



PERFORMANCE PATHWAY PROGRAMME

2025 EMERGING TALENT ATHLETE CARDING SCHEME



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INTRODUCTION

ABOUT

Sport Ireland (SI) invest in High Performance sports through the annual athlete carding scheme. Collectively as a joint programme SI and Athletics Ireland will manage and administer the 2025 senior athlete carding scheme.

Additionally, AAI provides funding from its own sources for athletes who do not meet the criteria for individual SI carding (International, Podium, World Class) to athletes that are, or are likely to be, selected and make an impact at targeted international championships via Emerging Talent, Development and Discretionary categories of carding.

This document outlines **Athletics Ireland's Emerging Talent 2025 carding scheme (ETPP)** for athletes aged 16 to 20, the programme support structures, selection process and policy, appeals process and how athletes will be considered for carding at Emerging Talent level.

Emerging Talent

Athletics Ireland's Performance Pathway Programme aims to support the identification and development of athletes (ages 16-20) who have the potential to progress into successful senior athletes. The programme offers support to the athletes, their personal coaches and their parents.

The objectives of the pathway are:

- To work with young athletes & their Personal Coaches to help them to progress and develop in order to achieve success on the senior international stage.
- To provide performance support to complement their existing training & support services set-up
- To support Coaches of young athletes
- To help provide guidance to Parents of young athletes
- To work with athlete's existing support networks to ensure a holistic approach to their development
- To increase the number of talented athletes medalling at youth, junior and senior internationals.

The Performance Pathway programme will complement the work being done by the respective National Event Co-ordinators and work with them to encourage athletes and coaches to develop their technical abilities. Both the Pathway Performance programme and the National Event Co-ordinators provide Mentoring and upskilling opportunities for the Coaches, and help them to develop their own Performance environment.

PURPOSE

The athletes are encouraged to attend and develop physically & mentally through a series of workshops and testing and information sessions. The needs of the athlete at this stage of development are broader, requiring technical and sports science support, coaching and coach support, personal support, medical and physio support, third level transitioning support, as well as career advice and professional development

A key strategic goal of Athletics Ireland's high performance programme is to provide a world-class approach to identify and develop talented athletes capable of winning at the highest level in their event discipline. The ETPP was developed and has evolved to select talented athletes and support this strategy to deliver on Athletics Ireland's high performance goals and vision.

PROGRAMME STRUCTURE

The Emerging Talent Carding Programme will select and invest in athletes to provide “more opportunities” and to “achieve performance results” and will support athletes who can deliver on our performance goals and meet with the individual selection criteria set out.

Emerging Talent Programme support will be used to help to prepare those athletes who meet Performance Pathway Criteria outlined within this document.

FINANCIAL CONTEXT

The Emerging Talent Carding Programme is enabled by, and will be limited to, the resources available from Athletics Ireland and our stakeholders, who provide the resources and funding for our emerging talent athletes. Key athletes will be identified and receive some individual support, but support at Emerging Talent level is largely in the form of programme support. Moreover, some benefits or support networks may only be available to athletes based in Ireland.

1. SELECTION PROCESS

1.1 This document describes how athletes are selected for the Emerging Talent Carding Programme at Emerging Talent level and establishes the criteria that will be used to consider athletes for selection.

ET Pathway Programme Funding

Funds will be used to develop young athletes from club level to international level, with targeted educational interventions, Performance Pathway Days, PP Camps, PP Relay Squads, and where budget permits, support to travel to key identified prep meets.

1.2 Individual Carding: The Selection Panel will meet each year to consider and review any new and existing athletes for individual carding using the relevant selection criteria within the Selection Policy. Athletes can only be added to the programme or moved between levels at the annual selection meeting.

