



Next Generation Paratriathlon Programme

Selection Policy 2022-23

Date 18/10/22

Version 1.1

Introduction

This policy outlines how an athlete can be selected onto the Triathlon Scotland Next Generation programme. The purpose of the Next Generation 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 Triathlon Scotland Next Generation 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.

It is aimed at athletes over 16 years of age through until approximately 35 years of age; those younger than this (or not at the required performance standard) will be supported by the Scottish Paratriathlon Academy.

Athletes will be selected at two points each year; April and October.

The TS Performance Programme is aligned to the British Triathlon Performance Pathway. The programme seeks to empower athletes through the provision of opportunities and experiences that add value. These are designed to support athletes in learning more about themselves and so developing as an individual whilst also being part of an identified training group. Membership of the programme is earned through both your performances in races and by evidencing a commitment to your own development process.

The Triathlon Scotland Home Nations programme 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 the Triathlon Scotland Pathway Coach
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.¹
4. Access to the National Triathlon Performance Centre on a regular or semi-regular daily training environment (DTE).
5. Proactive facilitation and communication with your current and future place of learning and/or employer supporting both your dual career balance and post school transition.
6. Exposure to expert Sport Science, Sports Medicine and Performance Lifestyle support from Scottish Institute of Sport² and aligned to the World Class Programme
7. Triathlon Scotland training and racing kit.

¹The 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 Triathlon Scotland Performance Coordinator confidentially to discuss this.

²For athletes based in England / overseas access to this support will be limited in the main to virtual support.

The above is an overview of the support offered by the Triathlon Scotland Performance Pathway. Triathlon Scotland recognise that athletes may be able to access appropriate coaching, training and support services through their existing daily training environments (DTEs), therefore the objective of the Triathlon Scotland Performance Pathway is not to replace this, but to provide additional value and support where required to assist athletes in achieving their potential.

1 Eligibility

- 1) To be eligible for selection to the Triathlon Scotland Next Generation programme athletes must:
 - a) Be eligible to represent Scotland at the Commonwealth Games.
 - b) Be a member in good standing of Triathlon Scotland i.e. not subject to any form of sanction, suspension or ongoing disciplinary procedure.
 - c) Be aged 16 or over as of 31st December in the relevant year and normally under 35 years of age at the time of application.
 - d) All athletes must have a confirmed or provisional national classification. For those not currently in possession of a paratriathlon classification an appointment will be offered at the earliest opportunity.
 - e) Not currently be receiving any British Triathlon/UK Sport World Class Programme funding.
 - f) Not be serving a period of ineligibility because of an anti-doping rule violation.
- AND
- g) If working directly with a coach or coaches, said coach must not have been found guilty of any offence liable to, in the opinion of Triathlon Scotland, bring Triathlon Scotland or its teams into disrepute. The coach must have a recognised NGB coaching qualification(s) and be a valid member and where appropriate coach license holder of the relevant NGB(s).

2 Selection standards

- 2) All selections are made on a discretionary basis following interviews and are based on the following metrics:
 - a) Performances at domestic multi-sport competitions (in particular the British Super Series), which demonstrate an ability to progress towards being competitive at world level,

- b) Single discipline performance standards. Within the last 12 months athletes must have met the minimum standard swim/bike/run times (see Appendix 1) in two of the three disciplines AND within the total race time. Times will be taken from single discipline time trials where course length, profile and conditions can be verified by a member of the selection panel,
- c) Athletes displaying or working towards the Performance Behaviours sought at the Next Generation level (see Appendix 2).
- d) Stage of athletic development, based on time in the sport, general sporting background and known training history in endurance sport.
- e) Where relevant, engagement with and commitment to their Paratriathlon Academy.

3 Membership criteria

- 3) In determining if an athlete who has evidenced eligibility and selection standards should be selected into the Triathlon Scotland Next Generation programme the panel will consider the following membership criteria:
 - a) Which standard of criteria that the athlete has met, how many times they have met it and the quality of the field in the event(s) where the standards were met
 - b) The athlete's single discipline abilities
 - c) The age and stage of development of the athlete e.g.
 - i. Their training age (the amount of endurance training undertaken)
 - ii. their physical age (level of physical maturity)
 - iii. Their triathlon age (the amount of time in the sport)
 - d) The athlete's potential to contribute positively to the programme
 - e) The athlete's evidenced engagement with Triathlon Scotland and British Triathlon Pathway activity
 - f) If the Triathlon Scotland Home Nations programme is the best placed 'resource' to support the athlete's development
 - g) The number of available places on the programme (note this is combined across Paratriathlon and Triathlon)
 - h) Athletes can be a member of the Next Generation Programme for up to two years, with a need to be re-selected in their second year; In exceptional circumstances this time frame may be extended due to injury, illness etc

4 Selection process

- a) Athletes, both new and returning, are assessed for selection to the Triathlon Scotland Home Nations 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.

- b) Selections will be made on or before 8 November **2022** with successful athletes being notified by **10 November 2022**.
- c) Triathlon Scotland will contact all athletes who meet the eligibility criteria by **25 October 2022**
- d) All new eligible athletes who have met selection standards will be invited to a pre-selection meeting week of **31 October 2022**. 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, while also explaining the selection process and outlining 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.
- e) All existing athletes¹ will be invited to an athlete review meeting which will include representation from the TSP Programme (normally the Head of Performance and Pathway Coach) along with the athlete and their parent(s) and club / individual coach whose feedback on the athlete's development will be important in the process. The meeting will discuss and consider the following:
 - i. Evidence of progression against the athlete behaviours in Appendix 2 e.g., a clear Individual Athlete Plan, against which development and key learnings can be talked through.
 - ii. Evidence of positive engagement and contribution in Scottish Performance Squad activity in the year of selection (if appropriate).
 - iii. Demonstrating and/or working towards desired performance factors, attitudes and behaviours in relation to the Appendix 2 along with an evident willingness to align with the Triathlon Scotland philosophy.
 - iv. Performance Profile
 - 1. Benchmarking swim / run
 - 2. Race results
- d) Athletes meeting the selection standards may be added to the programme as Guests throughout the year but will not be eligible for Scottish Institute of Sport support

¹This includes all current Next Generation squad even if they have not fully met the standards in 2022

5 Selection panel

The selection panel will comprise:

1. Triathlon Scotland Head of Performance (casting vote)
2. Triathlon Scotland Performance Pathway Coach (voting)
3. One other coach working within the Triathlon Scotland or other Home Nations Paratriathlon Performance Pathway (voting)

AND at least one/or both of

4. BTF Paratriathlon Pathway Manager (non-voting),
5. Head of Performance Welsh Triathlon (non-voting)

AND

6. Note Taker (non-voting)

6 Notes

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.

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.

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 Triathlon Scotland Home Nations environments will support their transition into the programme if and when selected.

Exceptional Circumstances - The panel may in exceptional circumstances chose to offer membership to athletes who have not met selection standards if programme places exist. 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 Triathlon Scotland support and that the programme is the best placed performance resource to support their on-going development

7 Notes

Any questions relating to this policy should be directed to performancepathway@triathlonscotland.org

Appendix 1

Swim / Bike / Run and total time for a Sprint Triathlon minimum standard.

Category	Swim	Bike	Run	Total
WPTWC H1	00:13:55	00:40:35	00:15:55	01:10:25
WPTWC H2	00:13:16	00:38:41	00:15:10	01:07:08
WPTS2	00:13:35	00:41:00	00:27:40	01:22:15
WPTS3	00:15:55	00:45:05	00:23:35	01:24:35
WPTS4	00:16:05	00:41:30	00:24:40	01:22:15
WPTS5	00:13:00	00:36:40	00:21:50	01:11:30
WPTVI B1	00:13:30	00:34:40	00:22:55	01:11:05
WPTVI B2/3	00:12:56	00:33:13	00:21:58	01:08:07
MPTWC H1	00:13:00	00:37:40	00:14:05	01:04:45
MPTWC H2	00:12:32	00:36:20	00:13:35	01:02:27
MPTS2	00:15:55	00:34:00	00:21:30	01:11:25
MPTS3	00:15:50	00:37:15	00:22:40	01:15:45
MPTS4	00:12:20	00:33:45	00:20:00	01:06:05
MPTS5	00:11:50	00:32:10	00:18:40	01:02:40
MPTVI B1	00:12:00	00:30:55	00:19:15	01:02:10
MPTVI B2/3	00:11:32	00:29:43	00:18:30	00:59:45

Appendix 2

Paratriathlon Performance Behaviours

Overarching aim – To develop athletes that display the behaviours, skill-sets and racing and training knowledge to effectively drive their own and others' ability to reach their potential.

Seven Key Performance Behaviours

Behaviour	Definition
Hard Working	Developing a love for the process of endurance training.
Self-Awareness	Understanding the sport and what is required from athletes at each level of the pathway. Athletes have an accurate understanding of where their strengths and weaknesses lie and are realistic in their aspirations to develop these.
Organising & Planning	Prioritising appropriately to balance the changing demands of both sport and lifestyle. Positively engages with an annual performance planning process when necessary.
Engagement with others	Can collaborate productively as part of a team which includes coaches, other athletes, parents and support staff.
Decision Making	An ability to problem solve and think independently; athletes can gather and analyse information and then with confidence make the right choice.
Resilience	Recovers quickly from challenging circumstances with the ability to adapt to the twists and turns life throws at us.
Performing under pressure	Delivering your absolute best when it really matters most.

What could this look like at each stage of the pathway?

These are some examples of how each behaviour could be displayed within triathlon, but this is not an exhaustive list and there are an endless number of scenarios in which athletes can develop and present each trait.

Performance Behaviour	Academy (1-2)	Next Generation (3-4)	Confirmation (5-6)	Podium Potential (7-8)	Podium (9-10)
Hard Working	Athletes enjoy working hard and trying their best during both training and racing.	Understands the type of training (both volume and intensity) required to perform at their best. Is developing their ability to pace a sprint distance triathlon, to achieve their fastest overall performance.	Embraces the process of endurance training, whilst developing their ability to understand their body and make informed decisions with their support team.	Understands how to achieve their best at key events by periodising their work across a year. Developing the ability to implicitly understand their body, without the need for constant data.	Understands how to periodise their effort over the course of a Games cycle. Has an instinctive understanding of their body and can communicate necessary changes proactively with support staff where relevant.
Self-Awareness	Has a basic understanding of the sport and standards at a national level. Is beginning to identify strengths and weaknesses.	Developing understanding of the sport, including standards at an international level. Understands strengths and weaknesses in each discipline and has an annual training plan based on these.	Has a good understanding of international standards and where they sit against these across the disciplines.	Understands the detail behind what they need to do to develop their strengths and weaknesses. Knows how to improve race delivery to consistently perform in line with training form.	Understands the specifics of how they need to prepare for major events and can prioritise this. Is proactive in innovating to achieve their best results and identifying innovations used by other competitors.

Performance Behaviour	Academy (1-2)	Next Generation (3-4)	Confirmation (5-6)	Podium Potential (7-8)	Podium (9-10)
Organisation & Planning	Athlete has the correct kit for each session and can balance their schedule to make sure they're on time for training. Athletes are developing a consistent weekly training plan with support from their coach.	Athletes are developing skills to ensure all equipment (bike/race chair/prosthetics etc) are in good order for training & racing. Coaches support athletes in planning blocks of training to target specific areas.	Introduced to the Individual Athlete Plan (IAP) process and can engage positively with this. Has an annual race plan which is shared with their support team and understands any relevant international selection policies.	Engages early with coach and support staff to be best prepared for the IAP process. Knows the difference between key international races and others used for learning opportunities and can prioritise and prepare for each type.	Together with their coach can lead the IAP process, proactively engaging with their support team to maximise delivery. Has a clear and communicated 4-year plan and effort is periodised over this time to prioritise Games performance.
Resilience	Can pick themselves up from a bad training session or race and continue to try their best week on week.	With their coach, athletes can begin to reflect on challenging or uncertain situations and start to understand how they could respond differently.	Athletes are developing their awareness of how they naturally react to challenging situations and are actively working towards improving their skill set where necessary.	Challenging situations can be anticipated, and plans and strategies are put in place ahead of time in order to minimise any disruption to performance.	Athletes can embrace uncertainty and have a well-rounded skill set to be able to cope with and thrive within the uncertain landscape of racing and training at the highest level.

Performance Behaviour	Academy (1-2)	Next Generation (3-4)	Confirmation (5-6)	Podium Potential (7-8)	Podium (9-10)
Engagement with others	Athletes attend and engage positively in programme activity, communicating with their coach in a timely manner when they may struggle to do so.	The relationship between coach and athlete is developing, with honest, trustworthy communication becoming a regular and valued resource. PTVI and PTWC athletes are proactive and positive in engaging with guides and personal handlers where necessary.	As the support team widens athletes begin to engage positively with support staff, and with their coach can communicate their goals and plans in order to receive the best support.	Athletes understand how to best engage with different practitioners in their support team. They are at the centre of creating the most effective team, who can help them achieve their specific goals.	Athletes are completely engaged in the process of becoming the best they can be, proactively seeking out experts where necessary to help develop the final few percent.
Decision Making	Alongside parents/partners and coaches, athletes can make decisions about how best they can develop within the sport.	Key decision making is supported by others, but athletes become more comfortable to try different things and learn from their successes and failures, both in training and racing.	Athletes start to develop their ability to make a decision under pressure, be that in a race or training. Reflection is built into these experiences and athletes can unpick their thought processes to improve in the future.	Athletes are improving their ability to source accurate and useful information and can collaborate with team members to make more informed choices that are specific to their needs.	Athletes take ownership for their direction of travel, constantly learning from their own and others experiences in order to become the best athlete they can be.

Performance Behaviour	Academy (1-2)	Next Generation (3-4)	Confirmation (5-6)	Podium Potential (7-8)	Podium (9-10)
Performing under pressure	Athletes can recognise when they get particularly nervous but are still able to complete a given training set or race despite this.	Races are not just about the final performance and athletes are still able to experiment and learn without feeling internal or external pressure to perform.	Athletes can distinguish between races as learning experiences, and events where a performance is more important, and are able to prepare for and deliver in both of these types of events in order to maximise learning.	Athletes have a plan to minimise external and internal pressure and are able to perform at agreed key races within a season in line with their current training form.	Athletes have confidence that they can produce their very best performances at key milestone target events, regardless of challenging or unexpected circumstances within a race.