

# BRITISH WEIGHT LIFTING PARA- POWERLIFTING WORLD CLASS PROGRAM

## SELECTION POLICY

2026-2027

### 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. An experience which supports their development as people and performers. Membership is an opportunity to maximise individual athlete development and preparation for the team to demonstrate medal winning performances consistently at Paralympic Games in the future.

On an annual basis the experience consists of preparatory periods, camps and competitions where learning is both formal and informal, planned and retrospective, collective and individualised, with the support of science practitioners and technical coaches to optimise personal and sporting 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 a Paralympic Games.

It is also possible to be selected onto WCP without nomination for an APA. These athletes can access agreed support services despite not receiving a grant. This delineation between funded and non-funded WCP members is made at the discretion of the selection panel after all APA places are taken.

The maximum number of awards available on the WCP between 1<sup>ST</sup> May 2026 and 30<sup>th</sup> April 2027 is 10. Therefore 10 UK Sport APA's are available to award to eligible athletes. For the sake of clarity BWL do not have to award all 10 APA's and athletes can join or leave the WCP during a membership year.

At the end of each membership year, current members and new athletes are asked to apply/re-apply should they wish to remain members or join for the first time. All eligible athletes will have their case for membership considered and a decision on their selection made during a selection process, using the selection criteria.

### PURPOSE

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

- Win medals at the either or both next 2 Paralympic Games – Los Angeles 2028 and Brisbane 2032

In doing so, along the way, contribute to annual milestone targets agreed by UK Sport and build a high performing culture for themselves, team mates and future members.

Annual milestone targets are set at a specific event each year to gain insight as to whether the WCP is on track to deliver its performance targets at the next Paralympic Games. Individual athlete plans are centred around delivering at this annual event and by the memberships year end to maintain confidence in the athlete and the WCP. Milestone events simulate demands faced at a Paralympic Games, where performances are expected at a named place and time.

The policy seeks to identify and select athletes who show physical and behavioural characteristics associated with delivering medal success as well as a collaborative approach to preparation and positive team dynamics. For example:

- Athletes with adequate performance levels and a positive development trajectory from competition outcomes,
- Athlete willingness and/or capacity to engage in a collaborative partnership with the WCP. This looks like proactive planning, appetite for knowledge and improved observable practice, clear communication with practitioners, coaches and subsequent timely action.
- The ability to balance the performance and personal demands of long-term engagement with the WCP. Athletes should seek to develop themselves as people at the same time (for life after sport and to complement their time in sport), as well as recognise the investment of public money into their journey and give back through positive societal impact.

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 consequently what it feels like to be part of the WCP for them and all other members.

## **WORLD CLASS PROGRAMME OBJECTIVES**

- To win 2 to 3 medals at the Los Angeles Paralympic Games in 2028.
- To win 3 to 5 medals at Brisbane 2032 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 and high performing culture.
- To consistently recruit and develop an oversupply of talented athletes who demonstrate future Paralympic medal potential.

### **1. 2026/2027 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. 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.uksport.gov.uk/resources/eligibility>
- 1.3. Be IPC internationally classified with a confirmed status or review status for the next 12 months
- 1.4. Be a current member of BWL and not be currently under:
  - a) disqualification, expulsion or suspension by all or any of: BWL; the athlete's respective National Federation; WPPO; and/or any other body competent and recognised by BWL; or
  - b) disqualification, expulsion or suspension under the World Anti-Doping Code and/or any other relevant Code recognised by BWL
- 1.5. Be 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,
- 1.6. 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),
- 1.7. 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,
- 1.8. Have completed a WCP application pack and submitted this via email to the Paralympic Performance Director prior to selection, no later than **20th February 2026**.**
- 1.9. 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 Performance Pathway or the WCP.
- 1.10. Have competed at an approved international or BWL competition or been performance tested as part of WPC physical testing/trials within 12 weeks/84 days of selection. Where the day of competition or testing is day zero.
- 1.11. For funding levels A-D, have had membership for the year prior (2025-2026), and 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 body weight category or in a weight class category lighter (Appendix 1).
- 1.12. For funding level E, have achieved the APA funding performance standard with in the last membership year time period, at an international Para-

Powerlifting competition in the appropriate weight class or in a weight category lighter.

If the athlete meets the above eligibility criteria at the time of selection but subsequently, prior to or during membership fails to meet them, then BWL shall have absolute discretion to deselect the Athlete from the WCP.

