



EUROPEAN
SMALL NATIONS
WEIGHTLIFTING
TOURNAMENT



EUROPEAN SMALL NATIONS 2025 SELECTION POLICY

Event Details: European Small Nations Weightlifting Tournament

Date: 21st to 24th March, 2025

Venue/Host: Marsa Sport Complex, Malta

1. Introduction

This policy document has been created in line with Weightlifting Wales (WW) strategic plan to provide an opportunity for athletes to compete at the European Small Nations 2025 providing they demonstrate that they are considered by WW to meet the following aim:

- 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 European Small 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 Development 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 Weightlifting 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 be a current member of Weightlifting Wales (WW) and not suspended.
- 2.4 An athlete must not be in dispute with WW, or British Weightlifting (BWL)
- 2.5 An athlete must remain compliant with Anti-Doping procedures and complete all relevant UKAD Education & Training required by Weightlifting Wales.
- 2.6 Athlete must sign the 'WW Athlete agreement'.
- 2.7 Athlete must comply with the WW Athlete agreement, including the code of conduct and display appropriate behaviours in and out of the sporting environment 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 qualification standard (3.4) for their category in an approved competition during the **qualification period 01 January 2024 and ends 31 December 2024.**

Approved competition includes Welsh Sport 80 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. One of these events must be a Tier 2 event or higher.**
- 3.3 Age categories eligible for the European Small Nations are U23, Junior (Under 20) and Youth (Under 17).
- 3.4 This competition is specifically being utilised as a development competition, and will therefore not feature senior athletes with significant experience of international competitions or training, such as Commonwealth Games, Championships and British Weightlifting pathways.

- 3.5 Athlete must be in the highest ranking by Sinclair for their age group:

- a) Youth - 2 athletes (One male & one female)
- b) Junior – 2 athletes (One male & one female)
- c) U23- 2 athletes (One male & one female)

- 3.6 There is provision to select one reserve athlete, these places will be ranked by Commonwealth Pathway Standard and can be from any age bracket.

3.7 The selection committee have discretion to select athletes who were previously injured or unable to compete during the qualification period, with the view to helping them regain their form and provide additional space for them to gain competition experience.

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 7 (including one reserve). 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 group ranked by Sinclair
- Selection Policy Criteria
- Male Commonwealth Pathway Standards
- Female Commonwealth Pathway Standards
- 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.

4.3 If the total number of athletes eligible for selection using the criteria in (section 3) is less 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 the greatest potential at the following events (in order of priority) 2026 Commonwealth Games, and 2030 Commonwealth Games. The following criteria are to be considered:

- 4.3.1 Commonwealth Pathway Standard
- 4.3.2 Competition Results
- 4.3.3 Performance projected trajectory
- 4.3.4 Engagement with Training Squads and performance reviews (if applicable).
- 4.3.5 Average number of successful lifts in past competitions

4.4 Extenuating circumstances can be considered in specific situations where an athlete is unable to achieve the minimum eligibility criteria through no fault of their own. Please see Appendix 3 for further details on how to request extenuating circumstances. Exemption is at the discretion of the WW performance panel.

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 Wear appropriate apparel as specified by WW at all camps, events, and this competition
- 5.6 Adhere to specified travel dates organised by WW
- 5.7 Inform WW immediately should their preparation become interrupted in any way, including injury and illness, between point of selection and your day of competition.
- 5.8 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.

5. Funding & Sponsorship

This event is funded by WW, and Sport Wales. However, there may be circumstances where athletes need to contribute to the costs. In which case WW will still be responsible for the organisation of travel and accommodation arrangements.

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

- 5.1 Administration of your entry and accreditation as part of the Team to International events and the provision of reasonable associated administration services.
- 5.2 Team uniform and clothing as determined by WW
- 5.3 Team training camp(s) if being held
- 5.4 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)
- 5.5 Accommodation in the Team hotel/multi-sport accommodation
- 5.6 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 Development Manager to discuss any potential conflicts with current or potential partners.

