

**BWL World Class Programmes 2013-17**

**IPC Powerlifting**

**Selection Policy**

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

**May 2015**



**BRITISH  
WEIGHT  
LIFTING**

|  |   |
|--|---|
| PREFACE .....                          | 3 |
| PURPOSE.....                           | 3 |
| WORLD CLASS PROGRAMME OBJECTIVES ..... | 3 |
| 1. ELIGIBILITY CRITERIA.....           | 3 |
| 2. SELECTION OVERVIEW .....            | 4 |
| 3. SELECTION PROCESS .....             | 4 |
| 5. APPEALS PROCEDURE.....              | 6 |
| 6. ATHLETE OBLIGATIONS.....            | 6 |
| 7. DE-SELECTION PROCEDURE .....        | 6 |
| 8. TIMELINE OF CRITICAL EVENTS .....   | 7 |
| 9. ADDITIONAL MATTERS: .....           | 7 |
| Appendix 1 – Performance Matrix .....  | 8 |
| Appendix 2 - Application Form.....     | 9 |

## **PREFACE**

A High Performance vision 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 win medal at Olympic and Paralympic Games in the future.

The maximum number of places available on the WCP is 6 for Weightlifting (females only) and 5 for IPC Powerlifting.

Athletes who are on the WCP are then 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. BWL have one (1) A level podium and four (4) podium potential APA places available to award to eligible athletes.

## **PURPOSE**

The policy has been established to select athletes for the WCP who are most likely to win medals at the Paralympic Games in Rio 2016 and/or Tokyo 2020 and who can take full advantage of the opportunities and support on offer from the WCP.

It has been based on the following:

- An athlete's rate of progression in performance and the likelihood of them producing a medal winning performance at the Rio 2016 and/or Tokyo 2020 Paralympic Games
- Athlete willingness to work with others and be productively supported by a multidisciplinary team that includes coaching, sports science and medicine in Loughborough on a weekly basis

## **WORLD CLASS PROGRAMME OBJECTIVES**

- To win 1 to 3 medals at Rio 2016 Paralympics including 1 Gold Medal
- Increase the potential to win more medals at the Tokyo 2020 Paralympic Games than in Rio 2016

## **1. ELIGIBILITY CRITERIA**

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

- being a citizen of the United Kingdom and hold a valid British Passport
- being a member of British Weight Lifting and remaining so during the Membership Period
- 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 IPC
- 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).
- being a participant in the 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
- meeting the criteria as set out in UK Sport's Eligibility, Conduct and Consequences Policy for Athletes in receipt of public funding and/or publicly funded benefits
- have achieved a minimum performance standard which may include; reaching level F (Appendix 1) within competition in the last 3 months for new athletes or have made progress within the funding matrix over 1 year of WCP membership for existing WCP athletes
- be able to alter work commitments to facilitate training in Loughborough on a weekly basis

## **2. SELECTION OVERVIEW**

2.1. The selection panel will consist of the following members:

- Member of the High Performance Committee (HPC) - CHAIR
- BWL Performance Director
- BWL Paralympic Performance Manager

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

- 2.2. It will be the responsibility of the BWL Paralympic Performance Manager to ensure that the Panel members have sufficient information in advance of the meeting on which to make their decisions.
- 2.3. 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
- 2.4. There will be no fewer than three members in attendance at any meeting of the Selection Panel, either in person or through telecommunications
- 2.5. The selection panel may set conditions and targets for each athlete on the BWL WCP, some of which may have to be met before membership can start