## 2. DISPUTES

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 BWL's sole discretion) to make available to the Selection Panel. For example, only (and without limitation to BWL's discretion) if an athlete is under investigation for and/or charged with conduct which:

1. (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
2. would bring or brings BWL and/or the sport or WCP into serious disrepute;

then details of this kind of Dispute may be notified to the Selection Panel if BWL believes it will ensure factors such as (and without limitation) fairness, safety of any other individuals engaging with the WCP and/or the reputation of: BWL, the sport and/or the WCP.

## 3. SELECTION OVERVIEW

### 3.1. 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 Elite Athlete Association (BEAA) 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.

### **3.2. Information**

So far as is practicable, the selection panel will be provided with or have access to (without limitation to other relevant information) the following supporting information to understand performance standard and rate of progress:

- 3.2.1. The most up to date copy of WPPO world and Paralympic Games qualification rankings for each category
- 3.2.2. International and domestic competition results for eligible athletes from the last two WCP membership years and any other period(s) of results which BWL considers relevant
- 3.2.3. Athlete profile - containing key information about each athlete to support voting members to make informed, objective decisions. This should include the following information
  - Complete results history as described at 3.2. above;
  - Comments from the athlete's Performance Coach(es)
  - Details of any relevant Dispute involving the athlete. In this context the word Dispute means what is articulated in section 2

### **3.3. 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.

## **4. SELECTION PROCESS**

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

For the 2026/2027 membership year, the WCP has 10 places including Podium, Academy and Confirmation awards. The panel will approach selection from higher levels awards to lower-level awards starting with Podium (A - B), then moving onto Academy (C - D) and then Confirmation (E).

The above will be applied to current and potential Podium athletes first and then Academy WCP athletes second (Levels A to D only), followed by current level E members (Confirmation/Entry level athletes) and new applicants together.

Eligible athletes will initially be considered with respect to a weight class or classes identified within their WCP application. The panel may then wish to review the athlete's selection in line with an alternative weight class.

The Paralympic Performance Director will communicate provisional selection decisions to the athletes on the day of the selection meeting. If an athlete cannot be contacted effort will be made the following day and all athletes will receive decision outcomes in writing, via email.

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. Reason and evidence for such a decision/proposal will be provided to the athlete.

At BWL's discretion an athlete who has not met eligibility (1.8 – 1.11) or all selection criteria may be considered and selected regardless. The panel have the power to use such discretion if they see an athlete with potential to support the WCP's milestone and Paralympic Games goals in the future.

After the selection panel has identified all the athletes that warrant APA nomination, further athletes may be identified for WCP without an APA award.

All athletes will require a commitment to fund training 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% to reflect the reduced costs incurred by engaging with the WCP less.

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

## 5. 2025/2026 SELECTION CRITERIA

The BWL selection panel will consider the criteria below in determining which eligible athletes shall be selected onto the WCP for the 2026-2027 membership year. The appropriate section (5.1-5.2) will be applied to each athlete based on level of program being considered/applied for. For the avoidance of doubt the criteria within each

section below are not to be assessed in any order of priority. Rather, the selection panel shall give due consideration to all the criteria set out for each level in reaching decisions which shall provide the best possible chance of achieving the policies' purpose, the most appropriate outcome for the athlete and WCP objectives on page 2 & 3 of this policy.

The criteria are broken down into two sections, criteria with which Podium and Academy WCP awards (A-D) are awarded against and criteria which Confirmation (E) WCP awards are awarded against.

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

### **5.1. Podium and Academy WCP awards (A-B)**

Podium A awards are for up to 4 years should it be delivered at a Paralympic Games and for up to 2 years if achieved at a World Championships. This is as long as performances are aligned with repeating this level of performance within a 4- and 2-year time period respectively.

#### **5.1.1. Podium Awards**

- For Podium A awards, athletes should have delivered silver or gold medals at the senior 2024 Paris Paralympic Games and/or World Championships in 2025.
- For Podium B awards athletes should have delivered
  - A bronze medal or all of the following at the 2025 Senior World Championships and/or Paris 2024 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 future medal forecast (see appendix for funding matrix and podium B standards)

Please be aware that the WCP has a limited number of APA places to award (10). 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 senior World Championships (which ever event took place). Gold trumps silver and silver trumps bronze.
- If a decision can't be made or there was no World Championships or Paralympic Games, performance standards (load lifted) at the recent 2025 World Championships will be mapped against the predicted future medal



winning standards for Los Angeles 2028. The athlete closer to the predicted future medal winning standard will be selected.

