

Event: Home Nations & UKAF Cup 2024

Date: 11th-12th April

Location: RAF Cosford



1. Overview

This selection policy has been created to provide an opportunity for Scottish Weightlifters to compete at the Home Nations & UK Armed Forces Cup 2024 providing they demonstrate the potential to contribute towards:

- Medals at 2026 Commonwealth Games, Olympic Games Los Angeles 2028 and/or the Olympic Games Brisbane 2032
- Medals at World Senior Championships, European Senior Championships and Olympic qualification events.

Selection of lifters representing Scotland at this event will be made according to the criteria outlined in this document. The selection criteria remains subject to change because of the unique and extenuating circumstances caused by any Domestic or International challenges which Weightlifting Scotland feel could in any way effect the safety or performance of Team members.

British Weight Lifting, Weightlifting Scotland and our funding stakeholders closely monitor the international competition calendar found [here](#) and all travel advice provided by the British Home office for competition destinations to determine if it is safe and appropriate to attend international events. Weightlifting Scotland & BWL therefore reserves the right to amend this selection policy or process in the event of unforeseen circumstances that could reasonably risk the performance, safety and / or wellbeing of athletes and staff. Long-list athletes will be notified of any changes to this policy by email and updates will be published on the Weightlifting Scotland & BWL Website [here](#).

2. Minimum Eligibility Criteria

To be considered for selection for the Home Nations & UKAF Cup athletes must satisfy the following criteria:

- 2.1 A citizen of the United Kingdom and hold a valid British passport prior to initial entry deadline
- 2.2 In the case of multiple citizenship, the athlete must not have represented another country within a period of 12 months and have been approved by the IWF according to their regulations.
- 2.3 Parent must have submitted an Application of interest [here](#) no later than final day of the qualification period.
- 2.4 Athlete/Parent must send a clear photocopy of their passport and a Passport style headshot via email to kristian.mcphee@britishweightlifting.org no later than the final day of the qualification period.
- 2.5 A current member of British Weight Lifting (Weightlifting Scotland & BWL) & **current member of the Scotland Regional Pathway Squads**
- 2.6 Athlete must not be currently under:
 - a) disqualification, expulsion or suspension by all or any of: Weightlifting Scotland & BWL; the athlete's respective National Federation; the IWF; the EWF, IOC and/or any other body competent and recognised by Weightlifting Scotland & BWL; or disqualification, expulsion or suspension under the World Anti-Doping Code.
- 2.7 Athlete must remain compliant with the Weightlifting Scotland & BWL and IWF Anti-Doping Controls and complete all relevant UKAD Education & Training required by British Weightlifting and the IWF

- 2.8 Athlete must meet the codes of conduct laid out by British Weight Lifting by signing the 'Athlete agreement'
- 2.9 Athlete must have attended a '& BWL Behaviours & Standards Framework' induction and display appropriate behaviours at all competitions and training camps in-line with the 'BWL Athlete agreement'

("Minimum Eligibility Criteria")

If the Athlete meets the Minimum Eligibility criteria at the time of selection but subsequently, prior to or during the Event fails to meet them, then Weightlifting Scotland & BWL shall have absolute discretion to deselect the Athlete from the Event.

Any queries about the 'Minimum Eligibility Criteria' for this competition should be sent to Weightlifting Scotland & BWL Pathway Lead no later than one week before the end of the qualification window.

3. Qualification standards

Weightlifting Scotland & Weightlifting Scotland & BWL will select a team which prioritises the athletes which have the best potential to win medals and contribute to the overall performance of the team at this event. This policy allows for the selection of Weightlifters who have demonstrated consistent, long-term commitment to Weightlifting and the potential to win Medals at the following events (in order of priority) the 2026 Commonwealth Games, Olympic Games Los Angeles 2028 and/or the Olympic Games Brisbane 2032.

3.1 Minimum qualification standard

The athlete must be the top 3 in their respective age category & region in their percentage of their Olympic Pathway Standard from September 9th 2023 – 25th February 2024

For clarity the "athletes age" should be considered as their age on the 31st December of the year that the qualification period ends.

