



British Shooting World Class Programme (WCP) Selection Criteria 2017/18

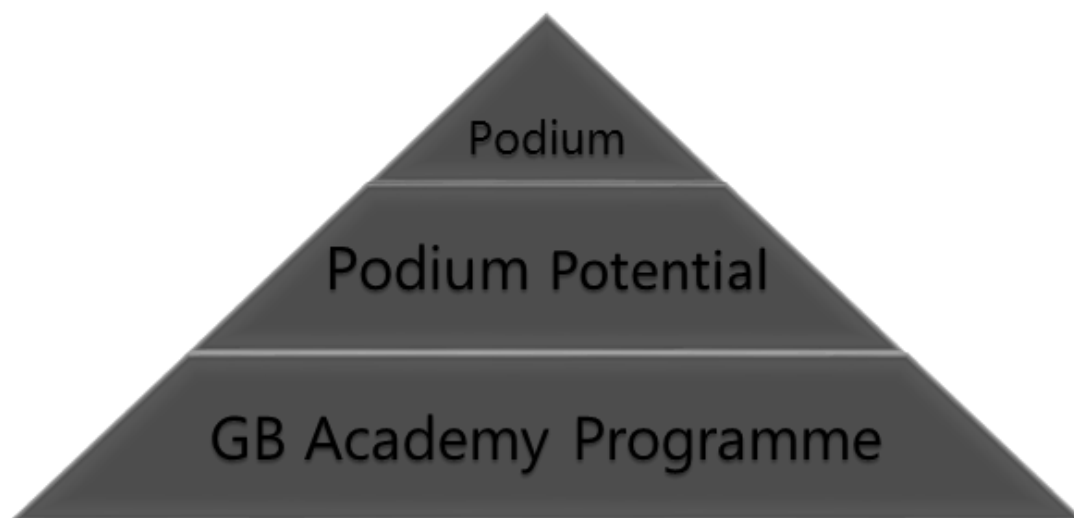
(Covering Podium/Podium Potential and Great Britain Academy Programme)

1.0 INTRODUCTION

British Shooting is recognised by UK Sport, the British Olympic Association, the ESC and the ISSF as the National Governing Body for international target shooting for the United Kingdom of Great Britain and Northern Ireland.

British Shooting works in partnership with UK Sport to support the development of athletes who demonstrate the greatest potential of medal success at Olympic Games. This partnership includes investment by UK Sport into British Shooting to deliver a World Class Programme (WCP) that supports athletes to train and progress towards Olympic success. For some athletes at the top end of the World Class programme this may also involve receipt of direct financial support from UK Sport through an Athlete Performance Award (APA). The British Shooting World Class Programme is made up of 3 distinct groups of athletes; Podium, Podium Potential and Great Britain Academy Programme (GBAP) (see figure 1 below)

Figure 1. British Shooting WCP structure



Podium and Podium Potential athletes have demonstrated the ability to be successful at the Olympic games in Tokyo 2020 and are supported by British Shooting and funded directly by UK Sport through an Athlete Performance Award (APA). The process of selection to Podium and Podium Potential levels is outlined in section 3 of this document. Athletes on the Great Britain Academy Programme are supported by British Shooting through funding from UK Sport that goes directly to the NGB (British Shooting). In some cases, an APA may also be awarded to a GBAP athlete. Athletes at GBAP level will be supported to train and compete on a pathway towards achieving Podium Potential status in the future, and towards

potential success at Olympic level in 2020 and beyond. The process of selection to the GBAP is outlined in section 3 of this policy.

2.0 WCP SELECTION POLICY

This policy covers the selection of athletes to the British Shooting World Class Programme (WCP). It also covers the nomination of athletes to UK Sport to receive an Athlete Performance Award (APA). The policy describes in detail the process and criteria by which athletes are selected to and de-selected from the World Class Programme. Selection to the WCP is based solely on the WCP selection criteria laid out in this document (section 3.3.2 for Podium/Podium Potential and section 3.3.3 for the Great Britain Academy Programme).

Athletes should be clear that the APA matrix (appendix 1), which denotes the level of support given by way of a funding award from UK Sport (see section 4) is only applied to athletes once they have achieved selection to the WCP.

Once athletes have been selected in accordance with the WCP selection criteria (section 3.3.2), British Shooting then nominates athletes (as per the APA matrix – appendix 1) to UK Sport for Podium and Podium Potential spaces on the British Shooting WCP.

Following approval of NGB submissions, UK Sport is responsible for the administration of the APA to the athlete. Spaces at Podium and Podium Potential levels are limited to those awarded annually to British Shooting by UK Sport and APA awards can only be made against these, irrespective of qualifying performances in the APA matrices (see Appendix 1). British Shooting also funds Podium and Podium Potential athletes centrally through financial support for training and competition activity. Appendix 3 outlines this commitment in more detail and the difference between central funding available to Podium athletes and that available to Podium Potential athletes.

The number of Podium, Podium Potential and GBAP spaces will be reviewed annually and any allocation of athletes in to these levels will be made subsequent to this annual review and the athlete review and selection process described below.

All athletes wishing to be considered for selection to British Shooting World Class Programme (WCP) agree to adhere to this Selection Policy, and agree to facilitate the various procedures laid out and to provide such assistance and information as British Shooting (BS) shall reasonably require.

On achievement of selection, all athletes will be required to sign up to the British Shooting Athlete Agreement which must be signed and returned by the individual before selection is fully confirmed. For Podium/Podium Potential athletes, the Athlete Agreement is a legally binding document the purpose of which is to comprehensively outline what is involved in the membership of the WCP, and to protect both individuals and British Shooting. Selection is fully confirmed by British Shooting only after the successful receipt of athlete agreement documentation from athletes and the resolution of any Appeals (see section 9).

Athletes selected on to the GBAP will be required to sign a written agreement with British Shooting (similar to, but less formal than the Podium/Podium Potential athlete agreement) which must also be signed and returned by the individual before selection is fully confirmed.

3.0 WORLD CLASS PROGRAMME SELECTION

Selection of athletes to the WCP will be decided by the WCP Selection Panel. The makeup of the panel is outlined below. The WCP Selection Panel will act as experts and considering the selection criteria, will exercise their judgement as to which of the eligible athletes should be selected onto the WCP.

3.1 The Selection Panel

Voting

BS Performance Director– Currently Steven Seligmann (Chair)
WCP Selection Panel Rifle/ Pistol Representative – Currently Phil Scanlan
WCP Selection Panel Shotgun Representative – Currently Ian Peel
BS Rifle Programme Manager – Currently John Leighton-Dyson
BS Shotgun Head Coach – Currently Kevin Gill

Non-voting

Procedural Advisor – TBC

(Note: In the event of selection of any pistol athletes to the WCP, the WCP selection panel representative will seek the input of relevant pistol coaches as part of the selection process)

Attendance will normally be in person but, where this is not reasonably possible, attendance via telephone or other methods will be permitted

The procedural advisor, who will normally be a qualified barrister or solicitor with appropriate experience and expertise, will be responsible for ensuring that British Shooting's selection procedures are complied with. Any questions of procedure that the Selection Panel may have will be referred to, and advised upon, by the Procedural Adviser. The Procedural advisor will be recruited by the Performance Director and will attend all meetings. Where this is not possible by virtue of absence, the Performance Director may co-opt a replacement procedural advisor to the panel.

The Performance Director may, exceptionally, co-opt one or more additional voting members of the Selection Panel where this is necessary by virtue of the absence of one or more of the Selection Panel members, or some other substantial reason. Any such co-opted voting members will be required to have significant and demonstrable knowledge and experience of the sport of Shooting.

The Performance Director may, at their discretion, invite independent representation (for example from the British Athletes Commission) to be present during the selection process with a view to promoting fairness and transparency.

3.2 Selection Panel Procedures

The relevant British Shooting GBR discipline coaches and British Shooting Talent Pathway Manager may input their professional opinion and advise on shooter performances and potential to the Selection Panel. This information will be considered by the Selection Panel in determining their decisions, which will be solely based on the selection criteria set out in this Selection Policy (section 3.3).

The Selection Panel may consult specialists including relevant sports science and medicine practitioners and other consultants and coaches where this is believed likely to assist with a selection decision. Where this happens, the Performance Director will determine what reasonable requirements in relation to confidentiality and otherwise should be imposed. Any such attendees may be asked to leave when other shooters are being discussed, or at any other time, and will not be present when any voting takes place.

Voting members of the Selection Panel will be required to declare any conflicts of interest prior to WCP selection.

Voting members of the Selection Panel will be encouraged to exercise their votes, save where the Procedural Adviser advises that one or more voting members should abstain by reason of a conflict of interest or another legal requirement.

Where, exceptionally, a voting member of the Selection Panel is required to abstain, the Procedural Adviser will consider and advise upon whether fairness requires that voting member to abstain in respect of any other related selections.

The Performance Director will have the final decision in the event of any dispute, and will have the casting vote where the votes cast are not decisive.

The selection process is an exercise of judgement and is guided by, but not determined by, results in competitions. The selection decision is based on consideration of all the WCP selection criteria (section 3.3.2 and 3.3.3), which utilises objective performance data and the opinion of the expert selection panel.

Any athlete wishing to be considered for selection to the Great Britain Academy Programme (GBAP) **must** submit an expression of interest form to British Shooting. Only athletes who have submitted an expression of interest form within the designated timeframe will be considered for selection for the GBAP. The processes for submitting the form will be outlined in detail on the British Shooting website. For 2017/18 the expression of interest window will open on September 25th and close on October 6th. It is the responsibility of the athlete to adhere to this process should they wish to be considered for selection.

3.3 The Selection Process

3.3.1 Programme Athlete Review Process

The WCP Selection Panel will review the performance of all athletes in the Spring and Autumn of each calendar year (after the corresponding mid-year (around May) and end of year (around September) WCP athlete reviews). At these meetings, all athletes on Programme, or those in contention for a Programme place, will be reviewed using the criteria below.

3.3.2 Selection Criteria - Podium/Podium Potential

The WCP Selection Panel will use the following criteria as the basis for shooter selection.

