

Weightlifting Wales Development Squad Policy 2022/23

1. Introduction

This policy outlines the process by which Weightlifting Wales will select athletes for the Development Squad. It has been created in line with Weightlifting Wales (WW) [Strategic Plan 2020- 2024](#):

- Provide every opportunity to the developing Welsh athletes to gain experiences as a person and athlete to aid future progress.

2. Minimum Eligibility Criteria

To be considered for selection for the Weightlifting Wales development squad, 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 (three years).

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

2.2 Athlete must be a current member of Weightlifting Wales (WW) and not suspended.

2.3 An athlete must not be in dispute with WW, or British Weight Lifting.

2.4 An athlete must remain compliant with Anti-Doping procedures and complete all relevant UKAD Education & Training required by Weightlifting Wales.

2.5 Athlete must sign the 'WW Athlete agreement'.

2.6 Athlete must comply with the WW athlete agreement, including the code of conduct and display appropriate behaviours at all squads, training camps and events in-line with the 'WW Athlete agreement'.

3. Development Squad Selection Criteria

Weightlifting Wales will select an athlete as per the selection process set out in section 5 below. However, all athletes must meet the minimum selection criteria in section 3.

3.1 Athlete must have achieved the relevant 'minimum selection standard' for their category in an approved competition six months prior to the review dates. Squad selection will take place in January and July.

3.2 Development Squad athletes that meet the minimum standard at an approved competition can join the development squad prior to the review dates. It will be the athlete's responsibility to contact Weightlifting Wales with the relevant results sheet if they have met the minimum standard before the review dates. Once the maximum squad size is reached, athletes will only be selected at review dates.

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.

3.3 Age categories that are eligible for the Development Squad are Junior (under 20), Youth (under 17) and Under 15.

3.4 Developing athlete's minimum standard is 85% of the Commonwealth pathway standard for athlete's age and weight category, all totals are displayed in table 1 and 2. Athletes within 5% of the standard and/or who have a performance trajectory of achieving the standard within the next six months will be considered by the selection panel.

Table 1

Male Development Squad Minimum Standards Age 31st December 2023

Age	20	19	18	17	16	15	14	13
Bodyweight								
u49kg				144	138	133	127	122
u55kg	165	159	154	147	141	136	130	125
u61kg	189	182	176	169	162	156	150	144
u67kg	200	193	186	179	172	165	158	152
u73kg	208	201	194	186	179	171	164	158
u81kg	220	213	205	196	189	181	174	167
u89kg	230	222	214	206	197	190	182	174
u96kg	234	226	218	209	201	193	185	178
u102kg	236	228	220	211	202	195	187	179
+102kg				220	212	203	195	187
u109kg	241	233	224					
+109kg	252	243	235					

Table 2

Female Development Squad Minimum Standards Age 31st December 2023

Age	20	19	18	17	16	15	14	13
Bodyweight								
u40kg				94	91	87	83	80
u45kg	109	105	102	98	94	90	87	83
u49kg	117	113	109	105	100	96	93	88
u55kg	130	126	121	116	111	107	103	99
u59kg	138	133	128	123	118	114	110	105
u64kg	143	138	133	128	122	117	113	108
u71kg	150	145	140	134	129	124	119	114
u76kg	153	148	143	137	131	126	121	116
u81kg	157	152	147	141	135	130	125	120
+81kg				148	142	137	131	126
u87kg	161	155	150					
+87kg	171	165	159					

4. Selection Process

The WW selection panel will convene to select athletes during the review months (subject to change by WW).

4.1 The maximum squad size will be 20 athletes

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 and weight category
- Selection Policy Criteria
- Male Commonwealth Pathway Standards
- Female Commonwealth Pathway Standards

4.3 If the total number of athletes eligible for selection using the criteria in (4.2) is greater than the maximum squad size (4.1), the selection panel at their discretion reserves the right to select the athletes who demonstrate the greatest potential. The following criteria are to be considered:

4.3.1 Competition results

4.3.2 Engagement with Training Squads and performance reviews

4.3.3 Progression trajectory

5. 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 (Ross Miller) CHAIR
- Board Director and Performance Sub Committee Group (Nathan Stephens)
- Board Director and Performance Sub Committee Group (Joanne 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 Development Officer
- WW Sport Science & Medical personnel
- WW Team Manager for Event

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.

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.

6. 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):

6.1 Abide by the WW Athlete code of conduct

6.2 Fully comply with the athlete agreement

6.3 An athlete must remain compliant with Anti-Doping procedures

6.4 Complete any additional anti-doping education that is necessary to maintain eligibility to compete

6.5 Work with the performance team to agree performances plans

6.6 Wear appropriate apparel as specified by WW at all camps, events, and competition

6.7 Inform WW immediately of any injury and illness

6.8 Strict embargo on squad selection. Selection is confidential until an official announcement has taken place by WW.

6.9 Attendance at squads and camps is compulsory. In unforeseen circumstances where athletes are unable to attend, they must communicate non-attendance sufficiently. Repeated non-attendance may lead to the athlete being deselection from the squad.

6.10 If an athlete does not continue to maintain the minimum qualification standard on the selection review dates, a 6-month period will be provided to allow time for the athlete to progress to the standard, failing which the athlete will be deselected from the squad.

6.11 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, 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.

6.12 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'.

6.13 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, then WW may outline an appropriate course of action to resolve the situation, which may include informal or formal disciplinary action and deselection.

If WW concludes that an athlete has been found not to have met the above criteria for continued selection, 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 (7.0).

7. 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.

In addition, athletes have the right to appeal if they are de-selected in accordance with the “WW Appeals Procedure”. WW reserves the right to deselect athletes if sufficient evidence exists to suggest that an athlete is not meeting the conditions of this selection policy. WW will give athletes a minimum of 72 hours to notify WW of their intention to appeal their deselection.

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 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 are displayed by age and weight categories.

Performance Targets – With consideration for the expectations of key funding partners WW reserves the right to agree to individualised performance targets specific to the athlete, event, or both.

Sport Wales – the national organisation responsible for developing and promoting sport and physical activity in Wales. They provide funding to support grassroots and the development of elite sport pathways in Wales for athletes who demonstrate potential to win medals at the Commonwealth Games.