



**TRIATHLON
ENGLAND**

**XXII Commonwealth Games Birmingham 2022
Triathlon & VI Para Triathlon Selection Policy**



INTRODUCTION

This Selection Policy (“the Policy”) outlines the process by which Triathlon England (“TE”) will determine its nominations for Team England at the Birmingham Commonwealth Games (“the Games”). In all cases, selection by Triathlon England represents a nomination to Team England for their ratification and will be conditional on athletes and guides signing and adhering to the CGE Team Members’ Agreement (“TMA”). The final decision regarding selection for the Games therefore lies with Team England.

Triathlon England intend to nominate athletes (and - where relevant - guides) to race in all events included in the Games programme, provided they demonstrate the ability to deliver against the following two key aims:

- **Primary aim:** to win medals at the Games in the individual men’s and women’s Triathlon races, the Mixed Relay, or the individual men’s and women’s Paratriathlon Visually Impaired races; OR
- **Secondary aim:** win medals at future Commonwealth Games.

POLICY AMENDMENTS

This Policy may be amended, and any amendment will be notified directly to all athletes on the Commonwealth Games England (CGE) long list and published on the Triathlon England website. Any such amendments will be kept to a minimum and will only be made where any unforeseen circumstance makes any provision of this Policy unworkable or ineffective to promote the aims of the Policy.

SECTION 1: ELIGIBILITY

1.1 To be eligible for nomination, all athletes must satisfy the following:

- a. Meet the Team England & World Triathlon (WT) eligibility requirements to compete for Team England at the Games (including holding a full British Passport valid until at least 31 December 2022);
- b. Be a member in good standing (i.e. not subject to any form of sanction, suspension or ongoing disciplinary procedure) of Triathlon England and eligible to represent England in international championships under the rules of World Triathlon;
- c. Not be serving a period of ineligibility as a result of an anti-doping rule violation; AND
- d. In the case of Visually Impaired (VI) athletes under consideration, be internationally classified with either a ‘Confirmed’ sport-class status, or a ‘Review’/‘Fixed Review’ sport-class status (with a review date after 31 August 2022).

SECTION 2: KEY DATES, TEAM ANNOUNCEMENT, TEAM PREPARATION AND SELECTION PANELS

2.1 Triathlon athlete nominations will take place at the following selection meetings:

- a. Selection Meeting 1: ‘Early-stage’ individual Triathlon nominations - week commencing 8th November 2021:
 - i. Automatic (phase 1) and discretionary (phase 2) nominations.
 - ii. A maximum 2 male and 2 female athletes will be nominated via phase 1 and 2.

- iii. There will be no obligation that this maximum number of athletes will be nominated at this stage.
 - b. Selection Meeting 2: 'Late-stage' individual Triathlon nominations - week commencing 13th June 2022:
 - I. Automatic (phase 3) and discretionary (phase 4) nominations.
 - II. All remaining slots will be filled via phase 3 and 4.
- 2.2 Paratriathlon Visually Impaired athlete nominations will take place the latest the week commencing 4th April 2022:
 - i. The closing date for the qualification period for the Visually impaired athletes is the 28th March 2022. The Panel will look to convene the following week to nominate athletes to the Visually Impaired events.
- 2.3 Nomination decisions will be communicated to athletes in writing as soon as possible after each selection meeting.
- 2.4 The Team will then be announced in three separate announcements, one after each selection meeting - once:
 - I. all quota places have been confirmed;
 - II. any appeals processes have been completed;
 - III. all athletes have signed the CGE TMA; AND
 - IV. TE nominations have been ratified by CGE.
- 2.5 The 2022 Commonwealth Games Selection Panel ("the Panel") will comprise of the following members:
 - a. Voting:
 - i. CGE Triathlon Team Leader - (Chair & casting vote);
 - ii. CGE Triathlon Team Head Coach x 2 - AND
 - iii. BTF Performance Director -
 - b. Non-voting:
 - i. Commonwealth Games England representative;
 - ii. Note Taker & CGE Triathlon Team Operations Manager;
 - iii. Independent Observer - Other Sport Representative or BAC;
 - iv. Triathlon England CEO;
 - v. Triathlon England legal representative; AND
 - vi. Triathlon England Communication department.