- i) Performance in senior Major Matches during the previous 12 months (see Appendix 2), with particular emphasis on athletes achieving a medal and/ or final placing.
- ii) Performance in senior Major Matches during the previous 13 to 48 months (see Appendix 2), with particular emphasis on athletes achieving a medal placing.
- iii) Performance trajectory, a consistent upward trend being most favourable.
- iv) An athlete profile demonstrating the ability to win a medal at the 2020 Olympic Games in the view of the expert selection panel. This assessment will be based on a number of factors including responsiveness to coaching, attitude and commitment, progression and demonstrated ability to perform under pressure.
- v) An athlete profile demonstrating the ability to win a medal at the 2024 Olympic Games in the view of the expert selection panel. This assessment will be based on a number of factors including responsiveness to coaching, attitude and commitment, progression and demonstrated ability to perform under pressure.

Note 1: 'Major Matches' are defined as World Cups, World Championships, European Championships, European Games and Olympic Games.

3.3.3 Selection Criteria - Great Britain Academy Programme

As outlined in section 3.2, only athletes who have submitted an expression of interest form for the GBAP within the designated timeframe will be considered for selection.

The WCP Selection Panel will use the following criteria as the basis for shooter selection.

- i) Performance and development goals trajectory in the last 12-24 months, with emphasis on the clear demonstration of an upward trend.
- ii) An athlete profile demonstrating the ability to win a medal at the 2020 Olympic Games in the

- view of the expert selection panel. This assessment will be based on a number of factors including responsiveness to coaching, attitude and commitment, progression and demonstrated ability to perform under pressure
- iii) An athlete profile demonstrating the ability to win a medal at the 2024 Olympic Games in the view of the expert selection panel. This assessment will be based on a number of factors including responsiveness to coaching, attitude and commitment, progression and demonstrated ability to perform under pressure.
 - iv) Performance in Major Matches during the previous 12 months (see Appendix 2)
 - v) Performance in Major Matches during the previous 13 to 48 months (see Appendix 2)
 - vi) Performance in recognised International Grand Prix events and domestic events during the previous 12 months, with particular emphasis on athletes achieving a medal or final placing. (see Appendix 2)

Note 1: 'Major Matches' are defined as World Cups, World Championships, European Championships, European Games and Olympic Games. This includes both junior and senior categories.

Note 2: 'Recognised International Grand Prix events and Domestic Events' are defined as those recognised by British Shooting (see Appendix 2)

Note 3: If the athlete is a junior, or was in the 48-month period prior to the athlete review, performances in the Junior European Championships, Junior World Cups and the junior category of World and European Championships will be considered aligned to selection criteria iv and v.

4.0 ATHLETE PERFORMANCE AWARDS (APA)

Once an athlete has achieved selection to the WCP based on the selection criteria outlined in section 3 above, they will then be considered for an Athlete Performance Award (APA). **The criteria/performance achievements outlined in the APA matrix (appendix 1) are only applied to athletes once they have successfully achieved selection to the WCP.**

A UK Sport APA is a contribution towards general living and sporting costs. The UK Sport APA guidelines provide a recommended split in expenditure between living and sporting costs. Athletes are required to review the APA guidance. Further notes to understand the purpose of an APA and subsequently how an APA should be spent to support an athlete during elite level training and competition are available via the UK Sport website <http://www.ukssport.gov.uk/our-work/investing-in-sport/how-uk-sport-funding-works>. Further clarification of this will take place as part of athlete's WCP induction.

The living costs element of the grant covers a contribution to the costs of rent/mortgage, domestic bills, basic food, general clothing, telephone, household insurance, National Insurance contributions and a stakeholder pension. (The list is an example as opposed to being exhaustive).

The sport specific costs element of the grant provides a contribution to the costs of personal training equipment, internet and mobile telephone costs, vehicle costs, rail fares, training clothing, nutritional/dietary supplements, local gym membership, consumables and sport specific equipment. (The list is an example as opposed to being exhaustive).

Each athlete is individually responsible for managing personal taxation, National Insurance and pension aspects and therefore it is highly recommended for athletes receiving APAs to seek appropriate expert advice and guidance from an accountant or financial advisor. Further information, including guidance notes and recommended financial advisors, is available via the British Athletes Commission website <http://www.britishathletes.org/financial-services>.

4.1 APA Awards and Levels

There are two levels of Podium APA award, classified as 'A' (the highest award) and 'B'. Podium Potential award levels are tiered from 'C' to 'E'. The value of an 'A' level APA award is derived from the average estimated costs of living and training as an elite athlete. All subsequent award levels are based on progression towards Podium level. APA's run for a maximum twelve-month period but can be shorter if required to fit around a competitive season.

APA funding level decisions will be made on the basis of performances within each twelve-month period (Performance Goals). Previous performances (that occurred prior to November 2016) will not be considered (with the exception of the 2016 Rio Olympic Games which may, if relevant be considered in relation to athlete APA level for 2018)

The APA period runs from November to October.

For the 2018 season, athletes will be required to nominate three Major Competitions/Matches (Performance Goals) in advance of the commencement of their competitive season, which must be agreed with their respective Head Coach and the Performance Director. Eligible matches are:

Olympic Games (mandatory in Olympic year)
World Championships (mandatory in the applicable years)
European Championships
ISSF World Cups
European Games (in applicable years)
Junior World and European Championships/World cups (where appropriate)

Only performances in Olympic disciplines will be taken into account.

4.2 Financial support for GBAP athletes

All GBAP athletes will access a core package of camp based support. The selection panel may have the ability to award GBAP athletes a small grant in addition to the core GBAP support. Please note grants are dependent on programme funding availability.