- If candidates are matched when mapped against future medal winning standards, the athlete who has repeated the podium funding level 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 (load lifted) from the last performance of the year prior (24/25) to the last performance of the current membership year (25/26) will be converted in to CF points and divided by the number of whole month periods (a whole month is 28 days) between those two competitions. The athlete with the highest average monthly performance change will be selected. Whole months will be rounded up or down in standard fashion based on 0.5 determining an upward rounding direction.
- The panel should also consider the terms with which membership was established at the beginning of the previous year to ensure all available context is considered.

#### **5.1.2. Academy Awards (C-D)**

The time line for progression through academy levels is 3 years. In order to graduate to Academy a strong enough trajectory must be established while training and competing at Confirmation level.

Athletes must have hit the Academy performance standard outlined in the matrix below, at the annual milestone event, the 2025 World Championships unless other specific targets at events were agreed at the time of selection in 2025.

- For C and D awards an athlete needs to have demonstrated a performance improvement at the most recent annual milestone event 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 should they be awarded Academy status or be re-assigned a new bodyweight class.
- Athletes who have been on Academy funding for 3 years at the time of selection and are not yet ready to graduate onto Podium funding may remain on WCP where global standards have changed significantly or there is mitigating reasons for delayed progress (e.g. injury/illness). In this situation specific target



must be set and delivered over the next 12 month to establish the necessary trajectory towards the podium.

- If these targets have not been delivered the athlete may be removed from WCP or have their APA award removed should a new Academy or new or current Confirmation athlete be on track to surpass them over the next 12 months based on competition development trajectory.
- The panel should also consider the terms with which membership was established at the beginning of the previous year to ensure all available context is considered.

Please be aware that the WCP has a limited number of APA places to award. 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 (24/25) to the last performance of the current membership year (25/26) will be converted in to CF points and divided by the number of whole months (whole month is 28 days) between those two competitions. Whole months will be rounded up or down in standard fashion based on 0.5 determining an upward rounding direction. 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.

## **5.2. Confirmation Awards (E)**

Athletes have up to 2 years at Confirmation level to display the development trajectory necessary to trigger graduation to Academy. The strength of the trajectory should be aligned with progressing through Academy within 3 further years.

Athletes must have hit the Confirmation performance standard outlined in the matrix below, at any international event within the 25/26 membership year.

Any new WCP athletes, regardless of performance standard will spend at least 1 year at the Confirmation level (E) even if they have a performance standard which maps against Academy or Podium performance levels. Where an athlete is transferring from another WCP and is currently in receipt of an A, B, C, or Games Potential APA, the athlete can be nominated for a transitional APA for up to two years before being expected to meet the APA selection standards in the new sport. Athletes from other WCP's mapping against E-D levels will start at Confirmation.

New athletes or returning level E members, will be selected at Confirmation/Entry (level E) based on the following should there be places remaining:

- 2 successful lifts at single international competition within the last membership year (25/26)

- A positive competition development trajectory aligned with performance targets
- The athlete's competition performance trajectory must indicate that they will graduate to Academy level within a maximum of 2 years since either, (a) Confirmation funding commenced, or (b) upon entering the WCP at Confirmation level this year, a further 2 years of development at the same rate would see them graduate to Academy.

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

- Competition development trajectory aligned with graduation to Academy within no more than 2 years. The change in competition performance (load lifted) from the last performance of the year prior (24/25) to the most recent performance prior to selection, will be converted in to CF points and divided by the number of whole months (whole month is 28 days) between those two competitions. Whole months will be rounded up or down in standard fashion based on 0.5 determining an upward rounding direction. The athlete on track to graduate from Confirmation soonest will be selected using the average monthly performance improvement to forecast.

## 6. 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 or error of fact.

Information regarding the BWL Para Powerlifting Appeals Policy and Procedures can be found in Appendix 5 and the policy can be accessed via this link <https://britishweightlifting.org/performance/para-powerlifting-performance>

## 7. 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 2026-27.
- Sign and adhere to the WCP code of conduct
- All athletes must develop an agreed engagement schedule in Loughborough with the Paralympic 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
- Develop, agree and collaborate on an Individual Athlete Plan (IAP) with the Paralympic 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 daily wellbeing platforms as requested by the WCP
- Complete a training log as requested by the WCP
- Attend agreed training camps and competitions
- Invest in their home training environment with respect to equipment and people identified in collaboration with and in agreement with the Paralympic Performance Director.
  - The athlete should work towards closing the gap between the home training environment and high-performance centre regarding access and equipment to promote continuity of training between different environments.
- Consider and engage in social impact strategies independently or in conjunction with the WCP and BWL.
- Work with BWL commercial and communications departments to promote the BWL brand and Para Powerlifting within the UK

## 8. DE-SELECTION PROCEDURE

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

The objectives and progress of each athlete will be reviewed 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 to restore progress at an acceptable rate.