SECTION 3: SELECTION PROCESS FOR INDIVIDUAL TRIATHLON EVENTS & MIXED RELAY

- 3.1 TE have secured 3 male and 3 female quota places for the Games. The Panel will nominate a team, using the process outlined below, to fill all quota places.

Selection meeting 1 (week commencing 8th November 2021):

3.2 Phase 1- 'Early-stage' individual Triathlon automatic nominations:

- a. A maximum of 2 men and 2 women will be granted automatic nomination by the Panel should they:
 - i. Achieve a podium finish in either the men's or women's individual races at the 2020 Tokyo Olympic Games; **OR**

- ii. Achieve a podium finish at the 2021 World Triathlon Championship Series (WTCS) Abu Dhabi race **AND** a podium finish in at least one of the events outlined in the table below:

Race	Date	Distance
2021 Yokohama WTCS	15 th May 2021	Standard
2021 Leeds WTCS	5 th - 6 th June 2021	Standard
2021 WTCS Montreal	13 th - 15 th August 2021	Super-Sprint Eliminator
2021 WTCS Grand Final (Edmonton)	17 th - 22 nd August 2021	Standard
2021 WTCS Hamburg	18 th - 19 th September 2021	Sprint
2021 World Triathlon Sprint and Relay Championships Bermuda	15 th - 17 th October 2021	Super-Sprint Eliminator

- b. If more than 2 men and/or 2 women satisfy the automatic criteria outlined above, then those athletes who achieved a podium finish at the Olympic Games will be nominated first (in the order in which they finished in Tokyo). Those who achieve a podium finish at the WTCS Abu Dhabi will be nominated next (in the order in which they finished in Abu Dhabi).

3.3 Phase 2 - 'Early-stage' individual Triathlon discretionary nominations:

- a. Where a maximum of 2 men and 2 women have not satisfied automatic nomination criteria outlined above, the Panel may, at their absolute discretion, choose to nominate athletes that they believe are medal contenders for the Birmingham Commonwealth Games. They will consider athletes for discretionary nomination following the process outlined below:
- i. In order for the Panel to consider whether athletes have medal potential they must have, as a minimum, achieved a top 8 finish at any 2021 World Triathlon Championships Series event OR at the 2020 Tokyo Olympic Games;
 - ii. For athletes who achieve 3.3(a.i) above, the Panel will then evaluate the following to determine if they are medal contenders for the Games:
 1. The finishing position, quality of field, course profile (specifically, how comparable the course was with Birmingham), environmental conditions and race-tactics of the races outlined at 3.3(a.i) above;
 2. Current trends in race tactics and dynamics;
 3. Current form/fitness; AND
 4. Previous major championships results.

Selection meeting 2 (week commencing 13th June 2022):

3.4 Phase 3 - 'Late-stage' individual Triathlon automatic nominations:

- a) Achieve an individual podium finish in either the men's or women's individual race at the 2022 World Triathlon Championships Series Leeds (11th / 12th June 2022) **AND** a podium finish in at least one of the following two 2022 events:
- I. 2022 World Triathlon Championships Series Yokohama (14th / 15th May 2022)
 - II. 2022 World Triathlon Cup Arzachena (28th / 29th May 2022)
- b) If more men or women satisfy the automatic criteria outlined above than there are quota places available, then the podium results at the WTCS Leeds will be prioritised.

- c) The above automatic nominations will not apply if, in the opinion of the Panel, the results of any one of the 3 listed events are significantly impacted by:
 - I. a large-scale racing incident (such as a crash); OR
 - II. environmental conditions/exceptional circumstances which result in substantial alteration to the race format.