5.0 TRANSITIONING ATHLETES

Where a current WCP/funded athlete's discipline is removed from the list of Olympic / Paralympic events and the sport believes they have a profile that could transition to another Olympic / Paralympic discipline a period of transitional APA funding can be agreed (In this case to end of September 2018). During this time, objective performance assessments of all transitional athletes will take place and selection in October 2017 will be based on the following criteria:

5.1 Selection criteria for transition athletes (to be applied in October 2017).

1. Achievement of performance goals as agreed with the BS Performance Director
2. Performance trajectory – a consistent upward trend being most favourable
3. Performances in British Shooting recognised domestic and grand prix events, with an emphasis on achieving a final and/ or medal and where applicable consideration of major events.
4. An athlete profile demonstrating the ability to win a medal at the 2020 Olympic Games in the view of the expert selection panel. This assessment will be based on a number of factors including responsiveness to coaching, attitude and commitment, progression and demonstrated ability to perform under pressure.

At the end of the period of transition (September 2018) – these athletes will then be subject to the usual WCP selection criteria set out in section 3.3.2 of the WCP selection policy.

Transitioning athletes who currently receive an APA funding are eligible to maintain their current level of funding provided they achieve prior selection to the WCP for 2017/18 based on the criteria above.

6.0 SELECTION TIMELINE

The timeline below outlines key dates and activity within the selection process for 2017/18

26 th September – 30 th September 2017	WCP Athlete Reviews
25 th September – 6 th October 2017	Expressions of interest for GBAP to be submitted
11th October 2017	2017/18 WCP Selection Panel meeting
19 th and 20th October 2017	Individual athletes informed of selection decisions
23 rd October 2017 (at 16:00)	WCP athletes selected for 2017/18 announced on BS website
26 th October 2017 (by 16:00)	Deadline for athletes to submit a notification for appeal (as outlined in section 9)
27 th October onwards	Athlete appeals process
1 st November 2017	New athlete funding year begins

7.0 COMMUNICATION OF SELECTION DECISIONS

Communication of selection decisions for 2017/18 will fall in line with the timeline above. The Performance Director/Talent Pathway Manager will inform athletes individually of WCP selection decisions. Subsequently, a provisional list of selected Programme athletes will be published via the British Shooting website on 16th October 2017 by 16:00.

Selected athletes are not to make any announcements to the media or general public in any form whatsoever of their possible or confirmed selection or non-selection prior to the official announcement by British Shooting on 16th October 2017

8.0 ATHLETE AGREEMENT/CODE OF CONDUCT

All selected athletes will be bound by the British Shooting Athlete Agreement, and any Code of Conduct in place from time to time, contravention of which may result in withdrawal of selection. Specific detail can be found within the relevant documents which will be published and circulated by British Shooting.

9.0 BRITISH SHOOTING WCP SELECTION APPEALS PROCEDURE

1. Athletes are entitled to appeal a decision by the Selection Panel not to select them for the World Class Programme (WCP) in accordance with the procedure set out here. The appeal process is intended to be quick, fair and independent.
2. If an athlete wishes to appeal, he or she must notify the Chief Executive of British Shooting that they wish to appeal as soon as possible, and in any event no later than by 4pm on the third working day after the announcement of selection on the British Shooting website. A notification of an intention to appeal must be given in writing (an e-mail is acceptable; this should be sent to hamish.mcinnis@britishshooting.org.uk).
3. The athlete must, by 4pm on the fifth working day following such notification, provide to the Chief Executive of British Shooting a written document setting out the grounds for the appeal (the "Grounds of Appeal"). The Grounds of Appeal must include the fullest explanation possible, in the time available, of the basis for the athlete's appeal, together with any evidence that they rely on. Athletes should note that the only available grounds of appeal are either that the Selection Policy was not followed, or that

the decision in question was unreasonable and/or not reached in a manner consistent with the principles of natural justice and procedural fairness.

4. If, in the reasonable view of the Chief Executive of British Shooting, the appeal may affect other athletes ("Affected Athletes"), then he must provide the Grounds of Appeal to any such persons as soon as possible.
5. The selection appeal will then as soon as possible be referred to Sport Resolutions (UK) for determination by way of binding, confidential, arbitration. The parties agree that they will not commence, continue or maintain any legal challenge to decisions taken by the Selection Panel other than through this Appeals Procedure.
6. An athlete seeking to appeal will, accordingly, be required to pay to British Shooting a deposit of £250 towards the cost of using Sport Resolutions' services, which should be paid at the same time as the Grounds of Appeal are provided. This sum will be reimbursed to the athlete in the event that the appeal is upheld.
7. British Shooting must, as soon as possible and by no later than by 4pm three working days after receipt of the Grounds of Appeal, serve on the appealing athlete and on any Affected Athlete a written response to the appeal, including the fullest explanation possible, in the time available, of the basis for that response together with any evidence that British Shooting wishes to rely on.
8. Any Affected Athlete may also, as soon as possible and by no later than by 4pm three working days after receipt of the Grounds of Appeal, serve on British Shooting a written response to the appeal, including the fullest explanation possible, in the time available, of the basis for that response together with an evidence that they wish to rely on. British Shooting must provide this written response to the appealing athlete as soon as possible.
9. The appeal will then proceed, on the earliest possible date by way of oral hearing in front of a single legally qualified arbitrator appointed by Sport Resolutions (UK). The appealing athlete, British Shooting and any Affected Athlete are entitled to attend such a hearing, with representatives if they so wish. Sport Resolutions will be responsible for arranging the hearing and for notifying the appealing athlete, British Shooting and any Affected Athlete of the time, date and location of the hearing. Alternatively, if the athlete, British Shooting and any Affected Athlete agree, the appeal will be determined on the papers by the arbitrator. The arbitrator may set any directions in connection with such a hearing or written determination as they consider fair and appropriate, and may likewise determine how any such hearing is to be conducted in order for that hearing to be fair.
10. The arbitrator will endeavour to render a decision in respect of the appeal as soon as possible. In the interests of expediency, the arbitrator may initially render a brief summary of the decision orally at the conclusion of the hearing, or in writing after the hearing, with full reasons to follow. Sport Resolutions (UK) will be responsible for notifying all participants of the decision.
11. The arbitrator may either dismiss the appeal, or uphold the appeal and remit the selection decision back to the Selection Panel, with any guidance which the arbitrator may consider appropriate. The arbitrator will not have jurisdiction to select or de-select any athlete.
12. The arbitrator's decision will be final: if an athlete's appeal is dismissed, he or she will have no further right of appeal. Equally an Affected Athlete shall have no right to appeal the decision of the arbitrator.
13. Save as may otherwise be agreed between them, all participants to the appeal process are required to keep the fact and contents of the appeal process confidential.

14. Save as provided for above, all parties to an appeal shall bear their own costs.

Appendix 1

ATHLETE APA LEVELS FOR TOKYO CYCLE

Podium Funding

A Podium level athlete possesses genuine and strong medal potential at the forthcoming Olympic Games in Tokyo 2020. The following matrix outlines the guidelines British Shooting utilises to make athlete APA funding nominations to UK Sport. Two levels of Podium funding exist (A, & B).

Performance Achievement	Funding Level	APA Award	British Shooting Definition
<p>Olympic Medallist and/or World Championship Medallist</p> <p>Please note: For Shotgun, Rifle and Pistol, in years where there is not either an Olympic Games or World Championship, athletes will need to medal at 2 x specific nominated events comprising of World Cup/ European Championship to maintain A Level funding status.</p>	A	£28,000pa	<p>'A' level athletes must be medallists at Olympic Games or Senior World Championships (Olympic events only), who by continuing to be a member of the WCP, are by definition striving to repeat this level of performance in Tokyo 2020. Substitution of championship finish places for world rankings is not appropriate for determining 'A' level status.</p> <p>Olympic medallists can in principle remain eligible to receive up to four years A-level funding (the equivalent of an Olympic cycle), provided they attain annual performance targets agreed with their Performance Director in line with their ADP and demonstrate an evidence based athlete profile and performance trajectory that puts them on target to achieve a medal in Tokyo)</p> <p>World Championship medallists are eligible to receive up to two years funding at A-level subject to the same requirements.</p>
<p>Olympic finalist and/or World Championship finalist</p> <p>Please note: for Shotgun, Rifle and Pistol, in years where there is not either an Olympic Games or World Championship, athletes will need to achieve the criteria</p>	B	£21,500pa	<p>'B' level athletes must have achieved a minimum of reaching a final at Olympic Games or Senior World Championships (Olympic events only). The athletes nominated for 'B' level must have a rising performance profile that indicates they could be a future Olympic medallist.</p>

<p>of 1 x Medalist and 1 x finalist at nominated events comprising of World Cup events/ European Championships to maintain B Level funding.</p>			<p>In addition, 'B' level grants apply to athletes who have an evidenced-based performance profile and international results, which demonstrate the capacity to achieve a medal result at World or Olympic level within four years. (Exceptions to international results may be considered if there is a clear performance rationale, i.e. attendance at international competition was not possible.)</p> <p>'B' level grants can in principle run for two years, provided appropriate annual performance targets, agreed with the Performance Director are attained and the athlete continues to demonstrate an evidence based athlete profile and performance trajectory in line with their ADP that puts them on target to achieve a medal in Tokyo.</p>
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Podium Potential Funding

Athletes selected to Podium Potential funding will have proven themselves internationally and are considered by the WCP Selection Panel to be a realistic prospect of medalling in the Olympic Games Tokyo 2020 or 2024. The following matrix outlines the guidelines British Shooting utilises to make athlete APA funding nominations to UK Sport. Three levels of Podium Potential funding exist (C, D, E).

Performance Achievement	Funding Level	APA Award	British Shooting Definition
<p>1 x Medallist at nominated World Cup or European Championship event</p> <p>2 x Finalist at nominated World Cup/European Championship competitions</p>	C	£15,000pa	<p>'C' Level athletes must have achieved a minimum of a medal at a World cup or European Championship event or finalist at two nominated World Cup/European Championship events. The athletes nominated for 'C' level must have a rising performance profile that indicates they could be a future Olympic medallist or reach podium level standard in the very near future.</p> <p>C Level grants will be reviewed after one year.</p> <p>The following may also be considered for athletes nominated for C level</p> <p>A positive performance trajectory and athlete profile as evidenced through the ADP. Athlete likely to achieve selection for Tokyo 2020 and/or medal in 2024</p>

			Living away from home requiring pastoral care
1 x Finalist at nominated World Cup/European Championship competition	D	£12,000pa	<p>'D' Level athletes must have achieved a minimum of finalist at a World cup or European Championship event</p> <p>The athletes nominated for 'D' level must have a rising performance profile that indicates they could be a future Olympic medallist.</p> <p>'D' Level grants will be reviewed after one year.</p> <p>The following may also be considered for athletes nominated for 'D' level</p> <p>A positive performance trajectory and athlete profile as evidenced through the ADP. Athlete likely to achieve selection for Tokyo 2020 and/or medal in 2024 Living away from home requiring pastoral care</p>
<p>Top ¼ of published field at nominated senior World Cup/European Championship Competition</p> <p>1 x medallist at European Junior, World Junior or Junior World Cup level</p>	E	£9,000pa	<p>'E' Level athletes must have achieved a minimum of top ¼ finish of the published field at a nominated World cup/European Championship event.</p> <p>If a Junior, athletes must have achieved a minimum of 1 x medallist at European Junior, World Junior or Junior World Cup event.</p> <p>The athletes nominated for 'E' level must have a rising performance profile that indicates they could be a future Olympic medallist.</p> <p>'E' Level grants will be reviewed after one year.</p> <p>The following may also be considered for athletes nominated for 'E' level</p> <p>A positive performance trajectory and athlete profile as evidenced through the ADP. Athlete likely to achieve selection for Tokyo 2020 and/or medal in 2024 Living away from home requiring pastoral care</p>

Appendix 2

BRITISH SHOOTING LIST OF RECOGNISED COMPETITIONS IN RELATION TO WCP SELECTION.

2.1 Competitions for consideration over the last 12 months in relation to Podium and Podium Potential selection criteria i) and GBAP selection criteria iv)

Shotgun	Rifle	Pistol
Olympic Games, Rio de Janeiro, BRA 2016	Olympic Games, Rio de Janeiro, BRA 2016	Olympic Games, Rio de Janeiro, BRA 2016
World Cup New Delhi, IND 2017	European 10m Championships Maribor, SLO 2017	European 10m Championships Maribor, SLO 2017
World Cup Acapulco, MEX 2017	World Cup New Delhi, IND 2017	World Cup New Delhi, IND 2017
World Cup Larnaca, CYP 2017	World Cup Munich, GER 2017	World Cup Munich, GER 2017
European Championships Baku, AZE 2017	World Cup Gabala, AZE 2017	World Cup Gabala, AZE 2017
World Championships Moscow, RUS 2017	European Championships Baku, AZE 2017	European Championships Baku, AZE 2017

2.2 Competitions for consideration over the last 13 - 48 months in relation to Podium and Podium Potential selection criteria ii) and GBAP selection criteria v)

Shotgun	Rifle	Pistol
European Championship, Lonato, ITA 2016	World Cup Baku, AZE 2016	World Cup Baku, AZE 2016
World Cup Baku, AZE 2016	European U21 25m & 50m Championships, Tallinn, EST 2016	European U21 25m & 50m Championships, Tallinn, EST 2016
World Cup San Marino, SMR 2016	World Cup Munich, GER 2016	World Cup Munich, GER 2016
World Cup Rio de Janeiro, BRA 2016	World Cup Rio de Janeiro, BRA 2016	World Cup Rio de Janeiro, BRA 2016
World Cup Nicosia, CYP 2016	World Cup Bangkok, THA 2016	World Cup Bangkok, THA 2016
World Championships Lonato, ITA 2015	European 10m Championship, Gyor, HUN 2016	European 10m Championship, Gyor, HUN 2016
European Championships, Maribor, SLO 2015	European Championships Maribor, SLO 2015	European Championships, Maribor, SLO 2015
World Cup Al Ain, UAE 2015	European 10m Championships Arnhem, NED 2015	European 10m Championships Arnhem, NED 2015
World Cup Acapulco, MEX 2015	World Cup Gabala, AZE 2015	World Cup Gabala, AZE 2015
World Cup Larnaca, CYP 2015	World Cup Munich, GER 2015	World Cup Munich, GER 2015
World Cup Gabala, AZE 2015	World Cup Fort Benning, USA 2015	World Cup Fort Benning, USA 2015
European Games Baku, AZE 2015	World Cup Changwong, KOR 2015	World Cup Changwong, KOR 2015
World Championships Granada, ESP 2014	European Games Baku, AZE 2015	European Games Baku, AZE 2015
World Cup Tucson, USA 2014	World Championships Granada, ESP 2014	World Championships Granada, ESP 2014
World Cup Almaty, KAZ 2014	European 10m Championships Moscow, 2014	European 10m Championships Moscow, 2014

World Cup Munich, GER 2014	World Cup Fort Benning, USA 2014	World Cup Fort Benning, USA 2014
World Cup Beijing, CHN 2014	World Cup Munich, GER 2014	World Cup Munich, GER 2014
European Championships Sarlopuszta, HUN 2014	World Cup Beijing, CHN 2014	World Cup Beijing, CHN 2014
	World Cup Maribor, SLO 2014	World Cup Maribor, SLO 2014
Shotgun	Rifle	Pistol
Commonwealth Games Glasgow, SCO 2014 (considered for GBAP selection only)	Commonwealth Games Glasgow, SCO 2014 (considered for GBAP selection only)	Commonwealth Games Glasgow, SCO 2014 (considered for GBAP selection only)
Junior World Cup Suhl, GER 2016	Junior World Cup Suhl, GER 2016	Junior World Cup Suhl, GER 2016
Junior World Cup Gabala, AZE 2016	Junior World Cup Gabala, AZE 2016	Junior World Cup Gabala, AZE 2016