The action plan will be re-visited at the next review meeting. If consistent improvement is not achieved, then the Paralympic 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. This discussion may take place at WCP selection should the timing be appropriate.

Any athlete who breaches eligibility, the terms of either the Athlete Agreement or the WCP Code of Conduct otherwise stands accused of bringing BWL and / or the BWL WCP into disrepute, will be reported to the Paralympic Performance Director. The Paralympic Performance Director will determine the issue having due regard for natural justice, and the sanctions available which include de-selection from the 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 9 outlines the provision of an Exit period where the athlete will transition off the WCP and its support structures.

## 9. 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.

## 10. TIMELINE OF CRITICAL EVENTS

- This selection Policy will be shared with members and published on the BWL website in **December 2025**
- Athlete WCP applications should be submitted to the Paralympic Performance Director ([tom.whittaker@britishweightlifting.org](mailto:tom.whittaker@britishweightlifting.org)) no later than 23:59:59 on the **20th February 2026** (if competition or trials occur after applications are submitted but before selection takes place, these results will be factored into selection decision)
- The selection panel shall convene to select athlete for nomination week commencing **16th March 2026**
- Athletes will be informed of the outcome on the day of selection 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 in accordance with the section 6, Appendix 13 and the BWL Para Powerlifting Appeals Policy and Procedures.
  - The grounds for an appeal and appeal process are covered in an Overview in Section 5 and Appendix 5

- The full BWL Para-Powerlifting Appeal Policy and Procedure can be found online – see Appendix 13 for the link
  - 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 within **3 working days** of the window for submitting a Notice of Appeal closing
  - The deadline for submitting a Notice of appeal is within 3 working days of the selection decision being communicated. By 23:59:59 on the day in question 3 days after communicated selection decision.
- The **27th March 2026** athlete nominations will be submitted to UK Sport for review.
- The deadline for athletes to sign and return Athlete Agreements is the **5<sup>th</sup> April 2026**

New memberships will commence from **May 2026**.

## APPENDIX 1 – 2026/2027 Performance Matrix

The 2026/2027 WCP Performance matrix will be used to help determine the individual funding levels for athletes in BWL's Para-Powerlifting WCP. These standards are reviewed annually to reflect any meaningful change in likely medal standards ahead of the next games.

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 or aligned with the matrix below.

BWL have **10 APA awards** from level E to level A across Confirmation, Academy and Podium. The award period is from **1<sup>st</sup> May 2026 to the 30<sup>th</sup> April 2027**.

At the discretion of BWL and UK Sport, during a membership year, membership periods may be extended under exceptional circumstances to provide reasonable opportunity for members to show adequate progress and confidence in future sporting potential.

Athletes on the WCP and in receipt of an APA will also be eligible for support through the Athlete Medical Scheme (Insurance). See APPENDIX 2.

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 contribute to 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.

## 2026/2027 PERFORMANCE STANDARDS\*

### Podium Funding

Podium B	Podium A
<b>B = £24000 per year</b>	<b>A = £2900 per year</b>
<b>Podium B</b> Bronze at a World Champs or Paralympic Games  Or  4 <sup>th</sup> ranked at a World Championships or Paralympic Games + a load no more than 10kg (men) or 7kg (women) away from the Medal Forecast and 2 successful lifts in the same event.	<b>Podium A</b> Gold or Silver at the Paralympic Games or World Championships.
Where a World Championships or Paralympic Games does not take place in a year, an equivalent event/opportunity will be articulated ahead of the annual milestone event.	Where a World Championships or Paralympic Games does not take place in a year, an equivalent event/opportunity will have been articulated ahead of the annual milestone event.
<b>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.</b>	

Podium A awards at a Paralympic Games can be retained for up to 4 years subject to ongoing performance levels remaining appropriate prior to it being repeated before the 4 years ends. If Podium A standard is delivered at a World Championships it can be retained for up to 2 years subject to ongoing performance standards continuing.

Podium B awards can be retained by an athlete for up to 2 years before the performance needs to be repeated...



## Academy and Confirmation Award Funding

The numbers below are required loads which athletes need to lift at an annual milestone event or Paralympic Games to be considered for these awards.

The Confirmation standard can be hit at any international event.

