

## Triathlon Jersey

### Selection Criteria

(Selection Policy & Process)

## Birmingham 2022 Commonwealth Games



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### 1 DEFINITIONS

Term	Meaning
<b>Athlete Ranking</b>	<i>The ranking Triathlon Jersey will apply to each athlete in their sport when Nominating athletes for Selection to the Validation Group. See Sections 5.6 &amp; 5.7</i>
<b>CGAJ</b>	<i>Commonwealth Games Association of Jersey, the governing body affiliated to the CGF, responsible to both the CGF and its own Member Sports, for overseeing Jersey's participation in the Games.</i>
<b>CGAJ Appeals Panel</b>	<i>The independent Appeals Panel of the CGAJ formed to hear any appeal made by a Member Sport against a decision made by its Validation Group. See Section 7 b)</i>
<b>CGF</b>	<i>Commonwealth Games Federation, the international governing body of the Games to which the CGAJ is affiliated.</i>
<b>Designated Representative</b>	<i>The athlete representative appointed by Triathlon Jersey, responsible for liaison between athletes, Triathlon Jersey Team Officials and the CGAJ</i>
<b>Final Selection</b>	<i>The final selection of an athlete to the Jersey Team for the Games made by the Validation Group and <b>Finally Select</b> and <b>Finally Selected</b> each has a corresponding meaning. See Section 5.8</i>
<b>the Games or B2022</b>	<i>The Commonwealth Games to be held in Birmingham in 2022</i>
<b>Triathlon Jersey</b>	<i>Jersey Triathlon Club the governing body of the sport of Triathlon in Jersey and a Member Sport of the CGAJ</i>
<b>Key Performance Indicators</b>	<i>The performance indicators an athlete must aim to achieve in order to meet the requirements of these Selection Criteria and to achieve selection to the Jersey Team for the Games</i>
<b>Management Team</b>	<i>The team of Triathlon Jersey officials, including the Sport's Designated Representative, appointed to manage the athletes in the Sport seeking selection for the Jersey Team at the Games</i>
<b>Member Sport</b>	<i>The governing body of a sport which is recognised by the CGF as either a core or an optional sport for the Games and is affiliated to the CGAJ for the purposes of its athletes participating in the Games as members of the Jersey Team.</i>

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Term	Meaning
<b>Nomination for Selection</b>	<i>The nomination by Triathlon Jersey of a Validated athlete for Provisional Selection to the Jersey Team and <b>Nominate</b>, <b>Nominated</b> and <b>Nominated Athlete</b> each have corresponding meanings</i>
<b>Pathway</b>	<i>The formal registration and reporting process established by the CGAJ in which athletes aspiring for Selection to the Jersey Team at the Games are required to register and participate – See Schedule 5.3</i>
<b>Pathway Athlete</b>	<i>An athlete who has successfully registered onto the Pathway through their Member Sport and the Validation Group.</i>
<b>Provisional Selection</b>	<i>The provisional selection of an athlete to the Jersey Team for the Games by the Validation Group in accordance with its Team Selection Process and <b>Provisionally Select</b> and <b>Provisionally Selected</b> each have corresponding meanings. See Section 5.7</i>
<b>Qualifying Period</b>	<i>The period from 1 May 2018 to 16 September 2021 during which a Pathway Athlete must strive to achieve the requirements of these Selection Criteria. See Section 3</i>
<b>Required Competition</b>	<i>The specific competitive events in which an athlete needs to compete during the Qualifying Period in order to meet the requirements of these Selection Criteria and to achieve Selection for the Jersey Team at the Games</i>
<b>Selection Committee</b>	<i>The team of Triathlon Jersey officials, appointed to select those athletes in the Sport to be submitted at various stages to the CGAJ Team Selection Process</i>
<b>Selection Criteria</b>	<i>The Selection Criteria set out herein issued by Triathlon Jersey and Validated by the Validation Group that need to be achieved by an athlete seeking selection for the Jersey Team at the Games</i>
<b>Triathlon Jersey Appeals Panel</b>	<i>Triathlon Jersey Appeals Panel formed to consider any appeal made by or on behalf of any athlete against a decision made by Triathlon Jersey in relation to the athlete’s seeking selection to the Jersey Team at the Games</i>

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Term	Meaning
<b>Validation</b>	<i>Validation is the process whereby the CGAJ’s Validation Group seek to ensure adherence to the 2022 Paper and consistency across all Member Sports, in particular in relation to (i) an application to register an athlete to the Pathway; or (ii) Selection Criteria submitted by any Member Sport; or (iii) an application by a Member Sport to confirm they have indeed achieved the requirements set out in the Member Sport’s Selection Criteria. In each case. <b>Validate, Validated</b> and <b>Validated Athlete</b> each have corresponding meanings.</i>
<b>Validation Group</b>	<i>The CGAJ committee established in accordance with the 2022 Paper, that works with each Member Sport, through its Designated Representative, to conduct the various Validations envisaged by the 2022 Paper and to generally oversee the Team Development Process and in particular the Team Selection Process at the end of the Qualifying Period</i>
<b>the 2022 Paper</b>	<b>The “Team Development Process 2022 Games” paper published by the CGAJ and approved by all Member Sports</b>