2.3 Recognised International Grand Prix events over the last 12 months in relation to GBAP selection criteria vi)

Shotgun	Rifle	Pistol
Cyprus Grand Prix	IWK Munich (10m only)	IWK Munich (10m only)
Italian Green Cup	ISCH	ISCH
Qatar Grand Prix	Grand Prix of Liberation	Grand Prix of Liberation
Portugal Grand Prix (OT)	Shooting Hopes (U21 only)	Shooting Hopes (U21 only)
Malaga Grand Prix (OT)		
World University Championships & World University Games	World University Championships & World University Games	World University Championships & World University Games

2.4 Recognised Domestic events over the last 12 months in relation to GBAP selection criteria vi)

Shotgun	Rifle	Pistol
Olympic Trap Selection Shoots 2017 Griffin Lloyd Brookbank Nuthampstead (X2)	10m Air Rifle Surrey Open Meeting, Bisley Scottish Grand Prix British Championships, Bisley Scottish Championships, Kincardine English Championships, Bisley	Air Pistol The Welsh Open Championships The Surrey Open Championships (ISSF conditions events) The NISC & Geoff Partridge Memorial meeting The British Pistol Club 10m and 50m Open The NSRA British Air Pistol Championships The English Small-bore Shooting Union (ESSU) Open Championships The Scottish Open Championships The British Pistol Club Championships The Jersey and Channel Islands Open Championships The North Wales Airgun Championships The Army Target Shooting Club Open The NSRA Pistol Championships
Olympic Skeet Selection Shoots 201 Bisley Doveridge (X2) SW2000	3 Positions Easter Open, Isle of Man English Championships, Bisley Scottish 50m Championships, Aberdeen Scottish Grand Prix (late May), Aberdeen/Dundee	25m pistol Exert from Pistol selection policy... "Due to the restrictions of the firearms legislation, it is not possible to hold domestic open matches in the 25m cartridge pistol events (25m Pistol, 25m Rapid Fire Pistol, 25m Standard Pistol and 25m Centrefire Pistol). For these events, the British Shooting Head Pistol Coach will arrange up to a maximum of 8 trials matches to be held at training camps in Great Britain (if possible) and abroad. Trials

	British Championships, Bisley Welsh Championships, Tondur Scottish Grand Prix (August), Aberdeen	matches will be notified to likely participants in advance. Any 25m cartridge pistol events shot as part of a British Pistol Club meeting or in conjunction with any of the matches listed above for air pistol will be considered for selection purposes.” Results from the competitions above may be considered by the WCP selection panel.
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Please note:

The WCP selection panel may wish to consider additional Domestic, Grand Prix and International events outside of those stated above if applicable. This is at the discretion of the panel and does not entitle athletes themselves to nominate additional competitions for consideration.

The WCP selection panel will formally review its list of recognized Grand Prix and Domestic events on an annual basis.

Appendix 3

BRITISH SHOOTING – WORLD CLASS PROGRAMME PROVISION

3.1 Podium/Podium Potential

(This list is not exhaustive and aims to give an overview of programme provision. All activity is subject to approval from the Performance Director)

- Access to designated High Performance Centres (P and PP)
- Athlete medical insurance (P and PP)
- Sports science and medicine support via training camps/designated High Performance Centres including
 - Psychology
 - Performance Lifestyle
 - Performance Analysis
 - Physiotherapy
 - Soft-Tissue Massage
 - Strength & Conditioning
 - Medical Services

(Note: Podium athletes will, subject to their needs and approval from British Shooting, have full access to all Sports Science and Medicine support services. Podium Potential athletes will have some access based on prioritisation of their needs and approval from British Shooting).

- International competitive opportunities
- National and international training camp opportunities

(Note: Podium athletes will be able to access support for their full training and competition plan (subject to its approval by British Shooting). Podium Potential athletes will be able to access support for training and for major competitions (subject to approval by British Shooting). Support for podium potential athletes to access grand prix and other competitions will be subject to agreement by British Shooting.

- Holistic performance evaluation and feedback (P and PP)
- Education and coach development (for athlete coaches) (P and PP)
- Athlete APA Award (subject to conditions in section 4 and appendix 1).

NB. British Shooting reserves the right to amend and adjust the athlete support package as necessary/appropriate.