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

### Men's Standards 2026/2027

LEVEL	Entry/ Confirmation	Academy		Podium		Future Medal Forecast (FMF)
£	£7875	£14000	£18500	£20000	£24000	
CLASS	E	D	C	LA Potential	Podium B with rank 4 <sup>th</sup>	
49KG	115	140	150	See information below*	168	178
54KG	123	148	158		180	190
59KG	132	157	167		190	200
65KG	142	167	177		202	212
72KG	152	177	187		207	217
80KG	155	183	195		211	221
88KG	162	189	201		217	227
97KG	167	194	206		222	232
107KG	172	199	211		231	241
107KG+	178	204	216		240	250
<b>EVENT</b>	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 FMF.	
<b>TIME LIMIT</b>	2 years	3 years		1 year	3 years	

## Women's Standards 2026/2027

LEVEL	Entry/ Confirmation	Academy		Podium		Future Medal Forecast (FMF)
£	£7875	£14000	£18500	£20000	£24000	
CLASS	E	D	C	LA Potential	Podium B with rank 4 <sup>th</sup>	
41KG	52	67	80	See informatio n below*	105	112
45KG	59	74	87		108	115
50KG	65	80	94		115	122
55KG	77	92	105		119	126
61KG	82	98	110		126	133
67KG	85	100	112		129	136
73KG	87	102	114		132	139
79KG	89	104	116		136	143
86KG	91	106	118		138	145
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 FMF.	
TIME LIMIT	2 years	years		1 year	3 years	

### Paris Potential Funding

For athletes who were in receipt of Podium A or B funding but due to 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 LA.

\*These standards, level definitions and monetary values are subject to change based on the publication of updated guidance from UK Sport.

Due to the progressive change in world standards over time it is appropriate to recalibrate performance matrix standards periodically. Below are revised Confirmation and Academy C (E-C) standards. These standards will take effect from 2027 and will be applied during selection for the 2027-2028 WCP year. The reason for publishing them now is to provide predictive information in good time, to align athlete targets and expectations. If world standards change meaningfully in either way ahead of the next selection period, BWL reserve the right to make further adjustment which will be communicated as soon as possible.

### **Men's 2027-2028 Confirmation and Academy Standards (Level E-C)**

<b>CLASS</b>	<b>E</b>	<b>D</b>	<b>C</b>
<b>49KG</b>	113	138	153
<b>54KG</b>	125	150	165
<b>59KG</b>	135	160	175
<b>65KG</b>	147	172	187
<b>72KG</b>	152	177	192
<b>80KG</b>	156	181	196
<b>88KG</b>	162	187	202
<b>97KG</b>	167	192	207
<b>107KG</b>	176	201	216
<b>107KG+</b>	185	210	225

### **Women 2027-2028 Confirmation and Academy Standards (Level E-C)**

<b>CLASS</b>	<b>E</b>	<b>D</b>	<b>C</b>
<b>41KG</b>	59	77	90
<b>45KG</b>	62	80	93
<b>50KG</b>	69	87	100
<b>55KG</b>	73	91	104
<b>61KG</b>	80	98	111
<b>67KG</b>	83	101	114
<b>73KG</b>	86	104	117
<b>79KG</b>	90	108	121
<b>86KG</b>	92	110	123
<b>86KG+</b>	94	112	125

## APPENDIX 2 - APA Means Testing

Means testing is applied to all APA awards to ensure UK Sport only targets resources where there is evidence of financial need. The principle of financial need underpins all public investment.

Means testing will apply to athletes whose total income (including APA) exceeds £65,000 per annum. Where this is the case, awards will be reduced pound for pound above this threshold.

Exceptional cases will be considered for applying a higher threshold where there is substantial evidence that the essential costs of pursuing Olympic or Paralympic medal success in the sport exceed £65,000 per annum.

Where the athlete declares that their income has been over £35,000 per annum (excluding APA), the athlete will be required to provide further evidence of this income.

Examples include a) Income over the past 12 months (as an individual). b) Income per last self-assessment tax return (through self-employment). c) Net profit stated in the last set of company accounts (through running a limited company).

In assessing income, some discretion will be applied to the treatment of gifts and goods in kind, dividends in excess of profit, and some loans (e.g., student finance), to ensure the assessment of income provides a true reflection of the resources available to the athlete.

Where an athlete joining the programme experiences a significant reduction in their income as a result (for example, leaving full-time employment), UK Sport may, entirely at its discretion, allow the athlete to access an APA in their first year. UK Sport may seek repayment of this APA if, at the next financial assessment of the athlete's income (typically after a 12-month period), there is no evidence of a reduction as declared by the athlete.

