

2022 WORLD CLASS PROGRAMMES SELECTION GUIDELINES AND CRITERIA

INTRODUCTION

The Vision of the British Para-Swimming Programme is to:

1. Be the best performing Para-Swimming Nation at the Paralympic Games.
2. Develop our people and share their stories
3. Provide opportunities to develop our depth and diversity

The programme purpose is inspiring change through limitless performance

The British Para Swimming World Class Programme (WCP) aims to identify, develop and support talented athletes on the world stage from



2022 and beyond. World Class Programmes are seeking to maximise the chances of athletes winning medals at major sporting events globally, culminating usually every four years in Paralympic and Olympic Games. Winning medals on the international sporting stage requires significant resources and to ensure the UK's most talented athletes maximise their chances, UK Sport have devised a three-level World Class Performance Programme of athlete investment (see table below). British Para Swimming receives a finite amount of funding each quadrennial to invest in the WCP, this is in line with agreed targets, which includes but is not exclusive to delivering medals at benchmark meets. Direct athlete investment is a part of the wider WCP investment.

<u>UK Sport APA</u>	<u>British Para</u>
<u>Levels</u>	<u>Swimming Levels</u>
Podium	Podium



Podium Potential	Podium Potential
Entry	Podium Potential (Entry Level)

The WCP is overseen by the National Performance Director (NPD) who provides overall strategic leadership to ensure the WCP achieves its maximum potential for the current Paralympic cycle and beyond. The guidelines outline the background, principles, eligibility and criteria for the investment in selected athletes for the period 1st January 2022 – 30th September 2022.

WORLD CLASS PROGRAMME MEMBERSHIP/ATHLETE SELECTION

A World Class Programme Selection Panel (WCPSP) chaired by the National Performance Director (NPD) and also comprising of the GB Head Coach (GBHC), Head of Performance Pathway

(HPP), National Programme Manager (NPM) and an independent panel member¹ who are all voting members. In addition, any other staff directed by the NPD may be invited to the panel in a non-voting capacity. The panel will recommend to UK Sport

¹ *The role of the independent panel member is to provide confidence to the athletes about the fairness and objectivity of the process. The Independent panel member must be familiar with high performance para sport. Their role is to scrutinise the process, holding all members of the selection panel accountable to the selection policy and its criteria ensuring that the principles of fairness and acting without bias are upheld. The independent panel member should have no current or previous relationship (personal, financial, membership) with the NGB or the athlete in question which could reasonably be perceived as bias.*

athletes for investment through the World Class Performance Programme. To do this the WCPSP will use the guidelines outlined below when making their recommendations. The final decision is at the discretion of the NPD.

The WCPSP will select on to the programme, athletes who are felt to represent medal potential at future Paralympic Games, either Paris 2024 or Los Angeles (LA) 2028 and who are inspired to deliver the vision of the programme. Strong medal potential is determined by the WCPSP using all the performance data available at the time of selection including, but not limited to, the data within the athlete performance dashboards. (Further information can be found on the British Swimming web-site).

Any athlete targeted for investment must clearly demonstrate that they are capable of bridging the

gap from their current performance status to the medal rostrum, or remain at Podium level if they have already achieved medal success in Paralympic events at the World Championships or the Paralympic Games themselves.

Following the WCPSP selection meeting and review meeting all athletes will be written to advising of the outcome of selection / non-selection within two weeks.

PROGRAMME ELIGIBILITY

- Be eligible to compete for Paralympics GB at the Paralympic Games and for Great Britain in all relevant Championships and events.
- Agreeing to this WCP Selection Policy.
- Hold a British Passport.

- Has not, whether by an act or omission, brought British Para Swimming into disrepute.
- Athletes must be a current member of Swim England, Swim Wales or Scottish Swimming.
- Athletes must have a World Para Swimming (WPS) Confirmed (C) classification, Fixed Date Review (FDR) classification or Review (R) classification. All athletes must undergo classification as specified.
- All new athletes must have completed a confirmation phase on British Para-Swimming Academy Squad, prior to applying for a place on WCPP Programme. At the discretion of the NPD, exemptions may be given in exceptional circumstances such as, but not limited to:
 - Talent transfer from another sport.
 - A drop in classification for an athlete who has a training history.