1.3 Application Process: All current carded and any newly considered athletes must (re)apply for carding each year. The applications for individual athlete carding will be made available on the Performance Pathway (PP) section of AAI website. After selection, athletes will be notified and provided with additional information around carding support and other application requirements as needed for the Emerging Talent Pathway Programme (ETPP). The Selectors retain the discretion to consider an athlete for carding where an application has inadvertently not been made. The process for individual carding:

- 1- Applications available on PP website
- 2- Athletes will submit application for consideration to the ETPP
- 3- Selectors meeting to consider carding applications
- 4- AAI will notify athletes who have/have not been selected for the ETPP
- 5- AAI will publish the list of Emerging Talent carded athletes

2. QUALIFICATION PERIODS

2.1 The Emerging Talent Carding Programme will be administered on an annual basis. To be considered for 2025 carding, Performance Standards and selection criteria used for selection must be achieved during the Qualification Periods as follows: **1 January 2024 to 31 December 2024**

Please note that qualifying performances achieved after the application deadline but inside the qualification window will be considered.

3. CARDING CONDITIONS

3.1 General

- Performance Standards used in consideration for carding must be achieved during competitions organised or authorised by the World Athletics, its Area Associations or its National Member Federations. Thus, results achieved

at university or school competition must be certified by the National Federation of the country in which the competition was organised.

- Results must be legal and will be verified.
- Athletes must sign any applicable paperwork or Athlete Agreement as required by Athletics Ireland, Sport Ireland, and Sport Ireland Institute (SII).
- Athletes must participate in any medical clearance and screening procedure as directed by the Athletics Ireland or SII medical team.
- Athletes must adhere to all anti-doping conditions (e.g. whereabouts, athlete filing, agreements) set by SI anti-doping unit, European Athletics, World Athletics, and Athletics Ireland.
- Athletes must comply with all codes of conduct and conduct themselves in a way that does not bring the sport, their team, or the association into disrepute.
- The athlete must commit to participate in any performance reviews as required by the Pathway Performance Manager
- Acceptance to the Emerging Talent Carding Programme is encouraged but optional. If an athlete chooses to decline the selection for any reason (including failure to sign the "AAI Athlete Agreement") they will not be restricted in selection for major competitions, but there will be no form of financial or support services provided.

3.2 Age Criteria

Athletes aged 16 or over on the 31st of December in the year (i.e. **for 2025 Carding born in 2008**) may be considered for carding under the Operation Gold Performance Programme.

- Athletes aged at least 16 years of age and not older than 20 years of age on Dec 31st (i.e. **for 2025 Carding born in 2008/2007/2006/2005**) must enter the ETPP as an individual carded athlete at the Emerging Talent level.

3.3 Eligibility

To be eligible for the ETPP an athlete must meet with the following requirements:

- Must possess Irish passport and satisfactorily demonstrate that they will be eligible to compete in European u18/u20 or World u20 Championships for Ireland
- Must be a registered member of Athletics Ireland.
- Must not be under suspension or other sanction by World Athletics or Athletics Ireland.
- Athletes currently in the NCAA system are generally not be considered eligible for admission to the programme during the academic year, but where they meet criteria, may be considered for support if qualified for, & preparing for one of our identified PP international competition in that year (ie: European u18/u20/23/World u20 or EYOF)

4. SELECTION CRITERIA

General Selection Criteria

4.1 The Selection Panel (see section 10) will consider all the selection criteria (where applicable), as well as any other factors and evidence-based data that may be deemed relevant when assessing an athlete to be selected for the Operation Gold Performance Programme. The Selection Panel, at their sole discretion, may choose to do the following:

- Select any athlete for the appropriate carding level that meets with the selection criteria as stipulated within this Selection Policy, or
- Give any current carded athlete another year on the ETPP at any level if they believe that the athlete still has realistic medal and/or finishing potential (e.g. potential to achieve a final or a top 8), or
- Promote any new or current carded athlete to a higher level of the ETPP if the panel believes that in doing so the athlete is better equipped to satisfy the purpose of the ETPP and/or is a realistic medal potential, or
- The Selection Panel may also set conditions and targets for an athlete selected for the ETPP, some of which may have to be met and reviewed periodically for carding support to continue, or
- The Selection Panel has sole discretion to not to select an athlete who does not satisfy the selection criteria of the ETPP.