Where an athlete that has previously (i) not received an APA or (ii) received a reduced APA due to the means testing process and is experiencing a significant reduction in their income during the APA award period, then the athlete will be eligible to reapply, providing evidence of a reduction in income and any other relevant documentation.

It is the athlete's responsibility to ensure that UK Sport is provided with accurate information on income. A series of validation checks are undertaken each year, and should it be found that inaccurate information has been provided, this may lead to the APA being withdrawn.

UK Sport reserves the right to conduct random checks and ask for further documentation from athletes above and beyond the standard annual audit carried out by external parties, to validate an athlete's income declaration.

Athletes and NGBs should be aware that knowingly making false statements and/or failing to make a full and fair disclosure of information relevant to the financial needs assessment is both a breach of the UK Sport Eligibility Policy and may constitute fraud. UK Sport takes the offence of fraud (including theft, corruption, and bribery) seriously, and where any instance of fraud or an attempt to defraud occurs, UK Sport will take appropriate action, including reporting to the police.

### **APPENDIX 3 - Athlete Medical Scheme**

The Athlete Medical Scheme (AMS) is private medical insurance cover for athletes whilst training and competing in their sport. It is provided as an additional benefit from UK Sport (UKS) to all APA-nominated athletes and works alongside the support services they receive from the World Class Programme.

### **APPENDIX 4 - Short Term and Long-Term Injuries - Impact on APAs**

In the event of injury/illness (both physical and mental), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete should continue to receive their full APA for up to three months from the point the injury/illness occurred or was identified.

If, after three months, the athlete remains unavailable for full selection or training, an expert review should be undertaken to confirm the likelihood that the athlete remains able to pursue success in the Olympic/Paralympic Games, to agree a programme of rehabilitation, and to plot a timetable for return to full training and competition.

Each case will be considered on its own merits, and further expert advice may be sought where the long-term impact of the injury/illness is unclear (such as referral to the mental health panel). The athlete's progress against the timetable will need to be reported to UK Sport every three months thereafter, until the athlete has either fully resumed training and competition or left the programme.

Subject to satisfactory evidence of the likelihood of return, the APA should continue to be paid at the existing award level for up to a year but will only be extended beyond this in exceptional circumstances.

Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, or where the athlete has shown neither progress nor

commitment to the agreed rehabilitation programme, the athlete can be removed from APA support, provided an appropriate period of notice is given.

## **APPENDIX 5 – 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:

1. The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post-childbirth.
2. 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.
3. 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 Transition of APA completion).

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 6 - Transition Between Sports**

Where an athlete is attempting to transfer between two sports, and is currently in receipt of an A, B, C, or Games Potential APA, the athlete can be nominated for a transitional APA for up to two years before being expected to meet the APA selection standards in the new sport.

## **APPENDIX 7 - APA Continuation**

The APA can be extended beyond 12 months where circumstances prevent an athlete from achieving a result or performance. This could include:

1. Injury, illness, or pregnancy
2. External factors such as cancelled competition opportunities
3. The sport's schedule for athlete selection not aligning to this timescale.

## **APPENDIX 8 - Transition Between Countries**

Athletes who wish to transfer from another country to compete for Team GB, ParalympicsGB, and the NGB at international competitions are not eligible to receive Public Funding and/or Publicly Funded Benefits until the athlete (in addition to obtaining a British Passport or British

Nationality) has received written confirmation from the BOA and the NGB of their eligibility to compete at international competitions.

Where a GB athlete wishes to transfer to and compete for another country, and/or if they have already qualified for the other country and obtained results (which means they are no longer eligible to compete for or represent GB at international competitions), then the athlete will not be entitled to receive any Public Funding and/or Publicly Funded Benefits, as outlined in paragraph 3 of the Eligibility Policy.



## **APPENDIX 9 - Training Partners**

Training partners are not eligible to receive APA funding. Where training partners are essential to the effective delivery of the high-performance programme, alternative arrangements should be made to secure the support of these athletes, where necessary through contractual arrangements directly with the NGB.

Training partners that have been contracted by the NGB to support APA funded athletes and are benefitting in some way from high-performance programme resources should be nominated to UK Sport. Where appropriate and at its discretion, UK Sport may provide AMS cover for these athletes.

## **APPENDIX 9 - Athletes Leaving the Programme**

NGBs must state from the outset, with UK Sport and when athletes join the high-performance programme, the policies and processes that they will follow and the support available for the health and welfare of athletes leaving the programme.