- Newly Acquired impairment of an existing world class athlete in another sport.
- If an athletes performance and development is above the confirmation level.
- Meeting and continuing to meet the UK Sport Eligibility Policy (see <https://www.uk sport.gov.uk/resources/eligibility>)

There are a maximum number of places available for S1-S14 athletes on the World Class Podium (WCP Programme) and World Class Podium Potential Programmes (WCPP Programme) for the period 1st January 2022-30th September 2022. If more athletes achieve the criteria than places available, athletes will be prioritised based on a criteria including, in no priority order and not limited to;

- Performance at the 2021 benchmark meets shown below in the programme qualification criteria.
- World Para Swimming World Rankings and any other British Para Swimming Rankings available.
- medal potential as show on athlete dash boards.
- progression as shown on athlete dash boards.
- programme adherence and a review of the commitment by both athlete and home coach to the WCP as prescribed the GBHC and HPP to ensure that IAP's, annual planning for training and competition are prepared to maximise performance at World Para Swimming (WPS) World Championships in Madeira 2022 and/or maximise progression during 2022.

PROGRAMME REQUIREMENTS



Athletes must read, sign, agree to, and adhere to the Athlete Responsibilities (Appendix 1) and OADF/ROAR curriculum as part of their programme membership.

ATHLETE PERFORMANCE AWARD (APA)

Athletes are advised that the APA matrix does not, in itself, infer selection. Athletes must satisfy all elements of the selection criteria. The APA matrix is used to establish the appropriate funding level once the WCPSP are satisfied that the athlete meets all the criteria for selection.

Athletes are reminded that programme membership and associated APA funding is put in place to support an athlete's future performance(s) and is not a reward for past performance(s). Additionally, membership of the WCP and WCPP programmes is optional. By accepting membership

of the programmes and the associated APA funding, athletes are agreeing to the monitoring procedures and conditions outlined as per Appendix 1.

Programme membership will be formally reviewed by the WCPSP twice per year and athletes should be aware that to continue programme membership they will need to be reselected each year. Athletes may not be reselected if:

- *The athlete is no longer seen as a strong genuine medal prospect at the Paris 2024 or LA 2028 Paralympic Games.*
- *The athlete fails to achieve the programme criteria as set out below.*
- *The athlete fails to adhere to any of the programme requirements, being, Athlete Responsibilities (Appendix 1), OADF/ROAR curriculum and individual athlete plan (IAP) or performance targets.*

Poor or lack of adherence to expected levels of behaviour and/or any misconduct identified under the British Swimming Athlete Agreement and Code of Conduct.

Athlete Suspension

- The NPD may recommend to UK Sport that an athlete is suspended from the WCP as a result of a formal disciplinary process at any time during the investment period which may 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 are documented within the British Swimming Athlete Agreement and Code of Conduct

Athletes meeting the qualification criteria as set out below may be nominated to UK Sport for membership of the WCP or the WCPP Programmes for a 9-month period from 1st January 2022 to 30th September 2022.

WORLD CLASS PODIUM PROGRAMME (WCP Programme) QUALIFICATION

The qualification events for the WCP Programme 01/1/2022-30/09/2022 are shown below:

- 2021 Paralympic Games, Tokyo 25th August - 3rd September 2021^{1,2}

¹ Current Podium level athletes who are not attending Tokyo will be eligible for the Paris Potential APA where they meet the outlined criteria.

² Current Podium level athletes can achieve eligibility for A+/B+ by meeting the criteria



outlined in the APA Matrix. Specifically performances will be considered from the 2021 Paralympic Games, Tokyo 25th August - 3rd September 2021 and 2019 World Para Swimming World Championships, London 9th - 15th September 2019.

