



Next Generation Programme 2024-25

V 2.0

26/04/24

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, and to go on to represent Scotland at the Commonwealth Games. 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.

The programme would expect to select and support between 4 and 8 athletes annually and is focussed on working predominately with Youth B (aged 17 in the year of competition) and Junior athletes (aged 18 or 19 in the year of competition). The programme also has the facility to support older athletes, who are on a trajectory towards the World Class Programme or Commonwealth Games selection.

The TS Performance Programme is aligned to the BTF 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, your swim and run times and by evidencing a commitment to your own development process.

The Triathlon Scotland Next Generation programme offers a bespoke programme of support and athletes will have access to the following:

- a) In tandem with, and working alongside your existing coaching network, weekly coach support from the Triathlon Scotland Next Generation Coach.
- b) Collaborative individual training and development plans to support and maximise your progression.
- c) 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.
- d) Access to the National Triathlon Centre on a regular or semi-regular daily training environment (DTE).
- e) 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.
- f) Exposure to expert Sport Science, Sports Medicine and Performance Lifestyle support from Scottish Institute of Sport¹ and aligned to the World Class Programme.
- g) 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 (performancepathway@triathlonscotland.org) confidentially to discuss this.

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

1.1 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 15 or over as of 31st December in the relevant year.
- d) Not currently be receiving any British Triathlon/UK Sport World Class Programme funding.
- e) If already competing in the sport have a strong and positive record of engagement in Triathlon Scotland pathway activity e.g.,
 - i. Be a member and have a positive record of contribution at a Triathlon Scotland Academy (youth and junior athletes only),
 - ii. Compete in and/or attend key British Triathlon/Triathlon Scotland pathway activity e.g., British Super Series events, the PA's (Performance Assessments), IRD's (Intelligent Race Days), etc.
- 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 it's 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

2.1 **Triathlon Scotland 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 [a-c]**, with points being awarded in each. To reach minimum standards to be considered for selection athletes will need to score at least **3 points**.

- **A standard** – the following standards score 2 points each.
 - i. Been selected into the 2024 World or European Junior Championship teams,
 - ii. Qualified for the 'A' Final in the 2024 European Youth Championship,
 - iii. Achieved a Top 2 overall in any 2024 British Super Series Triathlon,¹
 - iv. Winner of either the 2024 North or South Aquathlon.

- **B standard** – the following standards score 1 point each.
 - i. Achieved a top 8 overall in the 2024 European or World Junior or European Youth Championship trial race¹,
 - ii. Achieved a top 6 overall in a 2024 British Super Series event¹,
 - iii. Achieved a top 5 overall in the 2024 British Super Series final rankings (Youth B)
 - iv. Achieved a top 5 overall at the 2024 School Games
 - v. Achieved a top 5 overall in the 2024 British Super Series final rankings (Youth A)
 - vi. Achieved a top 7 overall in the 'B' final at the 2024 European Youth Championship,
 - vii. A member of a top 2 (youth and junior) team at the 2024 British Mixed Relay Championships²
 - viii. A member of the winning team at the 2024 School Games Mixed Relay²
 - ix. An existing member of the Triathlon Scotland Next Generation programme with clear evidence of working towards and/or achieving any set targets **AND** engaging with the programme e.g., regular communication with Triathlon Scotland Next Generation Coach and camp attendance.

*1 - in a mixed junior/senior British Super Series race it is the first 2 juniors (excluding seniors). Youth B's will be considered within the Youth race OR the Junior race they are competing in, they **WILL NOT** be considered as a separate age group. In **ALL** British events results will be considered*

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

- **Swimming and Running Standards**

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

- i. Swimming,
- ii. Running,
- iii. Swim/Run total.

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

Swim, Run and Point Score Table¹

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

Notes

- athletes should enter their personal best (PB) times into the BTF points calculator to get a '**BTF points score**' as per the table above. All PB's will need to be verified so, **EITHER** they must 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.
- athletes with a negative swim/run/combined score will have those points subtracted from the points they accrue at sections 2.1[i-ii]

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

- swim (162) run (165) & swim/run (327) standards, would score (swim -0.8 + run -0.5 + combined -0.3) = **-1.6 points²**
- 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**

2.2 1st Year U23

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.

