

British Wheelchair Basketball
Paralympic Programme APA Selection Policy 2021 – 2025

BWB Document Control Procedure	
Document Name	Paralympic Programme APA Selection Policy
Version	2
Date Updated	January 2022
Review Date	January 2023

Year 1 Timeline	
Date	Action
Policy BWB Board Approval	11 th February 2022
Publication of Policy	Monday 21 st February 2022
Athlete Eligibility Verification	Monday 21 st February 2022
Selection Panel	Friday 25 th February 2022
Athlete Meetings	28 th February to 9 th March 2022
Commencement of APA	Friday 1 st April 2022

TERM

The Paralympic Programme APA Selection Policy is valid for the 2021 -2025 Paris Cycle. This policy will be reviewed annually to ensure it remains current; takes into account any external rule or policy amendments; and includes any relevant feedback from the selectors, staff, board members, funding partners, sporting partners (e.g BPA),athletes, coaches and appeals panel

KEY MILESTONES

November: Paralympic Programme Selection Policy Board/PAC Approval/Annual Review

November Publication of Policy and APA Agreements (and/or updates):

December: Verification of Performance Programme that APA athletes proposed to selection panel meet eligibility criteria

December: Paralympic Programme APA Selection Panel

December: Athlete Meetings – December each calendar year

April (1st): APA agreements signed

Athlete Individual Athlete Plans (IAPs) In Place:

Within 3 months of APA agreement commencement date, and reviewed every 3 months thereafter

Official Transition Period – 1st January to 31st March each calendar year

PARALYMPIC PROGRAMME APA SELECTION

1. Introduction

The main objective of this selection procedure is to select 32 individual athletes (12 men and 12 women minimum) to receive Paralympic Programme APAs who, combined as a team, have the best chance to secure podium success for Great Britain at the major international events and ensure strength in depth of the pathway to achieve sustained success up to and including Paris and beyond.

2. Eligibility for Selection

Athletes are eligible for consideration provided they can demonstrate that they:

- Meet and continue to meet the UK Sport Eligibility Policy (see <https://www.ukssport.gov.uk/resources/eligibility>)
- Are not currently serving a period of ineligibility as a result of a transfer of allegiance
- Are a British citizen with a valid British passport (with at least six months validity at time of return date of travel)
- Are a current member of British Wheelchair Basketball (and throughout duration of holding an APA)
- Hold IWBF international eligibility and classification in-line with the IWBF October 2021 classification rules to ensure IPC compliance for paralympic games eligibility.
- Have achieved the performance and progression requirements outlined in the APA Matrix
- Are not serving any current or pending Anti-Doping suspensions
- Are not serving any current or pending BWB code of conduct suspensions
- Completed Clean Sport 1 and 2 Training
- Complete BWB annual induction process

All current members of the British Wheelchair Basketball World Class Programme and Academy will be automatically considered for selection process for an APA.

3. The Selection Process

A. Selection Panel Members

The Selection Panel (voting members) will consist of:

- Performance Director – Panel Chair
- Head of Coaches
- PAC member with wheelchair basketball technical and tactical expertise
- PAC member with performance expertise
- Independent Panel Member – Procedural Advisor
- All BWB Paralympic Programme Coaches;

Observers (non-voting members)

- Director of Operations
- BWB Safeguarding lead

(i) The role of the Selection Panel is to hear the Head Coaches selection and rationale for each player identified for an APA, providing critical analysis of rationale, check and challenge of any data presented and play the role of 'critical friend'. The role of the Selection Panel is to validate the APA recommendation, the final decision on any disputes will remain with the Selection Panel Chair.

(ii) The Procedural Adviser, will be responsible for ensuring that British Wheelchair Basketball's APA selection procedures are complied with in every respect. Any questions of procedure that the Selection Panel may have will be referred to, and advised upon, by the Procedural Adviser.

(iii) The BWB Performance Director or PAC¹ may, in exceptional circumstances, co-opt one or more additional members of the Selection Panel where this is necessary by virtue of the absence of one or more of the panel, or some other substantial reason. Any such co-opted members will be required to have significant and demonstrable knowledge and experience. Others (e.g. a non-executive director, a representative of UK Sport or the British Paralympic Association) may be invited to attend selection meetings in an observer capacity;

(iv) The Selection Panel may call for, and give appropriate weight to, **any** evidence they believe may assist them in their APA selection decision, including detailed statistical data from BWB performance analyst and/or others;

(v) The observers are to ensure all BWB policies are followed, APA eligibility is met and any Welfare issues are considered.

A. Selection Panel Procedure

All members must be in attendance in person, except in times of exceptional circumstance. In this event, a virtual meeting will be held. Full papers and evidence files must be provided to the selection panel no later than 7 working days in advance of the meeting date.

All conflicts of interest must be declared prior to the commencement of the panel. The Selection Panel's role is to validate the Head Coaches decision. The APA selection is based on the professional judgement of the coaching team, led by the Head of Coaching and Tactical Development, and/ or the decision of the Chair. In exercising their discretion, the Selection Panel will have regard to the following factors:

- Head of Coach presentation and report that outlines the rationale for player APA selection
- Player trajectory analysis in line with WITTW and Performance Requirements and Standards recommendations using:
 - All performances from 2018 to date of APA selection, international season and major events
 - Medals won
 - Quality and quantity of games in domestic/ international leagues and GB duty
 - BOX scores
- Any other pertinent factors which the Selection Panel consider relevant for selection (e.g Paralympic Games Qualification Process)

Appeals

Any party that feel they have grounds for appeal regarding the procedural aspect of Paralympic Programme APA Selection process may register this appeal by submitting a written Statement of Appeal by email to the CEO, within 5 working days before 12 noon, from written communication of the APA decision. Appeals will not be accepted outside of this time frame. The CEO will appoint an appeal panel of 3 members with at least one independent member who has legal and procedural expertise. The outcome of this appeal panel will be communicated in writing by email to the appellants within 10 working days of receipt of the Statement of Appeal.

