

1. Funding

- 1.1 The Para academy is a part self-funded, part funded programme.
- 1.2 The Pathway provides camp delivery, coaching at camps and individualised sports science/medicine.
- 1.3 Athletes are responsible for their own accommodation costs and for their personal sporting costs such as equipment, competitions and coaching outside of camps.
- 1.4 Programme costs are reviewed each year. Full details of financial commitments will be communicated with invitations to programme.

2. General points of eligibility

2.1 Para academy

Archers are eligible for consideration provided they:

- 2.1.1 Are an Archery GB member in good standing
- 2.1.2 Are a recurve or compound archer
- 2.1.3 Have received a national or international classification of W1, W2 (Wheelchair) or ST (Standing)
- 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 academies

- 3.1 Pathway academies are high-performance environments. To maintain delivery standards, there are limits on the number of athletes that can be supported at each selective academy stage. The profiling process is designed to identify which athletes are the *most ready* to take advantage of the support offered on a selective programme.
- 3.2 The purpose of the Para Academy is to promote the technical, physical, mental and personal development of promising archers to support them to become nationally competitive Para athletes and to progress to the Paralympic World Class Programme

4. Profiling standards

- 4.1 Profiling is the process of periodically assessing athletes' performance and progress against established skills, behaviours and performance standards.
- 4.2 Work is ongoing to develop a formal Paralympic Pathway framework in conjunction with the Paralympic World Class Programme. This is expected to be operational by the end of the 2024/25 cycle and will include expected performance score standards where relevant.

4.3 Pending the publication of such a framework, profiling will take into account the following key coach observations:

- 4.3.1 Technical development
- 4.3.2 Commitment to the programme including, but not limited to, attendance at camps and engagement with TASS (where applicable)

5. Nomination and selection panel

5.1 A selection panel will be convened to confirm selections for the Para 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
Senior Paralympic Coach - Recurve
Independent coach(es)
Independent performance specialist
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 Process

- 6.1.1 In line with the parameters outlined in 4.3, the Para academy/Para National Talent Development Programme (NTDP) coaching team will discuss the profiling of all 2023/24 Para academy athletes as well as Para NTDP athletes who have received an appropriate classification as outlined in 2.1.3. These observations will be provided to the selection panel.
- 6.1.2 Athletes will not be profiled against performance scores as part of the current process but can expect score thresholds to play a part in selection at the end of the 2024/25 cycle.
- 6.1.3 Places on the Para academy are limited and invitations will take into account the capacity of the programme and the relative performance profiling of the whole athlete cohort.
- 6.1.4 An independent panel of coaches, practitioners and managers will then discuss the profiling of the whole cohort of 2023/24 academy athletes, as well as athletes from the Para NTDP. Discussion will consider whether to extend an invitation to an athlete to be part of the Para academy programme for 2024/25.

6.2 Timetable and communication

- 6.2.1 The selection panel will meet on or around 16 September.
- 6.2.2 Following ratification, invitations for the 2024/25 academy programmes will be confirmed on or around 19 September with athletes notified around the same time.
- 6.2.3 Acceptance or declination of a place on academy will be expected shortly thereafter ahead of the induction camp on 19/20 October.
- 6.2.4 Any changes to this timetable will be communicated to all academy athletes

7. Following the conclusion of the selection process

- 7.1 Athletes who wish to accept an invitation to join the 2024/25 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.



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