E.g. If the qualification deadline ends on 31/12/2023 then the athlete must lift the qualification total for their age in 2023

If the qualification period ends on 01/01/2024 then the athlete must lift the total for their age in 2024

3.2 Athletes must have lifted in at least one (1) of the following events in the last twelve (12) months to be eligible for selection. Results from these events will also be considered in order of importance ahead of results recorded at other events if they fall within the qualification period:

- Home Nations Age-Group Championships 2023
- British Age-Group Championships 2023
- Home Nations Age-Group Championships 2024

3.3 Athletes must be a current member of the Scotland Regional Pathway Squads for the 23-24 season

3.4 "Ranking Standard" Athletes will be ranked for selection from the percentage of the Olympic Pathway Standard

Male Olympic pathway standard [here](#)

Female Olympic pathway standard [here](#)

Weightlifting Scotland & BWL strongly discourages any acute weight loss practices (often known as "cutting weight") for all athletes under the age of 18. Youth and Junior (u20) athletes will increase 2-3 categories on average and Weightlifting Scotland & BWL sees no developmental benefit in cutting weight to achieve short-term performance goals unless an athlete is considered 'fully mature'. For the

sake of clarity Weightlifting Scotland & BWL considers an athlete to be fully mature only when the athlete has grown to their predicted height and has a bodyweight in accordance with the Height vs. Weight ratios outlined for Complete British Weightlifters. Weightlifting Scotland & BWL reserves the right to adjust bodyweight in line with long term athlete development post-selection where cutting weight would be a detriment to a youth athlete's health.

Extenuating circumstances can be considered in specific situations where an athlete is unable to achieve the minimum eligibility criteria through no fault of their own. Please see appendix 3 for further details on how to request extenuating circumstances. Exemption is at the discretion of the Weightlifting Scotland & BWL performance committee and Weightlifting Scotland & BWL Head of Performance.

4. Selection Process

The selection panel will convene to select athletes during the week after the end of the qualification period (subject to change by Weightlifting Scotland & BWL). The selection process will be conducted by a Weightlifting Scotland & BWL selection panel, who will be provided with (without limitation) the following supporting information:

(1) The most up to date copy of Scotland Rankings

(2) Results from British & relevant Scotland Championships

(3) Athlete Profile - containing key information about each athlete to support voting members to make informed, objective decisions. The Dashboard will include the following information

- UKS Performance Funnel including complete results history
- National Camp register of attendance (if applicable)
- Comments from the Weightlifting Scotland & BWL Youth and Junior Performance Coaches
- Details of any relevant Dispute (as defined in appendix D)

The advice and experience of the Weightlifting Scotland & BWL performance team and International Arena coaches who work regularly with athletes during training camps and international competitions will be considered throughout the selection process to evaluate whether athletes demonstrate the necessary performance behaviours to deliver medal winning performances at this competition and future events.

Selection process will take place in 2 phases

Weightlifting Scotland Team size restrictions

The cup regulations the following rules apply

4.1 *There is one Scotland team to select*

4.2 The maximum team size for this event is 6x Youth & 6 Junior & U23

Phase 1 (Final team Selection)

4.3 If the Olympic Pathway Standard of two athletes is equal then the selection panel at their discretion reserves the right to select the athlete who demonstrates the greatest potential to win Medals at the following events (in order of priority) 2026 Commonwealth Games, Olympic Games Los Angeles 2028 and/or the Olympic Games Brisbane 2032 Olympics, the following criteria are to be considered in order of importance::

4.3.1 *Competition results*

4.3.2 *Engagement with Training Squads and performance reviews*

4.3.3 *International Performance trends and predicted medal zones for this event*

4.4 An athlete must consistently display performance related behaviours as outlined by the Weightlifting Scotland & BWL Athlete agreement, which provide the selection panel with confidence that the athlete will not negatively affect the performance of other selected athletes. The selection panel at their discretion reserves the right not to select an athlete if reasonable concerns exist about their behaviour within the last twelve (12) months, which the panel feel could negatively impact the following:

4.4.1 *The performance of the athlete*

4.4.2 *The performance of the team as a whole*

4.4.3 *The reputation of Weightlifting Scotland & BWL.*

4.4.4 *The health, wellbeing and safety of athletes, coaches, and support staff*

5 Additional Conditions of Selection

Once selected all athletes must maintain all of the following conditions of selection, (failure to do so may result in de-selection at the discretion of the selection panel):

5.1 Meet all the Minimum Eligibility Criteria in section 2 above.

5.2 Abide by the Weightlifting Scotland & BWL Athlete code of conduct

5.3 Complete any additional anti-doping education that is necessary to maintain eligibility to compete

5.4 Work with the performance team to agree a competition strategy which aligns to performance targets at this competition.

5.5 Wear appropriate apparel as specified by Weightlifting Scotland & BWL at all camps, events, and this competition

5.6 Adhere to specified travel dates organised by Weightlifting Scotland & BWL

5.7 Inform Weightlifting Scotland & BWL immediately should their preparation become interrupted in any way, including injury and illness, between point of selection and your day of competition.

5.8 Keep selection confidential until an official team announcement has taken place by Weightlifting Scotland & BWL.

At point of selection the Weightlifting Scotland & BWL Head of Performance and members of the selection panel reserves the right to set additional 'conditions of selection' for all athletes in any of the following key areas:

5.9 *Capability to deliver against performance targets*

5.10 *Athlete Health & Fitness*

5.11 Submit training and bodyweight information as requested by Weightlifting Scotland & BWL

5.12 *Performance trajectory*

5.13 *Engagement with the performance team and training squads in the lead up to the event*

6. Funding & Sponsorship

This event is funded by BWL, UK Sport and or Home Nations funding bodies. It is an athlete's responsibility to carefully read the Weightlifting Scotland & BWL 'Athlete Agreement' and fully comply with the requirements of these legal documents regarding advertising their sponsors. Failure to do so could result in de-selection.

Weightlifting Scotland & BWL recognise that Athletes may have sponsors who support them in the lead up to this competition, where these sponsors have asked to be promoted by the athlete following

their selection, we recommend they contact the Weightlifting Scotland & BWL Head of Performance to discuss any potential conflicts with current or potential partners.

7. Confirmation of Health, Fitness and deselection

Each selected athlete must consistently display performance related behaviours, which provide the Weightlifting Scotland & BWL Performance Team and Selection Panel with confidence that they can achieve key performance targets.

The Selection Panel under the advice of the Weightlifting Scotland & BWL Performance Team reserve the right to de-select any athlete who fails to adhere to the terms outlined in this selection policy & the 'Weightlifting Scotland & BWL Athlete Agreement', or who has failed or refused to prove their form or fitness as highlighted below.

- 7.1 Any cause for concern over injury or illness arising from an examination or otherwise will lead to the athlete needing to demonstrate fitness at the discretion of the Weightlifting Scotland & BWL Head of Performance. The athlete will be asked to undergo a suitable fitness assessment with Weightlifting Scotland & BWL designated sport science & medicine personnel and/or the Weightlifting Scotland & BWL Head of Performance (as appropriate).

If Weightlifting Scotland & BWL wishes to request an assessment before-departure for competition, then Weightlifting Scotland & BWL will provide reasonable notice of no less than 72 hours if it wishes to request an assessment.

If Weightlifting Scotland & BWL wishes to request an assessment after-departure for competition, then Weightlifting Scotland & BWL may request an assessment as soon as is practically possible in the interest of athlete and staff safety.

If an assessment determines that an athlete is not fit to compete then Weightlifting Scotland & BWL may outline an appropriate course of action to resolve the situation, which may include deselection if a resolution is not deemed possible.

- 7.2 If it is the reasonable opinion of the Weightlifting Scotland & BWL performance team through observation of an athlete's training / competition / lifestyle does not demonstrate that they are on track to achieve agreed performance targets, then Weightlifting Scotland & BWL will be entitled to request an assessment of the Athlete's Form & Fitness.

