



Selection Policy for the Krakow 2023 European Games
Krakow, Poland - 27th June to 1st July 2023

OVERVIEW

This Selection Policy (“the Policy”) outlines the process by which the British Triathlon Federation (“BTF”) will determine its nominations for Team GB at the Krakow 2023 European Games (“the Games”).

This Policy has been structured to support BTF’s Olympic World Class Programme’s (“WCP”) mission of developing people and delivering excellence to inspire growth. Specifically, this means that all selection policies for BTF Olympic WCP competitions intend to:

- select the right athletes, to the right race, at the right time;
- provide competition opportunities to support the above;
- to support GBR’s campaign to secure maximum quota slots for Great Britain at the Olympic Games; AND
- provide opportunities to qualify, test and prepare the Mixed Relay team for the next Olympic Games.

In all cases, selection by the BTF represents a nomination to the British Olympic Association (“BOA”) for their ratification and will be conditional on athletes signing and adhering to the BOA Team Members’ Agreement (“TMA”). The final decision regarding selection for the Games therefore lies with the BOA.

The BTF intend to nominate athletes to the men’s and women’s individual races, and the Mixed Team Relay (“Mixed Relay”). The overall aim of this policy will be to select athletes with the intention to maximise individual medal opportunities and to make best use of the mixed relay opportunity in preparation for Paris 2024.

SECTION 1: ELIGIBILITY

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

- a. Meet the BTF, BOA, Europe Triathlon (“ET”) and European Olympic Committee’s (“EOC”) eligibility requirements to compete for Team GB at the Games (including holding a full British Passport valid until at least 31 December 2023);
- b. Be a member in good standing of a Home Nation Triathlon Association which is a member of the BTF and eligible to represent Great Britain in international championships under the rules of WT;
- c. Request nomination for selection for the European Games team via email to (eliteentries@britishtriathlon.org) by the 07 May 2023;
- d. By 03 May 2023, be ranked in the top 350 of the Europe Triathlon Ranking;
- e. Be born on or before 31 December 2005;
- f. Not be serving a period of ineligibility as a result of an anti-doping rule violation or any BTF (including Home Nation) BOA, ET or EOC disciplinary process; AND

- g. In respect of nomination for the female event (and as a competitor in one of the two female places in the Mixed Relay) were registered as a female at birth. See the BTF Transgender Policy at <https://www.britishtriathlon.org/about-us/governance/equality-diversity-inclusion/statements-and-policies> for more information.

SECTION 2: SELECTION PROCESS AND CONDITIONS

- 2.1 The BTF has the opportunity to qualify up to three male and three female individual quota places for the European Games (none of these quota places is guaranteed at the date this Policy has been adopted). **These quota places are allocated to the BTF/BOA and not to the athletes who secured them.**
- 2.2 Athletes will be selected for nomination at a single selection meeting on 28 May 2023.
- 2.3 The Selection Panel (“the Panel”) for the European Games shall comprise:
- a. Voting members;
 - i. BTF Head of Performance Operations – Laura Macey
 - ii. BTF PD – Mike Cavendish;
 - iii. BTF National Coach – Rick Velati;
 - iv. BTF Olympic Pathway Manager – Dan Salcedo;
 - v. BTF Olympic Camp and Competition Support Coach– Glenn Cook; and
 - b. Non-voting members:
 - i. Note-taker(s) as required;
 - ii. BTF media representative; and
 - iii. Independent observer.
- 2.4 This Policy will be applied in a way that is consistent with the number of quota places available, which may mean that certain steps cease to be appropriate or may need to be modified depending on the quota places available. The EOC will confirm the number of quota places available to NOC’s on the 5th May 2023. For more information on how the quota places can be secured, please visit https://www.triathlon.org/uploads/docs/TRIATHLON_EG2023_QUALIFICATION-SYSTEM_FINAL.pdf
- 2.5 Only those athletes who are nominated for the individual races (or, in the case of withdrawal/de-selection due to injury/illness, a reserve) will be eligible for selection in the Mixed Relay team.
- 2.6 Round One – Automatic nomination:**
- a. Up to two Eligible athletes will be automatically nominated for the European Games if they have achieved any of the individual performances outlined below in the 2022 and/or 2023 season (or 2021 season for Tokyo Olympic Games performances only) – listed in priority order:
 - i. A podium at the Tokyo Olympic Games; OR
 - ii. A podium at the WTCS Grand Final; OR
 - iii. Multiple WTCS podiums; OR
 - iv. A podium at the Birmingham Commonwealth Games; OR
 - v. A top 5 at the Tokyo Olympic Games; OR
 - vi. A podium in a WTCS race; OR
 - vii. A top 5 in a WTCS race; OR