4.2 In addition but not limited to this selection policy and the selection criteria the Selection Panel may use the following resources as deemed necessary to make a carding selection decision:

- Information regarding previous targets set for the athlete
- Performance related statistical data
- The athlete's performance plans and carding application form
- The athlete's medical history
- Any other relevant information requested by the Selection Panel.

4.3 Specific Selection Criteria Outlined

Carding selections will be based on an athlete's **overall performance profile** by considering the general and specific selection criteria, the Performance Matrix and Standards. The Selection Panel will evaluate the following criteria when considering an athlete's selection:

4.3.1 Achieved at a Championship: The Performance Matrix outlines what is considered an achievement at a championship at each level within "Athletics Ireland's Championship Competition Pathway". Further consideration for selection will be given to athletes who are multiple medal winners and/or have multiple championship placing finishes within the Qualification Period. The Selection Panel will also consider the athlete's major competition history (including age-groups where appropriate).

4.3.2 Performance Level: To be considered for selection an athlete must achieve an age/year related *Performance Standard in their event twice (2) during the Qualification Period. Age as of 31st December in year of performance will be considered when assessing age-related performance standards. For the avoidance of doubt, if multiple performances are achieved in the same discipline in a single day, weekend or championship competition, the best single legal performance will be counted once (1). The Selection Panel will also further consider, as well as any other factors that may be deemed relevant, the performance level of an athlete by:

- Athlete's position relevant to the Performance Standards
- Athletes performance profile (the rate of progression overall and over the last two years)
- Athlete's Personal Best over the last two years
- Athlete's Performance Limits (total amount and number of times an athlete has achieved a result in their career)
- World and European ranking lists and performance lists

4.3.3 Performance Potential: To be considered for selection an athlete must demonstrate that they have realistic potential to represent Ireland at the 2028/2032 Olympic Games.

4.4 Individual Selection Criteria

Performance Selection: To be considered for selection as an individual for the ETPP and in addition to the general and specific criteria set out in sections (4.1 - 4.2 - 4.3), the Selection Panel will consider the following options and process to select individual athletes for carding at the different levels:

The **first consideration:**

Any new or existing athlete will automatically be considered for selection who achieve the criteria in the Performance Matrix by attaining (1: a championship medal/placing together with 2: multiple performance results - see section 4.5 and 12) during the Qualification Period.

The **second consideration:**

Any new and existing athletes that do not medal or achieve a placing at a championship may be considered for the ETPP if they attain an (age/year) Performance Standard twice (2) during the Qualification Period (Performance

Standards can be seen in section 12).

The **third consideration**:

Any new & existing athletes that achieve partial selection criteria of the Selection Policy may be considered for ETPP if the Selection Panel believes that carding alone will enable the athlete to achieve goals of the ETPP in the future.

5. MONITORING PROCEDURES

5.1 After selection to the ETPP, monitoring of all carded athletes progress and their performances will be undertaken twice yearly. Carding levels will be reviewed at the end of each season.

6. CARDING CATEGORIES AND INVESTMENT

6.1 Athletics Ireland will card athletes across different levels and age categories. Once an athlete is selected for the ETPP they will be placed into one of the following categories based on the athlete's overall evaluation. **The information below is an overview/profile of the typical carded athlete in each category and not the individual selection criteria.** The individual selection criteria for each category are outlined in Section 7 & 9.

The overall allocation of performance investment in individual athletes is assessed on a case by case basis having regard to: the overall budget available, performance services available, criteria achieved, the overall athlete performance assessment and where investment can have a performance impact. **There is no guarantee that the maximum level of direct and secondary investment will be allocated to athletes in each category.** The *maximum* levels of direct financial investment available under the 2025 Scheme are included below.

Within Emerging Talent the athletes who meet the Performance Pathway Criteria set out in below, will receive ET Programme support in the form of workshops, Pathway Days, Camp support, and where budget allows, support to travel to identified key prep meets

6.2 Performance investment allocations (direct funding) for athletes in the scheme will be paid directly into each athlete's bank account once annually as agreed by Athletics Ireland. This will only happen as part of an overall process whereby an Annual Plan is submitted by the athlete & their personal coach. This plan will then be discussed & reviewed and outcome goals & appropriate support agreed with Performance Pathway Manager, the athlete & their Coach.