3.5 Phase 4 - 'Late-stage' individual Triathlon discretionary nominations:

- a. Where quota places remain, the Panel will use the following discretionary criteria to fill remaining places (in priority order):
 - i. Current medal contenders; then
 - ii. Relay specific athletes who can contribute to a medal winning Mixed Relay team; then
 - iii. Future Commonwealth Games medal contenders; then
 - iv. If there is no clear evidence that there are athletes who demonstrate one of the above criteria, the Panel may consider selecting an athlete to perform a Pilot role in order to best maximise the team's opportunity to deliver individual medal winning performances.
- b. In determining whether athletes satisfy any of the discretionary criteria above, the Panel will consider a range of performance factors that include, but are not limited to, the following:
 - i. All 2021 and 2022 race results - taking into account finishing position, quality of field, course profile (specifically, how comparable the course was with Birmingham), environmental conditions and race-tactics in the relevant events;
 - ii. Current trends in race tactics and dynamics (where relevant for both individual and relay);
 - iii. Current form/fitness; AND
 - iv. Previous major championships results.

3.6 Selection of the Mixed Relay team

- a. Only those athletes who are selected for the individual races will be eligible for nomination to the Mixed Relay team. The final selection of the team of four athletes to compete in the Mixed Relay will be made by the Head Coaches and the Team Leader, who may consult other members of the Games-time Coaching and Medical Team, as well as any independent coaching representative from outside the Games time environment. This decision will be made following completion of the individual events in Birmingham, taking into account the impact of the individual male/female events on the available athletes' form/fitness, as well as the specific technical requirements of the Mixed Relay event. As such, the selection for the Mixed Relay team is entirely discretionary and not subject to appeals provisions outlined at Section 7 of this Policy.

3.7 Selection of reserves

- a. As and when maximum quota places are filled, the Panel may select reserve athletes (with the number being at the Panel's absolute discretion).

- b. Reserves who satisfy the automatic criteria at 3.4 above (but for whom they are no remaining quota places available) will be nominated first. Where reserve slots are still available, the Panel will then use the process outlined at 3.5 above.
- c. Reserve athletes must ensure that they are available to be present in Birmingham with the nominated athletes in the case that they are required to be moved onto the start line at late notice (subject to any CWG Late Athlete Replacement Policy in place at the time).

SECTION 4: SELECTION PROCESS FOR PARATRIATHLON VISUALLY IMPAIRED EVENTS

- 4.1 A maximum of 2 male and 2 female Visually Impaired athletes will be nominated.
- 4.2 Only those athletes who (in accordance with the Commonwealth Games Federation's Policy) are ranked in the top 9 of the World Rankings - when only considering Commonwealth Nations and who do not exceed a maximum of 2 athletes per home nation - may be considered for a place on the team.
- 4.3 As of the qualification period closing date of the 28th March 2022, ONLY the 2 athletes highest ranked and inside the top nine of the World Rankings will be eligible for selection. Therefore, unlike other major games processes, the Panel must consider the 2 SPECIFIC athletes who are ranked highest and cannot choose to offer the place to a lower ranked athlete. Therefore, when considering any eligible athletes, the Panel will utilise both an automatic and discretionary selection route to ratify that these athletes have met a sufficient performance standard in order to satisfy the objectives of this Policy.
- 4.4 **Phase 1 - Paratriathlon Visually Impaired automatic nominations:**
 - a. Eligible athletes will be automatically nominated to the team if they achieve a podium finish in at least 2 of the following 2021 race opportunities:
 - i. 2020 Tokyo Paralympic Games;
 - ii. 2021 Paratriathlon World Championships Milan; OR
 - iii. Any 2021 or 2022 World Paratriathlon Series races.
- 4.5 **Phase 2 - Paratriathlon Visually Impaired discretionary nominations:**
 - a. Where places remain, the Panel will only nominate eligible athletes who - based on their assessment of all 2021 and 2022 race results - demonstrate the ability to deliver a medal winning performance at the Games. In doing so, the Panel will take into account finishing position, quality of field, course profile (specifically, how comparable the course was with Birmingham) and environmental conditions in the relevant events;
 - b. The Panel will also take into account eligible athletes' age and stage in the sport and their progression profile (utilising any available training and racing data and relevant What it Takes to Win models).
- 4.6 **Impact of non-nomination:**
 - a. If the Panel chooses not to nominate either or both of the top 2 ranked English athletes via the automatic or discretionary processes outlined above their place(s) will be automatically offered to the next athlete in the rankings (subject to appeals - see 4.6.b below), regardless of nation (so long as their National CWG federation does not already exceed 2 athletes).

