

**British Wheelchair Basketball**  
**World Class Programme APA Selection Policy 2021 – 2025**

BWB Document Control Procedure	
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Year 4 Milestones	
Action	Date
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Athlete Eligibility Verification	Tuesday 20 <sup>th</sup> February 2024
Selection Panel	Women: Monday 26 <sup>th</sup> February 2024 Men: Thursday 29 <sup>th</sup> April 2024
Commencement of APA	Monday 1 <sup>st</sup> April 2024

## **TERM**

The World Class 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.

**Athlete Individual Athlete Plans (IAPs) In Place:** Within 3 months of APA agreement commencement date and reviewed every 3 months thereafter.

**Official Transition Period:** Date of athlete meeting to 31st March each calendar year.

## **WORLD CLASS 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 World Class Programme APAs who, combined as a team, have the best chance to secure podium success for Great Britain at 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.uksport.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 sport class in-line with the IWBF Classification Rules to ensure IPC compliance for Paralympic Games eligibility.
- Are eligible to compete in IWBF competitions representing Great Britain in line with IWBF Eligibility of Players (see IWBF handbook sections J1 and J2 <https://iwbf.org/wp-content/uploads/2022/03/IWBF-0-Handbook-01-10-2021-1.pdf>).
- 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 UKAD Clean Sport+ and Clean Sport Scenarios training.

All current members of the British Wheelchair Basketball World Class Programme and Pathway will be automatically considered for selection process for an APA. Athlete meetings will take place after the Selection Panel for all existing players receiving an APA and any new players being brought onto the Award.

### **3. The Selection Process**

#### **A. Selection Panel Members**

The Selection Panel will consist of:

- Performance Director – Panel Chair
- PAC member with wheelchair basketball technical and tactical expertise
- PAC member with performance expertise
- Independent Panel Member – Procedural Advisor
- Head Coach

(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 PAC<sup>1</sup> 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 to fulfil the required Selection Panel role. 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.

#### **A. Selection Panel Procedure**

All members must be in attendance in person or on Microsoft Teams. Full papers and evidence files must be provided to the Selection Panel no later than five 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 Coach, and/or the decision of the Chair. In exercising their discretion, the Selection Panel will have regard to the following factors:

- Head Coach's presentation and report that outlines the rationale for selection aligned to specific competition environment requirements, playing style/game model and court line ups/points combinations.
- All GB performances from 2022/2023 and 2023/24 international seasons at milestone events and other international competitions.
- Quality, quantity and performances within domestic/international leagues.
- Player statistical data.
- Any other relevant factors which the Selection Panel consider relevant for the Event.

#### **Appeals**

Any party that feels they have grounds for appeal regarding the procedural aspect of the World Class Programme APA Selection process may register this appeal by submitting a written Statement of Appeal by email to the PAC Chair, 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 PAC Chair 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 incorrect information.

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<sup>1</sup> 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 World Class Programme for Men's and Women's squads. To be eligible for an APA, the athlete must have achieved the requirements within the APA matrix and met all eligibility requirements of the World Class 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 February, leaving the next three months 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.

### **AMS Cover**

The Athlete Medical Scheme (AMS) is private medical insurance cover for athletes whilst training and competing in their sport. It is provided as an additional benefit from UK Sport (UKS) to all APA nominated athletes that works alongside the support services they receive from world class programme.

### **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 the Performance Lifestyle Advisor 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 the 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 circumstances<sup>2</sup>, 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.

### **Pregnancy**

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 up to nine months post childbirth.

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

- The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth
- At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – these plans should acknowledge the athlete's experience of pregnancy, the impact on them physical and mentally and the nature of the environment they are returning to.
- 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 will be given notice and offered a period of transition before the APA funding stops.

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 the sport during their 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 as flexible 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 childbirth. UK Sport reserves the right to adjust this pregnancy policy where the findings of this research suggest the policy should change.

### **Injury and Illness**

In the event of injury/illness (both physical and mental), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete should continue to receive their full APA up to three months from the point the injury/illness occurred or was identified.

If after three months the athlete remains unavailable for full selection for training, an expert<sup>3</sup> review should be undertaken to confirm the likelihood that the athlete remains able to pursue success in the Olympic/Paralympic Games, to agree a programme of rehabilitation and to plot a timetable for return to full training and competition.

