) 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.
- 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 six 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.

If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).

At nine months post childbirth the potential of the athlete should be assessed and confirmed to UK Sport in order to continue to access the APA.

It is important to note that this assessment should indicate the athlete's future medal potential and not necessarily performance outcomes.

An athlete who announces retirement from their sport during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before the APA terminates.

In the event of complications either during the pregnancy or post childbirth, this policy will be flexed as is reasonable to accommodate these circumstances on a case-by-case basis.

UK Sport has commissioned further research into athletes' experiences of pregnancy, with the aim of providing further guidance about how athletes should be supported through pregnancy and post childbirth.



UK Sport reserves the right to adjust this pregnancy policy where the findings of this research suggest the policy should change.

APPENDIX 4 - 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 Academy or Confirmation (podium potential). 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 any necessary 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 aligned with UKS policy:

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

APPENDIX 5 - WCP Selection Appeals Policy

The Selection Appeals Policy binds BWL and each athlete who is on the BWL WCP and has signed the Athlete Agreement. The Appeals Policy applies to any potential WCP athletes who are not selected to the WCP, as well as those who are de-selected.

The grounds of an appeal against a WCP athlete not being selected/deselected are one of the following: there has been a failure to follow the appropriate procedures (e.g. where relevant evidence was not considered as part of selection process), there is a conflict of interest, or a member of the selection panel has a perceived bias.

The Appeal will commence when the Athlete affected by not being selected/deselected makes a formal written appeal to the Paralympic Performance Director/Tom Whittaker (tom.whittaker@britishweightlifting.org) within five working days of notification of not being selected/removed from the programme. If the Athlete fails to submit the Notice within this time limit, he/she will have lost their right to Appeal.

The formal written document from the Athlete will include the full details of the grounds of the appeal. If the Athlete believes that he or she may want to call witnesses in support of the Appeal, then the name(s) of those witnesses should be noted in the formal written appeal.

Upon receipt of the written appeal, the Director of Performance/Tom Whittaker will acknowledge receipt to the Athlete within one working day.

Within no more than 14 days of the Paralympic Performance Director/Tom Whittaker acknowledging receipt to the athlete, the Appeal Panel will convene a hearing. The Appeal Panel will consist of three people and will be chaired by an independent Barrister or Solicitor, who are independent of BWL. The details of the additional Appeal panel members will be confirmed to the athlete ahead of the hearing. The Appeal Panel will be entitled to conduct the Appeal Hearing in such a way as they see fit, including based solely on written submissions if all parties agree. The Athlete should however be given the opportunity to provide oral evidence as well as written if they wish to do so.

The decision of the Appeal Panel, including reasons for that decision, will normally be communicated to the Athlete and all other parties verbally as soon as is practical after the hearing and will be confirmed in writing within two working days of the Appeal Hearing.