- b. Should the next athlete in the rankings be English, the Panel will then consider them for nomination based on the criteria outlined at Phase 2 (paragraph 4.5) above.
- c. Any decision not to nominate either of the top 2 ranked English athletes will be communicated to the affected athletes immediately after the selection meeting and PRIOR to informing World Triathlon. This is to ensure that appeals processes can be completed before World Triathlon then offer places to the National Federations of the next eligible athlete(s) on the World Rankings.

4.7 Phase 3 - Paratriathlon Visually Impaired Bipartite Invitations

- a. Bipartite invitations are a method by which Commonwealth Games Federations may attain additional places for named athletes in the Visually Impaired sport-class at the Games.
- b. Such invitations are offered by the CGF following consultation with World Triathlon. Team England may submit requests to the World Triathlon for Bipartite nominations, but the final decision as to whether to extend any invitations rests solely with the CGF.
- c. The Panel will therefore consider submitting a request to CGE, and subsequently to World Triathlon, for Bipartite invitations where:
 - i. a newly identified athlete possessing a steeply rising profile (indicating realistic medal potential for Paris 2024 or beyond) has been unable to gain a place through the quota system; OR
 - ii. a realistic Birmingham 2022 medal potential athlete has been unable to secure a place due to injury, illness or any other exceptional circumstances.

4.8 Guide/reserve guide nominations:

- a. The Panel intend to nominate guides at the same selection meeting as the Visually Impaired athletes that they support, giving pairings the best opportunity to prepare. However, if for any reasons, the Panel deems that this is not possible, they retain the discretion to delay nominating guides into the individual Triathlon second selection meeting the week commencing 13th June.
- b. The primary factor in nominating a guide will be their ability to support the Visually Impaired athlete to produce the best possible performance at the Games. To determine this, the Panel will consider the following racing and training performance and team dynamics criteria:
 - i. ability to guide the athlete to deliver maximum swim performance;
 - ii. ability to support best possible tandem delivery between guide and athlete;
 - iii. ability to guide the athlete to deliver maximum run performance;
 - iv. their ability to manage positively the pressures of a major home games
 - v. their ability to create an environment that best prepares the Visually Impaired athlete for a medal winning performance at the Games; AND
 - vi. their ability to be positively contribute to the wider Triathlon Team at the Games.
- c. At this point, the Panel may also look to nominate a single male and female reserve guide. Reserve guides will be nominated using the same criteria outlined at paragraph 4.8 (a-b) above
- d. Reserve guides must ensure that they are available to be present in Birmingham with the nominated Visually Impaired athlete in the case that they are required to race as a guide at late notice (subject to any CWG Late Athlete Replacement Policy in place at the time).