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<sup>2</sup> Such as extenuating mental health support requirements or injury rehabilitation requirements

<sup>3</sup> Expertise in this case should include medical expertise relevant to the athlete's condition

Each case will be considered on its own merit, and further expert advice may be sought where the long-term impact of the injury/illness is unclear (such as referral to the mental health panel). The athlete's progress against the timetable will need to be reported to UK Sport every three months thereafter, until the athlete has either fully resumed training and competition or left the programme.

Subject to satisfactory evidence of the likelihood of return, the APA should continue to be paid at the existing award level for up to a year but will only be extended beyond this in exceptional circumstances.

Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, or where the athlete has shown neither progress nor commitment to the agreed rehabilitation programme, the athlete can be removed from APA support providing an appropriate period of notice is given – see transition of APA completion.

### **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.

### **Governance**

Athlete Performance Awards are administered and governed by UK Sport:

- UK Sport – Funding Eligibility Policy - <https://www.uksport.gov.uk/resources/eligibility>
- UK Sport – Pregnancy Guidance – <https://www.uksport.gov.uk/resources/governing-body-and-athlete-guidance>

## Appendix 1: APA Award Matrix

APA Level	Award	Performance Standard	Notes
A+	£28,000	Is a Finalist (Gold or Silver) at:  2020 Paralympic Games  <u>and</u>  2023 World Championships.	<i>For Paralympic sports the A+/A standard normally requires a Paralympic Games/World Championship Gold medal as per the APA Policy. However, for WCBB UKS have accepted Gold or Silver to reflect the player being in the selected squad that reached the final.</i>
A	£26,500	Is a Finalist (Gold or Silver) at:  2020 Paralympic Games  <u>or</u>  2023 World Championships.	<i>As above.</i>
B+	£23,000	Meets <u>at least two</u> of the following:  <ul style="list-style-type: none"> <li>2020 Paralympic Games bronze medallist;</li> <li>2023 World Championships bronze medallist;</li> <li>Finals at 2021 and 2023 Senior European Championships.</li> </ul>	<i>As per the APA policy, UKS would normally expect B+/B to require a silver or Bronze at a Paralympic Games/World Championships. However, for Wheelchair Basketball UKS have accepted the addition of being a European medallist.</i>
B	£21,500	Meets <u>one</u> of the following:  <ul style="list-style-type: none"> <li>2020 Paralympic Games bronze medallist;</li> <li>2023 World Championships bronze medallist;</li> <li>(Finalist at 2021) or 2023 Senior European Championships.</li> </ul>	<i>As above.</i>
Paris Potential	£19,000	Athlete was previously in receipt of A+, A, B+ or B but has not achieved the performance standard in the current cycle. Athlete is maintaining a trajectory to Paris. (note: award can be made for no more than one year).	<i>This is specified by UKS and is not defined by sports. If a player drops to Paris Potential and is then unable to hit an A or B standard within the next year they would need to be exited from Programme. The new UKS APA Policy does not allow Podium athletes to go back to Academy (Podium Potential) levels.</i>
C	£18,000	Meets one of the following:  <ul style="list-style-type: none"> <li>Is a medallist at the 2021 or 2023 Senior European Championships</li> <li>Finalist at World Junior Championships within the Paris cycle.</li> <li>Has achieved reserve selection for senior major competitions <u>and</u> is a finalist at world junior championships.</li> </ul>	<i>No comment.</i>
D	£10,500	Has represented GBR at a senior/junior tournament or has been named a reserve player for a senior major competition (Paralympic Games/World Championships/European Championships)	<i>No comment.</i>
Entry	£7,500	Athletes will have been identified as having the attributes to pursue success in the Olympic or Paralympic Games and have committed to engage in a trial period (Entry level awards will be offered for no more than two years and cannot be awarded to	<i>Many sports copy and paste section 2.5 from the UK Sport APA Policy; e.g. Athletes will have been identified as having the attributes to pursue success in the Olympic or Paralympic Games and have committed to engage in a trial period (Entry level awards will be offered for no more than two years and cannot be awarded to athletes who</i>

		athletes who have previously been supported at higher APA levels)	have previously been supported at higher APA levels)
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**NB - If a player drops to Paris Potential and is then unable to hit an A or B standard within the next year they would need to be exited from Programme. The new UKS APA Policy does not allow Podium athletes to go back to Academy (Podium Potential) levels.**