The Weightlifting Scotland & BWL Head of Performance is entitled to designate appropriate coaching or sport science & medical personnel to assess the athlete's Lifestyle, performance planning and/or their commitment and adherence to training.

The findings of this assessment will be used to determine whether the athlete can achieve agreed performance targets at the selected competition.

If an assessment determines that an athlete is not fit to compete then Weightlifting Scotland & BWL may outline an appropriate course of action to resolve the situation, which may include deselection if a resolution is not deemed possible.

- 7.3 If an athlete displays inappropriate or unacceptable behaviour that reflects poorly on Weightlifting Scotland & BWL, themselves or other selected team members, Weightlifting Scotland & BWL is entitled to investigate the situation fully.

If the actions of the athlete cannot be resolved, negatively affect other selected team members or there is a risk that there will be a negative effect on performance of other individuals or the team at the championships, then Weightlifting Scotland & BWL may outline an appropriate course of action to resolve the situation, which may include informal or formal disciplinary action and deselection if a resolution is not deemed possible without having an impact on the performance of the team.

If Weightlifting Scotland & BWL concludes that an athlete has been found not to have met the above criteria for continued selection (7.1, 7.2, 7.3, 7.4), the selection panel at their discretion reserves the right to:

- de-select the athlete
- set further conditions of selection
- request further assessment of health & fitness.

A deselected athlete will be entitled to appeal the decision and provide written representation in accordance with the Weightlifting Scotland & BWL appeals procedure (9.0).

Subject to the conclusion of any ongoing athlete appeals the Weightlifting Scotland & BWL Selection panel reserves the right to replace a deselected athlete with another eligible athlete that demonstrates appropriate form & fitness to achieve performance objectives at this event. Deadline for Athlete replacement is 2 weeks before the final verification of entries meeting (TBC).

8. Selection Panel

The selection panel will be chaired by the Chair of Weightlifting Scotland & BWL's Performance Committee and will comprise of:

- BWL Lead Pathway Coach (Kristian McPhee) - Chair
- Weightlifting Scotland Performance Pathway Coach John McEwan
- Weightlifting Scotland Pathway Coach Danny Nye
- 1 member of the Weightlifting Scotland & BWL Performance Committee

Other members of Weightlifting Scotland & BWL may be in attendance in a non-voting capacity to supply background information and technical or medical information.

- BWL Head of Performance
- Weightlifting Scotland Performance Pathway Coordinator
- BWL point of contact for the event etc.
- BWL Pathway Operations Lead

A written summary of the notes from this meeting will be recorded and available to an athlete on request in the event an athlete wishes to consider appealing the selection panel's decision.

Athletes will be informed by email of the selection decision no later than 17:00 on Friday of the week of selection (subject to change by Weightlifting Scotland & BWL).

Athletes who are not selected or who are deselected will be provided with a clear reason for their non-selection in accordance with this policy to allow them to make an informed decision on whether to appeal.

All conflicts of interest will be declared. A conflicted individual will not vote on that selection or be permitted to contribute to discussions unless their views are specifically requested by the Chair of the selection Panel.

In the event of a tied vote the Chair of the Performance Committee will cast the deciding vote.

9. Appeals

Athletes have the right to appeal their non-selection in accordance with the "BWL Selection Appeals Policy". A copy can be obtained [here](#). Deadline for submitting appeals is 12:00, 72 hours after notification of the selection decision (subject to change by Weightlifting Scotland & BWL).

Athletes have the right to appeal if they are de-selected in accordance with the "Weightlifting Scotland & BWL Selection Appeals Policy"

Weightlifting Scotland & BWL reserves the right to deselect athletes if sufficient evidence exists to suggest that an athlete is not meeting the conditions of this policy. Weightlifting Scotland & BWL will give athletes a minimum of 72 hours to notify Weightlifting Scotland & BWL of intention to appeal their deselection.

Weightlifting Scotland & BWL will not take further action to remove an athlete's eligibility to compete until a decision on any appeal has been reached.