**WORLD CLASS PODIUM POTENTIAL
PROGRAMME (WCPP PROGRAMME)
QUALIFICATION**

A long list of potential athletes achieving the below criteria will be compiled in November 2021 and invited to complete the charEQter survey. Completion of this will allow athletes to be considered for a programme place, if they achieved the required points (see table below) at the identified events also shown below:

Classification	Male	Female
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	17/U	18/O	17/U	18/O
S1-S4	500	600	500	600
S5-S7	650	750	650	750
S8-S10	700	800	700	800
S11-S13	500	700	500	700
S14	800	850	800	850

The qualification events for the 01/01/22 - 30/09/22 WCPP Programme are shown below:

- 2021 Paralympic Games - Tokyo 25th August - 3rd September 2021
- 2021 British Swimming, British Para Swimming, Home Nations Festival of Swimming 16th July to 8th August 2021
- 2021 British Swimming Glasgow Meet 3rd - 6th June 2021
- 2021 World Para Swimming Open European Championships - Funchal 16th -22nd May



- 2021 British Para Swimming International Meet - Sheffield 8th - 11th April 2021
- 2021 British Swimming International Meet - Manchester 12th -14th March 2021
- 2021 Manchester International 12th -14th February 2021

NB: “Wild Card” applications may be invited from identified athletes that have not achieved the minimum BPSP shown above at the discretion of the HPP.

BRITISH PARA SWIMMING - WCP APA MATRIX

Once the WCPSP is satisfied that the swimmer has achieved the criteria for selection, the APA level^{3/4} is determined as shown in the table below and subject to adherence to the athlete responsibilities in Appendix 1:

- ³Upon selection and nomination to UKSport athletes can apply for an APA
- ⁴APAs are subject to means testing

*** Athletes APA level will not be confirmed until post the Paralympic Games Tokyo 2021 and will normally be paid in equal 9 monthly instalments.**

BPS Level	APA Level	APA Criteria	Award Amount
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PODIUM	A+	Gold Medal winner in an individual event at the 2019 WPS World Championships in London AND Gold medal winner at the 2021 Tokyo Paralympic Games in an individual event	£28000
	A	Gold medal winner at the 2021 Tokyo Paralympic Games in an individual event	£26500
	B+	Silver or Bronze medal winner in an individual event at the 2019 WPS World Championships in London AND medal	£23000

		winner (any colour) at the 2021 Tokyo Paralympic Games in an individual event	
	B	Silver or Bronze medal winner at the 2021 Tokyo Paralympic Games in an individual event	£21500
	Paris Potential	i. Any other World Class Podium athlete funded for the 2020/2021 Season and not covered under A&B above, who is considered by the WCPSP as Paris	£19000

		<p>Medal Potential based on, but not limited to, the data within the athlete performance dashboards.</p>	
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BPS Level	APA Level	APA Criteria	Award Amount
PODIUM POTENTIAL	C+	<p>Podium Potential athlete for a minimum of 1 year, demonstrating all of D Level criteria and <u>who are living away from home and accessing a performance training environment.</u></p> <p>I. Athletes who are 17 years and under at (31st December 2021) and within 3% of the World ranked 3rd time (1st January 2020 to 3rd September 2021) in a Tokyo 2021 medal event and</p>	£17500

		<p>demonstrating an upward performance profile in line with the event rate of progression</p> <p>II. Athletes who are 18 years and over at (31st December 2021) and within 2% of the World ranked 3rd time (1st January 2020 – 3rd September 2021) in a Tokyo 2021 medal event and demonstrating an upward performance profile in line with the event rate of progression.</p>	
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		<p>II. Athletes selected for relay teams in Tokyo 2021.</p>	
	C	<p>Podium Potential athlete for a minimum of 1 year, demonstrating all of D level criteria:</p> <p>I. Athletes who are 17 years and under at (31st December 2021) and within 3% of the World ranked 3rd time (1st January 2020-3rd December 2021) in a Tokyo 2021 medal event and demonstrating an upward performance</p>	£13000

		<p>profile in line with the event rate of progression</p> <p>II. Athletes who are 18 years and over (as 31st December 2021) and within 2% of the World ranked 3rd time (1st January 2020 – 3rd September 2021) in a Tokyo 2021 medal event and demonstrating an upward performance profile in line with the event rate of progression.</p> <p>III. Athletes selected for relay teams in Tokyo 2021.</p>	
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	D	<p>Podium Potential athlete for a minimum of 1 year, demonstrating all of the Entry Level criteria:</p> <ol style="list-style-type: none"> I. Delivering seasons best times in identified summer benchmark meet. II. Accessing the appropriate daily training environment. e.g but not exclusive to having appropriate training time available and a coach qualified to an appropriate level. 	£10000