6. 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 Development 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 Development 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.

7. 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:

- WW Non-Executive Director
- WW Non-Executive Director
- WW Non-Executive Director
- WW Head Coach

WW Performance Manager (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 Strategy & Development Manager
- WW Development Manager
- WW Sport Science & Medical personnel

- WW Team Manager for Event

For selection to take place a minimum of three people with voting capacity must be present.

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.

Athletes will be informed by email of the selection decision. 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 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.

8. 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.

APPENDIX A

TIMELINE *All dates are subject to change.*

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1. Athlete must compete in an approved competition within the qualifying period 01 January 2024-31 December 2024
 2. Qualification period ends on 01 January 2025
 3. Selection Meeting takes place the week commencing 27 January 2025
 4. Selection invites will be sent out to athletes by 1 February 2025
 5. Appeal deadline 09:00 on 3 February 2025
 6. Appeal outcome by 7 February 2025
 7. European Small Nations March 2025



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APPENDIX B **EXTENUATING CIRCUMSTANCES**

If an athlete cannot meet the minimum eligibility criteria due to extenuating circumstances, they may request an exemption by following the process below.

Supporting Evidence - The following information must be sent to christian.pszyk@weightlifting.wales before the qualification deadline.

- A letter outlining the reasons for and nature of the exemption request.
(no more than 250 words)
- A signed and dated supporting statement from a relevant individual (e.g., Psychiatrist, Doctor, Teacher, Line Manager)

Review Process

The Selection panel will review each case during the selection meeting. Discussions will consider the following criteria:

- Is the request for exemption considered reasonable and is the evidence provided considered to be true and accurate?
- Is the athlete engaged with the NGB and do they have an up-to-date performance plan which includes a competition plan and clearly articulated development objectives?
- Has the athlete fulfilled all other minimum selection criteria, and would the panel have selected them during the selection process under normal conditions?



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- Does the panel agree that not competing during the qualification period serves the best interest of the performance of the athlete or team?
- Does the panel agree that competing at the goal event is in the best interest of the athlete or team considering their individuals current extenuating circumstances?
- Does selection of the athlete displace the selection of another athlete who has fulfilled all minimum eligibility criteria?
- Has the athlete lifted the qualification standard in the last 12 months in the same category they have declared interest to compete in?
- Is the athlete on a 'UKS Named support plan'? Is there a risk to the individual or BWL losing individual funding if the athlete is not selected for this event?

Accepted Solutions

If the case for extenuating circumstances is granted the panel can propose any or all the following solutions:

- The panel can choose to consider historic results recorded up to 12 months prior to the qualification deadline
- The panel can choose to extend the qualification period for the athlete to allow them more time to fulfil the necessary qualification criteria that the extenuating circumstances prevent them from demonstrating.
- The panel can request that the athlete completes a 'Fitness test' on a defined date, time, and location in the presence of the performance team to demonstrate that they can achieve key performance targets

APPENDIX C

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.

Dispute – any claim, action, suit, arbitration, proceeding, investigation, complaint, or prosecution to which the Athlete is a party or materially involved details of which it appears necessary (in WW or BWL’s sole discretion) to make available to the Selection Panel.

For example only (and without limitation to WW or BWL’s discretion) if an athlete is under investigation for and/or charged with conduct which:

- A) (if convicted) amounts to criminality for which a custodial sentence may be given and/or criminality which harms or places in danger other individuals,; or
- B) B) would bring or brings WW, BWL and/or the sport into serious disrepute;

then details of this kind of Dispute may be notified to the Selection Panel if WW or BWL believes it will ensure factors such as (and without limitation) fairness, safety of any other individuals participating in or attending the Event (or training and preparing for the Event) and/or the reputation of: WW, BWL, the sport and/or the Event.

Extenuating circumstances – circumstances that are unexpected, unavoidable, and outside of your control.

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.