

Northern Ireland Performance academy and Conversion Academy – current athletes

1. Funding

- **1.1** The Northern Ireland Performance Academy (NIPA) academy is a part self-funded, part funded programme. Athletes pay a programme contribution for eight months of the year and are responsible for arranging coaching with their academy coach. This will be the same for any athletes who are additionally selected to join the Conversion Academy.
- **1.2** Full details of financial commitments will be communicated with invitations to programme.

2. General points of eligibility

2.1 Northern Ireland Performance 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 Will be in the under-21 category or younger in 2026 (born in 2006 or later)
- 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

2.2 Conversion academy

Archers are eligible for consideration provided they:

- 2.2.1 Are an Archery GB member in good standing
- 2.2.2 Are a recurve archer
- 2.2.3 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 Northern Ireland Performance Academy is to promote the technical, physical, mental, and personal development of promising archers to support them to become internationally competitive youth athletes.
- **3.3** The purpose of the Conversion Academy is to convert the most talented young athletes into senior international competitors.



Northern Ireland Performance academy and Conversion Academy – current 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.
- **4.3** The relevant Compound Technical framework can be found in Appendix C.

5. Nomination and selection panel

- **5.1** A selection panel will be convened to confirm selections for the NIPA and Conversion academies.
- **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)

Olympic Programme Coach

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 The NI Talent Coach will carry out an assessment of the athlete's performance and progress against the appropriate performance standards, skills, and behaviours for that athlete's stage. The profiling framework is available in Appendix A. This will include the capture of technical videos as outlined in Appendix B. The NI Talent Coach may take into account a range of views including those of the wider academy coaching team.
- 6.1.2 Athletes will also be asked to submit a score tracker of all applicable WRS/UKRS scores achieved in the 2025 competition season and complete a performance skills self-assessment. Please note:



Northern Ireland Performance academy and Conversion Academy – current athletes

- 6.1.2.1 New NIPA athletes are not profiled against performance thresholds (scores) until the end of their second year on programme to allow for an early technical focus.
- 6.1.2.2 In year three and beyond, athletes are expected to demonstrate an upwards performance trajectory with consideration given to key education/life pinch points including injury and transition between distances.
- 6.1.2.3 Achievement of the minimum performance thresholds is not a guarantee of an invitation to join a programme or to be reselected. Invitations will take into account the capacity of the programme and the relative performance profiling of the whole athlete cohort.
- 6.1.3 An independent panel of coaches, practitioners, and managers will discuss the profiling of the whole cohort of 2024/25 academy athletes, as well as athletes from the National Talent Development Programme and the Competition Pathway.
- 6.1.4 Discussion will consider whether to extend an invitation to an athlete to be part of an academy programme for 2025/26.
- 6.1.5 Where an invitation is to be extended, the panel will consider which programme is appropriate (NIPA and/or Conversion).
- 6.1.6 Following the panel's meeting, a conversation will also be held with the NI Talent Coach to review and confirm decisions about selection.
- 6.1.7 The NI Talent Coach will have the opportunity to ask the panel to reconsider a decision but after reconsideration the decision of the selection panel is final (subject to the athlete appeal process detailed in section 8).

6.2 Timetable and communication

- 6.2.1 The NI Talent Coach will carry out profiling of athletes with a competition deadline of 25 August 2025.
- 6.2.2 The selection panel will meet on or around 1 September 2025 with follow-up conversations to the schedule with individual coaches in the following days.
- 6.2.3 Following ratification, invitations for the 2025/26 academy programmes will be confirmed on or around 8 September 2025 with athletes notified around the same time.
- 6.2.4 Acceptance or declination of a place on academy will be expected shortly thereafter ahead of the induction camp in mid-October.
- 6.2.5 Any changes to this timetable will be communicated to all athletes, parents, and coaches.

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

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2025 Pathway Selection Policy

Northern Ireland Performance academy and Conversion Academy – current athletes

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.



