

Pentathlon GB

Programme Membership Policy

Paris Cycle



Version [1] 1st June 2022

1. Introduction

- 1.1 Modern Pentathlon Association of Great Britain (MPAGB) is the governing body for modern pentathlon (“the Sport”) in Great Britain and is affiliated to the Union Internationale de Pentathlon Moderne (“the UIPM”). It is funded, from a variety of sources, to develop the full potential of athletes with medal winning capabilities at the next or subsequent Olympic Games through the World Class Programme (“WCP”).
- 1.2 Pentathlon GB (“PGB”) is the operational department within MPAGB that is responsible for the delivery of the WCP.
- 1.3 This document outlines the process and criteria that Pentathlon GB will use to determine to which Athletes it wishes to offer membership of its Olympic Programme.
- 1.4 The Selection Panel will not take account of any verbal or written agreements with any individual Athlete, whether they conflict with the published Policy and Process, meaning that no Athlete or Athletes should have any ‘legitimate expectation’ save as set out in this document.
- 1.5 This document (this “Membership Policy”) refers to the PGB Programme Membership of Athletes who are members of the following Programmes:
 - Olympic Podium Programme
 - Olympic Podium Potential Programme
- 1.6 This Membership Policy describes how Athletes are selected and offered membership (“Programme Membership”) of PGB Programmes and how their continued offer of membership and any accompanying level of financial support will be assessed.
- 1.7 This Membership Policy does not cover how TASS Athletes, Guest Athletes or Triallists are selected. Decisions on these groups of Athletes are made informally, with Athletes required to sign the PGB NTC Athlete Agreement.
- 1.8 This Membership Policy does not cover selection to represent PGB for major events (e.g. World Championships, World Cups, European Championships). Selection for major events is governed by separate selection processes and is open to Athletes achieving the selection criteria for the event concerned whether they are members of any of the Programmes. Programme Membership does not guarantee any right or greater right to or any expectation of selection for major events.
- 1.9 This Membership Policy is subject to ongoing review and may be updated intermittently and then published.

Aims

- 1.10 PGB is funded by the National Lottery via UK Sport and Sport England, with the aim of delivering success at the Olympic Games ('the Games');
- 1.11 The offer of membership and continued membership of the Programmes is based on an Athlete's ability to contribute to PGB meeting these aims in accordance with the Programme and Athlete Considerations set out in section 4.
- 1.12 Membership can only be considered for, offered to or be retained by an Athlete provided they satisfy the eligibility criteria set out in Section 2. Where an Athlete no longer meets the eligibility criteria, their membership will terminate automatically without notice.

2. Eligibility Criteria

- 2.1 To be eligible, an Athlete must:
 - 2.1.1 hold a valid British passport and be eligible to represent Great Britain in accordance with the constitution of the Modern Pentathlon Association of Great Britain;
 - 2.1.2 hold a Pentathlon GB membership for the duration of the Programme Membership period;
 - 2.1.3 hold a valid international license issued by the UIPM, including any discipline specific licenses and completing any educational courses required.
 - 2.1.4 provided proof of Cardiac Screening in the form of a Cardiac Screening report to the PGB Chief Medical Officer, or has submitted a Cardiac Screening disclaimer;
 - 2.1.5 meet Pentathlon GB's, UK Sport's and the BOA's rules on representing TeamGB at the Games;
 - 2.1.6 meet UK Sport's Funding Eligibility Policy and has not been suspended or ineligible to receive publicly funded benefits and support in accordance with that policy;
 - 2.1.7 comply with the UIPM and UK Anti-Doping rules and anti-doping blood/urine testing policies;
 - 2.1.8 if coming out of retirement, have notified UK Anti-Doping and/or WADA in accordance with their rules, and secured dispensation to participate in the Sport.
 - 2.1.9 if on either the National and/or International testing pools, comply with the requirements of the World Anti-Doping Code and International Standard for Testing with regard to ADAMS and whereabouts information;
 - 2.1.10 not be serving a ban from participation in the Sport for any reason (including as a result of being found guilty of a doping offence or being found guilty of an offence relating to betting, manipulation of results, corrupt conduct, inside information); and
 - 2.1.11 not be serving a custodial sentence or subject to bail, licensing, or other conditions, which would prevent the Athlete from participating in training or competition.

3. Athlete Agreement

- 3.1 The offer of Programme Membership and continued retention on a PGB Programme is conditional upon the Athlete signing the relevant Athlete Agreement (as listed in 3.3) and adhering to its terms. Failure to sign the relevant PGB Athlete Agreement will result in the withdrawal of programme membership. Failure to adhere to the terms of the relevant PGB Athlete Agreement may result in an Athlete being removed from the Programme as further set out in Section 11.

- 3.2 In case of conflict between this Membership Policy and the relevant PGB Athlete Agreement the relevant PGB Athlete Agreement shall prevail.
- 3.3 Athletes offered PGB Programme Membership will be required to sign the World Class Programme “Performance Athlete Agreement”

4. Programme Membership Allocations and Review

- 4.1 Programme Membership is allocated and reviewed by the PGB Membership Selection Panel (the “PGB MSP”) on a six-monthly basis (or more frequently if required). For proceedings to be valid, the PGB MSP must consist of the Performance Director and a minimum 2 other people. In addition, there will be one or more additional individuals as appointed by the Performance Director, who will not have voting rights but will be present to act as an independent observer, to supervise procedures and to ensure that both due process is followed and that criteria are appropriately applied.
- 4.2 At each review the PGB MSP will consider:
- 4.2.1 Such Athletes not currently on a PGB Programme that PGB shall consider to be eligible for consideration and either offer them Programme Membership, defer, or decide not to offer them membership; and
- 4.2.2 the Programme Membership status of existing Programme Athletes and either: confirm or remove (if appropriate) an Athlete’s offer of Programme Membership and/or change their APA level (where appropriate). If the number of Athletes on the Programme needs to be re-allocated this will also be considered.
- 4.3 The Programme Membership Review by PGB MSP is chaired by the Performance Director. PGB coaches will submit performance reports and recommendations on Athletes to PGB MSP in preparation for the reviews.
- 4.4 There is no application process for Programme Membership. Athletes are approached on an individual basis if they are considered to potentially meet the relevant Athlete Considerations of the Programme Membership Criteria (defined below).
- 4.5 Within the parameters of this policy, the PGB MSP shall have complete discretion regarding Programme Membership decisions but shall exercise their discretion fairly and without bias and in accordance with this policy.
- 4.6 The PGB MSP shall be guided by the Programme Considerations in the first instance.
- 4.7 In determining Athletes’ membership, the panel shall first consider the Programme Considerations and then, where appropriate, the Athlete Considerations, as well as such other relevant matters as appear to them to be fair and reasonable.
- 4.8 Where the number of places available on the Programme is less than the number of athletes meeting the Programme Considerations, an Athlete’s ability to meet the Athletes Considerations shall be considered in conjunction with and in comparison to other Athletes’ ability to do the same.
- 4.9 A flowchart for the process ordinarily used to review Programme Membership is included in this Membership Policy at Appendix 1.

Programme Membership Criteria

4.10 The “Programme Membership Criteria” include:

- 4.10.1 Programme Considerations; and
- 4.10.2 Athlete Considerations.

Programme Considerations

4.11 “Programme Considerations” include:

- 4.11.1 the Programme Aims;
- 4.11.2 the number of Athletes currently on the Programme and the ability for the PGB, within resources, to appropriately service each squad and offer competition opportunities to Athletes on the Programme; and

Athlete Considerations

4.12 when making Programme Membership decisions the PGB MSP may be guided by all or any of the following in any order and with any weighting that they see fit:

- 4.12.1 whether the Athlete is or remains eligible to participate in the Programme;
- 4.12.2 Any misconduct issues, breaches of the PGB Team Charter, and/or any ban, suspension or limitation from participation in any other sport for any reason.
- 4.12.3 what it will take to win a medal at an Olympic Games;
- 4.12.4 whether the Athlete is developing and showing progression towards the standards required to win a medal at future Olympic Games;
- 4.12.5 whether the Athlete has developed, maintained and adhered to an Individual Athlete Plan (“IAP”) including any treatment/rehabilitation or return to training/competition programme arising following an absence or reduction in training;
- 4.12.6 any changes made by an Athlete to their IAP (including any changes to their Key Performance Indicators (“KPI’s”));
- 4.12.7 any mitigating circumstances, including physical or mental illnesses or injuries (short or long-term), or any other situations necessitating an absence from training or competition;
- 4.12.8 the “integrity” of the Athlete’s IAP as more particularly described in Appendix 3;
- 4.12.9 whether the Athlete’s personal conduct and attitude allows them to contribute positively to the performance of the team and the team environment;
- 4.12.10 whether the Athlete is complying with the terms of the MPAGB Performance Athlete Agreement;
- 4.12.11 whether the Athlete can contribute towards the qualification process for the Olympic Games; and
- 4.12.12 the individual Athlete’s contribution or potential contribution to the Programme Aims (as set out in 1.5), taking into account the Programme Considerations set out in 4.7 and how an Athletes’ contribution or potential contribution compares with that of other Athletes.

