

## Selection Policy for the England Next Generation (ENG) Programme

### Overview

This policy outlines how an athlete can be selected onto the ENG programme. The purpose of the ENG programme is to develop athletes who have the skills and abilities to achieve at the very highest levels of the sport and in so doing prepare them for the next stage of the Performance Pathway, the World Class Programme. Athletes selected into the ENG programme will therefore need to demonstrate the necessary indicators that suggest they are at or close to the expected performance trajectories for their age and stage of development.

The programme is focussed on working predominately with athletes aged 16-19 in the year of competition who are in full time education at school or college i.e., in Years 11,12 or 13 (or similar). The programme also has the facility to support older athletes, who are on a trajectory towards the World Class Programme and are not based in one of the funded or aligned British Triathlon Training Centres and/or are considered to be a 'talent transfer' athlete i.e., are transferring to triathlon from another sport, normally swimming and/or athletics.

ENG offers a bespoke programme of support and athletes will have access to the following,

1. In tandem with, and working alongside your existing coaching network, weekly coach support from your designated ENG Athlete Lead,
2. Collaborative individual training and development plans to support and maximise your progression,
3. World leading camp and competition experiences, surrounded by the best athletes at your age and stage, delivered in collaboration with all 3 Home Nations and the World Class Programme,<sup>1</sup>
4. Regular exposure to leading National Training Centres, their coaches, athletes and training environments,<sup>1</sup>
5. Proactive facilitation and communication with your current and future place of learning and/or employer supporting both your dual career balance and post 18 transition,
6. Exposure to expert Sports Science and Sports Medicine support aligned to the WCP and Home Nation Institutes,
7. Home Nation training and racing kit.

*Note 1: The cost of training camps, competitions, associated activities or training/racing kit is subsidised by Home Nations, however, you will almost certainly be required to make some financial contribution. If meeting any programme costs is ever a barrier, please contact the ENG Programme confidentially to discuss.*

### Selection Process

Athletes, both new and returning, are assessed for selection to the ENG programme on an annual basis. To be selected athletes will need to meet **BOTH** the eligibility and selection standards **BEFORE** being considered, by the selection panel, against the membership criteria.

Selections will be made on or before **9<sup>th</sup> October** with successful athletes being notified by **11<sup>th</sup> October** and invited to the Programme Launch based from Sherwood Forest YHA on the **8-10 November (2024)**.

Any eligible athletes who have met selection standards and are new to the programme will be invited to a pre-selection meeting. This will be an opportunity for programme staff to meet and get to know the athlete and in so doing understand more about them and their support network ahead of the selection panel meeting. It is also a chance for staff to explain the selection process and outline how the programme works. At the same time, the athlete and their support team can use this opportunity to ask any questions regards the selection process and the programme in general.

## **Section 1. Eligibility**

### **1.1 To be eligible for selection to the ENG programme athletes must:**

- i. Be a member in good standing of Triathlon England i.e., not subject to any form of sanction, suspension or ongoing disciplinary procedure,
- ii. Be a Youth A, Youth B<sup>1</sup> or Junior athlete in the following year of competition AND in full time education i.e., Years 10,11,12 or 13 at school or college (or similar e.g., apprenticeship or traineeship) OR not be based at a National Training Centre<sup>1</sup>,
- iii. If already competing in the sport have a strong and positive record of engagement in British/English pathway activity e.g.,
  - a) Be a member and have a positive record of contribution at a Triathlon England Regional Academy (youth and junior athletes only),
  - b) Compete in and/or attend key British Triathlon/Triathlon England pathway events e.g., British Super Series events, the PA's (Performance Assessments), IRD's (Intelligent Race Days), etc.

*Note 1 – in exceptional circumstances an athlete who is resident at a Training Centre in the following season may be selected.*

## **Section 2. Selection Standards**

### **2.1 ENG selection criteria for Youth and Junior athletes who already compete in the sport or are current programme members.**

Selection at this age to the programme will be **entirely at the discretion** of the selection panel and is split into **3 sections [i-iii]**, with points being awarded in each. To reach minimum standards to be considered for selection athletes will need to score at least **3 points**. It is important to understand that achieving minimum selection standards **IS NOT a guarantee of selection** it is expected more athletes will achieve the minimum standard than places are available.

#### **i) A standard – the following standards score 2 points each.**

- a) Been selected into the 2024 World or European Junior Championship teams,
- b) Qualified for the 'A' Final in the 2024 European Youth Championship,
- c) Achieved a Top 2 overall in any 2024 British Super Series Triathlon,<sup>1</sup>
- d) Winner of either the 2024 North or South Aquathlon<sup>1</sup>.

#### **ii) B standard – the following standards score 1 point each.**

- a) Achieved a top 8 overall in the 2024 European or World Junior or European Youth Championship trial race<sup>1</sup>,
- b) Achieved a top 7 overall in the 'B' final at the 2024 European Youth Championship,
- c) Achieved a top 6 overall in a 2024 British Super Series event<sup>1</sup>,
- d) Achieved a top 5 overall in the 2024 British Super Series final rankings (Youth B)
- e) Achieved a top 5 overall in the 2024 British Super Series final rankings (Youth A)
- f) Achieved a top 5 overall at the 2024 School Games
- g) A member of a top 2 (youth and junior) team at the 2024 British Mixed Relay Championships<sup>2</sup>
- h) A member of the winning team at the 2024 School Games Mixed Relay<sup>2</sup>
- i) An existing member of the ENG programme with clear evidence of working towards and/or achieving any set targets **AND** engaging with the programme e.g., regular communication with ENG Athlete Lead and camp attendance.

*Note 1 – In Super Series events juniors will be considered irrespective of seniors, i.e., junior only results excluding seniors. Youth B's, will be considered within the Youth race (ie alongside Youth A's) OR the Junior race they are competing in (alongside Juniors), they **WILL NOT** be considered as a separate age group. In **ALL** British events results will be considered as overall within the junior or youth race – i.e., this **WILL** include athletes from Scotland and Wales.*

*Note 2 - athletes with a relay result must also achieve at least one individual B standard performance to be considered eligible.*

### iii) Swimming and Running Standards

The following standards, assessed according to the British Triathlon Swim/Run calculator [here](#), will be awarded a point score each,

- Swimming,
- Running,
- Swim/Run total.

In assessing swimming and running standards the panel will use

This score [a,b,c] will be totalled (see the below table and then worked examples to understand how this works) and then added<sup>2</sup> to the points awarded at sections 2.1[i-ii]

#### Swim, Run and Point Score Table<sup>1</sup>

BTF Calculator Swim Standard	155	160	165	170	175	180	185	190
<b>ENG Policy Swim Points</b>	<b>-1.5</b>	<b>-1.0</b>	<b>-0.5</b>	<b>0</b>	<b>0.5</b>	<b>1.0</b>	<b>1.5</b>	<b>2.0</b>
BTF Calculator Run Standard	155	160	165	170	175	180	185	190
<b>ENG Policy Run Points</b>	<b>-1.5</b>	<b>-1.0</b>	<b>-0.5</b>	<b>0</b>	<b>0.5</b>	<b>1.0</b>	<b>1.5</b>	<b>2.0</b>
BTF Calculator Swim/Run total	325	330	335	340	345	350	355	360
<b>ENG Policy Swim/Run Points</b>	<b>-1.5</b>	<b>-1.0</b>	<b>-0.5</b>	<b>0</b>	<b>0.5</b>	<b>1.0</b>	<b>1.5</b>	<b>2.0</b>

**Worked examples** – an athlete with the following BTF calculator standards would score the following **ENG Policy points**,

- swim (162) run (165) & swim/run (327) standards, would score (swim -0.8 + run -0.5 + combined -0.3) = **-1.6 points<sup>2</sup>**
- swim (175) run (165) & swim/run (340) standards, would score (swim 0.5 + run -0.5 + combined 0) = **0 points**
- swim (170) run (176) & swim/run (346) standards, would score (swim 0 + run 0.6 + combined 0.6) = **1.2 points**
- swim (181) run (186) & swim/run (367) standards, would score (swim 1.1 + run 1.6 + combined 2.7) = **5.4 points**

**Note 1** – The panel will **ONLY** use swim and run times that are verified so, **EITHER** they appear on the swimming (Individual Best Times) or athletics (Power of Ten) databases **OR** they will have to be done in the presence of a BTF employed or contracted coach e.g., Academy Time Trials. Times will need to have been achieved in the previous 12 months unless there is a significant injury/illness issue. Athletes believing they have verified times that the panel may not be aware of i.e., they do not appear on Individual Best Times or Power of Ten nor were achieved at Academy Time Trials should contact Guy Punja with details [guypunja@britishtriathlon.org](mailto:guypunja@britishtriathlon.org) at least 7 days before the selection deadline. Athletes swim/run times, as per for Academy trials, will be assessed according to their age on 1 September 2024.

**Note 2** – athletes with a negative swim/run/combined score will have those points subtracted from the points they accrue at sections 2.1[i-ii]

## 2.2 ENG Selection criteria for older athletes (not youth or junior) already competing in the sport (and not resident at a National Training centre)

Selection at this age to the programme will be **entirely at the discretion** of the selection panel, however, athletes would normally be expected to have achieved one or more of the following to achieve the minimum selection standards, and in so doing clearly demonstrate they are on a trajectory towards the World Class Programme,

- A member of the 2023 or 2024 European or World Junior Championship Team,
- A member of a 2023 or 2024 U23 European or World Championship Team (*1<sup>st</sup> 2 years in age group*) OR achieved a Top 8 in the 2023 or 2024 European U23 or a top 15 in the World U23 Championships (*2<sup>nd</sup> 2 years in age group*),
- Achieved a Top 6 (*1<sup>st</sup> 2 years in U23 age group*) OR Top 3 (older) in a 2024 British Super Series *race (overall including all age groups and nationalities)*,
- Achieved a Top 16 (*1<sup>st</sup> 2 years in U23 age group*) OR Top 8 in a 2023 or 2024 Continental Cup,
- Achieved a Top 20 in a 2023 or 2024 World Cup.

## 2.3 ENG Selection for talent transfer athletes (those who are new to the sport)

Selection at this stage is **entirely at the discretion** of the selection panel, however, athletes would normally be expected to have achieved the following as a minimum selection standard,

- i. Have a total swim and run points score of 350 on the British Triathlon calculator found [here](#) with a score in their strongest discipline of over 185<sup>1</sup>,

Athletes applying at this point will need to apply in writing to the programme via [dansalcedo@britishtriathlon.org](mailto:dansalcedo@britishtriathlon.org) by **September 8<sup>th</sup> 2024** and use verified swim and run times e.g., they appear on the British Swimming (ASA personal best) or British Athletics (Power of Ten) databases.

*Note 1 - The online point calculator works to age 19 only, athletes aged 20 and over who meet point 2.3.1 and score 350+ and 185+ points may still apply in writing and the panel will assess their times against criteria for their age/stage.*

## **Section 3. Membership Criteria**

### **3.1 In determining if an athlete who has evidenced eligibility and selection standards should be selected into the ENG programme the panel will consider the following membership criteria,**

- i. In the case of,
  - a. 2.1 [i-iii] the number of points that the athlete has scored and the quality of the field in the event(s) (2.1 [i-ii]) where the standards were met,
  - b. 2.2 [i-v] the number of times and the quality of field in the event(s) where standards were met,
  - c. 2.3 [i] the athlete's point score (single discipline and combined) and perceived potential in the sport.
- ii. The age and stage of development of the athlete e.g.,
  - a. Their training age (the amount of endurance training undertaken),
  - b. Their physical age (level of physical maturity),
  - c. Their relative age (month of birth),
  - d. Their triathlon age (the amount of time in the sport),
- iii. The athlete's commitment to their continued development in line with the BTF Athlete Development Framework (ADF),
- iv. The athlete's potential to contribute positively to the programme,
- v. The athlete's evidenced engagement with British Triathlon Pathway activity,
- vi. If the ENG programme is the best placed 'resource' to support the athlete's development,
- vii. The number of available places on the programme.

## **Section 4. The Selection Panel**

### 4.1 The selection panel will comprise,

1. Dan Salcedo – *Olympic Pathway Manager (casting vote)*,
2. Katie Hewison - *ENG Athlete Lead North (voting)*,
3. Steve Lloyd - *ENG Athlete Lead Midlands (voting)*,
4. Blair Cartmell - *ENG Athlete Lead South (voting)*,
5. Guy Punja - *Pathway Co-ordinator (voting)*,  
AND at least one/or both of,
6. Fiona Lothian – *Head of Performance Pathways Triathlon Scotland (non-voting)*,
7. Vicky Johnston – *Pathway Head Coach Head (non-voting)*.

## **Section 5. Notes**

### **5.1 Injury and Illness**

Existing athletes who, due to a period of injury, illness or other extenuating circumstances, have been unable to meet some or all of the selection standards may, with good evidence of positive programme engagement, at the sole discretion of the Selection Panel retain their membership of the programme, which will be subject to review.

### **5.2 Non selected athletes**

Athletes who achieve eligibility and selection standards but who are not selected into the programme will be offered the opportunity to be met with individually to discuss the rationale for their non-selection and outline what would be required in future for them to be offered a place on the programme.

### **5.3 Guest invites**

Athletes who are demonstrating an appropriate performance trajectory may be invited into programme activity and offered some programme support in the hope that exposure to ENG environments will support their transition into the programme if and when selected.

### **5.5 Exceptional Circumstances**

The panel may in exceptional circumstances choose to offer membership to athletes who have not met selection standards if programme places exist and/or offer places to athletes who will compete as Youth A or are resident at a National Training Centre in the following year of competition. In such cases the panel will need to be satisfied that athletes are on the appropriate performance trajectory, will benefit from, want to engage with ENG support **AND** be VERY confident that the programme is the best placed performance resource to support the athletes on-going development.

## **Information and Queries**

All questions on this policy should be directed to Guy Punja [guypunja@britishtriathlon.org](mailto:guypunja@britishtriathlon.org)