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### 2 BACKGROUND

- 2.1 The CGAJ has published a paper entitled the “Team Development Process 2022 Games” (the “2022 Paper”).
- 2.2 The 2022 Paper has been agreed by all CGAJ Member Sports including Triathlon Jersey and governs the overall Team Development Process and in particular, the Team Selection Process, for the Jersey Team at the Games.
- 2.3 The 2022 Paper sets out the key features and core principles of the Team Development Process that will support the selection of the Jersey Team representing the CGAJ at the B2022 Games. The Team Development Process, including in particular, the rules on Athlete Eligibility and the Team Selection Process is subject to any overriding rules and conditions the CGF may impose from time to time.
- 2.4 This Selection Criteria paper in part repeats or summarises information already contained in the 2022 Paper. Whilst every effort has been made to ensure that the information contained herein properly reflects that contained in the 2022 Paper, to the extent that there is any difference or conflict between the information contained in the 2022 Paper and that contained herein, the provisions of the 2022 Paper shall prevail.
- 2.5 Athletes are recommended to read the 2022 Paper, which can be found on the CGAJ website <https://www.cgaj.org/wp-content/uploads/2016/09/2022-Team-Development-Process-Final.pdf>
- 2.6 This paper outlines the Triathlon Jersey Selection Criteria (Policy and Process) that will apply in selecting athletes for the Jersey Team at the Games.

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### 3 KEY DATES

In the table below the lines in black typeface are dates set by the CGAJ in the 2022 Paper and apply to all member sports and the lines in blue typeface are specific to Triathlon Jersey.

Key Team Development Stage	Commencement Date	Deadline Date	Notes
Qualifying Period begins	1 May 2018	N/A	At registration, each athlete wishing to be a Pathway Athlete will be required to provide details of results achieved since 1 May 2018.
Deadline for athlete to declare commitment to Pathway registration	Open	30 November 2019	Athlete may declare a commitment to the Pathway. Selection Committee to agree (or not) the registration of the athlete. The Designated Representative to assist the athlete with the completion of the necessary application documentation
Date athlete must appeal decision of Management Team not to register him/her to the Pathway	Open	15 December 2019	Appeal to be made to the Appeals Panel via the Management Team Appeal to be made by or on behalf of the Athlete in writing no later than 3 days from the date of the Selection Committee decision
Application by Triathlon Jersey to register an athlete to the Pathway	Open	31 December 2019	
Late registration of an athlete to the Pathway	1 January 2020	7 October 2021	Triathlon Jersey may in certain circumstances apply to Register previously unidentified athletes onto the Pathway.
Qualifying Period ends	16 September 2021	N/A	
Date by when Triathlon Jersey will agree (or not) to apply for Validation of Pathway Athletes	1 July 2021	18 September 2021	Triathlon Jersey must apply for Validation of Pathway Athletes by 7 October 2021. This leaves 19 days for an athlete to make an appeal to the Triathlon Jersey Appeals Panel against a decision not to apply for Validation an athlete and for the appeal process to be completed.

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Key Team Development Stage	Commencement Date	Deadline Date	Notes
Date by which a Pathway Athlete must appeal a decision not to apply for their Validation	4 July 2021	21 September 2021	Note the 3-day deadline to initiate the appeal – See Section 7 a).
Application by Triathlon Jersey for Validation of Pathway Athletes	1 July 2021	7 October 2021	Triathlon Jersey must make its application for Validation of Pathway Athlete within this timeframe.
Last date for Validation Group to validate a Pathway Athlete		21 October 2021	This allows two weeks from the latest date for an application for athlete Validation to be made by Triathlon Jersey, for the Validation Group decide.
Triathlon Jersey may appeal declined Validation	N/A See Notes	N/A See Notes	If the Validation Group decline to Validate an athlete Triathlon Jersey must initiate any appeal it decides to make within 3 days of notification of the Validation Group's decision and confirm its appeal within a further 7 days – See Section 7 b).
Triathlon Jersey Nominations for Selection and Athlete Rankings finalised	9 November 2021	15 November 2021	Triathlon Jersey will decide which of its Validated Athletes it will Nominate for Selection, also deciding the Athlete Ranking they will give each Nominated athlete, before notifying the athlete of their decision.
Appeal against declined Nomination for Selection	16 November 2021	3 December 2021	A Validated Athlete may appeal to Triathlon Jersey if they decline to Nominate the Validated Athlete for Selection. Appeal to be made by or on behalf of the Athlete in writing no later than 3 days from the date of the Selection Committee decision.
Nomination of Validated athletes for selection by Triathlon Jersey	9 November 2021	7 December 2021	Triathlon Jersey submit their final list of Validated athletes that they are Nominating for Selection together with their Athlete Ranking to the Validation Group
Provisional Team Selection by Validation Group	By 18 December 2021		Provisional Team Selection will only be made once the outcome of the Athlete Validation process is known including completion of any related appeals.



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Key Team Development Stage	Commencement Date	Deadline Date	Notes
Triathlon Jersey may appeal a declined Provisional Selection of a Nominated Athlete	N/A See Notes	N/A See Notes	If the Validation Group decline to Provisionally Select a Nominated Athlete Triathlon Jersey must initiate any appeal it decides to make, within 3 days of notification of the Validation Group's decision and confirm its appeal within a further 7 days.
Final Selection by Validation Group	By 29 January 2022		Final Team Selection will only be made once the outcome of the Provisional Team Selection process is known including completion of any related appeals.
Announcement of Jersey Team	By 30 January 2022		
Opening Ceremony B2022	27 July 2022		

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### 4 ELIGIBILITY

- 4.1 In order to be eligible to compete in the Games as a member of the Jersey Team an athlete must be the holder of a British passport; and
- 4.2 An athlete will be eligible to participate as a member of the Jersey Team at the Games if he/she meets any one of the following criteria :-
  - 4.2.1 He/she is born in Jersey; or
  - 4.2.2 He/she has a parent that was born in Jersey; or
  - 4.2.3 He/she is resident in Jersey and has represented Jersey on the last occasion that he/she participated in the Games.
- 4.3 If none of the criteria set out in 4.2 above apply, an athlete may also be eligible to participate as a member of the Jersey Team at the Games if :-
  - 4.3.1 He/she has resided in Jersey for a continuous period of at least 5 years (counted back from the date of the Opening Ceremony of the Games) and has qualified residential status in accordance the island's housing regulations; or
  - 4.3.2 He/she falls outside these housing regulations but has otherwise resided in the Jersey lawfully as a lodger or licensee for a continuous period of at least 5 years (counted back from the date of the Opening Ceremony of the Games);  
and in either case:
    - 4.3.3 He/she has met any requirements to seek dispensation from the CGF or the relevant national bodies
- 4.4 Where an athlete is seeking to rely upon the provisions of Section 5.3 above to claim eligibility to compete for the Jersey team, we recommend that they discuss the matter with their Designated Representative as early as possible. The process is can be complex and lengthy so do not leave it to the last minute.

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### 5 TEAM SELECTION PROCESS

#### 5.1 “No Guarantee of Selection”

- 5.1.1 The CGF will impose a maximum number of athletes that may be selected for the Jersey Team at the Games. The exact number of athletes is as yet unknown but is expected to be unchanged from the 2018 Games i.e. maximum team size of 33 athletes, with no specific allocation between sports.

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This complicates the Team Selection Process and means that the CGAJ cannot guarantee that any athlete has been selected until the Final Selection Process is complete.

5.1.2 Whether an athlete believes they have met their KPI requirement for selection, or if they have been Validated or even if they have been Provisionally Selected, they cannot be certain of selection. Athletes are strongly urged not to talk to the media including posting on social media, about selection prospects in any of these circumstances.

5.2 The process for any athlete to achieve selection for the Jersey Team is as follows:

5.2.1 Registration as a Pathway Athlete

5.2.2 Meet the requirements of the Triathlon Jersey Selection Criteria

5.2.3 Athlete Application for Validation

5.2.4 Athlete Nomination for Selection

5.2.5 Provisional Selection

5.2.6 Final Selection

### 5.3 Registration as a Pathway Athlete

5.3.1 Triathlon Jersey may apply to register any of their athletes who wish to be considered for selection for the Jersey Team and who are eligible to compete for the Jersey Team at the Games, as Pathway Athletes at any time during 2019 and in any event no later than December 31, 2019. Should you wish to be considered as a Pathway Athlete please contact the Designated Representative. The Triathlon Jersey will decide whether to support your application to the CGAJ Validation Group to be registered as a Pathway Athlete. Assuming the Triathlon Jersey supports your application to register onto the Pathway, the Designated Representative will guide you through the application process, which should be completed and submitted to the Validation Group before 31 December 2019.

5.3.2 An athlete, whose application for registration has not been made by 31 December 2019 without reasonable cause, shall be ineligible for registration to the Pathway and consequently also Validation or Selection.

5.3.3 The Validation Group may decide to decline an application to register an athlete to the Pathway. Upon being notified of such decision, Triathlon Jersey (but not the athlete personally) has the right to appeal against the decision to the CGAJ Appeals Panel in accordance with the CGAJ Appeals Process – See Section 7 b).

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5.3.4 If an athlete, who was unknown to Triathlon Jersey as at 31 December 2019 is subsequently identified during the Qualifying Period and who is considered by Triathlon Jersey to have the potential to achieve the Selection Criteria, the Validation Group shall have power to accept a late registration of the athlete to the Pathway, provided it is made promptly upon such athlete becoming known to Triathlon Jersey, making such conditions on such late registration as it sees fit in the circumstances. Any such late application must be made no later than 7 October 2021.

### 5.4 Meet the requirements of the Triathlon Jersey Selection Criteria

5.4.1 The Selection Criteria of Triathlon Jersey are set out in this paper specifically in the Schedules in Sections 8 onwards.

5.4.2 The Selection Criteria have been Validated by the Validation Group as having been prepared on a basis that meets the requirements of the 2022 Paper with the intention of setting a consistent performance level with the Selection Criteria of other Member Sports.

5.4.3 Key Performance Indicators (KPIs) have been established at a level that are designed such that, if the same levels of performance are achieved at the Games, they will give the athlete a reasonable prospect of achieving a position in the top half of the field in their event at the Games.

5.4.4 The KPIs are not an absolute qualifying standard, they are intended to set an aspirational performance target. Athletes should aim to beat or come as close as possible to the KPIs in top quality competition against other elite level athletes. Even if an athlete does not quite meet the KPI they may still be selected provided they demonstrate a consistent commitment to high level competition and a developing progression of performances over the Qualifying Period.

5.4.5 It is not enough to achieve a KPI once and then stop! If an athlete achieves a KPI performance once, they should continue to train and compete and strive to achieve more and better performances. Athletes should note that they are not only competing for a Jersey Team place against other athletes in their own sport but, because of the cap on Team size imposed by the CGF, they are also competing against athletes in other sports. All athletes should strive to improve their performance levels throughout the Qualifying Period, meeting and beating or coming as close as possible to their KPIs and as often as possible.

5.4.6 Whilst Team Selection will ultimately be finalised through the CGAJ Team Selection Process by the Validation Group, it is the duty of Triathlon Jersey to ensure that when it Nominates an Athlete for Validation or Selection, it can show that they have adhered to the process outlined in this Selection Criteria paper. An athlete's Nomination for Selection will be at the full discretion of the Selection Committee and based solely on their performances during the Qualifying Period relative to the KPIs set out in this paper.

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### 5.5 Athlete Application for Validation

- 5.5.1 Once, in the opinion of the Triathlon Jersey an athlete has met the requirements of its Selection Criteria, Triathlon Jersey will apply to the Validation Group, for Validation of that athlete having met the Selection Criteria. Triathlon Jersey may make applications for more athletes for an event than there are places available to the Jersey Team in the Games at that event (although ultimately only the maximum permitted number of athletes for that event will be selected).
- 5.5.2 In notifying its athletes of its decision i.e. whether or not to apply for an athlete's Validation, and where the decision is not to apply for Athlete Validation in a particular case, Triathlon Jersey will allow time for the particular athlete to make an appeal to Triathlon Jersey Appeal Panel against the decision, if they wish to do so and so that such appeal may be completed before the deadline for submitting its application(s) for Athlete Validation to the Validation Group. See Triathlon Jersey Appeals Process in Section 7 a).
- 5.5.3 Triathlon Jersey applications for athletes to be Validated by the Validation Group must be submitted between 1 July 2021 and 7 October 2021.
- 5.5.4 Exceptionally Triathlon Jersey may apply to the Validation Group to Validate an athlete where, in their opinion, the athlete has not quite progressed sufficiently towards the prescribed Key Performance Indicators but has demonstrated development potential, progression and commitment to preparation over the Qualifying Period and has a reasonable prospect of attaining the performance levels set out in the Selection Criteria by the time of the Games.
- 5.5.5 Exceptionally Triathlon Jersey may apply to the Validation Group to validate an athlete conditionally in circumstances where an athlete has not quite met the requirements of the Selection Criteria, but, in the opinion of Triathlon Jersey, has the potential to do so in competitions to be held prior to the final date for submission of athlete Nominations for Selection. Such conditional Validation shall be made subject to the athlete satisfying such conditions as may be determined by Triathlon Jersey and agreed by the Validation Group, provided that such conditions must be satisfied prior to the latest date for submission of athlete Nominations for Selection.
- 5.5.6 In any other circumstances, if Triathlon Jersey is not satisfied that the athlete has met the requirements of its Selection Criteria, it shall not apply for Validation of that athlete.
- 5.5.7 Achieving Validation does not guarantee Final Selection for the Jersey Team.

### 5.6 Athlete Nomination for Selection

- 5.6.1 Once an athlete has been Validated by the Validation Group, Triathlon Jersey may Nominate a Validated Athlete for Selection for the Jersey Team. Such Nomination must be submitted no later than 7 December 2021.

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- 5.6.2 In notifying its athletes of its decision i.e. whether or not to Nominate Athletes for Selection, and where the decision is not to apply for Athlete Validation in a particular case, Triathlon Jersey will allow time for any athlete that wishes to do so, to make an appeal to Triathlon Jersey Appeal Panel. Such appeal will need to be completed before the deadline for submitting Nominations for Athlete Selection to the Validation Group. See Triathlon Jersey Appeals Process in Section 7 a).
- 5.6.3 Please note that in making its Nomination(s) for selection, Triathlon Jersey shall rank all the Validated athletes they are nominating, in the order that they would select them for the Games (“Athlete Ranking”). This Athlete Ranking is also a matter that can be subject to appeal and the same rules on timing as above apply.
- 5.6.4 Achieving Nomination for Selection does not guarantee Final Selection for the Jersey Team.

