1. **Funding**

1.1 The National Age Group (NAG) academy is a part self-funded, part funded programme.

1.2 Athletes pay a programme contribution for eight months of the year and are responsible for arranging and paying for coaching with their academy coach. Programme contribution costs are reviewed each year. Full details of financial commitments will be communicated with invitations to programme.

2. **General points of eligibility**

2.1 Archers are eligible for consideration provided they:

2.1.1 Are an Archery GB member in good standing

2.1.2 Are a recurve archer

2.1.3 Will be in the under-21 category or younger in 2025

2.1.4 Have satisfied all other eligibility under the rules of World Archery (WA) and subject to any changes it may introduce subsequent to the publication of this policy

3. **Context and purpose of the profiling process and the National Age Group (NAG) academy**

3.1 The Competition Pathway refers to athletes who train and compete outside of a formal Pathway programme.

3.2 Recurve athletes demonstrating the skills and behaviours required to progress can be selected to the NAG academy, the induction for which takes place each autumn. The purpose of the NAG academy is to promote the technical, physical, mental and personal development of promising archers to support them to become internationally competitive youth athletes.

4. **Profiling standards**

4.1 Profiling is the process of periodically assessing athletes’ performance and progress against an established development framework. This framework outlines the performance standards, skills and behaviours that Archery GB expects athletes at different programme stages to demonstrate.

4.2 The current Olympic Pathway framework can be found in Appendix A. Ongoing review is taking place to ensure optimal athlete development and alignment with the World Class Programme.

5. **Nomination and selection panel**

5.1 A selection panel will be convened to confirm selections for the NAG academy.
5.2 The representatives at this meeting will be made up of the following as required. In the event of an attendee being unable to attend the meeting, a report will be submitted and/or a suitable alternative will attend if appropriate:

5.2.1 Performance Pathway Manager
AGB Coach Development Manager (Pathway technical lead)
Independent coach(es)
Independent performance specialist
Medical personnel
Pathway Administrator (meeting notes)

5.3 Selections will be ratified by the Performance Director or other nominated member of the Performance Management Team.

5.4 In selecting a team that is in keeping with the context and aims of academy selection in section 3, the panel will consider all available information. This may include but is not limited to the readiness of athletes to train, maintenance of form and fitness, willingness to do the work, performance potential, behaviour and contribution to a team ethos.

6. Selection process, timetable and communication

6.1 A three-stage profiling process will identify those athletes who are ready for an invitation to join the NAG academy.

6.2 Stage 1: Longlisting

6.2.1 Scores route
6.2.1.1 The performances of all age group recurve athletes competing in world or UK record status WA70, WA60 and Metric 122-50 competitions will be tracked by the Performance Pathway where these records are publicly available. Exceptionally, the selection panel may also consider performances in Metric 122-40 rounds.

6.2.2 Nomination route
6.2.2.1 An athlete may be nominated by an Archery GB coach on the basis that the coach believes that the athlete is demonstrating the skills, behaviours and technical fundamentals outlined in the Olympic Pathway framework below. Coaches are asked to carefully consider whether the athlete is ready to progress.

6.2.2.2 The coach will capture the technical video/photo evidence outlined in Appendix B and submit, together with the application form in Appendix C, to the Performance Pathway Manager (cait.leach@archerygb.org) by Wednesday 5 June. Please note that applications cannot be considered unless all required information is provided.

6.2.2.3 Applications will be reviewed by members of the selection panel including the Pathway technical lead and successful athletes will be invited to join the profiling process at longlisting stage (by week commencing 10 June).

6.3 Stage 2: Shortlisting
6.3.1 Athletes will be asked to complete a questionnaire – “Getting to know you”
6.3.2 Follow up conversations will be held with the athlete (and their parents where the athlete is aged under 18) to gain a holistic understanding of each individual.
6.3.3 Following this stage, invitations to a profiling day will be issued to a shortlist of athletes (by week commencing 1 July).

6.4 Stage 3: Profiling day at Lilleshall National Sports Centre, Thursday 1 August
6.4.1 Athletes will take part in a series of activities designed to assess their readiness to join the NAG academy:
6.4.1.1 Physical
   Technical
   Performance under pressure

6.5 Invitations to join the NAG academy will be issued to athletes in late August/early September.
6.6 Young athletes’ performance can improve quickly. Archery GB reserves the right, but are under no obligation, to invite further athletes into the profiling process and/or consider such athletes for selection outside of the above process if the athlete has demonstrated competitive performance after the completion of any/all stages above.

