

CELTIC NATIONS 2023 SELECTION POLICY

1. Introduction

This policy document has been created in line with Weightlifting Wales (WW) strategic plan 2020-2024 to provide an opportunity for athletes to compete at the Celtic Nations providing they demonstrate that they are considered by WW to meet at least one of the following aims:

- Developing athlete worthy of exposure to international competition to gain experiences as a person and an athlete to aid future progress.

Selection of athletes representing Wales at this event will be made according to the criteria outlined in this document.

Weightlifting Wales and our funding stakeholders closely monitor the international competition calendar and all travel advice provided by the UK and Welsh Governments for competition destinations to determine if it is safe and appropriate to attend international events. WW therefore reserves the right to amend this selection policy or process in the event of unforeseen circumstances that could reasonably risk the performance, health and safety and/or wellbeing of athletes and staff. Long-list athletes will be notified of any changes to this policy by email and updates will be published on the WW website.

2. Minimum Eligibility Criteria

To be considered for selection for the Celtic Nations, athletes must satisfy the following criteria:

2.1 Athlete must be eligible to compete by nationality for Wales as per the CGF Constitution. This means (in summary):

- Born in Wales;
- Parent was born in Wales;
- Grandparent was born in Wales; and/or
- Continuous residency in Wales (minimum three years) immediately before the event.

An athlete declaring nationality eligibility for Wales must provide supporting documentary evidence to the WW Performance Pathway Manager prior to the end of the qualifying period and thereafter as requested by WW. Athlete must also be listed under Wales on their British Weight Lifting Sport 80 account.

2.2 In the case of multiple citizenship, the athlete must not have represented another country within a period of 12 months prior to the start of the relevant event and have been approved by the IWF according to their regulations.

2.3 Athlete must have submitted an [Application of Interest](#) no later than 23:59 on 27 March 2023. The application of interest must be completed by a parent or guardian if athlete is under the age of 18.

- 2.4 Athlete must return a photocopy of their passport to ania.negele@weightlifting.wales promptly upon selection. For competitions overseas, an athlete's passport must have six months of validity from the return date to the UK.
- 2.5 Athlete must be a current member of Weightlifting Wales (WW) and not suspended.
- 2.6 An athlete must not be in dispute with WW, or British Weight Lifting.
- 2.7 An athlete must remain compliant with Anti-Doping procedures and complete all relevant UKAD Education & Training required by Weightlifting Wales.
- 2.8 Athlete must sign the 'WW Athlete agreement'.
- 2.9 Athlete must comply with the WW athlete agreement, including the code of conduct and display appropriate behaviours at all competitions and training camps in-line with the 'WW Athlete agreement'.

3. Qualification Standard

Weightlifting Wales will select a team as per the selection process set out in section 4 below. However, all athletes must meet the qualification standard set out in this section 3.

- 3.1 Athlete must have lifted the relevant 'minimum qualification standard' for their category in an approved competition during the qualification period 1 January 2023 and ends 31 July 2023.

Approved competition includes Welsh Sport80 registered competitions, all British National Championships, Welsh and British representation at international competitions. Where an athlete over the age of 18 has competed in a British Weight Lifting tier 3 event in another home nation it is their responsibility to contact Weightlifting Wales with the results. Where an athlete under the age of 18 has competed in a British Weight Lifting tier 3 event in another home nation it is their responsibility to contact Weightlifting Wales with the results via their coach, parent or guardian. **Virtual competition results will not be included.**

- 3.2 Athletes must have lifted in at least two (2) approved competitions in during the qualifying period to be eligible for selection. **Virtual competition results will not be included.**
- 3.3 Age categories eligible for the Celtic Nations are Senior, Junior (Under 20) and Youth (Under 17).
- 3.4 Athlete must be in the highest ranking by Sinclair for their age group:

Senior	–	Three male and Three female (including one male and one female under 23)
Junior	–	Three male and three female
Youth	–	Three male and three female

4. Selection Process

The WW selection panel will convene to select athletes during the week after the end of the qualifying period (subject to change by WW). Team selection and announcement will then follow.

4.1 The maximum team size for this event is 18. Weightlifting Wales is under no obligation to take the maximum team size.

4.2 The selection process will be conducted by the Weightlifting Wales selection panel, who will be provided with the following supporting information:

- WW athlete database of eligible Welsh athletes for each age
- List of athletes who have submitted an application of interest
- Selection Policy Criteria
- Athlete Profile containing key information about each athlete to support voting members to make informed, objective decisions. This includes the following information:
 - Competition results history
 - National Squad register of attendance (if applicable)
 - Current fitness
 - Any other supporting evidence submitted by the athlete or WW.

The advice and experience of the WW performance team and International coaches who work regularly with athletes during training camps and international competitions will be considered throughout the selection process to evaluate whether athletes demonstrate the necessary performance behaviours to deliver medal-winning performances at this competition and future events.

4.5 If the number of athletes identified using the criteria is less than the maximum team size (4.1), the selection panel at their discretion reserves the right to select athletes who demonstrate excellent levels of progression, resulting in a projected trajectory which indicates the athlete as future potential at the following events (in order of priority) Victoria 2026 Commonwealth Games, 2030 Commonwealth Games, and 2034 Commonwealth Games. The following criteria are to be considered:

4.5.1 Competition results

4.5.2 Engagement with Training Squads and performance reviews (if applicable).

4.6 If the total number of athletes eligible for selection using the criteria is greater than the maximum team size for this event (4.1), the selection panel at their discretion reserves the right to select the athlete who demonstrates positive progression, resulting in a projected trajectory which indicates the athlete as future potential. The following criteria are to be considered:

4.6.1 Competition results

4.6.2 Engagement with Training Squads and performance reviews

4.6.3 Average number of successful lifts made in past competitions

5. Conditions of Selection

Once selected, all athletes must maintain all the following conditions of selection, (and failure to do so may result in de-selection at the discretion of the selection panel):

5.1 Abide by the WW Athlete code of conduct

- 5.2 Fully comply with the athlete agreement
- 5.3 An athlete must remain compliant with Anti-Doping procedures
- 5.4 Complete any additional anti-doping education that is necessary to maintain eligibility to compete
- 5.5 Work with the performance team to agree a competition strategy which aligns to performance targets at this competition.
- 5.6 Wear appropriate apparel as specified by WW at all camps, events, and this competition
- 5.7 Adhere to specified travel dates organised by WW
- 5.8 Inform WW immediately should their preparation become interrupted in any way, including injury and illness, between point of selection and your day of competition.
- 5.9 Strict embargo on team announcement. Selection is confidential until an official team announcement has taken place by WW.

At point of selection the selection panel reserves the right to set additional 'conditions of selection' for all athletes in any of the following key areas:

- 5.10 Capability to deliver against performance targets
- 5.11 Athlete Health & Fitness
- 5.12 Submit training and bodyweight information as requested by WW
- 5.13 Performance trajectory
- 5.14 Engagement with the performance team and training squads in the lead up to the event.

6. Funding & Sponsorship

This event is funded by WW, and Sport Wales.

WW will use its reasonable endeavours to ensure you receive the following benefits:

- 6.1 Administration of your entry and accreditation as part of the Team to International events and the provision of reasonable associated administration services
- 6.2 Team uniform and clothing as determined by WW
- 6.3 Team training camp(s) if being held
- 6.4 Reasonable travel arrangements between the UK (or other location if agreed in advance by WW), and the competition location. There may be occasions when competitions require self-

funding and in which case WW will be responsible for the organisation of travel arrangements but will not be responsible for these costs)

6.5 Accommodation in the Team hotel/multi-sport accommodation

6.6 Management of media requests and/or interest during the competition

6.7 Insurance cover under the WW insurance policy (a copy of which can be obtained from WW)

Note: WW advises athletes to check the level of cover included within the WW policy and to purchase separate insurance if required.

It is an athlete's responsibility to carefully read the WW 'athlete agreement' and fully comply with the requirements of these legal documents regarding advertising their sponsors. Failure to do so could result in deselection. WW recognise that Athletes may have sponsors who support them in the lead up to this competition, where these sponsors have asked to be promoted by the athlete following their selection, we recommend they contact the WW Performance Pathway Manager to discuss any potential conflicts with current or potential partners.

7. Confirmation of Health, Fitness and deselection

Each selected athlete must consistently display performance related behaviours, which provide the WW Performance team and Selection panel with confidence that they can achieve key performance targets.

The Selection panel under the advice of the WW Performance team reserve the right to de-select any athlete who fails to adhere to the terms outlined in this selection policy & the 'WW athlete agreement', or who has failed or refused to prove their form or fitness as highlighted below.

7.1 Any cause for concern over injury or illness arising from an examination or otherwise will lead to the athlete needing to demonstrate fitness at the discretion of the WW Performance Pathway Manager. The athlete will be asked to undergo a suitable fitness assessment with WW designated medicine personnel and/or the WW Performance Pathway Manager (as appropriate).

If WW wishes to request an assessment before departure for competition, then WW will provide reasonable notice of no less than 72 hours if it wishes to request an assessment.

If WW wishes to request an assessment after departure for competition, then WW may request an assessment as soon as is practically possible in the interest of athlete and staff safety.

If an assessment determines that an athlete is not fit to compete then WW may outline an appropriate course of action to resolve the situation, which may include deselection if a resolution is not deemed possible.

7.2 If it is the reasonable opinion of the WW performance team through observation of an athlete's training/competition/lifestyle does not demonstrate that they are on track to achieve agreed

performance targets, then WW will be entitled to request an assessment of the Athlete's Form & Fitness. The WW Performance Pathway Manager is entitled to designate appropriate coaching or sport science & medical personnel to assess the athlete's Lifestyle, performance planning and/or their commitment and adherence to training. The findings of this assessment will be used to determine whether the athlete can achieve agreed performance targets at the selected competition. If an assessment determines that an athlete is not fit to compete then WW may outline an appropriate course of action to resolve the situation, which may include deselection if a resolution is not deemed possible.

7.3 If an athlete displays inappropriate or unacceptable behaviour that reflects poorly on WW, themselves or other selected team members, WW is entitled to investigate the situation fully.

If the actions of the athlete cannot be resolved, negatively affect other selected team members or there is a risk that there will be a negative effect on performance of other individuals or the team at the championships, then WW may outline an appropriate course of action to resolve the situation, which may include informal or formal disciplinary action and deselection if a resolution is not deemed possible without having an impact on the performance of the team.

If WW concludes that an athlete has been found not to have met the above criteria for continued selection (7.1, 7.2, 7.3, 7.4), the selection panel at their discretion reserves the right to:

- de-select the athlete
- set further conditions of selection
- request further assessment of health & fitness.

A deselected athlete will be entitled to appeal the decision and provide written representation in accordance with the WW appeals procedure (9.0).

Subject to the conclusion of any ongoing athlete appeals the WW Selection panel reserves the right to replace a deselected athlete with another eligible athlete that demonstrates appropriate form & fitness to achieve performance objectives at this event.

8. Performance Selection Panel

The Performance selection panel will (subject to illness or other legitimate reason for absence) be chaired by the Chair of the WW Performance Sub Committee and comprise of:

- Board Director and Performance Sub Committee Group (Nathan Stephens) CHAIR
- Board Director and Performance Sub Committee Group (Ross Miller)
- Board Director and Performance Sub Committee Group (Joe Calvino)
- WW Strategy & Development Manager (Simon Roach)

WW Performance Pathway Manager (Ania Negele) NON-voting capacity will present documents and data to the panel.

Other members of WW may be in attendance in a non-voting capacity to supply background information and technical or medical information.

- WW National Development Officer
- WW Sport Science & Medical personnel
- WW Team Manager for Event

A written summary of the notes from this meeting will be recorded and available to an athlete on request in the event an athlete wishes to consider appealing the selection panel's decision.

Athletes will be informed by email of the selection decision.

Athletes who are not selected or who are deselected will be provided with a clear reason for their non-selection in accordance with this policy to allow them to make an informed decision on whether to appeal.

All conflicts of interest will be declared. A conflicted individual will not vote on that selection or be permitted to contribute to discussions unless their views are specifically requested by the Chair of the selection Panel.

In the event of a tied vote the Chair of the Performance Sub Committee will cast the deciding vote.

9. Appeals

Athletes have the right to appeal their non-selection in accordance with the "WW Appeals Procedure". A copy can be requested from Weightlifting Wales. The Notice of Appeal must be submitted within 72 hours of the selection or deselection decision.

If the athlete fails to submit the Notice of Appeal within the time limit set out in this Appeals Process they will have lost their right of appeal.

DEFINITION OF KEY TERMS

Approved Competition data Weightlifting Wales athlete data base monitors all Welsh BARs registered competitions, all British National championships, Welsh and British representation at international competitions. Where an athlete has competed in a tier 3 event in another home nation it is their responsibility to contact Weightlifting Wales with the results. The relevant scoresheet will then be sourced to update the data base.

British Weight Lifting (BWL) – the National Governing Body for Weightlifting and Weight Training in the UK

Commonwealth Games Federation (CGF) - the organisation which governs the Commonwealth Games

Commonwealth Games Wales (CGW) - is the lead body for Commonwealth sport in Wales and our membership is made up of the Governing Bodies in Wales. Also referred to as Team Wales.

Commonwealth Pathway Standards (CWPS) – Standards are based on analysis of medal zones across previous Commonwealth Games with regression from the medal standard based on the progress rates of medal-winning UK athletes. Totals displayed by age and weight categories.

[FEMALE CWPS](#)

[MALE CWPS](#)

Commonwealth Weightlifting Federation (CWF) – the commonwealth federation which governs the sport of Weightlifting across the Commonwealth, overseeing the Commonwealth Championships and Weightlifting event at the Commonwealth Games.

Sport Wales – a funding organisation who provides funding to support grass roots and the development of elite sport pathways in Wales for athletes who demonstrate potential to win medals at the Commonwealth games.