### **5.7 Provisional Selection**

- 5.7.1 The Validation Group shall Provisionally Select Validated athletes for Triathlon Jersey from the Nominations for Selection provided by Triathlon Jersey.
- 5.7.2 Where there is the same number, or fewer, Validated athletes that are Nominated for Selection than there are places available to the Jersey Team for the events then Provisional Selection will normally be fairly straightforward i.e. the Validated athlete(s) for each event are likely to be Provisionally Selected subject only to considerations regarding the maximum overall size of the Jersey Team.
- 5.7.3 However where there are more Validated athletes Nominated for Selection for an event than there are places available to the Jersey Team for the event, the Validation Group will make the Provisional Selection of athlete(s) from the Validated athletes Nominated for Selection for the event, using as guidance, the Athlete Ranking provided by Triathlon Jersey.
- 5.7.4 An athlete who has been conditionally Validated, may be Nominated for Selection and may be Provisionally Selected but shall nonetheless still be subject to the conditions imposed by the Validation Group as a conditionally Validated Athlete, unless the Validation Group determines otherwise.
- 5.7.5 The Validation Group may select reserves for the Jersey Team from those Validated Athletes Nominated for Selection but not Provisionally Selected.
- 5.7.6 Achieving Provisional Selection does not guarantee Final Selection for the Jersey Team.
- 5.7.7 A decision by the Validation Group not to Provisionally Select a Validated athlete is potentially subject to appeal by the Member Sport under the CGAJ’s appeals process. See Section 7 b).

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### 5.8 Final Selection

- 5.8.1 Final Selection of the Jersey Team by the Validation Group will only be made after the determination of any and all Member Sports appeals made in respect of Provisional Selection (or the time for making such appeals has expired).
- 5.8.2 If, immediately following the Provisional Selection stage, the aggregate of the number of Provisionally Selected Athletes (for all Member Sports) plus the number of Validated Athletes that were Nominated for Selection but who were not Provisionally Selected for the Jersey Team (for all Member Sports) is equal to or less than the maximum team size (assumed to be 33 athletes unless otherwise advised), then those Provisionally Selected athletes shall automatically become the Finally Selected Athletes to represent the Jersey Team.
- 5.8.3 Any Validated Athlete that was Nominated for Selection but was not originally Provisionally Selected, but where their Member Sport has been successful in appealing against this decision and, on review, the Validation Group reverse their original decision, will also become Provisionally Selected and shall also automatically become a Finally Selected Athlete and part of the Jersey Team in accordance with the preceding paragraph.
- 5.8.4 If, immediately following the Provisional Selection stage, and after any appeals from any Member Sports against any Validation Group decisions not to Provisionally Select any Validated Athletes that were Nominated for Selection, have been completed or the time for any such appeals has expired, the number of Provisionally Selected Athletes is greater than the maximum team size, then the Validation Group will liaise with the CGF Games Organisers in an effort to have the maximum size of the Jersey Team increased to accommodate the excess of Provisionally Selected athletes over the maximum team size.
- 5.8.5 If no such increase in the maximum team size is possible (and for the avoidance of doubt no such increase can be guaranteed) or the available increase is insufficient to accommodate all Provisionally Selected Athletes, the Validation Group shall undertake a further Final Selection of a number of Provisionally Selected Athletes for all Member Sports up to the maximum team size (or such higher number as may be negotiated with the CGF Games Organisers). Regrettably unless the CGF agree to increase the team size to accommodate all Provisionally Selected athletes, this does mean that one or more Provisionally Selected Athletes will not be Finally Selected.
- 5.8.6 The Validation Group shall determine this Final Selection, in such manner and taking into account such information as may be available to it, including through such further consultation with the Member Sports, it sees fit and any and all other factors that it considers relevant.
- 5.8.7 The Validation Group may select reserves for the Jersey Team from those athletes Provisionally selected but not Finally Selected.

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### 6 ATHLETE NOTIFICATIONS

The Validation Group will make the following notifications at the various stages of the Team Selection Process:

- 6.1 After Validation, Triathlon Jersey will be notified whether or not each of the athletes it has applied for Validation have been Validated and Triathlon Jersey may immediately notify the athletes for whom they applied for Validation, of the outcome
- 6.2 After Provisional Selection, Triathlon Jersey and each athlete they Nominated for Selection will be notified whether or not the athletes that were Nominated for selection have been Provisionally Selected.
- 6.3 Where the numbers are such that no Final Selection process is needed and the Provisionally Selected Athletes automatically become Finally Selected Athletes, Triathlon Jersey and the athletes will be notified accordingly.
- 6.4 Where Triathlon Jersey appeals against a decision not to Provisionally Select an athlete who was Nominated for Selection, Triathlon Jersey and the athlete will be notified of the final outcome of the appeal and the further review by the Validation Group, if any is needed, on completion of the appeal process.
- 6.5 Where the numbers are such that a Final Selection process was needed and has been completed has been completed Triathlon Jersey and all Provisionally Selected Athletes will be notified that either:
  - 6.5.1 the previous notification given to them that they are “Provisionally Selected” is confirmed and they are now “Finally Selected” and they form part of the Finally Selected Jersey Team; or
  - 6.5.2 the previous notification given to them that they are “Provisionally Selected” is regrettably not confirmed and following “Final Selection” they have not been selected for the Jersey Team.
- 6.6 All athlete notifications are confidential to the athlete and Triathlon Jersey and should not be communicated to any third party including but not limited to the media (including posting on social media) unless and until any related Public Team Announcement is made which should be within a day or so of the athlete notification.

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### 7 APPEALS PROCESSES

#### a) TRIATHLON JERSEY APPEALS PROCESS

- 7.1 The following process has been adopted by Jersey Triathlon for the consideration of any appeal made by or on behalf of any athlete against decisions taken by its Selection Committee. Note the following Jersey Triathlon Appeals Process is separate and distinct from the CGAJ Appeals Process which is also briefly described below.
- 7.2 Jersey Triathlon will appoint the Jersey Triathlon Appeals Panel, which shall normally comprise three persons, one of whom may be an external appointee as Chairman. These individuals will not include members of the Selection Committee.
- 7.3 The Jersey Triathlon Appeals Panel may meet to hear appeals brought by an athlete requesting that the Jersey Triathlon Appeals Panel review any decision of the Selection Committee made pursuant to this Selection Criteria, Policy and Process, including but not limited to:
  - 7.3.1 A decision not to register an athlete for the Pathway
  - 7.3.2 A decision not to apply for an athlete's Validation
  - 7.3.3 A decision not to Nominate an athlete for Selection
  - 7.3.4 A decision on the ranking of an athlete in the Athlete Ranking made upon the Selection Committee deciding upon its Nominations for Selection
- 7.4 The athlete (which for this purpose includes the athlete's parents and/or coach) is required to lodge an appeal in writing no later than 3 days from the date of the Selection Committee decision, setting out in full detail the basis upon which they wish to appeal against the decision of the Selection Committee. The appeal should be accompanied by any supporting documents ("Notice of Appeal"). The Notice of Appeal should be forwarded to the Team Manager.
- 7.5 The Team Manager will immediately forward copies of the Notice of Appeal to all members of the Selection Committee in order that they have the opportunity to comment upon the points made in the Notice of Appeal. The Selection Committee to be invited to forward to the Team Manager responses in writing within 3 working days.
- 7.6 The written responses of the Selection Committee (if any) to be immediately forwarded by the Team Manager to members of the Appeals Panel.
- 7.7 The athlete to be provided a copy of any written responses from the Selection Committee and to be afforded a further opportunity to comment in writing upon such responses and/or to make all the representations at an appeal hearing. The athlete must return any additional comments to the Team Manager with 3 days of receiving the copy of the written responses of the Selection Committee

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- 7.8 The athlete to be notified by the Team Manager of the entitlement of an “athlete advisor”, being a person familiar with selection procedures/disputes who may be able to assist the athlete in preparing his or her case.
- 7.9 As soon as possible, and certainly within 5 days of receipt by the Appeals Panel of the written responses of the Selection Committee, the Appeals Panel to convene and consider the matter.
- 7.10 The athlete to be informed of the determination of the Appeals Panel in writing by the Team Manager.
- 7.11 The decision of the Appeals Panel will be final with no right of further appeal afforded to the athlete

#### **b) CGAJ APPEALS PROCESS**

- 7.12 The CGAJ Appeals Process is set out in detail in the 2022 Paper. It describes how appeals may be made against decisions of the Validation Group. The following is just a summary of the key features and in the event of having to make an appeal reference should be made to the full text set out in the 2022 Paper.
- 7.13 An athlete has no personal right of appeal against decisions of the Validation Group. On the other hand, a Member Sport does have the right of appeal to the CGAJ Appeals Panel against decisions of the Validation Group generally, including but not necessarily limited to decisions on; athlete registration to the Pathway; Athlete Validation; and Provisional Selection of an athlete.
- 7.14 A Member Sport wishing to appeal against a decision of the Validation Group must give written notice of their intention to do so within 3 days of notification of the decision that is under appeal. They must then follow up with full details of their appeal with a further 7 days. In the same period the Validation Group may also submit their response to the Appeal.
- 7.15 Having received written details of the appeal from both parties the Chairman of the CGAJ Appeals Panel may meet with a representative of each of the Validation Group and the Member Sport to discuss the appeal and determine whether there are valid grounds for appeal and whether or not the appeal should proceed further or not.
- 7.16 If the appeal proceeds there may be further exchanges of information between the parties and a formal hearing will take place. The rules under which the hearing will be conducted are set out in the 2022 Paper.
- 7.17 The CGAJ Appeals Panel is not required to make an independent re-assessment of the Validation Group decision that is the subject of the appeal, it is simply required to assess whether, in reaching its decision, the Validation Group has followed its due process and its decision was reasonable in all the circumstances.

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- 7.18 If the Appeals Panel concludes in favour of the Member Sport bringing the Appeal, they have the power to refer the matter back to the Validation Group for further consideration taking into account specific circumstances and/or the views or recommendations that the Appeals Panel sees fit to make to or to bring to the attention of the Validation Group.
- 7.19 In this event the Validation Group is required to reconsider the matter taking into account any views or recommendations of the Appeals Panel and reach a conclusion. The final decision of the Validation Group, whether it is the same or a different from its original decision shall be final and is not subject to any further appeal.

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### 8 SCHEDULE 1 – THE REQUIREMENTS OF THE JERSEY TRIATHLON SELECTION CRITERIA

- 8.1 You will meet the requirements of the Jersey Triathlon Selection Criteria if during the Qualifying Period you:
  - 8.1.1 Meet the requirement to compete in the events outlined in Schedule 2
  - 8.1.2 Achieve the Key Performance Indicators outlined in Schedule 3
  - 8.1.3 Target the Additional Key Performance Indicators as outlined in Schedule 4 – to be tested quarterly during 2020 and 2021 – dates to be advised
- 8.2 In addition to meeting the Eligibility Requirements of the CGF and the CGAJ set out in Section 4 “Eligibility”, Athletes must also be members, in good standing of a recognised triathlon club.

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### 9 SCHEDULE 2 – REQUIRED COMPETITION EVENTS

- 9.1 You are expected to race a minimum of four national and/or international races in each year of the qualifying period. You are encouraged to race more than four.
- 9.2 The minimum standard for Required Competition Events is the British Super Series Tier 1 racing or other equivalent standard National Series, with the standard of the series to be judged and determined by the Management Team and advised for approval to the Selection Committee.
- 9.3 It is expected that you will be racing in Tier 1 of the British Super Series Junior/Senior race at the Big Weekend by September 2021, although it is not mandatory that you compete at that specific race.
- 9.4 International races will carry more weight than national races (i.e. the British Super Series) in the selection process but it is not necessary that you have competed in an international race in order to be considered for selection. International races mean European Cups, European Championships, Continental Cups, World Cups, World Triathlon Series

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### 10 SCHEDULE 3 – KEY PERFORMANCE INDICATORS (KPIs)

10.1 During the qualifying period you should achieve any combination of two of the following results:

10.1.1 Finish within 7% of the winner's time in any British Super Series race where the field contains any British Triathlon "Olympic Podium Athlete(s)\*"; or

10.1.2 Finish within 5% of the winner's time in any British Super Series race where the field contains any British Triathlon "Podium Potential Athlete(s)\*"; or

10.1.3 Finish within 3% of the winner's time in any British Super Series race where the field contains neither Olympic Podium or Podium Potential Athlete(s)\*;

Note the terms marked \* are as applied to specific athletes identified as such by British Triathlon and published on their official website as such at the time of the relevant race.

Or

10.1.4 In any of the International races outlined, finish within 7% of the winner's time.

10.1.5 And, in addition to the above, during the qualifying period you are expected to target the Additional KPI's outlined in para 11 Schedule 4 of this paper.

10.2 If you meet any of the above KPIs aim to continue progressing in both training and competition. Remember that ultimately your performances may be compared not just with other triathletes seeking selection but with athletes from other sports so the more you can do to improve the case for your selection the better.

10.3 In selecting the events to meet the Competition Requirements, priority should be given to sprint distance races.

10.4 Please note that Jersey Triathlon has discretion in determining whether the quality of the field in any of the Required Competition Events is of a sufficient quality to use the above measurements and ultimately the Validation Group need to concur. The field must be of an elite quality.

10.5 The Additional KPI's will serve as a guide to the Management Team for monitoring development towards an athlete's readiness to compete at the Games.

10.6 The Additional KPI's for all disciplines will be viewed as a package. For example, significant strength in one or two disciplines may in the opinion of the Selection Committee act as a balance for a weaker performance indicator in the other discipline(s).

10.7 In addition to the KPIs the Selection Committee will consider your commitment to the Team Development Process not least:

10.7.1 Your full commitment to a demanding training and race plan throughout the qualifying period (and beyond) in preparation for the Games

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- 10.7.2 You must attend all testing events as advised by the Team Manager throughout the qualifying period. Where this is not possible independent evidence that you are not able to attend the specific test being carried out on the testing day must be submitted to the Team Manager within 24 hours before the test being carried out
- 10.7.3 Your commitment to a guided nutrition program
- 10.7.4 Your commitment to an appropriate Strength and Conditioning program
- 10.7.5 Your commitment to participate in planned Jersey Team athlete days to be held during the Qualifying Period unless you have a very good reason not to.

### **10.8 Team Relay Race**

- 10.8.1 A Relay Team will only be possible if there are a minimum of two men and two women on the Pathway
- 10.8.2 Nomination of any relay team will be at the complete and sole discretion of the Selection Committee.
- 10.8.3 Any Validated Athlete who has also been Nominated for Selection by Jersey Triathlon for an individual event will be considered for Nomination for Selection for the relay team.
- 10.8.4 Any Athlete who has been Validated for Selection for an individual event (but not necessarily Nominated for Selection) will also be considered for Nomination for Selection for the relay team.
- 10.8.5 Pathway athletes wishing to be considered for the relay team will be subject the same KPIs and additional KPIs as Pathway athletes aiming for selection for the individual events.

### **10.9 Extenuating Circumstances**

- 10.9.1 Application: The Selectors may, in their sole discretion consider and place weight upon any Extenuating Circumstances when considering an athlete for Nomination for Selection to the Jersey Team under this Selection Criteria.
- 10.9.2 Notification: An Athlete who wishes the Selection Committee to take Extenuating Circumstances into account in considering that Athlete's potential Nomination for Selection to the Jersey Team Games Team, must advise the Designated Representative of the specific Extenuating Circumstances in writing (and the Designate Representative must provide that notice to the Selection Committee), with as much advance notice as possible; and

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- 10.9.3 if the Extenuating Circumstances prevent an Athlete from competing or performing in a race, then ideally 7 days and no later than 2 hours prior to the relevant race; if the Extenuating Circumstances occur during a race then as soon as practicable but in no event later than 24 hours after of the completion of the race;
- 10.9.4 if the Extenuating Circumstances occur at any other time, then as soon as practicable after it occurs.
- 10.9.5 Where no Notification: If the Designated Representative is not notified of any Extenuating Circumstances, then the Selection Committee will not to consider such circumstances.
- 10.9.6 Injury/Illness: If the Extenuating Circumstances are injury or illness, Athletes may be required by the Selection Committee to provide a medical certificate and/or to undergo an examination by a health practitioner(s) agreed to by the Selection Committee and to provide that opinion and/or report to the Selection Committee. Any failure to agree to such a request may result in the Selection Committee being unable to consider the injury or illness as an Extenuating Circumstance.
- 10.9.7 Verification: If the Extenuating Circumstances are circumstances other than injury or illness, the Selectors may request evidence to verify the existence and details of the Extenuating Circumstances.

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### 11 SCHEDULE 4 – ADDITIONAL KEY PERFORMANCE INDICATORS

11.1 These are the actions and indicators you are expected to target outside of competition, and for which your performance will be judged in making a selection.

11.2 The Additional KPIs have been set so that selected athletes have a reasonable chance of being capable of achieving top half placing at the Commonwealth Games.

Squad Bandings	Youth (age 15/16)		Junior (age 17-19)		High Performance (19-20)		Senior	
	Male	Female	Male	Female	Male	Female	Male	Female
Swimming ***								
200m	02:10	02:18	02:06	02:15	02:04	02:12	02:04	02:12
400m	04:35	04:45	04:30	04:40	04:28	04:35	04:25	04:32
800m	09:35	10:00	09:28	9:50	09:20	09:45	09:12	09:45
Running								
1500m **	04:30	04:55	04:15	04:35	n/a	n/a	n/a	n/a
3000m **	n/a	n/a	09:15	10:20	09:12	10:00	09:00	10:00
5000m *	n/a	n/a	17:00:	19:00	16:50	18:30	16:40	18:20
Cycling ****								
60 second power	n/a	n/a	6.25 w/kg	5.25.0 w/kg	6.8 w/kg	6.0 w/kg	7.1 w/kg	6.5 w/kg
5 minute power	n/a	n/a	5.0 w/kg	4.0 w/kg	5.5 w/kg	5.0 w/kg	6.0 w/kg	5.5 w/kg



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Squad Bandings	Youth (age 15/16)		Junior (age 17-19)		High Performance (19-20)		Senior	
20 minute power	n/a	n/a	4.5 w/kg	3.8 w/kg	4.7 w/kg	4.0 w/kg	5.2 w/kg	4.4 w/kg

\*The 5,000m run time is the time based on an “off the bike” run following a 20k hard bike – drafting permitted

\*\* The 1,500m and 3,000m run times are the times you are expected to target on a tartan running track

\*\*\* The swim times are pool-based times in a 25m swimming pool with a dive start

\*\*\*\* All bike power tests will be done on a Watt Bike

11.3 In addition, you will be expected to demonstrate the following characteristics throughout the qualifying period and through to the end of the Games

Characteristic	Youth (age 15/16)	Junior (age 17-19)	High Performance (19-20)	Games Ready
<i>Mindset</i>	Coachable Determined Motivated	Passion for triathlon Work ethic Commitment	Performance ownership Effective coping strategies Information seeking	Critical self-analysis Mental resilience Uncluttered lifestyle
<i>S&amp;C Work</i>	Minimum 1 hour per week	Minimum 2 hours per week	Minimum 2 hours per week	Minimum 3 hours per week

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Characteristic	Youth (age 15/16)	Junior (age 17-19)	High Performance (19-20)	Games Ready
<i>Technical</i>	Swim balance Bike leg speed Fast run off bike Run drills	Bike handling Tri skills Conditioning Run economy Advanced run drills	Strong feedback and correction Excellent technique Excellent pace judgement Understand recovery / maintenance Plyometric exercises	Training to win Self-assessment and collaboration with coach Advanced training – e.g. altitude Training precision and intensity Plyometric exercises
<i>Tactical</i>	Competitive swim/run	Tactical understanding of each discipline International experience	Devise and deliver race plan Understand the value of debrief	Consistency in performance Critical tactical understanding Rapid self-correction

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## 12 SCHEDULE 5 JERSEY TRIATHLON TEAM OFFICIALS & APPEALS PANEL

12.1 The following Management Team (including Designated Representative) and a Selection Committee (together “Gymnastics Jersey Team Officials”) and the Jersey Triathlon Appeals Panel has each been appointed by Jersey Triathlon and comprises members of Jersey Triathlon.

**Designated Representative**

Fintan Kennedy

**Management Team comprises:**

Team Managers

Doc Snook and Jo Gorrod

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Head Coach

Designated Representative

**Selection Committee comprises:**

**Jersey Triathlon Appeals Panel**

Nick Saunders

Fintan Kennedy

Nick Saunders (non-voting)

Jo Gorrod (non-voting)

Vaughan Robinson

David Holmes

Sarah Corcoran

**TBA**

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