5. Athlete Performance Awards

- 5.1 The APA is a grant paid by UK Sport to Athletes on the PGB WCP Programmes who have been nominated to receive the same by PGB MSP (as to which see Section 6 below).
- 5.2 At A+, A, B+, B and Paris Potential levels the APA is split into two elements: living costs and Athlete specific costs. At C, D & E level the APA is intended to cover just Athlete specific costs.
- 5.3 The living costs element of the APA is intended to contribute to general living costs likely to be incurred by an Athlete, including by way of example only: rent/mortgage, bills, basic food, general clothing, telephone, and household insurance, National Insurance contributions and a stakeholder pension.
- 5.4 The Athlete specific costs element of the APA is intended to contribute to Athlete specific sport costs, including by way of example: personal training equipment, internet and mobile costs, car costs, other UK travel costs related to training and competition, training clothing, nutritional/dietary supplements, local gym membership, consumables, and sport specific equipment.

6. Nomination for APAs

UK Sport has allocated PGB a maximum number of APA's for Athletes offered Programme Membership of the PGB World Class Programme. Athletes not on the PGB World Class Programme will not be nominated for an APA. Nominations for APAs are made by PGB to UK Sport. UK Sport review nominations against the agreed APA matrix criteria and may challenge the nomination where it does not fall in line with the criteria as published. UK Sport may not grant APA's to Athletes not nominated by PGB.

- 6.1 Athletes will be nominated for APA levels based on the criteria set out in the UK Sport approved APA matrices at Appendices 2 and 3.
- 6.2 When required, the PGB MSP will consider any of the mitigating circumstances set out in paragraph 4.9.6 above when making APA nominations.
- 6.3 UK Sport will require Athletes to declare any other sources of income to UK Sport and may determine that any Athletes whose total income (including APA) exceeds £65,000pa will have their APA award reduced pound for pound above this threshold.
- 6.4 PGB will not be able to recommend to UK Sport that an APA or further APAs shall be paid unless PGB can verify to UK Sport that the relevant MPAGB Performance Athlete Agreement has been signed.
- 6.5 The PGB MSP are not obliged to award Programme Memberships in respect of the total number of APA allocations.
- 6.6 The APA matrices (as outlined in appendices 2 and 3) only apply to Athletes who have been awarded WCP Programme Membership. Achievement of any of the criteria listed in the APA matrices does not automatically qualify an Athlete for WCP Programme Membership.
- 6.7 UK Sport may set an Eligibility Policy or other criteria which may determine an Athlete's entitlement to an APA and or any other benefits from public funding.

7. Talent Transfer

- 7.1 Athletes who have transferred from another WCP will initially be considered by PGB for Programme Membership and nomination for an APA for the level at which they were at in their previous WCP, or up to a maximum of C level for a period of up to 12 months following the UK Sport funded Talent Transfer period, to include a minimum of one major event (e.g. World Championships). During this period the Athlete will be required to meet the

Programme Membership Criteria in 4.6 - 4.8. At the first available Programme Membership Review, following the first major event their appropriate APA level will be reviewed, and the recommendation may be adjusted accordingly.

- 7.2 For athletes who have transferred from another WCP, UK Sport will review nominations in accordance with the process outlined in 6.1.

8. Acceptance of Programme Membership

- 8.1 If an Athlete chooses to decline the offer of membership covered by this Membership Policy for any reason (including failure, where relevant, to sign the MPAGB Performance Athlete Agreement) they will not become ineligible for selection for major events, but there will be no form of financial support, access to sports science/sports medicine services and other support from PGB outside of that offered as part of any selection for major events, and any APA nomination made by PGB to UK Sport on such Athlete's behalf will be withdrawn, unless approved otherwise by the Performance Director.

9. Individual Athlete Plan (IAP)

- 9.1 All Athletes on the PGB WCP Programmes will be required to develop and maintain an IAP incorporating:
- 9.1.1 the Athlete's needs regarding training, competition, personal education (if applicable), personal development needs (including time to attend education lessons, career and developmental events, courses and training), physical and mental wellbeing, injury rehabilitation (where relevant), and any absences required from or reduction in training and competitions; and,
- 9.1.2 the Athlete's KPI's regarding personal performance, education and development goals, support service requirements and performance targets.
- 9.2 PGB will support Athletes with the development and maintenance of their IAPs. In particular PGB coaches and support staff will advise Athletes on training & competition plans and appropriate KPI's in the context of an Athlete's own potential and in the context of what it will take to remain on the Programme and/or be selected for their target competitions.
- 9.3 It is the responsibility of the Athlete to update their IAP as and when the circumstances referred to in Sections 9.1.1 and 9.1.2 change (including, in particular, any situation necessitating an absence from or overall reduction in training or competition) or if they are concerned that the KPI's included within the IAP will not be sufficient to achieve future medal success within the time frames indicated within the IAP. Athletes should contact PGB Programme staff as and when they require assistance with the same.
- 9.4 All changes made by an Athlete to their IAP including, in particular, any change to KPI's and any planned absence from or overall reduction in training or competition must be notified to their PGB coach.
- 9.5 PGB coaches and support staff will from time-to-time review and make recommendations to PGB MSP on the "integrity" of Athlete's IAPs as more particularly described in Appendix 4. Accordingly, Athletes are encouraged themselves to consider the integrity of their IAPs.
- 9.6 An Athlete's IAP should reference any other sporting disciplines or high-risk activities undertaken by an Athlete outside of the PGB Programmes. PGB may take account of the same when assessing the overall training/competition loads and training/competition risks.

