

# Leeds Triathlon Centre

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Leeds Triathlon Centre Squad  
Selection Process 2019-2020

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## Leeds Triathlon Centre Background

The Leeds Triathlon Centre is based at the Brownlee Centre, Leeds. The centre is a partnership between British Triathlon Federation, University of Leeds, Leeds Beckett University and Leeds City Council.

The vision of the Leeds Triathlon Centre is:

'To create a world leading triathlon environment that inspires and develops people who realise their potential'

The LTC is built around the following five key principles that guide its operation:

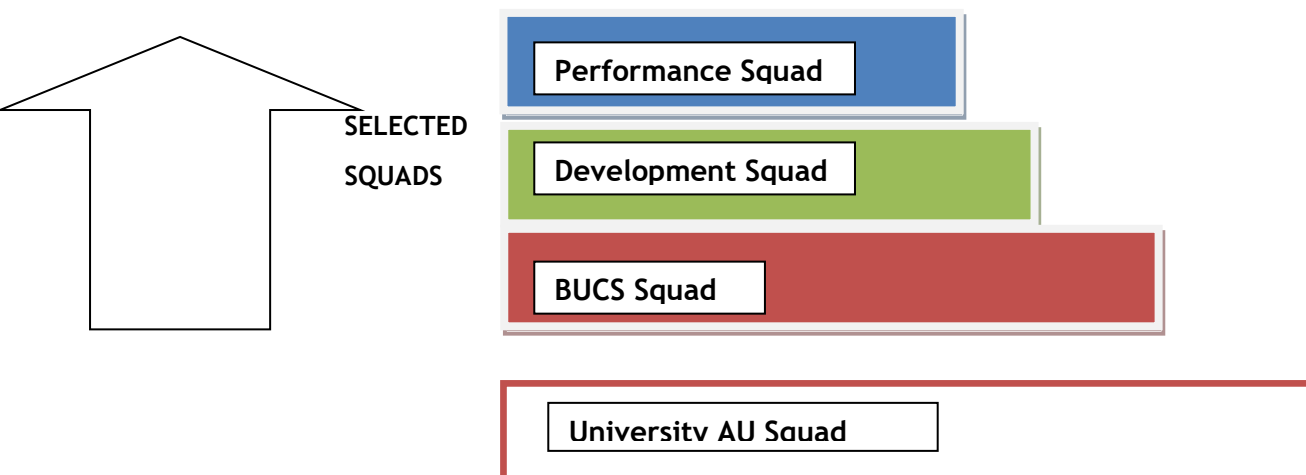
**LEEDS**  
TRIATHLON CENTRE

How we do things around here...

- We prepare athletes with the life skills to thrive after leaving the centre
- We forge an independent, hard working, triathlon community
- We cultivate a world leading triathlon training environment
- We inspire athletes to believe they can realise their potential
- We continually strive for world leading coaching and athlete support

## LTC Squads Structure and Target Audience

The Centre is made up of the following squads and training groups:



Each squad has a specific purpose and is aimed at athletes of a specific performance level.

## Squad Standards

The indicative standards for each squad are currently being updated to align with the university scholarship programmes.

### Leeds Triathlon Centre Selection Process

This document outlines the process for the assessment of athletes for the different squads within the Leeds Triathlon Centre (LTC).

The objectives of this selection process are to outline:

- The standards of performance required to be considered for Leeds Triathlon Centre
- And
- To select athletes to the appropriate Leeds Triathlon Centre squad

There is a seven-stage process and timeline that will be applied to select athletes to the 2019-20 Leeds Triathlon Centre Squads:

1. Athlete Eligibility
2. Pre-Qualification
3. Application and Trials
4. Evaluation of the Athlete's Squad Suitability
5. Selection and Invitation
6. Appeals
7. Squad Review Process

This process will be overseen by the LTC Selection Committee. The Selection Committee members are:

- Alison Wyeth (LTC Director)
- Ian Mitchell (Coach)
- Liam O'Neil (Coach)
- Sinan Osman (Coach)
- Alan Copland (Coach/ Triathlon Development Officer)
- Independent Representative (Non-Voting)

All selection decisions are the collective responsibility of the committee.

The indicative squad sizes and makeup is outlined below:

Squad	Indicative Size	Makeup
Performance	14	Athletes by standard
Development	16	Athletes by standard
BUCS	20	Aim for 50/50 split by gender

## **Glossary of Terms:**

BUCS - British University and College Sport Squad

BTF - British Triathlon Federation

Performance Potential - Selection Committee have identified potential to progress to BTF funding within 2 years

Pre-Qualification - automatic membership of the Centre without need to complete trials

Selection - placing applicants to the centre into appropriate squads for ability level and squad dynamic

## 2019 - 2020 Selection Process

### 1. Athlete Eligibility:

Eligibility for the Leeds Triathlon Centre squads is defined in the table below:

Squad	Eligibility*
Performance	BTF Funded Athlete Training Environment Enhancer (TEE) Any Other Athletes with Performance Potential
Development	BTF Funded Athlete Current University of Leeds Student Current Leeds Beckett University Student Any Other Athletes with Performance Potential
BUCS	Current University of Leeds Student Current Leeds Beckett University Student

\*Eligible athletes defined in Appendix 2

### 2. Pre-Qualification:

Athletes who achieve the below pre-qualification criteria will gain automatic selection to either the LTC Performance Squad or Development Squad. As such they will not be required to complete the remaining steps of squad selection.

The pre-qualification criteria are:

- World Class Programme Funded Athlete or TEE

Or any one or more of the below performance results

- Top 10 Result in 2019 World Cup
- Top 5 Result in 2019 European Cup (Senior Only)
- Top 3 Result in 2019 World or European U23
- Top 3 Result in 2019 World or European Juniors

### 3. Application and Trials:

Any athletes wishing to be considered for membership of the centre who have not already pre-qualified must complete an entry form and complete the Leeds Triathlon Centre Trials. Athletes pre-qualified must confirm their personal details with the LTC Centre Director.

Athletes who have not prequalified and are unable to participate in the trials due to injury or illness should inform the Centre Director prior to the trials and present a performance case for selection related to the selection criteria in point 4 below.

The application form will be available from the Leeds Triathlon Centre website.

The LTC trials will form part of the Leeds Triathlon Varsity event on the 2<sup>nd</sup> October 2019.

The trials event will consist of:

- Pool Swim - 400m (Times to drive handicap below)
- Handicapped Start Bike to Run - 10km Bike to 2.5km Run

Results from the trials will be considered as part of the criteria for squad selection as indicated in stage 4.

#### **4. Selection of Athletes to LTC Squads**

Athletes will be selected to the squad most suited to their current ability and future potential.

Applicants may be asked to attend an informal interview with the coaches to support their application and help selectors to make informed choices.

The LTC Selection Committee will meet to select the 201-20 LTC Performance, Development and BUCS squads. The nomination committee will consider all applicants against the following criteria:

- Performances at 2019 International Events
- Performances at 2019 Domestic Events
- Performance at 2019 Leeds Triathlon Varsity and Trials
- Quality of field of all race results
- Goals and Aspirations
- Future Potential
- Training History
- Attitude and behaviours observed
- Aspirational Gender Balance
- Attendance

The indicative squad size will be:

- Performance: 14
- Development: 16 (aspirational 50/50 gender split)
- BUCs: 20 (aspirational 50/50 gender split)

The selectors reserve the right to select less than the above if they believe applicants do not meet the standards required to make an effective training group within a given squad.

## **5. Selection and Invitation**

The selection committee will meet on the 3<sup>rd</sup> October to select the LTC Squads for the 2019-20 Season.

All applicants will be notified, by email, of the outcome of their application by the 9<sup>th</sup> October 2019.

Successful applicants will then be invited to accept their place in the Leeds Triathlon Centre and accept the athlete agreement.

LTC squad lists will then be published on the website following acceptance of squad positions and no sooner than 2 weeks after selections are made.

## **6. Appeals**

An athlete may appeal against a selection decision only on the grounds that:

- There has been a failure to apply the applicable selection criteria; and/or
- There has been a failure to adhere to the procedure set out in the selection policy

An athlete does not have a right of appeal against any judgement or discretion exercised in the course of making selection decisions, or against the content of the applicable selection criteria.

Appeals can be accepted up to 1 week after athletes are informed of selection decisions.

The LTC appeals policy can be requested from the LTC Director.

## **7. Squad Review Process**

Squad members may be deselected throughout the year against the following criteria:

- Attendance at sessions
- Delivery against an agreed athlete plan
- Attitude and behaviours

The process for squad review would include the following steps:

1. Athlete and coach meet share concerns and set expectations (Expectations and actions captured)
2. Review progress at 2 weeks (expectations and actions reviewed)
3. Deselect if no progress
4. Committee to select replacement athlete if appropriate based on the criteria in point 4.

# Appendix 1: Leeds Triathlon Centre Selection Process Summary

## **Step 1: Athlete Eligibility**

Check you are eligible for membership of the Leeds Triathlon Centre

## **Step 2: Pre-Qualification**

Athletes who achieve certain criteria are automatically selected to the centre without completing the remainder of the process.

## **Step 3: Application**

All athletes not pre-qualified must complete an application form to be considered for selection. Available via the Leeds Triathlon website.

## **Step 4: Trials and Interview**

The Triathlon Varsity event and Centre Trials will be held on the 3<sup>rd</sup> October.

Following the trials selected applicants may be invited for interview

## **Step 5: Selection and Invitation**

Selection Committee will meet to select applicants to squads based on selection criteria. Athletes will then be invited to join the Leeds Triathlon Centre.

Unsuccessful applicants will be informed of decision and feedback offered.



## Appendix 2: Athlete Eligibility

Definition of different eligible groups as referenced in Selection Policy:

1. BTF Funded Athlete:

Athlete currently active and named to the BTF Performance Programme

2. Current University of Leeds Student:

Any student enrolled for the current year within the University of Leeds

3. Current Leeds Beckett University Student:

Any student enrolled for the current year within the Leeds Beckett University

4. Any Other Athletes with Performance Potential

Any athlete identified by the Leeds Triathlon Centre Selection Committee with the potential to progress to the Performance Squad

Or

BTF funded athletes removed from funding who continue to add value to the squad environment.