ENTRY	E	<p>I. Has achieved minimum points score as defined in the policy.</p> <p>II. Has successfully demonstrated through application and/or interview process the attributes of a podium potential athlete.</p> <p>III. Has shown progression in line with or ahead of the progression of their event(s).</p> <p>V. Who is considered by the WCPSP as a future Paralympic Podium prospect</p>	£7500
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		<p>V. Demonstrating adherence to programme and athlete responsibilities.</p> <p>VI. Has the support of the Home Programme and Home Programme Coach</p>	
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* Athletes who are adhering to a long-term injury/illness (Physical/Mental)/reclassification plan may be nominated to continue on the programme but the decision as to their funding level is at the complete discretion of the NPD.

Note:

1. APAs are a contribution from UK Sport to the living and sporting costs incurred whilst competing and training as an elite athlete. They

are offered for a maximum of 12 months and subject to UK Sport's Athlete Performance Awards Terms and conditions which can be found on the UK Sport website: <https://www.uk sport.gov.uk/our-work/investing-in-sport/how-uk-sport-funding-works>

2. Athletes in receipt of an APA will be required to demonstrate appropriate use of their funding in supporting an appropriate performance lifestyle.
3. It is the athlete's individual responsibility to manage the personal Taxation, National Insurance and Pension aspects and it is highly recommended that athletes receiving APAs seek appropriate advice from an accountant or financial advisor. Further information, including guidance notes and a list of recommended accountants, can be found on the British Athletes Commission website:

www.britishathletes.org/athlete-advisory-services

4. Athletes will be notified if their place on the WCP is at risk and the WCP will seek to develop a plan in conjunction with the athlete (and coach where relevant) to address concerns. If the athlete remains off-track or fails to engage in the plan developed the NPD will make a recommendation to withdraw an athlete from the WCP.
5. World Para Swimming Rankings and any British Para Swimming Rankings will be adjusted to show only athletes in their current international classification during 2020/21.

WORLD CLASS PROGRAMME - TRANSITIONAL NOMINATIONS

Nominations may be made to UK Sport to provide transitional funding/support to eligible athletes (A+

- E Level) funded athletes) who fall into one of the categories below:

- Retirement.
- Athletes who are no longer nominated for a place on the WCP.
- Athletes who leave the WCP by choice.
- Major Injury/Illness - transition support.
- Re-classification – transition support.

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, has the discretion to revoke any transitional funding.

For further information please refer to the Guide to Transitioning Off the World Class Pathway document,

<https://www.britishswimming.org/portal/wcp-wcpp-programme/support/athlete-transitions/>

PREGNANCY

Being pregnant and being an elite athlete should not be mutually exclusive. Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) for the duration of their pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months post child birth. Continued access to an APA post child birth will be:

1. Dependent upon the athlete's intention to return to the sport and programme being discussed and confirmed no later than six months post child birth.
2. Subject to, at the point where the intention to return of the athlete is clear, a mutually agreed plan for a return to training and competition should be formulated and monitored accordingly. If the level of

commitment and/or progress against the plan is not evident, the athlete will be given notice and a period of transition (as per other athletes retiring from the sport).

3. Subject to an assessment of future medal potential at nine months post childbirth.

Athletes announcing their retirement during their pregnancy or in the initial six months post child birth will not be eligible for a further period of notice before the APA terminates.

LONG TERM INJURY/ILLNESS (PHYSICAL/MENTAL)

1. In the event of injury/illness (both physical and mental), and specifically in cases where an athlete is considered likely to recover to full fitness for training and competition, an athlete may continue to receive their full APA up to

three months from the point of injury/illness occurred or was identified.