7. Following the conclusion of the selection process

7.1 Athletes who wish to accept an invitation to join the academy programme will be required to sign up to the relevant Code of Conduct or Athlete Agreement.
7.2 In accepting a place on the academy, athletes make a commitment to their training and the support offered.

8. Appeals

8.1 Any selection appeal must be registered in line with the process identified in the appeals document available at https://archerygb.org/performance/international-team-selection-criteria

9. Any matters not covered by this Policy

9.1 Any matters arising from the selection processes, which are not covered within this policy, shall be determined by the Performance Director (or representative thereof) acting at their sole discretion.
# 2024 Pathway Selection Policy

**Competition Pathway to National Age Group Academy**

## Appendix A

### Technical Execution

<table>
<thead>
<tr>
<th>ITEM STAGES</th>
<th>STAGES</th>
<th>Foundation</th>
<th>Talent</th>
<th>Elite</th>
<th>Mastery</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK Sport Team</td>
<td>Pathway stage</td>
<td>Basic Movement Foundations</td>
<td>Extension and Refinement of Movement Foundation</td>
<td>Sports Specific Commitment and/or competition</td>
<td>Demonstration of Potential</td>
</tr>
<tr>
<td>Progression</td>
<td>Confirmation</td>
<td>Academy</td>
<td>Podium</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performance Clubs</td>
<td>National Talent Development Programme</td>
<td>NAG (technical subgroup)</td>
<td>National Age Group</td>
<td>Conversion Academy</td>
<td>Performance Archery Potential Programme</td>
</tr>
</tbody>
</table>

### Learning Skills

- **Full Draw Position**
  - Athlete is learning to use tools and progression planning effectively in their training, e.g. progressive resistance, stretch bands, drills and skills.
  - Athlete understands and demonstrates effective use of tools and progression planning in their training.

- **Shot Sequence - Motion**
  - Athlete is learning to use feedback effectively in their training, e.g. mirrors, video, coach feedback.
  - Athlete routinely uses feedback effectively in their training.

- **Shot Execution**
  - Athlete has a good sense of the relative positioning and movement of their joints and limbs in all planes of movement and is able to recreate key technical reference points independently.
  - Athlete demonstrates technical proficiency for performance archery.

### Technical Execution Indicators: Athlete and Coach qualitative RAG rating

<table>
<thead>
<tr>
<th>Full Draw Position</th>
<th>Shot Sequence - Motion</th>
<th>Shot Execution</th>
</tr>
</thead>
<tbody>
<tr>
<td>INDICATORS: Athlete and Coach qualitative RAG rating</td>
<td>INDICATORS: Profiling via technical development framework</td>
<td></td>
</tr>
</tbody>
</table>

### Athlete Demonstrates Technical Proficiency for Performance Archery

- Athlete is learning to use tools and progression planning effectively in their training, e.g. progressive resistance, stretch bands, drills and skills.
- Athlete demonstrates technical proficiency for performance archery.
- Athlete performs their shot with "unconscious competence" as dynamic automation of the shot process has been achieved.

### Technical Execution Indicators: Profiling via technical development framework

- Athlete exhibits technical proficiency across different competition formats, optimised for team rounds in particular.

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Version: 1.1 | Approved by: Cait Leach | Reviewed by: Tom Duggan  
Date: 30/04/2024 | Next review date: 11/2024
<table>
<thead>
<tr>
<th>Equipment</th>
<th>Knowledge</th>
<th>Behaviours</th>
<th>Tactical awareness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athlete knows their bow length, bow weight, arrow length and arrow spine</td>
<td>Athlete knows when they are having problems with their bow tuning and how to check their equipment if their groups move or change</td>
<td>Athlete ensures spare equipment is available and ready in competition</td>
<td>Athlete is learning about shooting in different types of weather and discovering ways to cope</td>
</tr>
<tr>
<td>Athlete demonstrates tactical skills, knowledge and behaviours for performance archery</td>
<td>Athlete knows the importance of arrow selection for matching the draw weight, arrow length and arrow spine</td>
<td>Athlete makes intelligent decisions about selection of equipment, considering budget and the appropriate role of sponsorship</td>
<td>Athlete is developing effective strategies for shooting in different types of weather (e.g. using signals for wind, strategies for aiming off/adjusting and managing light)</td>
</tr>
<tr>
<td>Athlete carries out basic tuning methods</td>
<td>Athlete can use effective strategies for shooting in different types of weather (e.g. using signals for wind, strategies for aiming off/adjusting and managing light)</td>
<td>Athlete is learning the fundamental rules of competition</td>
<td>Athlete is learning the fundamental rules of competition</td>
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<td>Athlete can identify when equipment needs to be replaced</td>
<td>Athlete can use effective strategies for shooting in different types of weather (e.g. using signals for wind, strategies for aiming off/adjusting and managing light)</td>
<td>Athlete is learning the fundamental rules of competition</td>
<td>Athlete is learning the fundamental rules of competition</td>
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<tr>
<td>Athlete can measure their draw weight and arrow length</td>
<td>Athlete can use effective strategies for shooting in different types of weather (e.g. using signals for wind, strategies for aiming off/adjusting and managing light)</td>
<td>Athlete is learning the fundamental rules of competition</td>
<td>Athlete is learning to use effective and appropriate behaviour to project confidence and is able to identify competitive behaviour from opponents</td>
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<td>Athlete can inspect their bow for accuracy (secure nocking point, arrow rest, bow sight mount, cushion plunger) and their arrows for accuracy (straight, good fletching, good nocks)</td>
<td>Athlete has a good working knowledge of competition rules and how to use them</td>
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</tr>
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</table>