Northern Ireland Performance academy and Conversion Academy – current athletes

Appendix A

	Foundation Talent Elite						te	Mastery						
	F1	F2	F3	T1	T2	Т	3	T4	E1	E2	M			
FTEM STAGES	Basic Movement Foundations	Extension and Refinement of Movement Foundation	Sports Specific Commitment and/or competition	Demonstration of Potential	Talent Verification	Practising and Achieving	Practising and Achieving	Breakthrough and Reward	Senior National Representation	Podium Success	Sustained Success			
Pathway programme stage	roundation		Performance Clubs	National Talent Development Programme	NI Performance Academy (technical subgroup)	NI Performance Academy	Conversion Academy	Performance Archery Potential Programme	Performance Arch Progra					
UK Sport level		Progression			nce Clubs / Competition mation	n Pathway	Academy			Podium				
S	performance thresh stage is not a guara	of the minimum holds for a Pathway ntee of an invitation e or to be reselected.	Performance Clubs	NTDP	NI Academy entry	NI Academy reselection (at 2 years then annually)	Conversion	PAPP	PA V	VCP				
performance thresholds	Invitations will take into account the capacity of the programme and the relative performance profiling of the whole athlete cohort. Eligible performances are those at WRS and UKRS competition within the same calendar year. Consideration may also be given to scores achieved in other procedurally robust environments such as selection shoots and camp simulations. Scores apply to the athlete's chronological category at WASO (compound), WA7O (under 21), WASO (under 14) if an athlete chooses to "shoot up" ad sistance from their chronological category, the Archery GB Outdoor Handicap tables (https://archerygb.org/resources/outdor.classifications-and-handicaps) may be used to calculate an applicable score for the purposes of minimum performance thresholds. Performance thresholds will be updated annually in line with performance need.		capacity of the programme and the relative performance profiling of the whole athlete cohort.		capacity of the programme and the relative performance profiling of the whole athlete cohort.			There are currently no minimum	RM - 550 CM - 600	RM - 620		M - Tier 1: 680+ Tier 2: 670+ Tier 3: 655+		
ıance tł			There are no score thresholds to be a member of a Performance Club	The NTDP is an open programme with no score thresholds for entry	performance thresholds for entry to the NI Academy but invitations will be considered relative to	RW - 540 CW - 590	RW - 610		W - Tier 1: 675+ Tier 2: 660+ Tier 3: 645+					
perform				the performance profiling of the whole athlete cohort			spected to be 3+ times	Athletes are expected to achieve scores at W events and particular emphasis is given to scores achieved at World Ranking Events.						
Minimum			developing a technica their overall physica	uraged to focus on ally effective shot and all athleticism as the dations for future	New NI Academy athletes are not profiled against performance thresholds until 2 years on programme to allow for an early technical focus	to demonstra performance t consideration education/life pin	nletes are expected te an upwards trajectory, with n given to key chpoints including n between distances	scoring within t athletes' per considered	ntly no minimum the tiered zone so formance will be relative to the pe of the PAPP/PAW(ores. However tracked and erformance				



Northern Ireland Performance academy and Conversion Academy – current athletes

	Foundation				Talent			FI	ite	Mastery
F1	F2	F3	T1	T2		Г3	T4	E1	E2	M1
Basic Moveme Foundations	Movement	Sports Specific Commitment and/or	Demonstration of Potential	Talent Verification	Practising and Achieving	Practising and Achieving	Breakthrough and Reward	Senior National Representation	Podium Success	Sustained Succes
ort	Foundation Progression	competition	Confir	mation		Academy			Podium	
115										
vay ge		Performance Clubs	National Talent Development Programme Perfor	NAG (technical subgroup) mance Clubs / Competition P	National Age Group athway	Conversion Academy	Performance Archery Potential Programme	Performance Archery \	Vorld Class Programme	
			Athlete de	emonstrates tech	nnical proficienc	cy for performan	ce archery			
		progression plan their training, resistance, stretc	ig to use tools and ining effectively in e.g. progressive h bands, drills and kills	Athlete understands and demonstrates effective use of tools and progression planning in their training						
Learning skills		effectively in their t	ng to use feedback training, e.g. mirrors, ch feedback	With support, athlete can use feedback effectively in their training	n use ck Athlete routinely uses feedback effectively in their training trai					
Full Draw Positi		relative positionin their joints and li movement and is technical ref	good sense of the g and movement of mbs in all planes of able to recreate key erence points endently	the relative position of their joints and shot process and is recreate key techni- independently over	ighly tuned sense of ning and movement d limbs during the s able to retain and cal reference points r prolonged periods time	The athlete perfo	erforms their shot with "unconscious competence" as dynamic utomation of the shot process has been achieved			
3			INDICATORS: Ath	lete and Coach qual	itative RAG rating					
Š		•Stance and postur	·e		Robust shot	Robust shot				
1		•Alignment				process which has been individually				
Full Draw Positi	on	•String fingers and	anchor		on technical fundamentals	honed, drawing on technical	Robust shot process under high from the first arrow			
2		Bow hand/bow shoulder			Robust shot	fundamentals	tecimical			
		String arm/string shoulder and clearance			process which is	Robust shot	1			
		•Set to set up	-	-	becoming reliably consistent in both	process which is				
		•Rotation to alignn	nent		practice and	consistent in both practice and				
Shot Sequence	- Motion	Drawing			competition	competition, from the first arrow to	Robust shot proc	ess under varying w	eather conditions	
		•Expansion			Robust shot	the last				
		•Stability			process which is becoming	Robust shot				
		•Drawing arm/dra	w elbow		consistent under	process under varying weather				
		Release fingers			varying weather conditions	conditions				
					Robust shot	Robust shot	Robust shot process under different competition form		mpetition formats,	
Shot Everities		•Bow arm			process in	process in	optimised for team rounds in particular		particular	
Shot Execution		• Bow hand			4:66	J:66				
Shot Execution		Bow hand Overall movemen	t		different competition formats	different competition formats				



