

Jersey Spartan Athletic Club Talent Development and Performance Policy

1. Purpose

The purpose of this policy is to outline the framework for talent development, performance assessment, and funding within Jersey Spartan Athletics Club, ensuring that athletes are supported in their growth and classified appropriately based on their training volume and performance metrics. This policy incorporates the Participation Classification Framework to provide a clear, structured pathway for athlete progression from recreational activity to world-class performance.

2. Scope

This policy applies to all members of the Athletics Club, including athletes, coaches, and administrative staff involved in the development, training, performance evaluation, and funding processes.

3. Participation Classification Framework

The club adopts a 6-tiered Participation Classification Framework to categorize athletes based on their training commitment and performance achievements:

- **Tier 0: Sedentary** - Individuals who do not meet the minimum physical activity guidelines.
- **Tier 1: Recreationally Active** - Individuals who meet minimum activity guidelines but do not engage in structured training for competition.
- **Tier 2: Trained/Developmental** - Athletes engaged in regular, structured training with the intent to compete at local levels.
- **Tier 3: Highly Trained/National Level** - Athletes competing at national levels, with structured and periodized training.
- **Tier 4: Elite/International Level** - Athletes competing at international levels, achieving near world-class performance.
- **Tier 5: World Class** - Athletes achieving the highest levels of performance, such as Olympic medallists and world record holders.

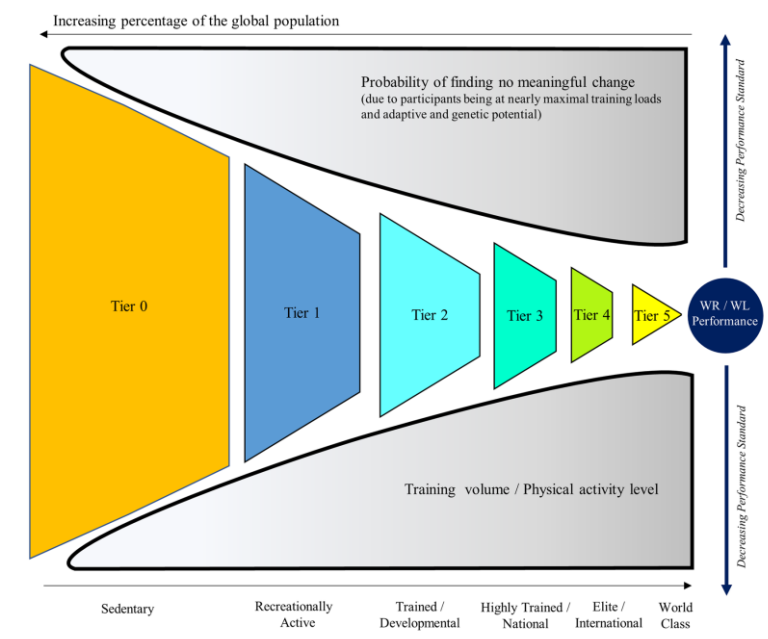


Figure 1. Graphical representation of the interaction between the Participant Classification Framework, training volume/physical activity levels, population proportions

4. Talent Development Pathway

1. Identification and Recruitment:

- ❖ Athletes will be assessed and classified based on their current training volume and competition performance metrics.
- ❖ New recruits will be categorized into the appropriate tier based on the Participation Classification Framework.

2. Training and Competition:

- ❖ Progression through the tiers will be encouraged through targeted training, competition exposure, and performance monitoring.

3. Annual Review and Performance Monitoring:

- ❖ Athletes who attain funding will reapply for support and be reviewed for further funding, assessments will be conducted to monitor athlete progress within their classification based on performance and potential for advancement.

4. Support Structures:

- ❖ The initial support will be a monetary value decided by the Funding Committee based on the athlete's tier and performance level.

5. Performance Standards for Classification

Table 1. Participation Classification Framework

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|---|--|
| <p>Tier 5: World Class:</p> | <p>Performance Metrics: Athletes achieving within 2% of world-record performance or world-leading performance.</p> <p>Examples: Olympic and World Championship medallist's, top 3–20 in world rankings.</p> <p>Training Commitment: Maximal training within the given sports norms, exceptional skill levels achieved.</p> |
| <p>Tier 4: Elite/International Level:</p> | <p>Performance Metrics: Achievement within 7% of world-record performance or world-leading performance.</p> <p>Examples: National team members, top 4–300 in world rankings.</p> <p>Training Commitment: Near-maximal training within sports norms, high proficiency in sport-specific skills.</p> |
| <p>Tier 3: Highly Trained/National Level:</p> | <p>Performance Metrics: Achievement within 15% of world-record performance or world-leading performance.</p> <p>Examples: National-level representatives, attaining Level 9 England Athletics PB Awards.</p> <p>Training Commitment: Structured and periodized training, developing proficiency in sport-specific skills.</p> |
| <p>Tier 2: Trained/Developmental:</p> | <p>Performance Metrics: Participation in local-level competitions.</p> <p>Training Commitment: Regular training (~3 times per week), with a focus on competing in their sport.</p> |

| | |
|---|--|
| Tier 1: Recreationally Active: | Performance Metrics: Meeting World Health Organization physical activity guidelines. Training Commitment: Participation in various activities/sports without competitive focus. |
| Tier 0: Sedentary: | Performance Metrics: Fails to meet the minimum physical activity guidelines. |

6. Funding System for Tier 3 Athletes and Above

Jersey Spartan Athletics Club is committed to supporting the development and success of its athletes through a structured funding system. **Funding will be available to U20 and Senior athletes.** Funding is allocated based on the athlete's classification within the Participation Classification Framework.

1. Eligibility:

- Funding is available to athletes classified as Tier 3 (Highly Trained/National Level) and above.
- Athletes must demonstrate continued commitment to their training program and meet performance standards for their tier.

2. Funding Tiers:

- **Tier 5: World Class:**
 - **Funding Support:** Funding that can go towards covering training expenses, travel costs for international competitions, coaching fees, and equipment.
- **Tier 4: Elite/International Level:**
 - **Funding Support:** Funding that can go towards covering a significant portion of training and competition costs, including national and international events.
- **Tier 3: Highly Trained/National Level:**
 - **Funding Support:** Funding that can go towards covering essential training expenses and travel costs for national competitions.

3. Application Process:

- Athletes classified as Tier 3 and above must submit an annual funding application outlining their training plan, competition schedule, and performance goals.
- Applications will be reviewed by the Funding Committee, consisting of senior coaches, performance analysts, and club administrators.

4. Performance-Based Funding Adjustments:

- Funding levels will be reviewed and adjusted annually based on the athlete's performance in competitions and their commitment to the training program.
- Athletes who consistently exceed performance expectations may be eligible for increased funding.

5. Accountability and Reporting:

- Funded athletes are required to provide updates on competition results, to the JSAC media representative, for timely reports to be published.
- Failure to meet reporting requirements or performance standards may result in a reduction or withdrawal of funding.

7. Performance Evaluation

1. Annual Reviews:

- All athletes will undergo an annual performance review to reassess their classification tier and determine their progression within the club.
- Reviews will consider competition outcomes, training consistency, and overall development.

2. Promotion and Relegation:

- Based on performance reviews, athletes may be promoted to a higher tier or relegated if their performance does not meet the required standards.
- Decisions will be made by a panel of coaches and performance analysts.

3. Injury and Rehabilitation:

- Athletes recovering from injury will retain their classification.
- Their classification may be reassessed upon return to full training and competition.

8. Roles and Responsibilities

1. Coaches:

- Responsible for the implementation of training programs according to the athlete's classification tier.
- Provide feedback and guidance to athletes to facilitate their development and progression.

2. Performance Panel:

- Review new applications and annual reviews of current supported athletes.
- Assist in the classification process and the development of the performance pathway.

3. Athletes:

- Commit to their training programs and strive for continuous improvement.
- Participate in assessments and provide feedback on their development needs.

9. Review and Amendments

This policy will be reviewed annually to ensure it remains aligned with the club's goals and the evolving needs of athletes. Amendments will be made as necessary to enhance the effectiveness of talent development, performance management, and funding within the club.

Comprehensive Performance Standards for Classification in Track and Field

Overview

The following performance standards are designed to classify male and female athletes in track and field events across various disciplines, including Sprint, Middle Distance, Long Distance, Throwing, Jumping, and Multi-events. These standards are now aligned with **England Athletics' PB Awards** system, offering a nationally consistent and developmental framework for recognising performance excellence across age groups.

Table 2. Performance Standards for Classification

| Event Category | Tier 3 (Highly Trained / National) | Link to Event Category Awards |
|--|------------------------------------|---|
| Track Events | PB Awards Level 9 | PB-Awards-Track-Events-Version-2-Feb-2023.pdf |
| Field & Combined Events | PB Awards Level 9 | PB-Awards-Field-Events-Version-2-Feb-2023.pdf |
| Marathon / Race Walking / Steeplechase | PB Awards Level 9 | pb-awards-A1-v8b-p4-lowres.pdf |
| Para-Athletes | PB Awards Level 9 | PB-Awards-Para-Awards-Posters-Only.pdf |

Notes:

- **England Athletics PB Awards:** These awards recognise personal best performances and are structured to celebrate excellence from club to elite level, providing a clear development pathway. Awards are based on published standards by England Athletics and reflect current national expectations by event and age group. See the full criteria here: [England Athletics PB Awards](#)
- **Age Group Adjustments:** Award thresholds are scaled according to age group to reflect realistic developmental stages in athletic performance.
- **Classification Use:** These tiers support internal club classifications, athlete tracking, and talent ID processes.

How to Use the Participant Classification Framework

This comprehensive classification system will help guide the assessment and support of athletes at various levels of development and competition.