- viii. Multiple podiums at European Standard Distance Championship / World U23 Championship / WC races; OR
 - ix. A top 8 in a WTCS race; OR
 - x. A podium in the European Standard Distance Championship / World U23 Championship / a WC race; OR
 - xi. A top 5 in the European Standard Distance Championship / World U23 Championship / a WC race; OR
 - xii. Multiple top 15's in a WTCS race
- b. The above automatic nominations will not apply if, in the opinion of the Panel, the results of any race used for automatic nomination purposes are/is 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.
- c. If there are more than two athletes who meet the automatic nomination criteria, the two athletes who have hit the highest level of performance listed in priority order at points 2.6.a.i.xii will be selected. If there are athletes that have hit the same level of performance criteria, the Panel shall use the discretionary criteria outlined at paragraph 2.7(b) to decide which two athletes will be selected at Round One – automatic nominations. This will be at the absolute discretion of the Selection Panel to nominate the athletes that they believe have the best chance of satisfying the aims of this Policy.

2.7 Round Two - Discretionary nomination:

- a. The Panel will, **at their absolute discretion**, nominate additional eligible athletes to the European Games, up to the quota places available, if they are considered, by them, to be capable of delivering the level of performance required to be competitive at the European Games (as assessed via 2.7[b] below) AND

EITHER they have achieved one of the following performance criteria in the previous 12 months:

- i. A top 8 in the European Standard Distance Championship / World U23 Championship / a WC race; OR
- ii. A podium in the European Sprint Distance Championships / European U23 Championships / World Junior Championships / a European Cup race; OR
- iii. A top 5 in the European Sprint Distance Championships / European U23 Championships / World Junior Championships / a European Cup race;

OR the Panel believes that:

- iv. By competing at the European Games, the athlete will enhance GB's chances of securing 3 individual quota slots at the Games (either as an athlete in their own right or as a Pilot); OR
- v. The athlete is returning from an enforced period out of competition but has a past history of elite level performances at Championship level (and the race is considered a key part of their return); OR
- vi. The athlete has a low or no World Triathlon ranking with a significantly improving performance profile that suggests accelerating their

international race exposure would be beneficial to their overall development.

- b. Pursuant to 2.7(a) above, in determining if an athlete is deemed capable of delivering the level of performance required to be competitive at the European Games – or choosing between multiple athletes who satisfy the criteria outlined at 2.7a(i to vi) – the Panel will consider the following:
 - i. Athlete performances at 2022 and 2023 WTCS, World Cup and Continental Cups (including an assessment of the quality of field in any relevant event);
 - ii. Performances at previous championships (including World/European championships and Commonwealth/Olympic/European Games);
 - iii. World Triathlon World Rankings;
 - iv. The BTF Athlete Mapping Tool (as an aid to assessing future performance trajectory);
 - v. Current form;
 - vi. Injury/illness history and status; AND
 - vii. Subjective assessments relating to athletes' ability to perform under pressure and deliver performances aligning to the "one day, once race" philosophy of BTF.

2.8 Round Three – Reserve Athlete Nomination

- a. Once rounds one and two have been completed the Panel will select a male and female reserve athlete. Selection of the reserve athletes will be made at the single selection meeting on the 28 May 2023.
- b. Subject to 2.8(c) below, in selecting reserve athletes the Panel will only consider athletes who satisfy either the automatic and discretionary criteria detailed at paragraphs 2.6 and 2.7(a). If more than one unselected athlete satisfies the automatic or discretionary criteria, the Panel shall use the criteria detailed at point 2.7(b) to determine which athlete shall be selected as a reserve.
- c. If no reserve athletes are selected via 2.8(b) the Panel may choose to select a MR only reserve athlete. This will be at the absolute discretion of the Panel and will be selected via the MR selection criteria detailed at paragraph 3.3.

SECTION 3: SELECTION PROCESS – MIXED RELAY (MR) EVENT

- 3.1 Only those athletes who are nominated for the individual races (or, in the case of withdrawal/de-selection due to injury/illness, a reserve) will be eligible for selection in the Mixed Relay team. An Indication of the likely final 4 starters for the MR may be given in advance of the competition to aid planning and manage expectations. However, the final selection of the team of four athletes to compete in the MR event will be made jointly by the Team Leader and coaching team at the European Games and the UK based members of the Panel not in attendance following conclusion of the individual races.
- 3.2 Selection of the team will be entirely discretionary. In selecting the team, BTF have ultimate discretion to balance both short-term (i.e. MR results in that race weekend) and long-term (i.e. taking into account BTF's MR strategy and athlete exposure/development towards Paris/LA) performance goals.