Until 2 weeks before the final verification of entries meeting (TBC) Weightlifting Scotland & BWL reserve the right to select another eligible athlete to replace a deselected athlete subject to conclusion of any appeal process.

The appeals panel will normally comprise of.

- A legal representative (Who shall be a qualified Lawyer) (Chair)
- One additional independent Weightlifting Scotland & BWL Board member
- One additional independent Weightlifting Scotland & BWL Board member

Other members of Weightlifting Scotland & BWL may be in attendance in to supply background information.

All conflicts of interest will be declared. A conflicted individual will not vote on that selection or be permitted to contribute to discussions unless their views are specifically requested by the Chair of the Panel. In the event of a tied vote the Chair will cast the deciding vote.

APPENDIX A

Timeline and critical dates (Subject to change by Weightlifting Scotland & BWL/CGE/BOA/IWF/EIF/CWF)

1. **Inform BWL of Intention to attempt to gain selection** – Athletes seeking nomination must confirm their intention and agreement to this Policy by submitting the online form [here](#)
2. **Submit necessary accreditation information** – Athletes / Parents must return an up-to-date copy of the Athlete's passport to the Weightlifting Scotland & BWL Head of Performance no later than 23:59, on the final day of qualification
3. **Qualification opens** – The qualification window will open on **9th September 2023**
4. **Priority Selection events** – the following events will be seen as key selection events due to the standard of competition and officiating. Results recorded in these competitions will be given greater weighting.
 - Home nation age-group Championships
 - International Results
5. **Qualification ends** – The qualification window will close on 25th February 2024
6. **Selection meeting** – will take place during the week after the close of the qualification window. The selection committee will convene to select athletes.
7. **Selection panel decisions** – Athletes will be informed of selection decisions no later than 17:00 on Friday of the week of selection. Selection decisions will be communicated to the selected athletes and non-selected athletes.
8. **Appeal deadline for non-selection** - Athletes have 72 hours following confirmation of selection to file an appeal for their non-selection. Athletes in categories where appeals have been submitted will be immediately informed if an appeal is submitted
9. **Appeals panel meeting** - All appeals will be heard within 72 hours of the appeals deadline
10. **Appeals decision** - All Athletes affected by the decision of an appeal will be informed within 24 hours of the conclusion of the appeals meeting

APPENDIX C

Consideration for selection under extenuating circumstances

Criteria for consideration - Athletes experiencing challenges related to any of the following criteria may apply for Extenuating circumstances:

- Academic limitations
- Vocational limitations
- Financial limitations
- Poor physical wellbeing
- Poor mental wellbeing.

Supporting Evidence - The following information must be sent to kristian.mcphee@britishweightlifting.org before the qualification deadline.

- *A letter outlining the reasons for and nature of the exemption request. (no more than 250 words)*
- *A signed and dated supporting statement from a relevant individual (e.g., Psychiatrist, Doctor, Teacher, Line Manager)*

Review Process - The Selection panel will review each case during the selection meeting at the end of Phase 2 of the 'selection process' (4.0). Discussion will consider the following criteria:

- Is the request for exemption considered reasonable and is the evidence provided considered to be true and accurate?
- Is the athlete engaged with the NGB and do they have an up-to-date performance plan which includes a competition plan and clearly articulated development objectives?
- Has the athlete fulfilled all other minimum selection criteria, and would the panel have selected them during the selection process under normal conditions?
- Does the panel agree that not competing during the qualification period serves the best interest of the performance of the athlete or team?
- Does the panel agree that competing at the goal event is in the best interest of the athlete or team considering their individuals current extenuating circumstances?
- Does selection of the athlete displace the selection of another athlete who has fulfilled all minimum eligibility criteria?
- Has the athlete lifted the qualification standard in the last 12 months in the same category they have declared interest to compete in?
- Is the athlete on a 'UKS Named support plan'? Is there a risk to the individual or Weightlifting Scotland & BWL losing individual funding if the athlete is not selected for this event?