## **3. SELECTION PROCESS**

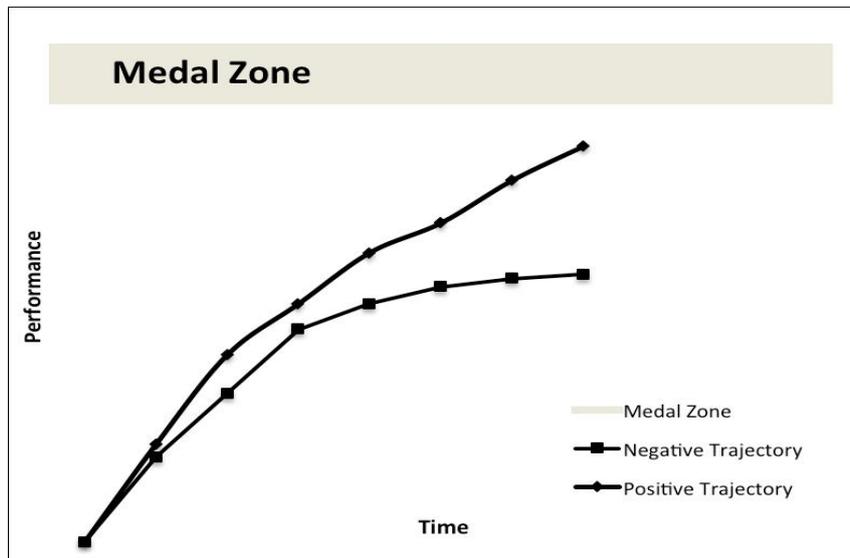
- 3.1. For athletes who satisfy the eligibility criteria who wish to be considered for selection on the WCP please complete the attached application form (Appendix 2). All applications should be submitted electronically or by post to the Paralympic Performance Manager by 17:00 on the 31/03/2015. Nominations received after this time will not be eligible for consideration
- 3.2. All applications will be reviewed and if there are unknowns relating to section 3 the athlete will be invited to interview with the Performance Director and Performance Manager prior to 17/03/2015. The selection panel will consider the information from this interview in the selection meeting
- 3.3. Each athlete who has completed an application will be presented for the Selection Panel for consideration
- 3.4. The Paralympic Performance Manager or Performance Director will communicate selection decisions to the athletes who have nominated themselves within 1 day of the Selection meeting
- 3.5. 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

## **4. SELECTION CRITERIA**

The BWL selection panel will take into account the following in determining which athletes shall be selected onto the WCP. 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 of the criteria set out below in reaching decisions which shall provide the best possible chance of achieving the purpose set out in the WCP Objectives on page 3 of this policy.

- 4.1. The maximum number of places available on the WCP is 5 (1 podium and 4 podium potential), however, this squad size can be smaller than this based on athletes satisfying this criteria adequately. For the avoidance of doubt, not all athletes who fulfil the selection criteria may be selected to the WCP
- 4.2. Trends and world standards within the weight categories to predict likely medal winning performances
- 4.3. Athlete's likelihood to win medals at the Rio 2016 and/or Tokyo 2020 Paralympic Games. This will include analysing the athlete's performance trajectory and using this to assess the likelihood of performance levels being achieved that will be necessary to medal at a Paralympic Games (as illustrated in Fig.1)

- 4.4. The number of years the athlete has been competing in the sport
- 4.5. The athletes medical history and current injury status
- 4.6. Athletes capabilities and intentions to fully integrate WCP support into their preparation. This includes:
  - 4.6.1. maximising the capabilities of sports science and medicine services in Loughborough to support preparation and improvement in performance
  - 4.6.2. The athlete's openness to implementing change in their preparation based on objective data relating to their technical and physical abilities
  - 4.6.3. Athletes endeavour to develop and maintain a lifestyle that prioritises and supports improvements in training and competition performances.
  - 4.6.4. Evidence of the athlete displaying the following values; honesty, teamwork, open-mindedness, effort and accountability
  - 4.6.5. Athletes applying to enter the program at level F will be supported to train in Loughborough 3 days per week and engage with a training program devised by BWL. Once on the WCP athletes have up to 3 months with support from performance lifestyle to achieve this training frequency in Loughborough. Failure to do so will risk de-selection from the WCP.
  - 4.6.6. Athletes applying to enter the program at level F should achieve level E in competition within a maximum of 2 years on the WCP
  - 4.6.7. Athletes must have a rising performance profile that indicates they have the potential to be a future Paralympics medallist
- 4.7. Additional considerations for current WCP and Confirmation athletes will also include:
  - 4.7.1. Objective data specific to training progress including details of actual training (including exercises, intensities, volumes) as provided from athletes training log and strength diagnostics
  - 4.7.2. Evidence of productive integration and engagement with support staff to improve performance. This includes:
    - Proactively seeking opportunities to enhance performance
    - Consistent and regular communication with support staff.
    - Open-mindedness and personal accountability
  - 4.7.3. Progress that has been made with respect to the Performance Matrix (Appendix 1)
  - 4.7.4. Athletes currently on Level F should have achieved level E performance requirements after a 2 years of WCP funding.
  - 4.7.5. Alignment of the athletes preparation plan with WCP targets



**Fig 1. Demonstrates a positive performance trend on a trajectory with the current medal zone vs a negative performance trend demonstrating a plateau in performance.**

## 5. APPEALS PROCEDURE

An athlete who was eligible for selection but was not selected may appeal against the decision on the grounds that this selection policy and / or the selection criteria was not applied correctly.