2. If after three months the athlete remains unavailable for full selection or training the NPD, GBHC and/ or HPP with BPS CMO will review the medical prognosis to assess the likelihood of the athlete returning to the Paralympic pathway and/or to the desired level of performance in the following season. Athletes must agree to a programme of rehabilitation and a timetable for return to full training and competition.
3. Each case will be considered on its own merits and further expert opinion may be sought when the long-term impact of the injury/illness is unclear (such as referral to the mental health panel). The athletes progress against the timetable will need to be reported to UKSport

every three months thereafter, until the athlete has either fully resumed training and competition or left the programme.

4. Subject to satisfactory evidence of the likelihood of return, the APA may continue to be paid for up to a year but will only be continued after that period in exceptional circumstances. The final decision to continue funding will be made by the NPD at his absolute discretion.
5. 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 a progress nor commitment to the agreed rehabilitation programme, the athlete can be removed from APA support providing an appropriate period of notice is given.

RE-CLASSIFICATION



An individual re-classification plan will be drawn up for any athlete who has been affected by re-classification during the WCPP Programme funding period. The plan will be informed by BPS in consultation with UK Sport.

APPEALS

All appeals against non-selection (or de-selection) in relation to selection policies shall be dealt with under the British Swimming Team Selection Appeals Procedure. Details are available from the British Swimming Legal Affairs Department: legal@swimming.org, the British Swimming website or clicking the [link](#) in this document. Athletes should be aware of the time limits detailed within the appeals policy, which are designed with the intention of resolving issues expeditiously and fairly.

POLICY REVIEW

The policy will be reviewed annually before selections take place for the new year. This is to ensure that it remains fair and efficient; takes account of any external rule or policy amendments; and includes any relevant feedback from the selectors, athletes, coaches and appeal panels.

2022 WORLD CLASS PROGRAMME CRITERIA **APPENDIX 1 - ATHLETE RESPONSIBILITIES**

I fully understand that by accepting my position on the British Para-Swimming World Class Programme (WC Programme) and all the support provided through the WC Programme including my Athlete Performance Award (APA), I must adhere to the responsibilities outlined below. I fully understand that if I do not comply with the athlete responsibilities outlined below, I may be removed

from the WC Programme and/or my APA Funding level could be affected.

Compliance with WC Programme Protocols & Activities

WC Programme athletes will be required to engage fully in the following:

1. **British Para-Swimming Hive Conference and Mini Hives** – It is a requirement for Athletes, home programme coaches (where available) and parents/guardians (where applicable) to attend these conferences.
2. Athletes will:
 - a. In partnership with their coach submit annual plans – training / competition to include education commitments where required and dates are available.

- b. Notify their Home Programme Liaison (HPL) of any private commitments, for example, a wedding or an educational commitment that may impact training.
 - c. Undertake and fully engage in the Individual Athlete Planning (IAP) process that is appropriate to the athlete's development level.
 - d. Use OADF / ROAR Curriculum and review documentation as requested and in consultation with the National Performance Director (NPD), GB Head Coach (GBHC), Head of Performance Pathway (HPP) and HPL.
3. Athletes are required to complete all British Para-Swimming, Paralympics GB and UK Sport surveys (UKS) including post major championship team reflections. Athletes must be fully engaged with the UKS culture capture.

4. Athletes must notify the British Para-Swimming (paraswimming@swimming.org) of any temporary or permanent change to their personal contact details (email, phone number or postal address) or immediate change of circumstances.
5. Athletes will check and respond to British Para-Swimming approved communications on a daily basis as detailed on the Portal in the communication plan.
6. Athletes must comply with all UKS and British Swimming conditions/requirements including, but not limited to:
 - a. British Swimming Anti-Doping Control Rules and Protocols.
 - b. British Swimming Athlete Code of Conduct incorporating UK Sport Athlete Agreement, Code of Conduct, Grievance and Discipline Policies
 - c. British Swimming Disciplinary Code.

- d. British Swimming Child Safeguarding Procedures.
- e. British Swimming Privacy Policy.
- f. World Para Swimming Rules and Regulations.

Home Training Environment

- 7. Athletes must achieve and maintain a high standard of training consistent with that of an elite athlete and be in an established home programme. Levels to be agreed by NPD, GBHC, HPP, HPL and home programme coach.
- 8. If there are times when training is not available for any period at an athlete's home programme, athletes must make contact with the GBHC to seek advice as to where they are able to access training in an appropriate and available

programme. In these circumstances athletes may be offered opportunities to train within a British Para-Swimming Centre until such a time as appropriate training is available within their home programme. This ensures that athlete will still be able to achieve and maintaining a high standard of training consistent with that of an elite athlete.

