



Triathlon Scotland Commonwealth Games Programme 2024-25

V 1.0

30 July 2024

Introduction

This policy outlines how an athlete can be selected onto the Triathlon Scotland Commonwealth Games programme. The purpose of the Commonwealth Games 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, and to go on to represent Scotland at the Commonwealth Games. Athletes selected into the Triathlon Scotland Commonwealth Games programme will therefore need to demonstrate the necessary indicators that suggest they are at or close to the expected performance trajectories to be selected for the next Commonwealth Games.

The programme would expect to select and support between 4 and 8 athletes annually and is focussed on working with athletes aged 19+. The programme is to support those athletes who are on an upwards trajectory towards the World Class Programme or Commonwealth Games selection. Younger athletes should refer to the Next Generation programme.

The Triathlon Scotland Performance Programme is aligned to the [British Triathlon Athlete Development Framework](#). 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 Commonwealth Games programme offers a bespoke programme of support and athletes will have access to the following:

1. Access to the National Triathlon Centre as a regular or semi-regular daily training environment (DTE) as agreed by Lead National Triathlon Centre Coach
2. Facilitation of daily training environment if not based in a British Triathlon Performance or Pathway Centre
3. Access to Triathlon Scotland Performance Staff for the following:
 - To be a Lead Program Coach or as support to current coaching set up
 - For consultation and/or advice regarding training plans/schedules
 - To support in planning race schedules and/or qualification campaigns
4. Access to expert Sport Science, Sports Medicine and Performance Lifestyle support from Scottish Institute of Sport¹ and aligned to the World Class Programme.
5. Invitation to domestic and international camps ^{2,3}
6. Support for domestic and international events^{2,3}

7. Triathlon Scotland training and racing kit².

¹For athletes based in England / overseas access to this support may be limited to virtual support.

²The cost of training camps, competitions, associated activities or training/racing kit is subsidised by Triathlon Scotland; 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 Programme Coordinator confidentially to discuss this.

³Support will be prioritised as follows Commonwealth Games Campaign, Commonwealth Games Development.

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.

Section 1 Eligibility

1.1 To be eligible for selection to the Triathlon Scotland Commonwealth Games programme athletes must:

- a) Be eligible to represent Scotland at the Commonwealth Games as per the latest Commonwealth Games Federation eligibility criteria
- b) Be a current member of Triathlon Scotland
- c) Be aged 19 or over as of 31st December in the relevant year
- d) Notify Triathlon Scotland by completion of the [nomination form](#) of their desire to be considered for selection, no later than 10 September 2024
- 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
- g) Not have been found guilty of any offence liable to, in the opinion of Triathlon Scotland, bring Triathlon Scotland or its teams into disrepute.

AND

- h) 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 licence holder of the relevant NGB(s)

2. Selection Standards

2.1 Selection Criteria

Selection at this stage 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 and in so doing clearly demonstrate they are on a trajectory towards the World Class Programme.

2.2 Commonwealth Games Campaign

A standard

Has achieved one result that meets World class Performance Programme Podium-Potential standard (note these policies are for 23-24 so dates will advance by one year)

[Triathlon](#) -

[Paratriathlon](#)

B standard

1. Achieved top 5 in a 2024 Continental Cup
2. Achieved a top 20 in a 2024 World Cup
3. Has achieved 1 result that meets [World Class Performance programme confirmation standard](#)
4. Be ranked in the Top 3 Commonwealth athletes on the World Triathlon Para Rankings⁴
5. PTVI Guide - have podiumed at a World Triathlon Paratriathlon Championships

2.3 Commonwealth Development

A standard

1. Selected for GB team at U23 European or World Championships (including relay)

2. Selected for GB team at Elite European Standard, Sprint, Super Sprint Championships (including relay)
3. World Junior Champs top 8 or European Juniors top 5 in 2024
4. Be ranked in the Top 5 Commonwealth athletes on the World Triathlon Para Rankings³
5. PTVI Guide - have podiumed at a World Triathlon Para Cup.