10. PGB Programme Membership Benefits

- 10.1 Membership of the PGB Programme provides access to the offer of all or some of the following services at a reasonable level which are available where appropriate as determined by the Programme and centred around the IAP:
- 10.1.1 contribution to and advice on an Athlete's IAP;
 - 10.1.2 coaching support;
 - 10.1.3 PGB clothing and equipment that PGB reasonably consider an Athlete needs to perform as an elite athlete in the Sport;
 - 10.1.4 Sports Science support;
 - 10.1.5 Medical, Injury and Health management services;
 - 10.1.6 Lifestyle Management and Personal Development support ("Performance Lifestyle Advisor");
 - 10.1.7 The cost of attending and participating in designated camps and international competitions;
 - 10.1.8 GBCT Programmes Information & Advice (where relevant to the Programme Membership awarded);
 - 10.1.9 Team GB Gold Club membership (APA Levels A-D only) subject to the rules of the applicable scheme;
 - 10.1.10 appropriate access to facilities; and
 - 10.1.11 support from commercial partners as deemed appropriate by PGB in its sole discretion from time to time
- 10.2 PGB will determine the deployment of the above support as it feels appropriate, irrespective of level and/or discipline. It is the responsibility of the Athlete to contact PGB if they feel that they do not have access to any of the above and feel that they should, or have any questions.
- 10.3 Where PGB decides to offer optional additional services or equipment to Athletes beyond those reasonably offered in paragraph 10.1 above, Athletes may be required to contribute towards the costs for such services or equipment. This will be done on a case-by-case basis and discussed proactively with Athletes

11. Data and Information Sharing

- 11.1 I confirm that in signing this agreement I accept and agree to my personal data being processed between PGB and its partners. Such partners include the English Institute of Sport (the "EIS"), Talented Athlete Scholarship Scheme ("TASS"), Team Bath, the British Olympic Association (the "BOA" or "TeamGB"), The UK Sports Council ("UK Sport"), Home Country Sports Institutes ("HSCIs"), Research Institutions (such as Universities), Facility operators, Students and other third party suppliers and contractors.
- 11.2 The processing of my personal data by PGB and its partners is necessary for the purposes of training design, performance innovation, athlete selection and membership decisions, preventive medicine, medical diagnosis, the provision of health care or treatment and the management of health services and systems,
- 11.3 All information sharing and activities are subject to the obligations of professional codes of confidentiality established by the relevant regulatory bodies to which EIS, TASS or Team Bath practitioners are subject.
- 11.4 I understand that the processing of my personal data is carried out in the course of the PGB's legitimate activities with appropriate safeguards in place, in order to provide a service to me as an athlete.

11.5 Individual partners may have additional information sharing agreements where they are registered as the data controller with the Information Commissioner's Office, as is required under the General Data Protection Regulation 2016 ('GDPR') and the Data Protection Act 2018 ("the DPA"). These will require your acceptance as part of your Programme Membership.

12. Athlete Termination Process

12.1 Athletes may have their offer of Programme Membership removed:

12.1.1 due to failure to meet any Eligibility Criteria; and/or

12.1.2 in accordance with the suspension and termination rights set out in the relevant MPAGB Performance Athlete Agreement; and/or

12.1.3 in accordance with the criteria and procedures set out in this agreement; and/or

12.1.4 where a MPAGB Disciplinary Tribunal determines such offer should be removed in accordance with MPAGB's Disciplinary or Safeguarding Regulations.

12.2 The length of notice to be provided by PGB of actual removal of Programme Membership and the date of effective termination of the relevant MPAGB Athlete Agreement shall be no less than that required by the relevant MPAGB Athlete Agreement. During the period of any such notice, UK Sport may elect for any APA being paid to such Athlete to change to transitional level funding as referred to in Section 12.1

12.3 There are also circumstances set out in the MPAGB Performance Athlete Agreement entitling PGB to immediately end or suspend the relevant MPAGB Performance Athlete Agreement and, consequentially, programme membership. In those circumstances, PGB may recommend to UKSport that any associated APA payments are terminated or suspended.