9. If a swimmer opts to move to, or attends a club programme that is viewed as detrimental to their performance development by the GBHC, HPL and NPD, British Para Swimming reserves the right to remove them from WCP or not support that individual's nomination for investment moving forward, regardless of the previous level of funding. An athlete's current programme must be deemed suitable by the GBHC and NPD, for World Class preparation, monitoring and performance. Membership of the WCP may in some cases also be conditional upon an athlete

moving to a programme advised by the GBHC and NPD.

10. Athletes should have a designated home programme coach who is suitably qualified. Suitable qualifications are:

- a. Swim England Level 2 Coach working towards Swim England Senior Coach.
- b. Scottish Swimming Level 2 Coach working towards Scottish Swimming Senior Coach.
- c. Any other prior coaching qualification has to be approved by BPS.

11. Athletes should purchase specialised personal training equipment, which is maintained and cleaned on a frequent basis to avoid illness/injury. Equipment must be brought to all WCP Camps and competitions e.g., Heart rate monitor, snorkel, fins and paddles etc.

12. Athletes will follow their IAP or Performance Plan and OADF/ROAR Curriculum to the best of their abilities.
13. If an athlete chooses to train abroad and wishes to remain on the programme this will be reviewed and considered on a case by case basis by the WCPSP.

Competition and Camp Selection

14. Camps and Competition Programme – athletes are required to attend WCP activities that are designated as obligatory by the NPD, GBHC and/or HPP. These will include, **but are not limited to:**
- a. International Selection throughout the season
 - b. Designated benchmark meets and targeted meets
 - c. National Camps



- d. Virtual Racing Opportunities
 - e. Internal Programme racing opportunities
15. Athletes must comply with all requirements and requests made by British Para-Swimming in relation to the World Para Swimming International Classification review process.

Other Programme Opportunities

16. During the programme period additional extra opportunities may be offered to athletes to participate in such as but not limited to:

- a. additional performance training camps
- b. lifestyle training opportunities
- c. Individual training opportunities bespoke for an athlete.

These additional opportunities may require a contribution to costs from the athletes invited to attend. Attendance at these additional opportunities is not obligatory and any contribution will be voluntary.

Lifestyle & Health

17. Athletes must attend all profiling and screening days as requested by the Athlete Health Team. This is normally 1-2 days per season in September and April and will be held at UK venues to be advised.
18. Athletes must complete all aspects of Smartabase accurately, guidance will be issued on how to complete Smartabase with quality information and BPS have an expectation of a rolling 90% minimum adherence level.
19. Athletes must comply with all WCP Programme monitoring and testing requirements in alignment with IAP. These shall include, but not be limited to: the British Para-Swimming step test; anaerobic capacity test, all other agreed monitoring sets and regular measurements of

body composition (i.e., body mass, skinfolds, limb circumferences).

20. By accepting a place on the WCP Programme athletes agree to the disclosure and discussion of performance testing and medical results using a variety of meeting and online formats to the appropriate personnel to optimise performance and ensure athlete safety, wellbeing and welfare subject at all times to General Data Protection Regulation (GDPR).
21. Athletes should not participate in any other physical activities outside their programmes without the prior consent of their HPL which may endanger their health or have a negative impact on their swimming preparation.
22. As soon as reasonably practicable, athletes will notify Team Doctor and/or Athlete Health Lead in

the event of any illness, injury or other interruptions to training and log on Smartabase.

23. Athletes must notify the Team Doctor of any medical treatments about to be undertaken or planned.
24. All athletes must have a Performance Lifestyle (PL) Plan in place which is reviewed on a regular basis with PL Advisor which is in line with the IAP process and OADF/ROAR Curriculum. If in full time education the Athlete must identify exam periods and any high workload periods as soon as possible to the PL.
25. As part of the PL plan, athletes are expected to develop and work towards their long-term transition plan using the support and guidance resources that British Para-Swimming provide.