B standard

1. Achieved a Top 6 (1st 2 years in U23 age group) OR Top 3 (older) in a 2024 British Super Series race or GB U23 selection race (*overall including all age groups and nationalities*)
2. Achieved a Top 16 (1st 2 years in U23 age group) OR Top 8 in a 2023 or 2024 Continental Cup
3. Be ranked in the Top 8 Commonwealth athletes on the World Triathlon Para Rankings⁵
4. PTVI Guide – be racing internationally as a guide

⁵Once categories for Commonwealth Games 2026 are announced this will apply only to those categories, Para triathletes in the situation should refer to the Triathlon Scotland Academy and Next Generation policies

3. Membership Criteria

3.1 In determining if an athlete who has evidenced eligibility and selection standards (2.3) should be selected into the Triathlon Scotland Commonwealth Games 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) Benchmarking on the British Triathlon Athlete mapping tool
- 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 relative age (month of birth)
 - iv. Their triathlon age (the amount of time in the sport)
- d) The athlete's commitment to their continued development in line with the BT [Athlete Development Framework \(ADF\)](#)
- e) The athlete's potential to contribute positively to the programme
- f) The athlete's evidenced engagement with Triathlon Scotland Pathway activity

- g) If the Triathlon Scotland Commonwealth Games programme is the best placed 'resource' to support the athlete's development
- h) The number of available places on the programme

Note: there are no automatic selection criteria.

4. Selection process

- 4.1 Athletes are assessed for selection to the Triathlon Scotland Commonwealth Games 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 **24 September 2024** with successful athletes being notified by **27 September**.

- 4.2 All athletes, currently on Triathlon Scotland Commonwealth Games Programme, will be invited to an athlete review meeting with the Head of Performance Pathways along with the athlete and any coaches working with them, whose feedback on the athlete's development will be important in the process. The meeting will discuss and consider the following:

1. Evidence of progression against the [Athlete Development Framework](#) e.g., a clear Individual Athlete Plan, against which development and key learnings can be talked through.
2. Evidence of positive engagement and contribution in Scottish Performance Squad activity in the year of selection (if appropriate).
3. Demonstrating and/or working towards desired performance factors as identified through the British Triathlon mapping tool.
4. Attitudes and behaviours in relation to the ADF along with an evident willingness to align with the Triathlon Scotland philosophy.

5. Selection Panel

- 5.1 The selection panel will comprise:

1. Triathlon Scotland Head of Performance (casting vote)
 2. National Triathlon Centre Lead Coach (voting)
 3. Triathlon Scotland Next Generation Coach (voting)
- AND at least one/or both of
4. British Triathlon Olympic Pathway Manager (non-voting),

5. Scottish Institute of Sport Performance Manager for Triathlon (non-voting)
AND

6. Note Taker (non-voting)

5.2 If any member of the Panel declares a conflict of interest in relation to any voting matter, they shall withdraw and not exercise their right to vote on the matter in question.

6. Expectations of athletes

- 6.1
- a) Sign Triathlon Scotland Athlete Agreement and Scottish Institute of Sport Athlete Agreement
 - b) An initial meeting with their allocated TS Coach or TS Head of Performance Pathways (and including any other relevant coaches as required) to agree their Individual Athlete Plan (IAP) and set objectives for the year
 - c) Lead a periodic (~quarterly) Athlete Development Meeting (ADM) to review progress and support requirements against their IAP
 - d) Have access to an appropriate Daily Training Environment - this needs to be agreed with the Triathlon Scotland Head of Performance Pathways
 - e) Keep training diary up to date including load and daily health checks
 - f) Notify the relevant Triathlon Scotland Performance staff of any injury, illness or other factor(s) that affects their ability to undertake their training and/or competition commitments, and agree on a plan to return
 - g) Meet any financial obligations (e.g. training/membership fees, camp/race payments etc) in a timely manner
 - h) Attend and/or contribute to events and/or campaigns as reasonably requested by Triathlon Scotland. Every effort will be made to ensure compatibility of such requests with individual athletes' training and competition plans
 - i) Attend agreed Triathlon Scotland Commonwealth Games programme camps
 - j) Make a positive contribution to the Triathlon Scotland Performance Environment
 - k) Support and adhere to 'Clean Sport' policies

7. Notes

- 7.1 **Injury and Illness** - Existing Commonwealth Games Squad 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.

- 7.2 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. Athletes may ask for a review of the decision under the following policy [Selection-Review-Process.pdf](#) (triathlonscotland.org)

7.3 Guest invites –

1. 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 Commonwealth Games environments will support their transition into the programme if and when selected.
2. Athletes who have been on the squad but have not met the selection standards but are committed to achieving these in the following year may be retained on the squad as guest if they are contributing to the overall training environment.

Guests will not be eligible for Scottish Institute of Sport support.

- 7.4 Exceptional Circumstances** - The panel may, in exceptional circumstances, choose 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 and want to engage with Triathlon Scotland support.

8. Information and Queries

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