12.4 Where PGB MSP are **considering** removing an Athlete's Programme Membership based on Athlete Considerations (as defined in Section 4.8) PGB MSP will provide a warning to that Athlete that their Programme Membership is at risk and an opportunity, where appropriate, to achieve specific objectives within the warning period. The length of such warning shall be in accordance with the provisions set out in the MPAGB Performance Athlete Agreement.

12.5 Where PGB MSP are **considering** removing one or more Athletes' Programme Membership based on Programme Considerations (as defined in Section 4.7) the PGB MSP will provide a warning to all Athletes at risk. The length of such warning shall be in accordance with the provisions set out in the MPAGB Performance Athlete Agreement.

13. Athletes Transitioning off the PGB Programmes

13.1 A transitional APA may be offered by UK Sport to PGB WCP Athletes who are leaving the PGB Programmes by choice, retirement, termination, suspension or are no longer nominated for a place on the PGB Programmes. The transitional APA period will be for a minimum of one month. PGB MSP shall make recommendation as to the length of transitional APA duration, to UK Sport for validation in line with the programme framework.

13.2 English Institute of Sport (EIS) support received via the PGB Programmes (other than Performance Lifestyle) will continue for one month following the Programme Membership end date. Performance Lifestyle support (through the EIS) will continue for 6 months after the Programme Membership end date.

13.3 Once an athlete leaves the programme, they will no longer receive access to medical cover through AMS. However, AMS cover will continue for up to a maximum three months after the month their funding ceases for an existing medical claim and treatment to finish. No new claims can be opened within this three-month extension period.

13.4 All Athletes leaving the PGB Programmes must make arrangements to return any equipment owned by PGB within 30 days of the date of receipt by the Athlete of formal written notice of

removal. Where such equipment is not returned, PGB shall consider all relevant civil and criminal legal routes to secure its return.

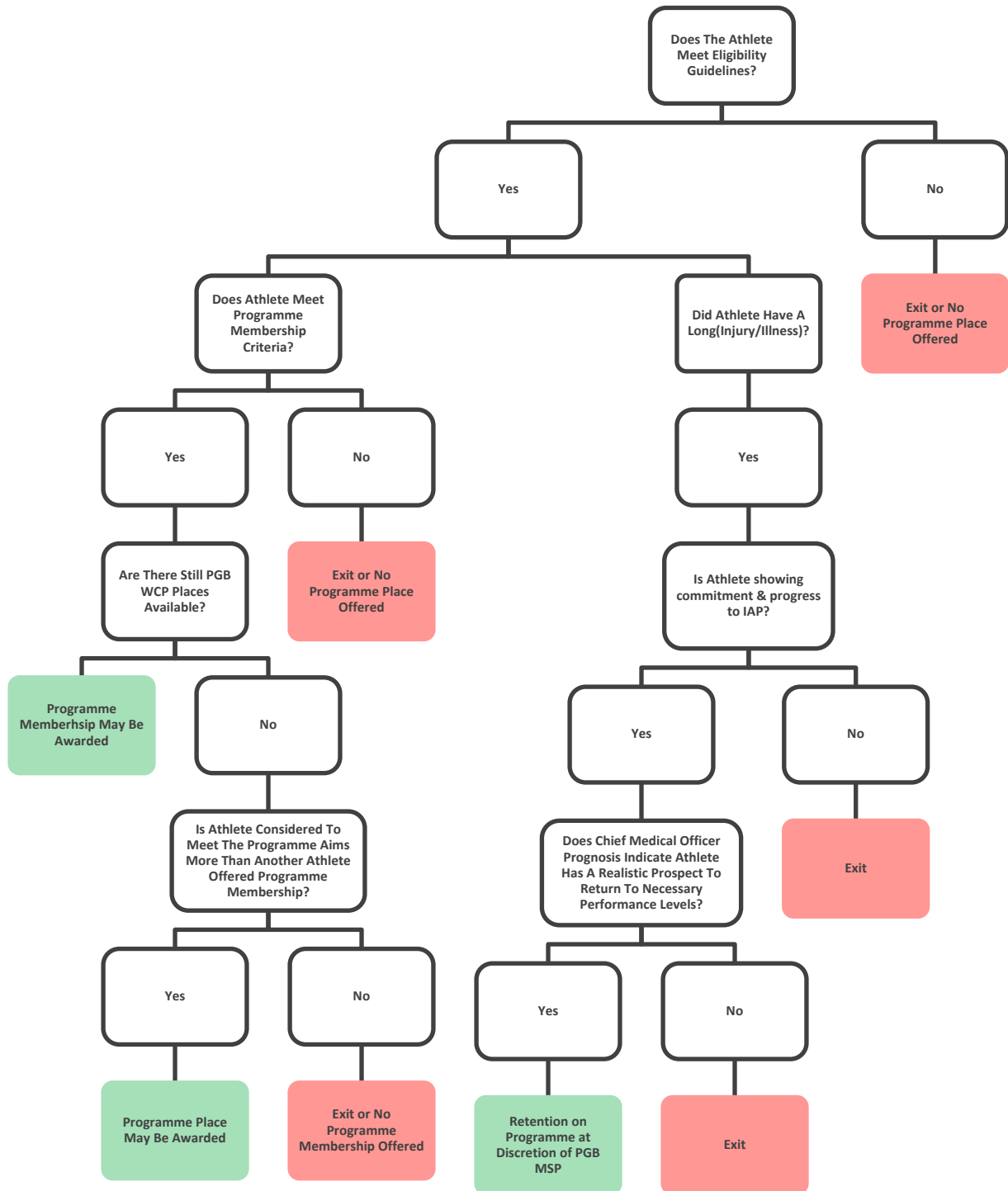
- 13.5 The opportunity to attend an exit interview will be offered to Athletes as part of the exit process.

14. Programme Membership Review Appeals Procedures

- 14.1 The PGB Programmes operates a formal appeals procedure for challenging Programme Membership decisions (Termination of Programme Membership, non-renewal of Programme Membership) which is available on the PGB website.

End of main text (Appendices 1 to 5 follow)

Appendix 1: Programme Membership Review Process Flowchart



Appendix 2 - APA Matrix

The following diagram sets out the framework and performance standards that will ordinarily be applied by PGB when determining the APA level for which Athletes may be nominated to UK Sport. Performances in relay events will not be considered.

APA Level	Level	Award	Criteria
A+	Podium	£28,000	<input type="checkbox"/> Olympic Medal at the most recent Olympic Games and a Senior World Championship medal in the last 3 years; OR <input type="checkbox"/> Two Senior World Championships medals in the last 3 years but in two different seasons.
A		£26,500	<input type="checkbox"/> Olympic Medal at the most recent Olympic Games; OR <input type="checkbox"/> Senior World Championship medal in the last 3 years.
B+		£23,000	Achievement of a minimum of TWO of the following performance criteria in the last 3 years: <ul style="list-style-type: none"> <input type="checkbox"/> Top 8 result at the most recent Olympic Games <input type="checkbox"/> Top 8 Senior World Championships result <input type="checkbox"/> Senior European Championships medal (except in the year of the Olympic Games)
B		£21,500	Achievement of ONE of the following performance criteria in the last 3 years: <ul style="list-style-type: none"> <input type="checkbox"/> Top 8 result at the most recent Olympic Games <input type="checkbox"/> Top 8 Senior World Championships result <input type="checkbox"/> Senior European Championships medal (except in the year of the Olympic Games)
Paris Potential		£19,000	This is a discretionary award for athletes who are no longer eligible for A+, A, B+ or B funding levels due to exceptional circumstances. Athletes who are C level or below cannot be promoted into this APA level without having previously been Podium funded. There must be evidence that the athlete is on trajectory to achieve a B level award or above within the next 12 months, evidenced by: <ul style="list-style-type: none"> <input type="checkbox"/> Consistent achievement of KPI's linked to the WITTW; AND <input type="checkbox"/> Achieved top 10 performances in Category A UIPM competitions in a minimum of 50% of competitions entered in the last 12 months.
C+	Podium Potential	£18,000	<i>Capability to consistently finish in the top 10 at World Cups, and/or progress to the final of the Senior World Championships demonstrating potential to win medals within 2-3 years.</i> <ul style="list-style-type: none"> <input type="checkbox"/> Achieved a Top 18 finish at the Senior World Championships in the last 2 years; OR <input type="checkbox"/> Advanced to the top 10 on more than one occasion at any World Cup in the last 2 years.
C		£15,000	<i>Capability to consistently progress to the semi-finals of a World Cup with potential to progress to the final, demonstrating potential to win medals within 3-4 years.</i> <ul style="list-style-type: none"> <input type="checkbox"/> Qualified for the final of a World Cup; OR <input type="checkbox"/> Achieved a Top 25 finish at a minimum of x2 World Cups.
D		£12,000	<i>Demonstrates capability to overcome the qualification stage of individual Pentathlon World Cup series competitions or world leading Junior athlete, demonstrating the potential to move to the World Class Podium Programme within 4-5 years.</i> <ul style="list-style-type: none"> <input type="checkbox"/> Advanced to the semi-final stage of a World Cup; OR <input type="checkbox"/> Finished in the Top 10 at either the Junior World or European Championships.
E		£7,500	<i>Aspiring 2021-2032 Athletes developing and committed to performance enhancement who demonstrate the potential to move to the World Class Podium Programme within 5-8 years.</i> <ul style="list-style-type: none"> <input type="checkbox"/> Are in the first 12 months' transition period at the NTC; OR <input type="checkbox"/> That are Home Based or at other school, University or College.

Note:

- Performances for levels C-E must have been achieved in the last 12 months.
- The above matrix will be reviewed once a decision has been made as to the 5th Discipline and Riding inclusion for the LA2028 Olympics.
- Athletes are expected to consistently achieve the KPI's linked to their IAP in addition to the performance criteria set out above.
- Pentathlon GB Consideration Standards (CS) are set of criteria derived from the World Top 10 Performance Model subject to annual updates. CS are applied across the Pentathlon GB Performance System in Athlete evaluation and appraisal process.

1. APA Matrix – Pentathlon GB WCP Olympic Programme: Explanatory Notes

- 1.1. The criteria set out above is the minimum level entry to gain consideration for an award. Achievement of the minimum entry level criteria does not commit PGB to offer an award or membership of the WCP.
- 1.2. The duration of each award is continually reviewed on the basis that the Athlete continues to maintain performance trajectory & eligibility.
- 1.3. Paris Potential awards are made for no more than one year.
- 1.4. Award Level E will be offered for no more than two years and athletes who have previously received an APA at D level or above will not be eligible for an Entry level award.
- 1.5. If the UIPM does not stage the relevant Olympics in an Olympiad or a relevant World Championship in the previous 12 months the Programme Membership Review Criteria may consider that Athlete’s last UIPM World Championships or Olympic Games performance, and that the Athlete has consistently achieved the KPI’s in their IAP. Athletes cannot be promoted to B level funding or above if there has not been a World Championships or Olympic Games in the previous 12 months.

2. World Class Athlete Characteristics

	Adaptable	Independent	Resilient
What we need in the performance environment	Adaptable People	Autonomous People	Resilient People
What are the performance characteristics at podium level?	Competitive intellect <ul style="list-style-type: none"> <input type="checkbox"/> Is tactically astute during performance <input type="checkbox"/> Can manage transitions across disciplines effectively Drive their own development <ul style="list-style-type: none"> <input type="checkbox"/> Coachability <input type="checkbox"/> Can appropriately process coaching information <input type="checkbox"/> Able to work effectively with coaches and teammates 	Always delivers a performance <ul style="list-style-type: none"> <input type="checkbox"/> Able to maintain professionalism even in a lost cause Innovative thinking <ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates a creative & Inquisitive state of mind to enhance performance 	Competitive aggressiveness <ul style="list-style-type: none"> <input type="checkbox"/> Driven to win <input type="checkbox"/> A Brave fighter <input type="checkbox"/> Possesses the warrior spirit Consistent exposure to training <ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates consistent work ethic over a long period of time <input type="checkbox"/> Able to cope with the grind of training volume and intensity
What are the coaching observables within academy and confirmation stages of Pathway?	Student of the sport <ul style="list-style-type: none"> <input type="checkbox"/> Seeks information to drive development <input type="checkbox"/> utilises the programme in a collaborative manner 	Self-organised <ul style="list-style-type: none"> <input type="checkbox"/> Punctual and well mannered <input type="checkbox"/> Minimum fuss and gets the job done Positive independence <ul style="list-style-type: none"> <input type="checkbox"/> Is a strong personality who can operate within the team 	Thrives under pressure <ul style="list-style-type: none"> <input type="checkbox"/> Never gives up <input type="checkbox"/> Takes appropriate risks <input type="checkbox"/> Always ready to compete
The underpinning developable characteristics (PCDEs) forming the basis of athlete development (MacNamara, et al)	Planning & organisation skills Goal setting Focus and distraction control Actively seeks social support	Quality practice Imagery Realistic performance evaluations	Commitment Self-awareness Coping with pressure

Appendix 3 – Integrity of the Individual Athlete Plans

1. Overriding considerations

- 1.1 When reviewing Athlete current performance and projected potential performance, PGB MSP shall at all times have regard to the “integrity” of the Athlete’s IAP including:
- 1.1.1 whether, in PGB MSP’s reasonable opinion, the IAP properly reflects the inherent best performance of that Athlete;
 - 1.1.2 whether, in PGB MSP’s reasonable opinion, the IAP takes due consideration of the physical, mental and social wellbeing of the Athlete and in particular whether the Athlete is considered fit to train or compete and whether continued participation on the PGB Programme and adherence to the IAP would constitute an unacceptable risk of causing harm to the Athlete’s physical or mental health;
 - 1.1.3 overall training/competition loads and training/competition risks (including any disclosed activities undertaken by the Athlete outside of the PGB Programme);
 - 1.1.4 whether, in PGB MSP’s reasonable opinion, the Athlete’s IAP is sufficient to achieve the standards required to attain medal success at the Olympic Games within an appropriate timeframe; and
 - 1.1.5 any other factors which PGB MSP reasonably believes should properly have been reflected in the IAP.

2. Absences or reduction in training and competition

- 2.1 The IAP should reflect any planned or necessary absences or reduction in training and competition arising for whatever reason and including absences or reduction arising from:
- 2.1.1 long term physical or mental injuries/illness/medical condition;
 - 2.1.2 pregnancy, childbirth and maternity/paternity considerations; and
 - 2.1.3 any other significant considerations (e.g. examinations, illness in the family)

3. Long term injuries/illness

- 3.1 A "Long Term Injury/Illness/medical condition" is:
- 3.1.1 An injury or illness or condition (or combination of injuries and illnesses) which results in significant interruption or impact upon training for at least 3 months – intermittent or continuous – in a 12-month period; and/or
 - 3.1.2 An injury or illness or condition which occurs at such a time that it would significantly impact on the Athlete’s ability to deliver performances that would qualify them for consideration for membership of the PGB Programmes based on the Membership Criteria.
- 3.2 Athletes who are suffering from a Long-Term Injury/Illness/Medical Condition shall ensure that their IAP:
- 3.2.1 takes into consideration the seriousness of, and time lost to, injury or illness or condition;
 - 3.2.2 includes a treatment/rehabilitation/training/competition programme approved by their PGB coach and Chief Medical Officer or a specialist doctor identified or agreed by the Chief Medical Officer (in some cases, but subject to the overriding duty of patient confidentiality, the Chief Medical Officer may confer with the Performance Director). Such a programme should, based on the information then known and if fully adhered to by the Athlete have a realistic prospect of the Athlete returning to performance levels of a necessary standard for the PGB Programme of which they are

a member;

- 3.2.3 is updated at a minimum every three months during the period of the Long-Term Injury/Illness/Medical Condition to reflect (i) any relevant medical diagnoses and revised treatment plans; (ii) the commitment and progress of the Athlete against the agreed treatment/rehabilitation/training/competition programme.

4. Pregnancy/Childbirth/Maternity considerations

- 4.1 Athletes who are pregnant shall be supported in accordance with the UK Sport Pregnancy Policy and ensure that their IAP:
- 4.1.1 discloses the fact of their pregnancy as soon as reasonable (due to the potential risks around training/competition so that the necessary support can be given);
 - 4.1.2 takes into consideration the likely period of absences from or reduction in training and competing due to pregnancy, childbirth and maternity;
 - 4.1.3 includes an appropriate training and competition programme covering the period of pregnancy, childbirth and maternity reasonably approved by their PGB coach and Chief Medical Officer or a specialist doctor identified or agreed by the Chief Medical Officer (in some cases, subject to patient confidentiality, the Chief Medical Officer may confer with the Performance Director). Such a training and competition programme should (i) map the return of the Athlete to full competitive level and full participation and (ii) if fully adhered to by the Athlete provide the Athlete with a realistic prospect of the Athlete returning to performance levels of the necessary standard.
 - 4.1.4 includes a risk analysis of the proposed training and competition programme prepared in consultation with relevant PGB staff; and
 - 4.1.5 is updated periodically during the period of the pregnancy, childbirth, and maternity to account for (i) any change in circumstances that would affect the Athlete's ability to comply with the plan and (ii) addresses any maternity related requirements.

PLEASE NOTE: PGB cannot provide medical care related to pregnancy either before or after childbirth. Athletes must organise all medical care related to their pregnancy and are liable for any costs.

5. Paternity/Parental considerations

- 5.1 Any Athlete wishing to take a period of absence or reduction in training due to paternity/parental considerations should ensure that their IAP:
- 5.1.1 takes into consideration the likely period of absences from or reduction in training and competing due to paternity/parental considerations including, where relevant, ante-natal appointments;
 - 5.1.2 includes an appropriate training and competition programme covering the period of paternity/parental leave and post leave and approved by their PGB coach which maps the return of the Athlete to performance level at the necessary standard; and
 - 5.1.3 is updated periodically during the period of the paternity/parental absence to account for any change in circumstances that would affect the Athlete's ability to comply with the agreed training and competition programme covering the period of the paternity/parental leave and post leave.