6.3 There is an expectation that athletes selected to receive support or to be part of PP Relay Squads, would attend, and buy-into PP initiatives, educational workshops, camps, PP Days etc and that their Personal coaches would support such buy-in and in particular attendance at PP Days, Relay Squad days, PP Camps, and any identified key prep meets for PP athletes.

Category	Maximum Primary Investment	Athlete Profile
Emerging Talent	Up to €3000	An athlete in this category will: <ul style="list-style-type: none"> Typically, be aged 16 to 20 years of age. Be tracking towards a top 16 finish at European/World underage Championship Be performing at or above the Development age related Performance Progression Standards Have achieved a championship finish as defined in the Performance Matrix
Development	Up to €8000	An athlete in this category will: <ul style="list-style-type: none"> Typically, be aged 20 to 24 years of age. Be tracking towards a top 24 finish at a future Olympic Games and/or senior World Championship event Be performing at or above the Development age related Performance Progression Standards Have achieved a championship finish as defined in the Performance Matrix

7. Championship Finish Matrix

Emerging Talent Medal	World U20 Championships World U20 Race Walking Cup European U20 Championships European U18 Championships World Youth Olympic Games European U20 Cross Country + no Perf Std European U20 Race Walking Cup European Youth Olympic Festival	Emerging Talent Performance Standard x 2 (by age)	Realistic Olympic potential for 2028 or 2032
Emerging Talent Finish	Top 12 World U20 Championships Top 8 European U20 Championships Top 8 European U18 Championships Top 8 World Youth Olympic Games Top 16 World U20 Race Walking Cup Top 8 European U20 Cross Country + no Perf Std Top 8 European U20 Race Walking Cup Top 6 European Youth Olympic Festival		
Progress to (ET) Medal-Finish and/or Development Level in three years			

8. Performance Pathway Programme standards

These are the minimum entry standards for athletes to be part of the Performance Pathway Programme.

NB These are not the standards for individual support, those are detailed below.

2025 Performance Pathway Standards									
	Born 2006	Born 2007	Born 2008	Born 2009		Born 2006	Born 2007	Born 2008	Born 2009
	<u>PP standard</u>	<u>PP standard</u>	<u>PP standard</u>	<u>PP standard</u>		<u>PP standard</u>	<u>PP standard</u>	<u>PP standard</u>	<u>PP standard</u>
100m	10.80	10.90	11.00	11.10	100m	11.90	12.10	12.20	12.30
200m	21.70	21.80	22.10	22.20	200m	24.40	24.70	25.10	25.50
400m	49.00	49.50	50.00	51.00	400m	56.50	57.00	57.50	58.50
110mh *	14.20	14.40	14.50	14.70	100mh *	14.20	14.50	14.50	14.80
400mh	53.00	53.50	55.20	43.80**	400mh (**300mh)	60.50	61.50	63.00	64.00
800m	01:53.00	01:55.00	01:57.00	01:58.50	800m	02:10.50	02:12.00	02:13.00	02:15.00
1500m	03:54.00	03:58.00	04:02.00	04:06.00	1500m	04:30.50	04:34.00	04:38.00	04:45.00
3000m	08:35.00	08:49.00	08:49.00	08:56.00	3000m	09:49.50	09:55.00	10:00.0	10:15.00
5000m	14:51.00	15:02.00			5000m	17:14.00	17:27.50		
s/c *	09:20.00	09:30.00	06:11.00	06:15.00	s/c *	10:42.00	10:48.00	07:05.00	07:20.00
HJ	2.05	2.00	1.95	1.85	HJ	1.77	1.75	1.70	1.65
LJ	7.30	7.20	6.80	6.60	LJ	6.00	5.90	5.70	5.60
TJ	15.00	14.80	14.00	13.50	TJ	12.75	12.50	12.00	11.00
PV	5.00	4.80	4.50	4.20	PV	4.00	3.80	3.60	3.50
SP *	18.00	17.50	17.00	16.00	SP *	14.50	14.00	14.50	13.50
DT *	55.50	53.00	51.00	49.50	DT *	48.00	46.00	42.00	39.00
JT *	68.00	65.00	62.00	58.00	JT *	49.00	46.50	47.00	46.00
HT *	67.00	66.00	65.00	59.00	HT *	57.00	55.00	59.00	54.50
RW	45:00.00	46:00.00	49:50.00	25:00.0	RW	52:00.00	53:00.00	26:00.00	27:00.00
CE *	6800	6500	6100	5700	CE *	5200	4900	4800	4500