- 3.3 Taking into account 3.2 above, the team of four athletes will be selected based on a combination of the following, as well as any other criteria that may be deemed relevant by the Panel (in no particular order):
- a. The individual profile of each athlete and how it relates to the course profile, competition and desired race tactics to maximise race outcomes and/or race learning;
 - b. Result in the individual events*;
 - c. Athletes' state of recovery and readiness following the individual events (taking into account injury and recovery history prior to the race weekend);
 - d. Athletes' race plan;
 - e. Athletes' previous MR experience;
 - f. the coaching team/BTF's desire to provide MR race exposure to inexperienced/developing athletes**; AND
 - g. BTF's MR strategy.

**The outcome or result of the individual event will NOT infer any automatic selection to Mixed Relay team.*

***In this stage of the Paris Olympic cycle, BTF may choose to give opportunities to inexperienced/developing athletes over experienced athletes for whom BTF have significant understanding/data relating to their MR capabilities.*

SECTION 4: DE-SELECTION AND REPLACEMENTS

- 4.1 The Delegation Registration Meeting ("DRM") i.e. the date on which Team GB is formally entered into the European Games, is currently set for 2nd June 2023.
- 4.2 From 3rd June onwards (post-DRM), athlete de-selections and replacements are only allowed in accordance with the competition's "Late Athlete Replacement Policy" (the "LARP") (which may be amended for each Games, requiring amendment to the criteria outlined below). Based on the most recent version of the LARP, athletes may only be de-selected at this stage due to them no-longer being eligible or due to injury/illness that prevents the participation of that athlete. In the case of injury/illness the following process will be undertaken:
- a. After nomination, the Team GB CMO, in conjunction with the BTF CMO (or other designated medical representative/specialist), will request that the athlete undergoes a medical examination to determine his/her fitness to compete. If the athlete is deemed not fit to compete or refuses to undergo the examination, his/her nomination will be withdrawn and BTF will nominate the relevant reserve athlete in accordance with the LARP.
 - b. If the athlete satisfies the Team GB CMO that he/she is 'fit to compete' and yet the BTF and/or the BOA still have concerns that, as a consequence of the underlying injury/illness, the athlete may still not be fit to participate (or cause themselves further injury/ill-health in doing so), the Team GB Chef de Mission, at his/her sole discretion, may request the athlete undergoes a set of pre-determined sports specific performance tests. The test(s), and the most appropriate staff to conduct such tests, will be agreed by the PD (in consultation with his/her national coaching team), the BTF CMO (and/or designated medical representative) and the BOA in advance. The nature, content and intensity of these tests will consider the nature/timing of the injury (if relevant) and will be designed to provide confidence to the Panel that the athlete concerned will be able to fully participate in the individual and/or relay event(s) at the Games without causing further injury/ill-health.
 - c. If the athlete is unable to perform in the tests at the reasonably required level, or refuses to undertake the test, they will be withdrawn by the BOA from Team GB on medical grounds and, if appropriate, a replacement athlete will be nominated by the

BTF to the BOA who will then – subject to ratification – enter them in accordance with the LARP.

- 4.3 In the event of the withdrawal of an athlete after the DRM date but before the LARP deadline the Panel may, but will not be obliged to, nominate a relevant reserve athlete selected under points 2.8 [a-c].

SECTION 5: APPEALS

- 5.1 Athletes may appeal any pre-DRM decision under this Policy that affects them under the “BTF Appeals Policy” which can be found on the [BTF website](#). The appeal will proceed directly to Sport Resolutions UK under the ‘Second Appeals’ process set out at paragraph 4 of the BTF Appeals Policy. Athletes wishing to seek advice regarding the appeals process are advised to contact the British Athletes Commission (BAC) at www.britishathletes.org.
- 5.2 In the event that the BOA refuses to ratify a nomination by the BTF Panel, or in the case of de-selections that take place after DRM, the athlete may appeal that decision to the BOA.

SECTION 6: AMENDMENT

- 6.1 In the event that any unforeseen circumstance makes any provision of this Policy unworkable or ineffective to promote the aims of the Policy, the BTF will be entitled to amend this Policy so that the aims can be secured. Any amended version will be made available at www.britishtriathlon.org.