Northern Ireland Performance academy and Conversion Academy – current athletes

		Athlete demonstrates	equipment skills, knowledge a	and behaviours for performance archery
		Athlete can assemble and string their bow properly	(In addition to skills, knowledge and behaviours at previous stages)	(In adition to skills, \$ knowledge and behaviours at previous stages)
		Athlete can check brace height, tiller and nock height	Athlete can carry out basic bare shaft tuning methods	Athlete can check, set
		Athlete can take down and put away their bow	Athlete can check their centre shot	yanda digiza bov, including tiller adjustment, limb
	Skills	Athlete can take care of their equipment and prevent loss or damage to their arrows	Athlete can serve a string and tie on a nocking point	alignment, nocking
		Athlete can identify when equipment needs repair	Athlete can cut arrow shafts, install points and nocks	d Athlete can tune a bow using multiple methods
		Athlete can add basic accessories to their bow	Athlete can change an arrow rest	Athlete can "micro tume", "tune for groups" and sont their arrows by
+		Athlete can adjust their sight	Athlete can measure their draw weight and arrow length	plotting
en		Athlete can fletch arrows and change nocks		
mdi		Athlete knows their bow length, bow weight, arrow length and arrow spine	Athlete knows when they are having problems with their bow tuning and how to check their equipment if their groups move or change	
Equipment	Knowledge	Athlete understands that equipment needs to be matched correctly for tuning and good arrow flight	Athlete knows the importance of arrow selection to match the bow weight and arrow length	on Athlete knows how to select the correct arrow for their set up
			Athlete ensures spare equipment is available and ready in competition	
			Keeps an equipment log noting any changes they make in their equipment and informs their coach	
	Behaviours		Athlete checks brace height and tiller every time they put their bow together together and regularly in competition	y appropriate role of sponsorship
			Athlete inspects their bow for accuracy (secure nocking point, arrow rest, bow sight mount, cushion plunger) and their arrows for accuracy (straightness, good fletching, good nocks)	
		INDICATORS: Ath	lete and Coach qualitative RAG rating	
		Athlete demonstrate	es tactical skills, knowledge and	d behaviours for performance archery
cal		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)
Tacti	Tactical awareness	Athlete is learning the fundamental rules of competition	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 opponent	project confidence and is able to

 $\label{thm:local_problem} \mbox{Version: 1.0 | Approved by: Alan Bisseker | Reviewed by: Rachel Bayley}$

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Northern Ireland Performance academy and Conversion Academy – current athletes

		F1	Foundation F2	B	T1	T2	Talent	73	T4	E1	F2	Mastery M1
FTEM	STAGES	Basic Movement	Extension and Refinement of	Sports Specific Commitment		Talent Verification	Practising and Achieving	Practising and Achieving	Breakthrough and Reward	Senior National	Podium Success	Sustained Success
UK Spo	rt Levels	Foundations	Movement Foundation Progression	and/or competition	Confir		Practising and Achieving	Academy	Breakthrough and Keward	Representation	Podium Success Podium	Sustained Success
Pathw	ay stage			Performance Clubs	National Talent Development Programme	NAG (technical subgroup)	National Age Group	Conversion Academy	Performance Archery Potential Programme	Performance Archery	World Class Programme	
					Perfo	ormance Clubs / Competition Pat	thway		Trop annie.			
						Athlete demonstrate	s physical athleticism fo	or performance archery	1			
								Athlete is beginning to individualise an effective				
		Injury prevention and performance readiness		Athlete uses a physical warm up/down routine effectively	arm up/down routine warm up/down routine w							
		Global strength and a	movement skills	Athlete understands the athleticism required for Performance Archery and is committed to engaging in a wide range of activity, including a semi-structured programme as appropriate.	Athlete understands the athleticism required for Performance Archery and is committed to engaging in a wide range of activity, including a semi-structured programme as appropriate.	programme with an understa	cured physical development anding of principles of activity ession	Athlete engages in an individualised physical development programme, taking ownership through a robust understanding of principles of activity progression				
		Global strength und		Athlete demonstrates a wide variety of movement capabilities and functions through games involving gross motor skills	Athlete demonstrates a wide variety of movement capabilities and functions through games involving gross motor skills		echnically sound functional sing bodyweight loads	Athlete can demonstrate technically sound functional movement patterns with a mechanical load and has an understanding of the underlying movement mechanics				
	Archery-specific strength behaviours		Athlete is integrating s	port-specific strength training development of drills and skill	through their effective s	Athlete is learning to integrate a programme of safe and structured bowtraining as part of their training.	Athlete employs individually appropriate bow training exercises as part of their training programme					
	Physical readiness				INDICATORS: Ath	lete and coach qualitative RAG	3 rating document					
				Physio p	rofiling to be reviewed and e	stablished as appropriate to P	athway stage - expected autu					
	<u> </u>				aight arm OR short lever side straight arm	Long lever side plank with straight arm						
	S			Crucifix hol	i 3kg OR 1kg		Crucifix hold 3kg					
2	Z.	Benchmarking meass	ıres			Single leg wall sit (L & R)						
				Tempo press up (full) OR	tempo press up (kneeling)		Tempo press up (full)					
						Draw weight						
			INDICATORS: No specific ber		sch Pathway stage but there is							
		Mealth development		Athlete understands that nutrition and hydration play an important role in their physical/mental development and integrates positive habits in their day to day life, training and competition	Athlete is learning about performance nutrition and integrates positive habits in their day to day life, training and competition			Athlete has a good working knowledge of performance nutrition and takes responsibility for ensuring they have a healthy diet optimised for their individual training and performance needs				
				Athlete understands the role that sleep plays in their physical/mental development and integrates positive habits in their day to day life	Athlete understands the role that sleep plays in their physical/mental development and integrates positive habits in their day to day life	physical/mental developm	ole that sleep plays in their sent and integrates positive day to day life	Athlete employs effective sleep hygiene strategies in their day to day lives and at pressure points such as exams and competitions				
				Athlete is aware of their responsibilities with regard to anti-doping and employs effective strategies to ensure they compete clean	Athlete is aware of their responsibilities with regard to anti-doping and employs effective strategies to ensure they compete clean	anti-doping and employs e	esponsibilities with regard to ffective strategies to ensure pete clean	Athlete understands their responsibilities with regard to anti-doping and employs effective strategies to ensure they compete clean				