Great Britain Academy Programme

(This list is not exhaustive and aims to give an overview of programme provision. All activity is subject to approval from the Performance Director)

- Individualised athlete development plan and regular performance feedback and de-brief
- Group and individual training support and access to GBR coaches
- International competitive opportunities
- National and international training camp opportunities
- Where appropriate, sports science and medicine support via training camps/designated High Performance Centres
- Opportunity to train and integrate with Podium and Podium Potential athletes

Appendix 4

ATHLETE CONTRIBUTIONS TO TRAINING/COMPETITION PROGRAMME COSTS

4.1 Podium/Podium Potential and GBAP

The British Shooting WCP funds several core activities. APA funded athletes may be expected to make a contribution towards some WCP services including the following expense areas:

- A full or partial contribution to domestic assembly costs for competitions, yearly assessments and pre-competition camps (e.g. return trains, mileage, car parking, meals, overnight accommodation and pre-flight accommodation). The value of the contribution required will be stated in selection correspondence and be part of the WCP induction process.
- If a Podium Potential athlete requests the opportunity to compete in additional event(s) over and above the existing programme budget and quota team numbers, the PD will consider inclusion, based on performance benefit to the athlete. All related costs (flights, transfers, accommodation etc.) will be recharged to the athlete.
- A partial contribution towards domestic training camps for meals, accommodation & transport. The value of the contribution required is stated in selection correspondence.
- All leisure activities or additional transport requirements during downtime during daily training, camps or competitions are at the sole cost of the athlete.
- All athletes are required to pay for all vaccinations and boosters (including flu) if medical staff make the recommendation.
- All travel costs to and from medical appointments or hospital visits are borne by the athlete. GBAP athletes are responsible for all medical costs.
- Injured athletes are required to pay for additional costs (e.g. travel, extra accommodation) over and above the expenses covered by the Athlete Medical Scheme policy (see section 11 below) during rehabilitation. Unforeseen circumstances should be discussed with the PD, who will subsequently make discretionary decisions on a case-by-case basis. GBAP athletes are responsible for all costs associated with injury treatment and rehabilitation.

Appendix 5

TRANSITIONAL APA FUNDING

One-month transitional funding is offered to all athletes leaving their sport by choice, retirement or who are no longer nominated/selected for a space on the WCP. The one-month transitional funding could fall within an athlete's current award period, i.e. Athlete Reviews could be conducted prior to APAs expiring to allow for a transitional period and appropriate administration to be completed.

Further funding could be offered at the athlete's current APA level and for a period of time dependent on an athlete's continuous time spent on the WCP to recognise their commitment to the programme. Additional transitional funding is awarded at the discretion of the Performance Director:

< 1 year	1 month transitional
2 years	2 months transitional
3 years	3 months transitional
4 years >	4 months transitional

TRANSITION STRATEGY

All athletes moving off the WCP will be offered transitional support. This will be in the form of a 6-month strategy plan that may involve psychology, performance lifestyle and coaching support. More information on this will be made available to athletes who it concerns.

Appendix 6

GENERAL OBLIGATIONS FOR MEMBERSHIP OF WORLD CLASS PROGRAMME

For Podium/Podium Potential athletes, continuing membership of the programme and receipt of APA funding is subject to athlete's signing and complying to the athlete agreement document.

For all athletes, continuing membership of the programme is subject to full compliance with the athlete Code of Conduct and evaluation against performance targets.

All athletes are required to fully participate in all training camps and competitions identified by British Shooting. Non-attendance at camps must be agreed with the Performance Director/Talent Pathway Manager prior to the event.

All athletes are required on request to submit an appropriate training diary to the appropriate discipline Head Coach and embark on a regular training programme.

All athletes must complete 5 appearances per year to promote the sport and the National Lottery. All WCP athletes will receive further guidance on this responsibility and support from British Shooting on how to ensure they comply with it. This will be given as part of the WCP induction process.

The prerequisite condition prior to applying for an APA is selection to a National Governing Body (NGB) World Class Programme (WCP).

All athletes are expected to maintain excellent communication with their coach and the wider British Shooting support staff team where appropriate.

All athletes are expected to maintain and submit accurate and timely expense information.

All athletes must possess a valid and current firearms licence that allows them to train and compete. Should an athlete's licence be revoked, British Shooting has the right to suspend or terminate that athlete's membership to the WCP.

Appendix 7

ADDITIONAL POLICY INFORMATION

7.1 INJURY POLICY

In the event of short term injury/illness, and assuming the athlete is likely to recover to full fitness for training and competition, the athlete may continue to receive their full APA allowance up to a maximum of three months from the point of injury.

To continue to receive funding during a performance limiting injury/illness*, the athlete should agree an appropriate rehabilitation/training and (if appropriate) competition programme with the discipline Head Coach/Performance Director that would essentially timetable and plot the return of the athlete following injury/illness to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of the three-month period of injury/illness, the Performance Director should undertake a review with the athlete to assess the commitment and progress of the athlete against the agreed programme. If the athlete during this three-month period has demonstrated neither commitment nor progress, the athlete is given a notice period prior to being removed from APA support.

**A performance limiting injury/illness is considered an injury or illness resulting in partial or no training for a minimum period of three months (intermittent or continuous) in any single year.*

7.2 PREGNANCY IMPACT ON APA's

To continue receiving funding during pregnancy (and following childbirth), the athlete should agree an appropriate training and competition programme with the discipline Head Coach/Performance Director that would essentially timetable and plot the return of the athlete following childbirth to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of a three-month period following childbirth, the Performance Director should undertake a review with the athlete to assess the commitment and progress of the athlete against agreed performance targets. Should this commitment not be demonstrated, the athlete is given a notice period (dependent on her time spent on the WCP) prior to being removed from APA support.

7.3 ATHLETE MEDICAL SCHEME COVER

The Athlete Medical Scheme (AMS) is private medical insurance cover for Podium and Podium Potential athletes whilst training and competing in their sport. It is provided as an additional benefit from UK Sport alongside the support services WCP athletes receive from their NGB programme and their APA.