Information regarding the BWL Appeals process can be provided upon request by contacting the BWL office on 01132 249402 or emailing the performance manager: [tom.whittaker@britishweightlifting.org](mailto:tom.whittaker@britishweightlifting.org)

## 6. ATHLETE OBLIGATIONS

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

- 6.1. sign and observe the terms of the BWL Athlete Agreement 2013-17 (Appendix 4).
- 6.2. discuss and agreed a training and competition programme with the Program Manager which is designed around meeting key performance targets at identified competitions
- 6.3. attend regular training camps and agreed competitions

## 7. DE-SELECTION PROCEDURE

- 7.1. Each athlete who is selected onto the BWL WCP will meet with the Performance Director and BWL Performance Manager to consider their progress and set objectives relating to competition, technical, training, physical and psychological development
- 7.2. The objectives and progress of each athlete will be reviewed every three 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
- 7.3. The action plan will be reviewed on a regular basis. If consistent improvement is not achieved then the BWL Performance Manager will present the issue to the BWL Performance Director who will decide on any resulting action. The options available include de-selection from the BWL WCP, or changing the action plan to improve performance
- 7.4. 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, will be reported to the Performance Director. The Performance Director will determine the issue having due regard for natural justice, and the sanctions available to it will include de-selection from the BWL WCP, a written reprimand and / or a corrective action plan

## **8. TIMELINE OF CRITICAL EVENTS**

- 8.1. By the 31<sup>th</sup> March 2015 - Athletes submit WCP application by 17:00hrs
- 8.2. Week beginning 6<sup>th</sup> April 2015 – Athletes complete New Funding Year Interview in Loughborough as necessary
- 8.3. On the 17<sup>th</sup> April 2015 - Selection Panel convenes to select up to a maximum of 5 athletes onto the WCP
- 8.4. On the 17<sup>th</sup> April 2015 - Athletes will be notified by phone if their application has been successful or not and a selection letter will be emailed out\*
- 8.5. On the 20<sup>th</sup> April 2015 – The deadline for submitting appeals is 1700hrs and athletes informed if they are likely to be affected by an appeal
- 8.6. On the 21<sup>st</sup> April 2015 - Appeal meeting
- 8.7. On the 22<sup>nd</sup> April 2015 - Athletes informed of outcome of Appeal meeting
- 8.8. By the 4<sup>th</sup> May 2015 - Athletes sign and return BWL Athlete Agreement
- 8.9. On the 5<sup>th</sup> May 2015 - Athletes nominated to UK Sport for APA

\* Selection is provisional at this time until all appeals are resolved and athlete agreements have been signed.

## **9. ADDITIONAL MATTERS**

Any matters arising from this selection process that are not covered within this policy shall be determined by the BWL High Performance Committee (or representative thereof) acting at their sole discretion.

## Appendix 1 – Performance Matrix

### IPC Powerlifting Performance Matrix 2015-2016

BWL Performance matrices that will be used to determine the funding levels for athletes in BWL IPC Powerlifting WCP squads. This performance matrix will be used as part of the BWL WCP Selection Policy to determine Athlete Performance Awards.

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 Performance Manager and Performance Director.

BWL have **4 podium potential places** from level F to level D and **1 podium level place**. The award period is from May 2015 - 30th April 2016.

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.

#### Podium Performance Requirements

The information below outlines the selection requirements for Podium funding from 1<sup>st</sup> May 2015 to 30<sup>th</sup> April 2016.

| PODIUM LEVEL | ELIGIBILITY REQUIREMENTS   | MAINTENANCE  |
|--------------|--|--|
| <b>A</b>     | For athletes who have won a gold medal at senior World Championships or Paralympic Games in 2014 or finished the year with a world ranking of number 1 achieved at an international IPC events | At the end of the funding year the athlete has a trajectory that indicates they can challenge for a gold medal at the Paralympic games in 2016 |
| <b>B</b>     | For athletes currently winning medals at senior World Championships and Paralympic Games and have an end of year top 3 world ranking with the potential to win a medal at a Paralympic Games.  | At the end of the funding year the athlete has a trajectory that indicates they can challenge for a medal at the Paralympic games in 2016      |
| <b>C</b>     | For athletes who finish the year with a top 5 world ranking and have a performance trajectory that indicates the capability of winning a medal at the Paralympic Games 2016                    | At the end of the funding year the athlete has a trajectory that indicates they can challenge for a medal at the Paralympic games in 2016      |

Although BWL have 1 podium place currently available, if more than one athlete achieves a podium level performance between 1st Mat 2015 and 1st December 2015, this does not guarantee further podium places for the WCP from UK Sport but strengthens their case to bin for additional podium places.