Appeals may be lodged on the grounds of:

- The Selection Panel failed to adhere to the procedural requirements outlined in this document
- The decision to deselect a current APA player by Selection Panel was made based on an error in data or the use of incorrect information
- Failed to adhere to the procedural requirements outlined in this document or panel were presented incorrect performance data.
- There is a perceived bias or conflict of interest with the decision made by the Selection Panel

¹ Performance Advisory Committee

ATHLETE PERFORMANCE AWARD

Purpose of the APA

The Athlete Performance Award is in place to support athletes to cover living, training and competition costs associated with engaging in the British Wheelchair Basketball GB Paralympic Programme.

The levels of award are based on costs incurred, and levels of performance success (please see the APA Matrix)

Awarding an APA

There are 32 funded places on the Paralympic Programme for Men's and Women's squads. In order to be eligible for an APA, the athlete must have achieved the requirements within the APA matrix and met all eligibility requirements of the Paralympic Programme APA Selection ([section 2](#)). These eligibility requirements will be reviewed bi-annually to ensure athlete's continued qualification for APA. Consideration is given to the weighting of performance requirements, and progression requirements relative to the stage and level of the athlete's development.

Players will not be selected (or re-selected) on to an APA if they do not meet any of the eligibility requirements outlined in this policy.

APA's commence in April of each year for an agreed period of 12 months, subject to the athlete maintaining APA eligibility and adhering to the Athlete Performance Award Agreement, Individual Athlete Plan and BWB Codes of Conduct. The athlete annual review will take place in November/December, leaving January to March as an official notice period for all players exiting the programme and an official induction period for new players coming onto APA's

All Players accepting an APA will engage in the development of an 'Individual Athlete Plan' which agrees season objectives from a performance and progression perspective. The IAP is an agreement between the programme, coach and athlete, setting expectations of engagement, support available and agreeing communication pathways and appropriate communication styles for all parties. For those athletes based within a High-Performance Environment (HPP) this will also be completed in consultation with the programmes Head Coach and performance team.

Transition of APA completion

If an athlete exits the programme for performance, progression or injury/illness reasons, they will be given a notice period that reflects their membership term and will be a minimum of 1 month. Players that have been on an APA for 1 year but less than 2 years will receive 1 months' transition period. Players who have been on an APA for 2 years but less than 3 years will receive 2 months' transition period. Players who have been on an APA for more than 3 years will receive 3 months transition award. During this transition period players are able to access all coaching and performance support services and this will be aligned to a formalised 'Athlete Transition Plan'.

The 'Athlete Transition Plan' will be coordinated by Performance Lifestyle and consists of a set of objections and actions to assist the player in their next steps, including the notification of UKAD regarding the players official exit date from GB programme. Athletes must follow UKAD's procedures for notification of retirement as detailed in the UK Anti-Doping Rules.

During this period of transition, the player will be able to access coaching and performance support services as normal

In exceptional circumstances², British Wheelchair Basketball will consider an extended transition period (up to a maximum of 4 months) and athlete transitional plan, subject to UK Sport Investment approval.

² Such as extenuating mental health support requirements or injury rehabilitation requirements

Suspension

The Performance Director may recommend to UK Sport that an athlete is suspended from the British Wheelchair Basketball's World Class Programme as a result of non-compliance with APA eligibility criteria, or in response to a formal disciplinary process at any time during the investment period which would be reviewed under the UK Sport Eligibility Policy to ascertain if a funding suspension is also imposed.

Further information regarding the circumstances around suspension from the WCP are documented within BWB's Codes of Conduct, Disciplinary policies and the Athlete Performance Award Agreement.

Pregnancy

Being pregnant and an elite athlete should not be mutually exclusive. To ensure support is provided for athletes who wish to have a child whilst they are in membership of a high-performance programme and in receipt of an APA, the following policy will apply:

Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months post childbirth.

Continued access to the APA post childbirth will be dependent on:

- a) The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth
- b) At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – this plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally and the nature of the event they are returning to
- c) Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).

At nine months post childbirth the potential of the athlete should be assessed and confirmed to UK Sport in order to continue to access the APA. It is important to note that this assessment should indicate the athlete's future medal potential and not necessarily performance outcomes.

An athlete who announces retirement from their sport during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before the APA terminates.

In the event of complications either during the pregnancy or post childbirth, this policy will be flexed as is reasonable to accommodate these circumstances on a case by case basis.

UK Sport has commissioned further research into athletes' experiences of pregnancy, with the aim of providing further guidance about how athletes should be supported through pregnancy and post childbirth. UK Sport reserves the right to adjust this pregnancy policy where the findings of this research suggest the policy should change.

Governance

Athlete Performance Awards are administered and governed by UK Sport:

- UK Sports – Funding Eligibility Policy - <https://www.uk sport.gov.uk/resources/eligibility>

- UK Sport – Pregnancy Guidance – <https://www.uksport.gov.uk/resources/governing-body-and-athlete-guidance>
- FINANCIAL COMPLIANCE CRITERIA / INJURY AND ILLNESS - <https://britishwheelchairbasketball.co.uk/mdocs-posts/uks-means-testing/>