SELECTION 5: DE-SELECTION AND REPLACEMENTS

- 5.1 The process by which an athlete and/or guide may be de-selected from Team England is dependent upon the timing of the final submission date for Team England to formally enter athletes into the Games. The final submission date for athlete nominations is 23rd June 2022.
- 5.2 At any time prior to the 23rd June 2022, Triathlon England reserves the right to withdraw an athlete's (or, where relevant, guide's) nomination should they:
 - a. in the reasonable opinion of the Panel, experience a significant drop in form which suggests that they may not be able to deliver (or, in the case of guides, support their Visually Impaired athlete to deliver) performances at the Games at least equivalent to their World Triathlon World Ranking at the date of the meeting at which they were nominated;
 - b. in the reasonable opinion of the BTF Chief Medical Officer ("CMO") and Team Leader - in consultation with relevant external specialists (where appropriate and practical) - be affected by injury/illness (including mental health challenges) which impacts on their potential to deliver (or, in the case of guides, support their Visually Impaired athlete to deliver) performances at the Games at least equivalent to the World Triathlon World Ranking at the date of the meeting at which they were nominated;
OR
 - c. commit a serious breach of the TMA, or fails to attend agreed Triathlon England preparation camps, or (if a reserve athlete) fails to remain available in Birmingham in accordance with 3.7(c) and 4.8(d) above.
- 5.3 In the event of the withdrawal of an athlete or guide nomination Triathlon England may (but will not be obliged to) nominate the relevant (male/female) reserve athlete or guide selected under paragraphs 3.7 and 4.8(c) respectively above.
- 5.4 Following the final submission date (Thursday 23rd June 2022), athlete and guide de-selections and replacements are only allowed in accordance with the CGF's "Late Athlete Replacement Policy". Athletes and guides may be de-selected at this stage due to them no-longer being eligible, or due to injury/illness. In such circumstances, should the BTF CMO or Team Leader believe injury/illness will impact upon an athlete's / guides potential to deliver a performance at the Games at least equivalent to their World Triathlon World Ranking at the date of the selection meeting at which they were nominated due to injury or illness the following process will be undertaken:
 - a. The BTF CMO (or designated medical representative/specialist), will request that the athlete / guide undergoes a medical examination to determine his/her fitness to compete. If the athlete / guide is deemed not fit to compete or refuses to undergo the examination, his/her nomination will be withdrawn, and Triathlon England will nominate the relevant reserve athlete or guide.
 - b. If the athlete / guide satisfies that he/she is 'fit to compete' and has met the World Triathlon PPE Screening requirements and yet Triathlon England believe he/she will not be able to deliver a performance at least equivalent to their World Triathlon World Ranking at the date of the selection meeting at which they were nominated as a consequence of the underlying injury or illness, the Triathlon Team Leader, at his sole discretion, may request the athlete/guide undergoes a set of performance tests. The test(s) will be agreed between the Team Leader and the BTF CMO (or designated medical representative) in consultation with the athlete/guide in question. If the athlete/guide is unable to perform in the tests at a reasonably equivalent level to what they could have done at the date of nomination (based on their then World Triathlon Ranking) in the opinion of the Team Leader, or refuses to

undertake the test, they will be withdrawn. At this stage Triathlon England will nominate the relevant reserve athlete or guide.

SECTION 6: OBLIGATIONS

6.1 Athletes nominated to CGE are obliged to:

- a. Sign and Abide by the terms of the TMA and sign the CGF Entry and Eligibility form;
- b. Complete all required Team England UKAD education and training;
- c. Agree their 2022 race-calendar with the TL and inform him of any significant changes to this plan;
- d. Attend all Team England preparation camps. Permission to do otherwise must be gained in writing from the Team Leader in advance of non-attendance;
- e. Inform the Team Leader immediately in the event that their preparation is interrupted in any way (particularly in the case of injury and/or illness) subsequent to nomination; AND
- f. Not to make any public announcement whether on any social media platform or otherwise of the nomination or selection until such time as the team announcement has been made by Team England/Triathlon England.

SECTION 7: APPEALS

- 7.1 Athletes/guides may appeal any decision made under this Policy that affects them. Should athletes/guides wish to appeal they must do so after the selection meeting at which the decision they wish to appeal was made. Appeals should be made using the “Triathlon England Appeals Policy” which can be found on the Triathlon England Website. The appeal will proceed directly to Sport Resolutions UK under the ‘Second Appeals’ process set out at point 1.7 of the Triathlon England Appeals Policy. Athletes wishing to seek advice regarding the appeals process are advised to contact the British Athletes Commission (BAC) at support@britishathletes.org.