* denotes appropriate heights & weights

9. EMERGING TALENT PERFORMANCE STANDARDS

Event	Female Performance Standards			
	Emerging Talent			
	Age (as of Dec 31 in year of qualifying performance)			
	16	17	18	19
100m	11.90	11.80	11.70	11.60
200m	24.47	24.25	24.03	23.81
400m	55.63	55.11	54.59	54.06
100mH (.762)	13.66	13.66		
100mH			18.10	13.58
400mH (.762)	87.04	60.77		
400H			78.81	59.11
800m	02:09.76	02:08.40	02:07.04	02:05.68
1500m	04:29.13	04:26.13	04:23.14	04:20.14
3000m	09:42.73	09:37.56	09:32.39	09:27.23
5000m			21:57.98	16:28.48
2000mSC	10:15.47	06:49.34		
3000mSC			15:36.98	10:24.65
5k RW	24:18.25	24:18.25		
10k RW			48:21.00	48:21.00
HJ	2.38	1.78	1.80	1.82
PV	3.80	3.88	3.98	4.08
LJ	8.07	6.05	6.16	6.26
TJ	16.76	12.57	12.80	13.03
SP (3kg)	20.36	15.50		
SP			19.45	14.59
DT	59.55	44.66	46.95	49.24
HT (3kg)	82.27	62.42		
HT			79.42	59.56
JT (500g)	66.99	50.26		
JT			66.94	50.20
Heptathlon (U18)	7005	5212		
Heptathlon			7174	5380

Event	Male Performance Standards			
	Emerging Talent			
	Age (as of Dec 31 in year of qualifying performance)			
	16	17	18	19
100m	10.77	10.67	10.56	10.46
200m	21.75	21.56	21.36	21.16
400m	49.03	48.41	47.78	47.16
110mH (.914)	13.84	13.84		
110mH (.991)			13.75	13.75
400mH (.838)	76.62	53.45		
400H			69.52	52.14
800m	01:53.53	01:52.04	01:50.55	01:49.06
1500m	03:55.70	03:52.14	03:48.58	03:45.02
3000m	08:28.59	08:23.53	08:18.47	08:13.42
5000m			18:53.10	14:09.82
2000mSC	08:53.43	05:55.82		
3000mSC			13:27.33	08:58.22
5k RW	22:51.48	22:51.48		
10k RW			43:19.50	43:19.50
HJ	2.02	2.06	2.09	2.12
PV	4.62	4.80	4.98	5.16
LJ	7.09	7.24	7.39	7.55
TJ	14.39	14.70	15.01	15.31
SP (5kg)	18.12	18.12		
SP (6kg)			18.30	18.30
DT (1.5kg)	55.67	55.67		
DT (1.75kg)			56.04	56.04
HT (5kg)	68.91	68.91		
HT (6kg)			70.01	70.01
JT (700g)	97.72	67.21		
JT			91.52	68.64
Decathlon (U18)	6850	6850		
Decathlon (U20)			7276	7276

10. SELECTION PANEL

10.1 The Selection Panel under this Selection Policy is composed of:

Chair of Selection Panel	Selection Panel Members:
Performance Director	Athletics Ireland Performance Pathway Manager Athletics Ireland National Event Leads

10.1.2 At the discretion of the Performance Director, Selection Panel Members may be added or replaced for selection purposes (as needed or as deemed necessary).

10.2 Selection Panel Meeting

The manner in which the Selection Panel will conduct the annual selection meeting(s) is at the sole discretion of the Selection Panel.

10.2.1 Any Selection meeting will consist of a minimum of three (3) individuals - one being the Performance Director and the other two drawn from the Selection Panel and/or a person added as a new selection panel member (as per section 7.1.2).