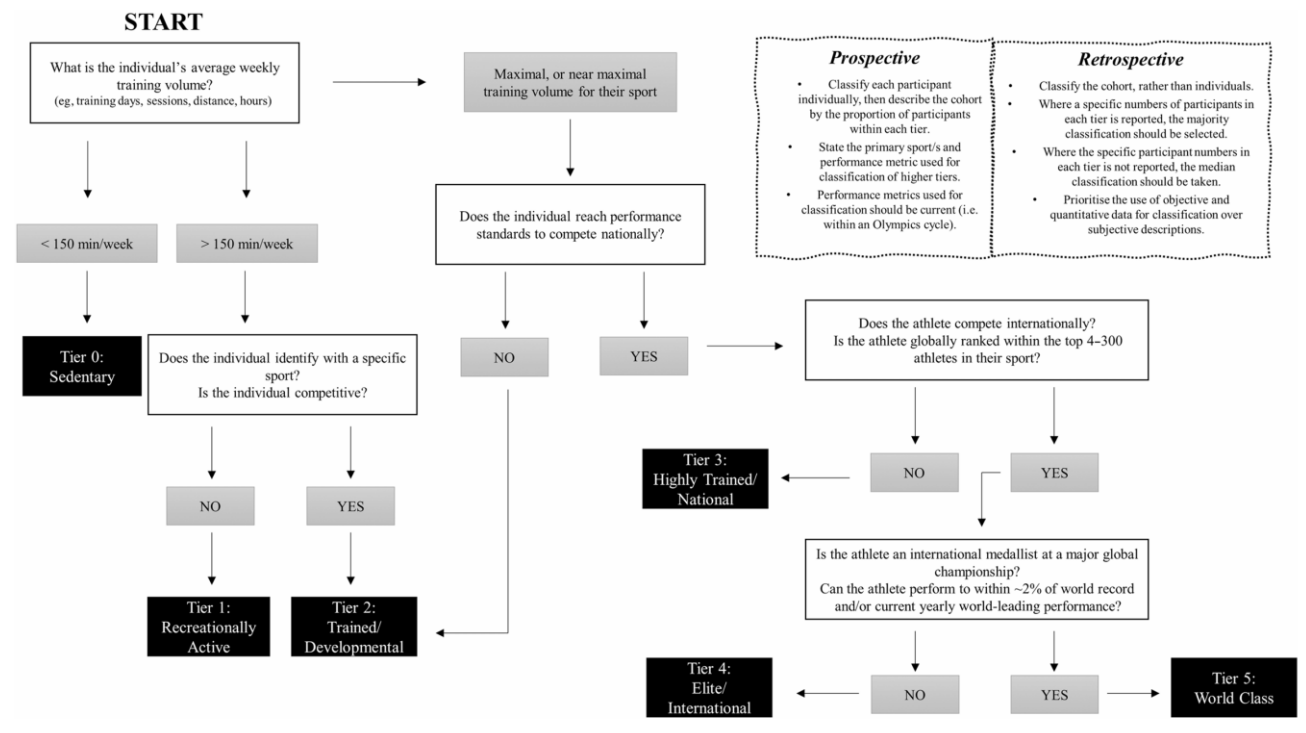


Figure 2. An easy-to-implement flowchart demonstrating how participants can be prospectively classified according to the Participant Classification Framework.

Figure 2 illustrates a step-by-step process for classifying individuals based on their exercise volume and performance. The classification is not based on meeting all criteria for each tier but should use the information in Table 1 alongside Figure 2's process.

Initially, assess the participant's average exercise volume using metrics like training days, hours, and specific tasks (e.g., distance covered). This metric should be adjusted for the norms of a world-class athlete in that sport, which differs significantly between sports. For instance, elite cyclists might train over 1000 km per week, while top middle-distance runners may train around 50 km per week.

This exercise volume helps differentiate between Tier 0 (Sedentary Individuals) and Tier 3 (Highly Trained/National Level). To distinguish between Tier 1 (Recreationally Active) and Tier 2 (Trained/Developmental), focus on the participant's main training modality and recent competition history. Specific sport identification and competitive intent are key factors.

For distinguishing between the top three tiers, assess the athlete's performance achievements, such as personal bests, world rankings, major competition participation, and any notable accolades.

JSAC Performance Funding – What Happens Next?

1. We received your application

You'll get a confirmation email.

2. Admin check (≤ 5 working days)

We verify eligibility and completeness.

3. Panel review (Weeks 2–3)

Coaches and analysts review your plan and performances.

4. Decision (by Week 4)

Approve or decline, with feedback.

5. If approved: sign agreement

Funding level & your responsibilities confirmed.

6. Onboarding

Join the talent & performance pathway.

7. Monitoring & reporting

Share results for JSAC media updates.

8. Annual review

Your progress is reviewed each year.

Timelines are standard processes and may be adjusted by the performance panel