A notice period of one month must be provided to all athletes who are no longer nominated for an APA, or who will receive a reduction in APA funding due to the grade at which they have been nominated. This period of notice should be within an athlete's current award term. For example, an athlete in receipt of an APA from 1 April 2024 to 31<sup>st</sup> March 2025 should be informed that they are no longer nominated for an APA through their athlete review by 28 February 2025. This is to allow for this notice period and paperwork to be processed.

Athletes who are no longer nominated for an APA must receive formal and written confirmation of their one month's notice, and the period of any additional transitional funding received, as per the framework. The start date (first day of the month) and end date (last day of the month) should be clearly stated. It is recommended that the Performance Lifestyle Practitioner is copied into this confirmation.

It is expected that the athlete will have been given advance notice of this potential outcome as part of regular athlete review processes. Transitional funding will be offered at the current APA grade for a period dependent on the total continuous period of programme membership. This additional transitional funding will be provided as follows:

1 year = 1 month 2 years = 2 months 3 years + = 3 months

Where appropriate, programmes will be expected to provide continued access to essential services and support during the transitional period, and specifically to

medical services where this is necessary to support the treatment of a pre-existing medical condition.

Whilst sports are asked to accommodate as much of the transitional award period as possible within the current award term, new athletes can be nominated before the transitional award period ends. Any new athletes brought onto the programme during this period will not count towards the sport's utilisation figures.

Once an athlete leaves the programme, they will no longer receive access to medical cover through AMS. However, AMS cover will continue for up to a maximum of three months after the month their funding ceases, for an existing medical claim and treatment to finish. No new claims can be opened within this three-month extension period. If an athlete's pre-authorised treatment is postponed and the rearranged date is outside this 3-month window, the athlete must contact the AMS Manager at [ams@teamgb.com](mailto:ams@teamgb.com) as soon as possible to ensure the rearranged treatment will be covered.

Where an athlete is leaving the programme for disciplinary reasons, or due to a lack of engagement in the programme, the NGB and UK Sport, in consultation, have the discretion to revoke any transitional funding.

Any athlete returning to the programme having previously received transitional funding will begin a new period of programme membership, as per the framework above.

## **APPENDIX 10 - Suspension**

The Performance Director may recommend to UK Sport that an athlete is suspended from the World Class Programme because of non-compliance with APA eligibility criteria, or in response to a formal disciplinary process at any time during the investment period. This would be reviewed under the UK Sport Eligibility Policy to ascertain if a funding suspension is also imposed.

Further information regarding the circumstances around suspension from the WCP is documented within the Athlete Performance Award Agreement.

## **APPENDIX 11 – Athlete Programme Break**

An athlete may request 'time away' from their sport. Typically, athlete programme breaks will be undertaken in the first two years of a cycle (typically four years). In the event of an athlete taking a programme break, the APA can continue to be received for a maximum of 12 months. For breaks of up to 6 months, the athlete will receive

their full APA (subject to means testing) from the point the break is agreed with the Head of Performance. For requests of between 7 and 12 months, the athlete will receive 50% of their APA. Each case will be considered on its own merits, reflecting on, but not limited to, the following criteria:

1. The athlete's performance trajectory and selection expectations, considering any impact on World rankings, qualification (should the request be made within the cycle), and any other considerations that might materially impact on the athlete's ability to meet agreed Games targets. Athletes should acknowledge the impact this may have on the APA nominated for at the formal athlete review.
2. A strong performance rationale for the break.
3. An agreed fitness programme being in place, ensuring an appropriate level of fitness is retained to enable a smooth transition back into the programme at a mutually agreed time.
4. Touch points with the programme being agreed.

Upon agreement of a programme break, the athlete will need to be renominated for an APA on the Athlete Nomination Portal, for up to a maximum of 6 months. At 6 months, an athlete review will be conducted, and a renomination is required.

For programme breaks of less than 3 months, nominations are not required.

Continued access to the APA post-programme break will be dependent on the athlete's intention to return to the sport and the programme being discussed and confirmed no later than one month before the programme break end date.

At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition.

## **APPENDIX 12 - Athletes Joining the Programme**

All athletes should participate in a comprehensive induction process when joining the high-performance programme and when changing between levels of the Performance Pathway. Where athletes are new members of the programme and are receiving an APA for the first time, the sport should ensure the athlete(s) are provided with sufficient support and opportunity to effectively transition into the programme.

## APPENDIX 13 - WCP Selection Appeals Overview

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 appeals policy can be found on the BWL website at <https://britishweightlifting.org/performance/para-powerlifting-performance>

The grounds of an appeal against a WCP athlete not being selected/deselected are one of the following:

- there has been a failure by BWL to apply the applicable selection criteria
- There has been a failure to adhere to the procedure set out in the applicable selection policy
- A decision was made based on error of fact
- A decision was biased

The Appeal will commence when the Athlete affected by not being selected/deselected makes a formal written appeal ('Notice of Appeal') to the BWL CEO ([matthew.curtain@britishweightlifting.org](mailto:matthew.curtain@britishweightlifting.org)) within **three** working days of written 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 as directed within the Appeals policy.

Upon receipt of the written appeal, the BWL CEO will acknowledge receipt to the Athlete within **one** working day.

Within no more than **three** working days of the window for submitting a Notice of Appeal closing, the Appeal Panel will convene a hearing. The Appeal Panel will consist of three people and will be chaired by the Independent Chairman of BWL. The details of the additional Appeal panel members will be confirmed to the athlete ahead of the hearing and can be found in the Appeal Policy online.

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 **three** working days of the Appeal Hearing.

For more detail on the process please find the policy here <https://britishweightlifting.org/performance/para-powerlifting-performance>

## APPENDIX 14 – CODE OF CONDUCT

# Cultural Code of Conduct

## Para Powerlifting World Class Programme

### 1. Purpose and Scope

The Para Powerlifting World Class Programme (WCP) recognises that performance is shaped not only by physical preparation but by the environment in which athletes and staff operate.

This Cultural Code of Conduct sets out the non-negotiable behavioural standards expected of all members of the Programme.

Its purpose is to:

- Protect the wellbeing and safety of all athletes and staff
- Sustain a high-performance environment aligned with ParalympicsGB Winning Behaviours
- Ensure all interactions contribute positively to training quality, preparation, and performance
- Establish clear consequences when standards are breached

This code applies at all times when individuals are:

- Training at home or centralised programmes
- Attending camps, competitions, travel, meetings or events
- Representing the WCP or ParalympicsGB in any capacity
- Communicating through email, messaging, or online platforms

### 2. Core Principles

#### 2.1 Zero Harm Principle (Non-Negotiable)

No behaviour — physical, verbal, emotional, or online — should cause harm, intimidation or distress to another member. Individuals are accountable for both the **intent** and the **impact** of their behaviour.

#### 2.2 Respect for Shared Spaces

Shared environments must remain professional, safe and predictable.

#### 2.3 Positive Energy Contribution

Members must learn to manage personal stress and mood appropriately and avoid draining the environment.

#### 2.4 Constructive and Supportive Language

Language must be professional, constructive and performance focused. Toxic or undermining language is prohibited.

## **2.5 Communication Standards**

All communication must be clear, timely and respectful.

## **3. Expectations Within Shared Physical Spaces**

All members must:

- Arrive on time for training and competition
- Maintain tidy and safe training areas
- Avoid disruptive behaviour during lifts
- Follow safety protocols
- Avoid any intimidating or harmful physical actions
- Uphold the Zero Harm principle at all times

## **4. Accountability and Bystander Responsibility**

### **4.1 Personal Accountability**

Each member is responsible for their conduct and its impact.

### **4.2 Bystander Responsibility**

Members must challenge or report harmful behaviour using the speak-up approach or direct escalation. Silence equals tolerance.

## **5. Staff Commitments and Accountability**

Staff must:

- Model the standards in this Code
- Maintain athlete safety and wellbeing
- Provide clear communication
- Manage conflict promptly
- Uphold safeguarding responsibilities
- Support reporting of concerns
- Be accountable for lapses in behaviour or communication

## **6. Reporting, Escalation and Outcomes**

### **6.1 Reporting**

Concerns may be raised via the speak-up script, athlete leaders, staff or safeguarding contacts.

### **6.2 Escalation**

Serious issues may be escalated to the Performance Director, Performance Committee/NGB, UK Sport or ParalympicsGB.

### **6.3 Consequences**



Breaches may result in warnings, removal from spaces, modified access, impact on selection, or investigation.

A recourse outlining the 'Speak up' script can be sent on request

## **7. Agreement**

All athletes, staff and contractors must confirm in writing that they understand and agree to follow this Code. Compliance is a condition of selection and participation in the WCP.

Athlete Name (print):

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Athlete Signature (written not types):

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Guardian Signature (where athlete is under 18)

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Date:     /     /