Accepted Solutions - If the case for extenuating circumstances is granted the panel can propose any or all the following solutions:

- The panel can choose to consider historic results recorded up to 12 months prior to the qualification deadline
- The panel can choose to extend the qualification period for the athlete to allow them more time to fulfil the necessary qualification criteria that the extenuating circumstances prevent them from demonstrating.
- The panel can request that the athlete completes a 'Fitness test' on a defined date, time, and location in the presence of the performance team to demonstrate that they can achieve key performance targets.

APPENDIX D

Definition of Key Terms

British Olympic Association (BOA) – the organisation which governs and approves the selection of “Team GB” athletes and Officials for the Olympic Games.

British Weight Lifting (Weightlifting Scotland & BWL) – the National Governing Body for Weightlifting and Weight Training in the UK

Commonwealth Games Scotland (CGE) – the organisation which governs and approves the selection of “Team Scotland” athletes and Officials for the Commonwealth Games.

Commonwealth Games Federation (CGF) – the organisation which governs the Commonwealth Games

Commonwealth Weightlifting Federation (CWF) – the commonwealth federation which governs the sport of Weightlifting across the Commonwealth, overseeing the Commonwealth Championships and the Weightlifting event at the Commonwealth Games.

Dispute – any claim, action, suit, arbitration, proceeding, investigation, complaint or prosecution to which the Athlete is a party or materially involved details of which it appears necessary (in Weightlifting Scotland & BWL’s sole discretion) to make available to the Selection Panel.

For example only (and without limitation to Weightlifting Scotland & BWL’s discretion) if an athlete is under investigation for and/or charged with conduct which:

- A) (if convicted) amounts to criminality for which a custodial sentence may be given and/or criminality which harms or places in danger other individuals,; or
- B) would bring or brings Weightlifting Scotland & BWL and/or the sport into serious disrepute;

then details of this kind of Dispute may be notified to the Selection Panel if Weightlifting Scotland & BWL believes it will ensure factors such as (and without limitation) fairness, safety of any other individuals participating in or attending the Event (or training and preparing for the Event) and/or the reputation of: Weightlifting Scotland & BWL, the sport and/or the Event.

Engaged Performance Athlete – an athlete who is present at 80% or more of the Weightlifting Scotland & BWL Camps & Training Squad opportunities they are invited to attend and has worked in collaboration with the NGB to maintain an up-to-date performance plan which includes a competition plan and clearly articulated development objectives.

European Weightlifting Federation (EWF) – the continental federation which governs the sport of Weightlifting in Europe, overseeing major continental championships etc.

International Olympic Committee (IOC) – the organisation which governs the Olympic Games and affiliated international federations (e.g., the IWF)

International Weightlifting Federation (IWF) – the federation which governs the sport of Weightlifting globally

Long List Athlete – An athlete who has completed an application of interest and submitted all other necessary documents 6 months before the event.

Performance Targets – With consideration for the expectations of key funding partners Weightlifting Scotland & BWL reserves the right to agree individualised performance targets specific to the athlete, event, or both. Weightlifting Scotland & BWL will communicate performance targets in writing with each athlete no less than 6 weeks before any event. If no performance target is set Weightlifting Scotland & BWLs generic performance targets for international competition will apply. Weightlifting Scotland & BWLs generic performance target for international competition are as follows:

- Athletes should make a minimum of 4/6 lifts
- Athlete should lift no less than equal to their Personal Best for the selected weight category

Sport Scotland – a funding organisation who provides funding to support grass roots and the development of elite sport pathways in Scotland for athletes who demonstrate potential to win medals at the Commonwealth games.

Sport Scotland – a funding organisation who provides funding to support grass roots and the development of elite sport pathways in Scotland for athletes who demonstrate potential to win medals at the Commonwealth games.

Sport Wales – a funding organisation who provides funding to support grass roots and the development of elite sport pathways in Wales for athletes who demonstrate potential to win medals at the Commonwealth games.

UK Sport – a funding organisation who provides funding to support the development of elite sport pathways in the United Kingdom for athletes who demonstrate potential to win medals at the Olympic games.