10.2.2 By consensus using the Selection Criteria set out within this Selection Policy the Selection Panel will have sole discretion to:

- Consider and confirm the status and selection(s) of existing and new ETPP athletes
- Consider and confirm the de-carding of existing athletes in the ETPP
- Confirm the levels of carding support for each athlete

10.2.3 As each athlete is considered, the Selection Panel will declare any conflict of interest and the High Performance Director will decide if that panel member should contribute to the discussion.

11. APPEALS PROCEDURE

11.1 The purpose of the Appeals Procedure is to enable dispute resolution around ETPP carding decisions to be dealt with fairly, expeditiously and affordably, within Athletics Ireland without recourse to external legal procedures.

11.2 Appeals Panel

11.2.1 The Appeals Panel shall be composed of one (1) Chair of the Appeals Panel and five (5) members each approved by the Board of Athletics Ireland for a renewable term of two (2) years.

Chairperson	Pool Members:
Name: Gerry Dunne	Name: Caroline O'Shea Name: Iognáid G. Ó Muircheartaigh Name: Niall Moyna Name: Brian Dowling Name: Cyril Smyth

11.3 Declaration of Conflict of Interest

No fewer than three (3) members of the Appeals Panel must declare that they have no conflict of interest in a particular appeal for the appeal to be heard. In exceptional circumstances if there are less than 3 members available for any one appeal, the board or CEO of Athletics Ireland will appoint an additional member(s) to the Appeals Panel.

11.4 Grounds for Appeal

The Appeal Procedures and the right to an appeals process are primarily intended to apply to athletes who are currently carded within the ETPP at the date of the selection decision. Additionally, the Appeals Procedure may be used by an athlete not currently selected or considered for the ETPP.

11.4.1 The Appeal Procedures shall only apply to ETPP selection decisions and not to any grievances or grounds in relation to Athletics Ireland in general or an appeal against the published content of the ETPP Selection Policy.

11.4.2 The Appeals Procedure is provided on limited grounds and must not be seen as an opportunity to dispute the opinion of the Selection Panel where they have followed the proper procedure. In reaching their decision the Selection Panel are acting as experts and will exercise judgment and sole discretion.

11.4.3 The **Grounds for Appeal** upon which an ETPP selection decision may be appealed are limited to the following:

- There has been an alleged failure by Selection Panel to follow or apply the relevant Selection Procedure and/or criteria (e.g. there has been a procedural defect), or
- The Selection Panel and the decision for carding for the ETPP has been reached on the basis of an error of fact.

11.5 How to Appeal

11.5.1 The Appeals Procedure is commenced when an athlete affected by a selection decision submits an appeal against their non-selection via online Notice of Appeals Form ([Notice of Appeal form is here](#)). The Notice of Appeal Form is submitted to the Chair of the Appeals Panel and the CEO of Athletics Ireland. This must be done within seven (7) days of the carding selections being announced or communicated (sent by email) to the athlete, whichever is first. If the athlete fails to submit the Notice within the time limit set out in this Appeals Procedure s/he will automatically lose their right of Appeal under this Procedure, unless in the opinion of the Chairman (acting reasonably) that there was an exceptional circumstance or other good reasons for the submission to be made outside of the time limit. The Performance Director shall inform the Chair of the Appeals Panel of the dates of the relevant Carding Decision being announced or communicated and of the Decision itself.

11.5.2 The Notice of Appeal should set out the grounds of the appeal which will include full details of the basis of the appeal including the precise manner in which the athlete alleges that the selection decisions have not been applied or followed (as per section 8.4.3 of the Grounds for Appeal). The Notice of Appeal should be as full as possible (including any supporting documentation) as it will form the basis of the remainder of this procedure. The appeal should be clear and specific.

11.6 Screening of Appeal

11.6.1 Within 48 hours of receiving the Notice and grounds of an appeal, the Chair of the Appeals Panel will determine whether there are appropriate grounds for the appeal to proceed as set out in section 8.4.