## Podium Potential Performance Requirements

### MALE

| CLASS  | D-£12K | E-£8K | F-£7K |
|--------|--------|-------|-------|
| 49KG   | 150    | 138   | 98    |
| 54KG   | 156    | 144   | 108   |
| 59KG   | 164    | 154   | 115   |
| 65KG   | 171    | 161   | 128   |
| 72KG   | 183    | 173   | 132   |
| 80KG   | 190    | 180   | 143   |
| 88KG   | 199    | 187   | 150   |
| 97KG   | 205    | 193   | 156   |
| 107KG  | 212    | 202   | 163   |
| 107KG+ | 227    | 215   | 173   |

### FEMALE

| CLASS | D-£12K | E-£8K | F-£7K |
|-------|--------|-------|-------|
| 40KG  | 82     | 76    | 53    |
| 45KG  | 85     | 80    | 58    |
| 50KG  | 96     | 90    | 63    |
| 55KG  | 104    | 98    | 68    |
| 61KG  | 107    | 100   | 76    |
| 67KG  | 110    | 102   | 79    |
| 73KG  | 112    | 104   | 83    |
| 79KG  | 114    | 106   | 85    |
| 86KG  | 117    | 109   | 87    |
| 86KG+ | 122    | 113   | 89    |

### 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

## Appendix 2 – Application Form for Selection to the WCP for IPC POWERLIFTING

Please accept my application for consideration for selection to the British Team for the 2016 Paralympic Games powerlifting.

I acknowledge that I have read, understood, and agree to follow the British Weight Lifting Selection for the WCP

I agree that as a condition of my place on the WCP, I will be obliged to enter into the following agreements prior to my nomination for an APA

- The British Weight Lifting WCP Agreement

| ATHLETE DETAILS    |  |
|--------------------|--|
| Athlete's name     |  |
| Address            |  |
| Email              |  |
| Mobile             |  |
| Home Tel           |  |
| BWL membership no. |  |
| Date of birth      |  |
| PERSONAL COACH     |  |
| Name               |  |
| Address            |  |
| Email              |  |
| Mobile             |  |

### QUESTIONNAIRE

| TRAINING   |  |
|--|--|
| Where will your training base be for 2015-16?  |  |
| Typically, how often do you plan to train in Loughborough each week?   |  |
| How often will you see your personal coach?  |  |
| What information/data do you use to improve decision-making and collaboration with your coach and support staff? |  |
| What do you currently do on a weekly basis to minimise risk of injury and illness?                               |  |

| Your current life situation (study, work)   |  |
|---|--|
| <p>What is your employment and or education status.</p> <p>If employed what are your current working hours and where is your job located?</p> |  |
| <p>If in education where are you based, to what level and on average how many hours a week do you commit to this?</p>                         |  |
| <p>With funding what changes are you planning to action to improve your circumstances to train and recover?</p>                               |  |

| Please provide up to 5 areas that you think you need to improve for you to achieve a goal of medalling at a future Paralympic Games? |
|--|
| 1.   |
| 2.   |
| 3.   |
| 4.   |
| 5.   |

| What support do you need in Loughborough throughout the rest of the Paralympic cycle to support your ambitions at the Paralympic Games? |
|---|
|   |
| What other types of support or grants do you feel would help contribute to your preparation over the next year?                         |
|   |

## ATHLETE STATEMENT

- I wish to be considered for selection to the WCP for the 2015-2016
- I agree to adhere to the BWL WCP selection policy
- I agree to facilitate the various procedures laid out in the BWL WCP selection policy and to provide such assistance and information as BWL shall reasonably require in connection with the selection process laid out

| ATHLETE                       |  |
|-------------------------------|--|
| SIGNED                        |  |
| ATHLETE NAME                  |  |
| DATE                          |  |
| PARENT/GUARDIAN (IF UNDER 18) |  |
| SIGNED                        |  |
| PARENT/GUARDIAN NAME          |  |
| DATE                          |  |

Completed applications must be submitted to the Performance Manager. Please send your submission either by email to [tom.whittaker@britishweightlifting.org](mailto:tom.whittaker@britishweightlifting.org) or by post to Tom Whittaker, British Weight Lifting, 20 Wood Lane, Headingley, Leeds LS6 2AE.

**Applications MUST be submitted by 17:00 on the 31st March 2015 to [tom.whittaker@britishweightlifting.org](mailto:tom.whittaker@britishweightlifting.org)**