Northern Ireland Performance academy and Conversion Academy – current athletes

		•	A	thlete demonstrates knowledge and behaviou	rs for performance arch	ery	
		Athlete knows basic competition procedures and understands the range of WA competition formats	Athlete understands competition procedures and can compete in the range of WA competition formats	Athlete is confident about competing in a range of WA competition formats and is able to independently manage their time in competition	Athlete is confident about competing in a range of WA competition formats and is able to independently manage their time in competition		
		Athlete is learning to focus at competition	Athlete is learning to focus at competition	Athlete is developing individual coping strategies to minimise the effect of distraction at competition	Athlete uses individual coping strategies to minimise the effect of distraction at competition		
	Competition management	Athlete is prepared for different weather conditions	Athlete is prepared for different weather conditions	Athlete has clothing, tools and personal items for all eventualities as standard and proactively responds as required	Athlete has clothing, tools and personal items for all eventualities as standard and proactively responds as required		
				Athlete makes appropriate use of coaches/support staff in competition	Athlete makes appropriate use of coaches/support staff in competition and commits to building an effective incompetition relationship with their teammates		
4)		Athlete is learning about goal-setting and employs effective deliberate practice in training, including maintaining some form of training record	Athlete is learning about goal-setting and employs effective deliberate practice in training, including maintaining some form of training record	Athlete takes part in planning and goal-setting and employs effective deliberate practice in training, with developing skills of self-review and reflection	Athlete leads on planning and goal-setting, with support, and employs effective deliberate practice in training, including self- review and reflection		
suce	Training management	Athlete is punctual when attending training	Athlete is punctual when attending training	Athlete prepares to be physically and mentally ready to train	Athlete prepares to be physically and mentally ready to train		
Athlete Intelligence	Training management			Athlete makes good use of coaches/support staff through asking intelligent questions	Athlete assumes more ownership of their training, in conjunction with coaches/support staff, through asking intelligent questions, seeking answers, employing effective problems olving and displaying appropriate decision-making		
Athle	Career duality	Athlete is becoming more aware of personal options and goals for life during and after sport, appropriate to age and stage	Athlete is becoming more aware of personal options and goals for life during and after sport, appropriate to age and stage	Athlete has a medium-term education/career plan appropriate to age and stage	Athlete has a medium/long- term education/careeer plan with professional goals appropriate to age and stage		
		Athlete is starting to understand the commitment required to be a performance athlete	Athlete is starting to understand the commitment required to be a performance athlete	With support, athlete maintains a schedule to balance training, education/work and social life/down-time including planning for pressure points	Athlete takes a proactive approach to maintaining an effective schedule and planning for pressure points		
		Athlete maintains a rounded identity which is broader than simply "archer" and has outside interests, including practising other sports	Athlete maintains a rounded identity which is broader than simply "archer" and has outside interests, including practising other sports	Athlete maintains a rounded identity which is broader than simply "athlete" and has outside interests	Athlete maintains a rounded identity which is broader than simply "athlete" and has outside interests		
		Athlete is developing more independence in their communications with coaches, appropriate to age and stage	Athlete is developing more independence in their communications with coaches, appropriate to age and stage	Athlete is working towards independently managing communications with their coach and the Pathway team	Athlete can independently manage communications with their coach, SSSM and Pathway team		
	Independent personal administration	Athlete takes part in managing their own calendar and is learning to be responsible for making sure they have everything they need	Athlete takes part in managing their own calendar and is learning to be responsible for making sure they have everything they need	Athlete takes the lead in managing their own calendar, takes part in managing other performance administration and is assuming more peoproxibility for making sure they have everything they need	Athlete independently manages their own calendar, takes the lead on managing other performance administration and is wholly responsible for making sure they have everything they need		
			INDICATORS: Athl	ete and coach qualitative RAG rating document			
Mental readiness	Psychological skills and behaviours		Psych profiling to be revi	ewed and established as appropriate to Pathway stage			

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Date: 23/05/2025 | Next review date:



Northern Ireland Performance academy and Conversion Academy – current athletes

Appendix B

Full front video



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

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

Front upper-half slow-motion



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

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

Make sure to keep the bow hand and elbow final position within the frame.



Northern Ireland Performance academy and Conversion Academy – current athletes

Close head on slow-motion



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

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

Full rear video



Head at the top and feet at the bottom within the frame.

Camera at mid-height (near belt line).

String down the centre of the limbs at full draw.

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

11

Version: 1.0 | Approved by: Alan Bisseker | Reviewed by: Rachel Bayley

Date: 23/05/2025 | Next review date:



Northern Ireland Performance academy and Conversion Academy – current athletes

Top half rear video slow-motion



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

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

Keep the entire elbow motion in the frame through the shot.

Full back video



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

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

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Northern Ireland Performance academy and Conversion Academy – current athletes

Overhead slow-motion



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

Centre the camera from the front of the bow to the back elbow, leaving room for follow through.

Keep the camera perpendicular to the floor

Line the string up down the centre of the 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.

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Northern Ireland Performance academy and Conversion Academy – current athletes

Appendix C

NTDP			Athlete Name			
Years in Archery		Assessing Coach		Assessment Date		
Years on Pathway		Age				

Score	1	2	3	4	5
	Not yet using Technique	Poor	Developing technique	Good	Gold Standard

	1	
Technique	Score	Notes
Stance		
Posture		
Body and Head Position		
Alignment		
Bow hand		
Anchor		
Bow arm/bow shoulder		
Release arm/shoulder		
String arm/string shoulder		
Peep hight setting		
Peep Scope Alignment		
Expansion		
Release execution		
Follow through		

Technical	Score	Notes
Draw weight / Peak / Hold	n/a	
Draw length	n/a	
Suitability of bow		
Release aid type and shot style		
Bow Stabilisation		
Arrows		
Tune		
Hold in gold time		
Long hold at full draw		

General notes



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