11.6.2 The Chair of the Appeals Panel will determine in the first instance, if the appeal is denied on the basis of insufficient grounds, and the athlete will be notified of this decision by email, giving reasons. In the second instance, if the Chair decides there are sufficient grounds for an appeal an Appeal Hearing will be called.

11.7 Appeal Hearing Procedure

If the Chair of the Appeals Panel considers the Notice of Appeal was based on an alleged procedural defect or error of fact, the Appeals Panel will proceed by way of an Appeal Hearing. The Chair of the Appeals Panel will decide if the Appeal Hearing will be done solely by Documentation or an Oral Appeal Hearing (including documentation). The Chair may at his discretion consult with all or any of the members of the Appeals Panel in reaching his Decision.

11.7.1 Where the Chair of the Appeals Panel has determined that the appeal will be held by way of documentary submission, the Appeals Panel will govern the appeal by such procedures as it deems appropriate provided that:

- All parties are given a reasonable opportunity to provide written submissions to the Appeals Panel to review written submissions of the other parties, and to provide written rebuttal and argument.

11.7.2 Where the Chair of the Appeals Panel has determined that the appeal will be held by way of oral hearing, the Appeals Panel will govern the hearing by such procedures as it deems appropriate at which the athlete and a member of the Selection Panel may present written evidence and may make oral submissions, provided that:

- The athlete is able to attend the hearing (in person or by way of video conference) and present the case but will not

be replaced by any other person who may act as the athlete's representative (athletes 19 and under may be accompanied by a coach or parent), and

- An athlete is not restricted to seek advice, be it legal or otherwise. For example, they may wish to avail of legal advice in preparing written and oral submissions and this option to avail of such advice should not be restricted.
- Athletics Ireland will not be responsible for any such cost incurred.

11.7.3 As soon as reasonably feasible, and in any event within 10 working days from the date of receipt of the Notice of Appeal, the Chair of the Appeals Panel shall give such directions (to both the athlete and the Selection Panel) as are appropriate for consideration of the Appeal Hearing, namely the date and place at which the Appeals Panel will hear the appeal and the timetable for the exchange of written and oral evidence.

11.7.4 Appeal Hearing

The manner in which the Appeals Panel will meet is the decision of the Chair of the Appeals Panel. The Chair may at his discretion consult with all or any of the members of the Appeals Panel in reaching his Decision.

11.7.5 The Appeal Hearing Panel will be comprised of a minimum three (3) individuals (one being the Chair of the Appeals Panel) and the other two drawn from a pool of five (5) who will have no significant relationship with the affected parties, will have had no involvement with the decision being appealed, and will be free from any other actual or perceived bias or conflict. The Chair of the Appeals Panel will decide who from the Appeals Panel will sit on any individual Hearing.

11.7.6 If the Chair of the Appeals Panel is unable to attend a hearing, or declares a conflict of interest with a particular appeal, the Chair of the Appeals Panel will appoint a designate member of the Appeals Panel to Chair the meeting or portion thereof.

11.8 Appeal Decision

The decision of the Appeals Panel shall be final and binding and may not be appealed again.

11.8.1 The Appeals Panel may decide as follows:

- That the Selection Panels ETPP carding decision be set aside as it was based on a procedural flaw or an error of fact and the matter of the athlete's inclusion within the ETPP remitted for fresh consideration to the Selection Panel to re-consider the matter; or
- That the Selection Panels ETPP carding decision be upheld and the athlete's appeal be rejected.

11.8.2 The Appeals Panel may also make recommendations for the future revision and/or smoother execution of the ETPP carding selection and Appeals Process, which should be considered by Athletics Ireland and the Selection Panel.

Procedure for Amendments

Athletics Ireland reserves the right to amend this Selection Policy at its sole discretion at any time and will make the amended version publicly available. An athlete's continuing membership of the ETPP shall be deemed as continued acceptance of this Selection Policy being amended when appropriate.

Notifications

The athlete carding list will be published by Athletics Ireland on the High Performance section of AAI website:

<http://www.athleticsireland.ie/high-performance/carding>

For information/questions please contact Athletics Ireland Performance Pathway Director