A standard

- A member of the 2023 European or World Junior Championship Team
- Achieved a top 5 overall in the British Senior Super Series Rankings 2024

B standard

- Achieved a Top 10 in a 2024 British Super Series Race (overall including all age-groups and nationalities)
- Achieved a top 10 overall in the British Senior Super Series Rankings 2024

Existing Triathlon Scotland Next Generation athlete with clear evidence of working towards and/or achieving any set targets **AND** engaging with the programme e.g. regular communication with Triathlon Scotland Pathway Coach and camp attendance.

2.3 Triathlon Scotland Selection for talent transfer athletes (those who are new to the sport)

Selection at this stage would be entirely at the discretion of the selection panel, however, athletes would normally be expected to have achieved the following:

- a) 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 185¹

Athletes applying at this point will need to apply in writing to the programme via the Triathlon Scotland Performance Coordinator (performancepathway@triathlonscotland.org) by **9 September 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.

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.

3. Membership Criteria

3.1 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) In the case of,
 - i. 2.1 the number of points that the athlete has scored and the quality of the field in the event(s) where the standards were met,
 - ii. 2.2 the number of times and the quality of field in the event(s) where standards were met,
 - iii. 2.3 the athlete's point score (single discipline and combined) and perceived potential in the sport.
- b) 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)
- c) The athlete's commitment to their continued development in line with the BT [Athlete Development Framework \(ADF\)](#)
- d) The athlete's potential to contribute positively to the programme
- e) The athlete's evidenced engagement with Triathlon Scotland Pathway activity
- f) If the Triathlon Scotland Commonwealth Games programme is the best placed 'resource' to support the athlete's development
- g) The number of available places on the programme

4. Selection process

- 4.1 Athletes both new and returning are assessed for selection to the Triathlon Scotland Next Generation 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 **19 September 2024** with successful athletes being notified by **27 September 2024**.
Triathlon Scotland will contact all athletes who meet the eligibility criteria by **12 September 2024**.
- 4.2 **All athletes will be required to submit a 200m swim / 1500 m run (1st Year youth A) or a 400m swim / 3000m run time prior to 9 September 2024 (note athletes without a time can attend the Academy Time Trials on 11 August 2024).**
- 4.3 All new eligible athletes who have met selection standards will be invited to a pre-selection meeting week of 16 September 2024. 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.
- All athletes should be aware that achieving selection standards **IS NOT** a guarantee of selection.
- 4.4 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 and the Next Generation 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:
- a) Evidence of progression against the [Athlete Development Framework](#)
 - b) e.g. a clear Individual Athlete Plan, against which development and key learnings can be talked through.
 - c) Evidence of positive engagement and contribution in Scottish Performance Squad activity in the year of selection (if appropriate).
 - d) Demonstrating and/or working towards desired performance factors, attitudes, and behaviours in relation to the ADF along with an evident willingness to align with the Triathlon Scotland philosophy.
 - e) Performance Profile
 - i. Benchmarking swim / run.
 - ii. Race results

¹This includes all current Next Generation squad even if they have not fully met the standards in 2023.

5. Selection Panel

5.1 The selection panel will comprise:

- a) Triathlon Scotland Head of Performance (casting vote)
- b) National Triathlon Centre Lead Coach (voting)
- c) Triathlon Scotland Next Generation Coach (voting)
- AND at least one/or both of
- d) British Triathlon Olympic Pathway Manager (non-voting),
- e) Scottish Institute of Sport Performance Manager for Triathlon (non-voting)
- AND
- f) Note Taker (non-voting)

6. Expectations of athletes

- a) Sign Triathlon Scotland Athlete Agreement and Scottish Institute of Sport Athlete Agreement
- b) Have access to an appropriate Daily Training Environment - this needs to be agreed with the Triathlon Scotland Head of Performance Pathways
- c) Ensure you/your coach engage with the Triathlon Scotland Next Generation Coach
- d) Have in place Individual Athlete Plan and training programme aligned to the Athlete Development Framework
- e) Attend agreed Triathlon Scotland and Home Nations Next generation camps
- f) Keep training diary up to date
- g) Make a positive contribution to the Triathlon Scotland Performance Environment
- h) Support and adhere to 'Clean Sport' policies

7. Notes

7.1 Injury and Illness - Existing Next Generation 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.

7.3 Guest invites

- a) 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 Next Generation environments will support their transition into the programme if selected.
- b) 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 provided that 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, want to engage with Triathlon Scotland support **AND** be VERY confident that the programme is the best placed performance resource to support the athletes on-going development.

8. Information and Queries

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