**INDICATORS:** Athlete and Coach qualitative RAG rating

- Athlete makes intelligent decisions about selection of equipment, considering budget and the appropriate role of sponsorship.
- Athlete is learning about shooting in different types of weather and discovering ways to cope.
- Athlete is developing effective strategies for shooting in different types of weather (e.g. using signals for wind, strategies for aiming off/adjusting and managing light).
- Athlete can use effective strategies for shooting in different types of weather (e.g. using signals for wind, strategies for aiming off/adjusting and managing light).
- Athlete has a good working knowledge of competition rules and how to use them.
- Athlete has a good working knowledge of competition rules and how to use them.
- Athlete is learning to use effective and appropriate behaviour to project confidence and is able to identify competitive behaviour from opponents.
- Athlete can use effective and appropriate behaviour to project confidence and is able to identify competitive behaviour from opponents.
Appendix B

Full Front Video

Camera in front of shooting line – centred between back of bow and drawing elbow.

Show entire shot routine from set up through to the end of the follow through.

Front Upper-half Slo-Mo

Use slow motion settings on camera and capture whole shot process.

Camera at nock height – centred between back of bow and drawing elbow.

Make sure to keep bow hand and elbow final position within frame.
Close Head on Slo-Mo

Use slow motion settings on camera and capture whole shot process.

Position camera in front of bow (use selfie stick or tripod to avoid standing in front of the shooting line).

Full Rear Video

Head at top, feet at bottom within frame.

Camera at mid-height (near belt line).

String down centre of limbs at full draw.

Show entire shot routine from set up through to the end of the follow through.
Top Half Rear Video Slo-Mo

Use slow motion settings on camera and capture whole shot process.

Centre camera from top of head to waist. Keep camera at nock level and string in centre of the bow.

Keep entire elbow motion in the frame through the shot.

Full Back Video

Camera in front of shooting line – centred between back of bow and drawing elbow.

Show entire shot routine from the set position through to the end of the follow through.
Overhead Slo-Mo

Use slow motion settings on camera and capture whole shot process.
Centre camera from front of bow to back elbow, leaving room for follow through.
Keep camera perpendicular to the floor
Line string up down centre of limbs.

Large collections of files may be sent securely as a zipped folder or via a file sharing provider. If you are unsure as to how to submit the above evidence, please contact cait.leach@archerygb.org for further advice.
Appendix C

Name of athlete:
Date of birth:
Archery GB membership number:
Main club:
Home address and postcode:
Name of parent (if athlete aged under 18):
Contact email address (of parent if athlete aged under 18):
Contact telephone number (of parent if athlete aged under 18):

Name of nominating coach:
Archery GB membership number:
Contact email address of coach:
Contact telephone number of coach:

Declaration by athlete/parent (if athlete aged under 18):

I consent to my/my child’s information being held by Archery GB for the purpose of athlete profiling. I understand that all data will be held in line with Archery GB’s privacy policy (https://archerygb.org/resources/privacy-policy).

I understand that the profiling process is competitive and that not all nominated athletes will be able to progress through the profiling process. I recognise that the development journey of an athlete is long-term and individualised. I understand that not being selected to progress at this stage does not preclude me/my child from opportunities in the future.

Signed:
Name:
Date: