

1. Introduction:

- 1.1. It is the intent that this selection policy is as comprehensive as possible, however it is not possible to cover all eventualities. If there are matters not covered by the selection policy, these will be determined at the Performance Directors discretion, in consultation with UK Sport.
- 1.2. The Performance Archery World Class Programme (WCP) is funded through UK Sport investment. Through its investment in WCP's, UK Sport is seeking to maximise the chances of athletes winning medals at major sporting events globally, culminating every four years in success at the Olympic and Paralympic Games. This support of athletes to achieve medal success is always set in the context of the development and well-being of the whole athlete.
- 1.3. This selection policy will be reviewed and submitted to UKS annually to be endorsed by an expert panel prior to re-publication. This is to ensure that the policy remains fair and efficient; takes account of any external rule or policy amendments; and includes any relevant feedback from the selection panel, athletes, coaches and appeal panels. The next review date is August 2026.

2. Purpose of WCP Selection:

- 2.1. The purpose of selection for the Performance Archery WCP is to identify, develop and support athletes to win medals in Olympic and Paralympic categories on the world stage with a key focus on achieving Olympic & Paralympic medal success.
- 2.2. This is not a team selection policy for the Key Milestone events (Europeans, World Championships) that Archery GB selects teams for. Selection for these is subject to a separate selection policy that is ordinarily an open process and being a part of the WCP is not a prerequisite for selection.
- 2.3. The purpose of this policy is to select athletes that contribute positively to the performance environment and support the sports overall aims and performance culture.
- 2.4. This selection policy applies for selections made from October 2025 and supersedes any previous WCP selection policy.
- 2.5. APA grade retention: Where an athlete is being retained on the same grade of APA, clear targets for the next nomination period should be outlined in the APA nomination to UK Sport.

3. Principles:

- 3.1. The APA system continues to be aligned to investment in sports' high-performance programmes, with APA funding designed as a contribution to enable and support athletes to appropriately engage with their training and competition (living and sporting costs), to best prepare them for the demands associated with progression towards the Olympic and Paralympic podium. WCP membership and APA funding therefore is an award and is put in place to support an athlete's future performance(s) and is not a reward for past performance(s).

- 3.2. The APA is a grant from UK Sport to individual athletes and nothing in the arrangement shall be construed to mean that athletes are an employee or worker of UK Sport.
- 3.3. Through subjective decision making, Archery GB will use evidence-based insight through individual performance profiles to select a balanced group of athletes to target medals in Olympic and Paralympic medal events at the Los Angeles and Brisbane Games. In assessing athlete performance, the overall performance profile of an athlete is primarily established through 'performance indicator' and 'performance outcome' data and then an assessment against 'performance skills. Achieving a 'performance outcome' is only a mechanism for consideration of a programme place.
- 3.4. Athletes are assessed for membership of the WCP annually in September / October of each year.
- 3.5. WCP membership is optional. By accepting membership of the WCP and associated Athlete Performance Award (APA) funding, the athlete is agreeing to the monitoring procedures and conditions outlined in the Performance Archery Athlete Agreement.
- 3.6. This Selection Policy operates in conjunction with the UK Sport Athlete Performance Award Framework issued March 2025 (subject to ongoing review) and all relevant Archery GB policies including, but not limited to, Equality Policy, Anti-Doping Policy, Anti Bullying Policy, Transgender Policy, Data Protection Policy, Declaration of Interests and Anti Bribery Policy.
- 3.7. All athletes selected will be required to train full time at the National Performance Archery Centre.

4. Eligibility:

- 4.1. Athletes are eligible for selection to the Performance Archery WCP provided they meet [UK Sport's eligibility requirements](#) as well as the following:
 - 4.1.1. They are an Archery GB member in good standing; are not under any current disciplinary investigation; and / or have not brought the sport or governing body into disrepute.
 - 4.1.2. Have satisfied all eligibility under the rules of World Archery (WA) and subject to any changes it may introduce after the publication of this policy.
 - 4.1.3. Are eligible to represent Great Britain at international events.
 - 4.1.4. Are a British national or British passport holder.
 - 4.1.5. Will positively enhance and contribute to the Performance Archery culture and training and competition environment.
 - 4.1.6. Sign and adhere to the Performance Archery Athlete Agreement with AGB.
 - 4.1.7. For Paralympic categories - hold a current International Classification – either Confirmed Status (C) or with a Review Status (FRD) or are able to provide Medical Evidence (to the satisfaction of the AGB Chief Medical Officer ["CMO"]) that they have one of the IPC's 10 Eligible Impairments for Paralympic Sport (<https://www.paralympic.org/classification>)

5. Athlete Places:

5.1. For the LA cycle, Performance Archery have been allocated the following APA places across the WCP.

5.1.1. Olympic = up to 10

5.1.2. Paralympic = up to 12

5.2. There is no requirement for Archery GB to nominate all 22 APA places.

6. Athlete Performance Awards (APAs)

6.1. APAs are a future focussed award aimed at enabling athletes to pursue medal success in future Olympic or Paralympic Games and in other major championship events and are not a reward for performances achieved.

6.2. APAs are administered by UK Sport and are a National Lottery funded grant. Means testing will apply to athletes whose total income (including APA) exceeds £65,000 p.a. Where this is the case awards will be reduced pound for pound above this threshold.

6.3. The prerequisite condition for receiving an APA is membership of a World Class Programme (WCP), and a signed Performance Archery Athlete Agreement. Athletes will only be nominated to UKS for APA funding if they have met the selection criteria ([section 10](#)) and are progressing towards, or continuing to achieve, World Championship or Olympic/Paralympic medal-level performances. Athletes must meet the general points of eligibility criteria ([section 4](#)) to be considered for an APA.

6.4. Continued nomination for an APA place is reviewed annually against performance level, usually in September / October following that season's key milestone event. The intention of the APA matrix will be to ensure athletes are secure within the respective level of the matrix and avoid frequent moving on and off the programme.

6.5. There are 6 levels to the APA matrix which are detailed for each of the categories in [section 21 \(Olympic\)](#) and [section 22 \(Paralympic\)](#).

6.6. All APA amounts are subject to UK Sport's ability to pay (which is subject to lottery ticket sales), therefore Archery GB and UK Sport reserve the right to adjust awards accordingly whilst retaining the principles in this selection policy and APA framework.

6.7. To provide additional opportunities to athletes, there may be occasion where AGB may seek a financial contribution from athletes towards supplementary programme activity. This may be for things such as additional training camps or competitions above and beyond what the programme offers for that year, or the cycle. In these instances, these additional contributions are 1) only for additional activity aligned to your IPP and 2) are above and beyond core activity that the WCP are expected to deliver (e.g. key competitions within a year).

6.8. it would only be for costs associated with that specific athlete; and engagement in this activity (and therefore the contribution) is optional.

6.9. Payments of all APA awards are made directly by BACS payment by UK Sport. HM Revenue and Customs is aware of the Athlete Performance Award and has accepted that most athletes do not have to pay income tax on their award where it is their sole source of income. However, personal taxation and National Insurance

contributions are the responsibility of individual athletes, and it is strongly advised that athletes seek expert advice.

7. Podium and Podium Potential Programmes

7.1. **Podium APAs** are designed to contribute to an athletes' living and sporting costs, whose profile indicates a strong prospect of achieving medal winning performances at the Olympic or Paralympic Games within the LA cycle and who are already achieving international results (Performance Outcomes) within the respective category.

7.1.1. Podium awards are made at A and B levels.

7.2. **LA Potential** is designed to contribute to an athletes' living and sporting costs. This is an opportunity for athletes who have been in receipt of a Podium level award, do not currently meet the competition outcome standards to retain an A or B award, yet remain a strong medal prospect for LA 2028

7.2.1. LA Potential awards are made at B* grade

7.2.2. Due to the frequency of Tier 1 events, in exceptional circumstances 'LA Potential' funding can be awarded for no more than one year, however, may be extended for up to two years in the first year of the LA cycle to recognise an athlete's developmental requirement during this period.

7.2.3. If an athlete meets the Performance Outcome at A or B level, but they aren't consistently hitting the Performance Indicators within their respective category, then this will be reviewed on a case-by-case basis with UK Sport, and their award level may be subject to additional performance measures.

7.3. Podium award values are fixed and have been set by UK Sport to reflect a contribution to the essential costs associated with living as a high-performance athlete and a member of a NGB-run high-performance programme.

7.4. **Podium Potential APAs** are designed to contribute to sporting costs for athletes who have met the stated performance outcomes and been identified and confirmed as having the potential to bridge the gap to Olympic and Paralympic medal success at the Brisbane 2032 Games and have made the commitment to pursue this goal.

7.4.1. Podium Potential awards are made at C and D levels.

7.5. **Entry Level APAs** are designed to contribute to sporting costs for athletes in their first 1-2 years of inclusion in high-performance programmes, to provide a period through which the potential of the athlete is explored and confirmed.

7.5.1. Entry Level awards are made at E grade.

7.6. Podium Potential and Confirmation award values for C, D and Entry respectively have been defined on a sport specific basis to reflect the indicative costs incurred directly by athletes at this level. The range for these costs has been dictated by UK Sport.

8. WCP Term

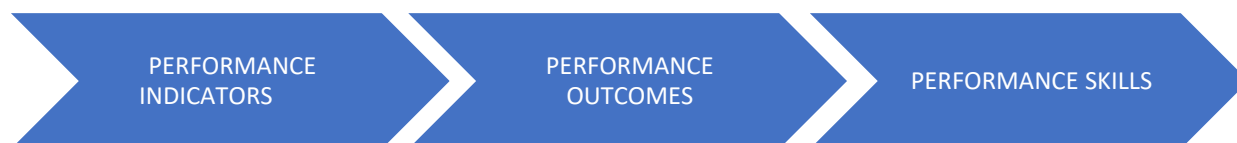
- 8.1. Athletes selected through this Selection Policy in October 2025 are entitled to a WCP Place for a period of 12 months from 01 November through until 31 October 2025.
- 8.2. Thereafter (Years 3 & 4) athletes will be nominated for a period up to 12 months, with selection and nomination taking place in September / October each year.
- 8.3. The Performance Director may nominate an athlete achieving A or B band APA funding through World Championship performances to receive the same level APA funding for two years subject to the athlete demonstrating a clear and compelling Performance Profile indicating World Championship and/or LA Olympic / Paralympic Games medal performance. This will always be subject to compliance with and adherence to their IPP including goals and objectives agreed with the Performance Manager / Head Coach.
- 8.4. At any point in the cycle, subject to available spaces, the Performance Director may nominate an athlete transitioning into the WCP for the first time from the Pathway at E level for a period of up to 2 years subject to satisfactory engagement and/or progress within the programme prior to full confirmation as a podium potential athlete.

9. Selection Timeline:

- 9.1. The qualifying score timeframe that will be considered for evidence within the APA Matrix will be the 2024 outdoor season although historical performances that demonstrate international competitiveness and pedigree within the Paris cycle will be considered as part of an athlete's performance trajectory.
- 9.2. Selection for the Olympic and Paralympic categories will take place in October 2025 and APAs will then run in line with the WCP Term (section 8).

10. Selection Criteria / APA Matrix:

- 10.1. There are no certainties in performance, so the selection criteria are designed to balance future potential (Performance Indicators), performances achieved (Performance Outcomes) and the skills and behaviours (Performance Skills) that are necessary for sustainable and long-term performance success.
- 10.2. To that end, in keeping with the intent for APA's to be a future focussed award aimed at enabling athletes to pursue World Championship or Olympic/Paralympic medal success and not being a reward for performances achieved, athletes will be considered for selection to the Performance Archery WCP based on the following performance characteristics.



- 10.3. **Performance Indicators** – evidences an athlete's performance in relation to the identified performance standards within each category ([section 21 Olympic](#) / [section 22 Paralympic](#)) This is broken down into two key areas:
 - 10.3.1. Trajectory: how an athlete's performance in qualification and elimination matches is trending, and any relevant mitigations

10.3.2. Performances against Performance Standards: an athlete's ability, evidenced in competition, to achieve the respective performance standards set out [section 21 Olympic](#) / [section 22 Paralympic](#) in their respective category and Tier of event.

10.3.2.1. Performance Standards have been identified as the level that indicates a high probability of making medal matches at the different levels of event. However, this is a high standard that isn't always met by medallists.

10.3.2.2. Nevertheless, an athlete that is consistently hitting and staying within the performance standards shows a much greater likelihood of being a medallist.

10.4.**Performance Outcomes** - evidences an athlete's ability to convert performances within competition as outlined in the APA Matrix:

10.4.1. [Section 21 Olympic APA Matrix](#)

10.4.2. [Section 22 Paralympic APA Matrix](#)

10.4.3. There are occasions whereby it is possible to win medals and achieve high finishing positions with performances that don't align to the performance standards. Athletes who can convert performances into medals show the performance mindset and ability to convert under pressure. These performances are often another good indicator of future medal potential.

10.4.4. Achieving a Performance Outcome does not guarantee selection for the World Class Programme. Furthermore, where more athletes achieve Performance Outcomes than there are places available at that level, priority will be given to athletes demonstrating Performance Indicators and Performance Skills with the most potential of achieving World Championship or Olympic/Paralympic medal-level performances in the LA or Brisbane cycle.

10.5.**Performance Skills** – identify an athlete's willingness and ability to utilise the skills that are identified as contributing behaviours to performance in a range of settings. Athletes will be profiled (including self-profiling for those outside WCP) against the Performance Skills Framework to identify where an athlete currently sits, and where key areas of support are required to enable the athlete to pursue sustainable and long-term performance success.

10.6. In addition to performance outcomes, athlete behaviours will be a key consideration in squad selection. We are committed to fostering a high-performance culture built on respect, integrity, and accountability. Athletes are expected to demonstrate adherence to their IPP, professionalism, teamwork, and a commitment to the values of the programme both on and off the field of play. Selection decisions will reflect not only performance achievement but also the behaviours that contribute positively to the environment, cohesion, and reputation of the squad.

11. Selection Panel:

11.1. The selection panel for the respective category will be made up of the following:

- 11.1.1. Performance Director (voting)
- 11.1.2. Performance Coaches (Olympic / Paralympic as relevant) (Voting)
- 11.1.3. Head of Performance (Voting)
- 11.1.4. Independent Performance Expert (observer)
- 11.1.5. Note taker (as required)

11.2. Where additional input is required, such as in the instance of injury / illness or from a pathway perspective, the respective members of staff may be invited to take part as required, although they will not be involved in the decision-making process.

11.3. If there is a tie in voting, the Performance Director will have the casting vote.

11.4. If there are less than 3 voting members available, the Performance Director may appoint a substitute or rearrange the meeting to ensure that it is quorum.

12. Selection Process:

12.1. Athletes outside of the World Class Programme will be required to submit an online Expression of Interest [CLICK HERE](#) for selection, confirming they are able to meet the WCP requirements for the LA Cycle and satisfy the [eligibility requirements \(section 4\)](#). All World Class Programme Athletes will automatically be considered.

12.1.1. The deadline for submitting the Expression of Interest (EOI) is – National Squad, 02.10.25 / Para National Squad, 09.10.25 by midnight.

12.1.2. Athletes must also send a copy of all their performance/ competition scores from 01 October 2024 to 01 October 2025 to Katy Cummings (katy.cummings@archerygb.org) by the EOI deadline, outlined in 12.1.1.

12.2. The above process will first assess whether the performance criteria is sufficient for athletes to be considered for inclusion in the long list.

12.3. Following the process outlined in 12.2 those that do meet the requirements will form the long list of current and prospective (i.e. non-current) WCP members that will be identified for consideration by the selection panel. Those who do not will be informed.

12.4. Athletes international and domestic (where applicable) performances will be mapped against the [Selection Criteria \(section 10\)](#).

12.5. The APA Matrix identifies the minimum levels required to be considered for an APA and a place on the Performance Archery WCP.

12.6. Athletes will then be collectively reviewed against the [Selection Criteria \(section 10\)](#) and the number of available athlete places.

12.7. The selection panel will then identify a short list of proposed WCP athletes who are nominated to UK Sport.

13. UK Sport Nomination Process:

- 13.1. WCP selection will take place for the National Squad on Monday 06 October 2025, and for the Para National Squad on Monday 13th October 2025. Athletes will be informed in writing of the outcome of the selection panel and whether they are being nominated to UK Sport for an APA within 48 hours of the selection meeting.
- 13.2. Following confirmation of nomination, Athletes will be provided with the 2025-2026 Performance Archery Agreement, which sets out what the athlete can expect from the programme and what is expected of the athlete during the period of WCP membership.
- 13.3. AGB will then submit the nominated athlete names to UK Sport, who will review the nominated athletes and will either accept or challenge these nominations.
- 13.4. If agreed, AGB will communicate the outcome of selection in writing to the athlete, the athlete will then be contacted directly by UK Sport to initiate the process of application after which an APA offer is made.
- 13.5. Once an athlete nomination is successful, each athlete will need to sign and return the 2025-26 Performance Archery Athlete Agreement.
- 13.6. AGB will thereafter organise the selection process in each subsequent year to align with the term of existing award agreements, ensuring athletes already supported with an APA can be informed of selection decisions no later than one month before the current award agreement is due to expire.

14. Exceptional Circumstances

- 14.1. It is recognised that there may be exceptional circumstances affecting an athlete's ability to meet the Performance Standards set out within this policy, yet they can still demonstrate, in both training and competition, an evidence-based performance profile towards LA 2028.
- 14.2. If an athlete considers they have a case for exceptional circumstances they must apply for consideration of these in writing to the Performance Director setting out:
- 14.2.1. Full details of the exceptional circumstance(s).
 - 14.2.2. The impact during the season.
 - 14.2.3. How the circumstances were raised and managed with their coach / WCP during 2024.
 - 14.2.4. How the athlete demonstrates an evidence-based performance profile towards Los Angeles 2028; and
 - 14.2.5. Provide any supportive evidence (which may include medical evidence or performance data).
- 14.3. Any application for consideration under this clause **MUST** be received by email to the Performance Director (mark.beecher@archerygb.org) by 12noon on Monday 29th September 2025.
- 14.4. Any request for exceptional circumstances will be considered by the Performance Director at their sole discretion. If the Performance Director considers exceptional circumstances apply, this will be considered within the context of selection.

15. Suspension & Deselection

- 15.1. All Performance Archery WCP athletes are bound by AGB's Grievance and Discipline policies which may impact on selection.

- 15.2. The Performance Director may recommend to UK Sport that an athlete is suspended from the WCP because of a formal disciplinary process at any time during the investment period which would be reviewed under the UK Sport Eligibility Policy to ascertain if a funding suspension is also imposed.
- 15.3. Further information regarding the circumstances around suspension from the WCP are documented within AGB's Team Member Agreement, Performance Athlete Agreement and AGB's Disciplinary Policies and Procedures ([click here](#))
- 15.4. During a funding year, athletes will be notified if their place on the WCP is at risk before the WCP term finishes. The WCP will seek to develop a plan in conjunction with the athlete to address any performance or commitment concerns. If the athlete remains off-track or fails to engage in the plan developed the Performance Director can make a recommendation to withdraw an athlete from the WCP prior to the end of the WCP term.

16. Injury & Illness:

- 16.1. In the event of injury/illness (both from a physical and mental health perspective), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete will continue to receive their full APA up to three months from the point the injury/illness occurred or was identified.
- 16.2. If after three months the athlete remains unavailable for full selection or training, an expert review will be undertaken to confirm the likelihood that the athlete remains able to pursue success in the Olympic/Paralympic Games and to agree a return to training / competition plan.
- 16.3. Each case will be considered on its own merit, and further expert advice may be sought where the long-term impact of the injury/illness is unclear (such as referral to the mental health expert panel). The athlete's progress against the timetable will need to be reported to UK Sport every three months thereafter, until the athlete has either fully resumed training and competition or left the programme.
- 16.4. Subject to satisfactory evidence of the likelihood of return, the APA should continue to be paid at the existing award level for up to a year but will only be extended beyond this in exceptional circumstances.
- 16.5. Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, or ability to commit to the required performance programme, or where the athlete has shown neither progress nor commitment to the agreed rehabilitation programme, the athlete can be removed from APA support providing an appropriate period of notice is given – see section 19.4

17. Pregnancy

- 17.1. Being pregnant and an elite athlete should not be mutually exclusive. To ensure support is provided for athletes who wish to have a child whilst they are a member of the Performance Archery WCP and in receipt of an APA, athletes will remain eligible to access their full APA (subject to means testing) for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months post childbirth.
- 17.2. Continued access to the APA post childbirth will be dependent on:

17.2.1.1. The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth.

17.2.1.2. At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – this plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally and the nature of the event they are returning to.

17.2.1.3. Monitoring, reviewing, and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

17.3. If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before the APA funding stops.

17.4. At nine months post childbirth the potential of the athlete will be assessed and confirmed to UK Sport in order to continue to access the APA. It is important to note that this assessment should indicate the athlete's future medal potential and not necessarily performance outcomes.

17.5. An athlete who announces retirement from their sport during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before the APA terminates.

17.6. In the event of complications either during the pregnancy or post childbirth, this policy will be flexed as is reasonable to accommodate these circumstances on a case-by-case basis.

18. Athlete Programme Breaks

18.1. An athlete may request "time away" from their sport.

18.2. Typically, athlete programme breaks will be undertaken in the first two years of a cycle (typically four years).

18.3. In the event of an athlete taking a programme break, the APA can continue to be received for a maximum of 12 months. For breaks of up to 6 months, the athlete will receive their full APA (subject to means testing) from the point the break is agreed with the Performance Director. For requests of between 7 and 12 months, the athlete will receive 50% of their APA.

18.4. Each case will be considered on its own merit, reflecting on but not be limited to the following criteria:

18.4.1. The athlete's performance trajectory and selection expectations, considering any impact on World rankings, qualification (should the request be made in cycle), and any other considerations that might materially impact on the athlete's ability to meet agreed Games targets. Athletes should acknowledge the impact this may have on the APA nominated for at the formal athlete review.

18.4.2. A strong performance rationale for the break.

18.4.3. An agreed fitness programme being in place, ensuring an appropriate level of fitness is retained to enable a smooth transition back into the programme at a mutually agreed time.

18.4.4. Touch points with the programme being agreed.

18.5. Upon agreement of a programme break, the athlete will need to be renominated for an APA on the Athlete Nomination Portal, up to a maximum 6 months. At 6 months, an athlete review will be conducted, and a renomination is required.

18.6. For programme breaks of less than 3 months, nominations are not required.

18.7. Continued access to the APA post programme break will be dependent on:

18.7.1. The athlete's intention to return to the sport and the programme being discussed and confirmed no later than one month before the programme break end date.

18.7.2. At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition.

18.7.3. Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

18.8. If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).

18.9. An athlete may request "time away" from their sport only once in an Olympic or Paralympic cycle (typically four years).

19. APA Funding During Athlete Transition:

19.1. **Athletes Joining the Programme:** all athletes will undertake an induction process when joining the World Class Programme and when changing between levels of the Performance Pathway. Where athletes are new members of the programme and are receiving an APA for the first time, AGB will ensure the athlete(s) are provided with sufficient support and opportunity to effectively transition into the programme

19.2. **Transition Between Sports:** where an athlete is attempting to transfer between two sports, and is currently in receipt of an A, B, C, or Games Potential APA, the athlete can be nominated for a transitional APA for up to two years before being expected to meet the APA selection standards in the new sport.

The APA can be extended beyond 12 months where circumstances prevent an athlete achieving a result or performance, which could include

19.2.1. Injury, illness (section 16), or pregnancy (section 17)

19.2.2. External factors such as cancelled competition opportunities

19.2.3. The sport's schedule for athlete selection not aligning to this timescale.

19.3. **Transition Between Countries:** athletes who wish to transfer from another country to compete for Team GB, Paralympics GB and the NGB at international competitions are not eligible to receive Public Funding and/or Publicly Funded Benefits until the Athlete (in addition to obtaining a British Passport or British Nationality) has received written confirmation from the BOA or BPA and the NGB of their eligibility to compete at international competitions.

19.3.1. Notwithstanding the above, Training Partners will be eligible to receive Publicly Funded benefits only where they have the right to work (in accordance with 3.3 of the Eligibility Policy) and meet all other eligibility criteria set out within the Eligibility Policy.

19.3.2. Where a GB athlete wishes to transfer to and compete for another country, and / or if they have already qualified for the other country and obtained results (that means they are no longer eligible to compete

for, or represent GB at international competitions), then the athlete will not be entitled to receive any Public Funding and/or Publicly Funded Benefits, as outlined in paragraph 3 of the Eligibility Policy.

19.4. Athletes Leaving the Programme: At the beginning of each season, as part of the programme induction, athletes will be provided with AGB's Transitions Plan which outlines the approach, (including the policies and processes) and the support available for the health and welfare of athletes leaving the programme.

19.4.1. A notice period of one-month will be provided to all athletes that are no longer nominated for an APA, or who will receive a reduction in APA funding due to the grade at which they have been nominated. This period of notice will be within an athlete's current award term.

19.4.2. For example, an athlete in receipt of an APA from 1 November 2025 – 31 October 2026 will be informed that they are no longer nominated for an APA through their athlete review by 31st September 2025. This is to allow for this notice period and paperwork to be turned around.

19.5. Athletes that are no longer nominated for an APA will receive formal and written confirmation of their one month's notice, and the period of any additional transitional funding received, as per the framework in 23.7 below. The start date (first day of the month) and end date (last day of the month) will be clearly stated.

19.6. Additional transitional funding will be offered at the current APA grade for a period dependent on the total continuous period of programme membership. This additional transitional funding will be provided as follows:

19.6.1. >1 year but <2 years = 1-month transitional award

19.6.2. >2 years but <3 years = 2 months transitional award

19.6.3. >3 years = 3 months transitional award

19.7. Archery GB will provide continued access to identified and agreed essential services and support during the transitional period and specifically to medical services where this is necessary to support the treatment of a pre-existing medical condition.

19.8. Athletes leaving the WCP will receive Performance Lifestyle support for up to 6 months following cessation of their APA.

19.9. Once an athlete leaves the programme, they will no longer receive access to medical cover through AMS. However, AMS cover will continue for up to a maximum three months after the month their funding ceases, for an existing medical claim and treatment to finish. No new claims can be opened within this three-month extension period.

If an athlete's pre-authorised treatment is postponed and the rearranged date is outside this 3-month window, the athlete must contact the AMS Manager at ams@teamgb.com as soon as possible to ensure the rearranged treatment will be covered.

19.10. Where an athlete is leaving the programme for disciplinary reasons, or due to a lack of engagement in the programme, AGB and UK Sport in consultation, have the discretion to revoke any transitional funding or support.

19.11. Any athlete returning to the programme having previously received transitional funding will begin a new period of programme membership. As per framework above in 19.7.

20. Appeals:

20.1. Any appeal in regard to the process outlined within this policy must be registered in line with the process identified in the AGB Performance Appeals Process (v2.0) (<https://archerygb.org/files/selection-appeals-policy-130923091133.pdf>)

21. WCP APA Matrix - Archery GB Performance Standards

Performance Standards

National Squad

The Qualification Zones and 1 Arrow Average (1AA) values in matches won have been derived from a comprehensive piece of work analysing results of all Olympics, World Championships and World Cups from 2014 to 2025. This work was carried out by the UK Sports Institute Data Analysis team in February 2025.

Athletes who won medals had a higher 1 Arrow Average than athletes who demonstrated they were able to win matches but not medals; therefore the 1 Arrow Average at A level relates to a medal winning 1 Arrow Average and the 1 Arrow Average at B-D level relate to a match winning 1 Arrow Average.

The analysis showed that the higher the qualification position in the ranking round there was a greater probability of winning a medal. Therefore, the Qualification Zones in the performance standards indicate the probability of an athlete winning a medal based upon where they qualify in the ranking round.

As the analysis was purely done in relation to Tier 1 events, there are currently no set Qualification Zones for European level Tier 2 events. However, the 1 arrow averages demonstrate an ability to win matches at World Level and are not influenced by the strength and depth of competition (unlike qualifying position). Therefore, these continue to be used at performance indicators at C & D level.

Olympic Performance Standards – Tier 1 Events (Olympic Games, Senior World Championships, World Cup Legs, World Cup Finals)										
APA Level	Recurve Men Individual		Recurve Women Individual		Recurve Men Team		Recurve Women Team		Recurve Mixed Team	
	Qualification Zone	1AA from matches won	Qualification Zone	1AA from matches won	Qualification Zone	1AA from matches won	Qualification Zone	1AA from matches won	Qualification Zone	1AA from matches won
A	1-4	9.44	1-5	9.23	1-4	9.25	1-3	9.07	1-3	9.25
B	5-11	9.24	6-13	9.01	5-6	9.21	4-6	8.97	4-6	9.18
C	12-16	9.24	14-22	9.01	7-10	9.21	7-8	8.97	7-8	9.18
D	17-64	9.24	23-64	9.01	11-24	9.21	9-24	8.97	9.24	9.18

*1AA = 1 Arrow Average

Olympic Performance Standards – Tier 2 Events (European Championships, European Games)					
APA Level	Recurve Men Individual <i>1AA from matches won</i>	Recurve Women Individual <i>1AA from matches won</i>	Recurve Men Team <i>1AA from matches won</i>	Recurve Women Team <i>1AA from matches won</i>	Recurve Mixed Team <i>1AA from matches won</i>
C	9.24	9.01	9.21	8.97	9.18
D	9.24	9.01	9.21	8.97	9.18

Para National Squad

The amount of data available for Paralympic categories is significantly less than that of Olympic categories due to the number of events held and the number of entries at these events. As such, the recurve categories will remain using a set score average as an indicator of performance level rather than a 1 arrow average.

The Qualification Zone represents where circa 80-90% of medallists qualify in the ranking round and the Performance Zone (PZ) in Elimination Matches represents the scores that would win circa 90% of matches. These elimination scores are in zones as the score required to win circa 90% of matches in the 1/32 elimination is lower than that required to win circa 90% of matches in a 1/4 final. This is due to the standard increasing throughout the competition, the average is therefore what is looked at across all elimination matches.

Paralympic Performance Standards – Tier 1 Events (Paralympic Games, Para World Championships)									
	W1M	W1W	W1X	CMO	CWO	CXO	RMO	RWO	RXO
Perf. Zone Qualification	Top 7	Top 6	Top 4	Top 5	Top 8	Top 4	Top 9	Top 6	Top 4
Perf. Zone Ems	Av. 136	Av. 130	Av. 137	Av. 144	Av. 142	Av. 152	Av. 27*	Av. 26*	Av. 34*

Paralympic Performance Standards – Tier 2 Events (Paralympic Games, Para World Championships)									
	W1M	W1W	W1X	CMO	CWO	CXO	RMO	RWO	RXO
Perf. Zone Qualification	Top 7	Top 4	Top 4	Top 8	Top 8	Top 6	Top 8	Top 6	Top 6
Perf. Zone Ems	134–142 (138 Av)	123-137 (130 Av)	128-138 (130 Av)	143-147 (145 Av)	140-146 (143 Av)	151-155 (153 Av)	27*	26*	35*

OLYMPIC PODIUM

The performance standards at Olympic Podium provide an indication of qualification positions and H2H 1 Arrow Averages and are used to support nominations. If an athlete meets the performance outcome at A or B level, but they do not achieve any of the performance indicators at the event, then this may be reviewed on a case by case basis with UK Sport. Dependent on the quality of the event, their proximity to the performance standards, their current performance trajectory and their current award level, athletes may still be awarded podium funding, but it may be subject to additional trajectory-related performance measures.

Podium awards based upon results at a single World Cup can only be used to support B funding in years where there are no World Championships or Olympic Games. Podium awards based upon more than one World Cup in a season can be used in any year. In both instances they will be considered alongside other performance indicators. This is because there are up to 4 World Cup opportunities per year.

Level	Award	Overview	Performance Indicators	Performance Outcomes
A	£29,000 p.a.	<p>Athletes must have hit:</p> <ul style="list-style-type: none"> One of the performance outcomes at an Olympic Games or World Championships. 	<ul style="list-style-type: none"> Qualifying within the Qualification Zone <u>or</u> have a <u>medal winning</u> 1AA over all sets in winning matches <p>At Tier 1 events (see attached Performance Standards Table)</p>	<ul style="list-style-type: none"> <i>Olympic Games</i>: Medal (individual, team or mixed team) <i>Senior World Championships</i>: Medal (individual, team or mixed team)
B	£24,000 p.a.	<p>Athletes must have hit:</p> <ul style="list-style-type: none"> One of the performance outcomes at an Olympic Games or World Championships <u>or</u> Performance outcomes at <u>more than one</u> World Cup in a competitive season <u>or</u> Performance outcomes at one World Cup (in a year where there are no World Championships or Olympic Games) 	<ul style="list-style-type: none"> Qualifying within the Qualification Zone. have a <u>match winning</u> 1AA over all sets in winning matches <p>At Tier 1 events (see attached Performance Standards Table)</p>	<ul style="list-style-type: none"> <i>Olympic Games</i>: top 8 (individual) top 6 (team or mixed team) <i>Senior World Championships</i>: top 8 (individual) top 6 (team or mixed team) <p><i>World Cup</i>: achieve two results either Team or Individual – 1 x Top 4 Individual / 1 x Top 8 Team in non-World Championship Years</p>
LA Potential	£20,000 p.a.	<p>Athletes will only be considered at this level where they have previously been in receipt of a Podium A or B level award and there are exceptional circumstances that have prevented them retaining an award at that level.</p> <p>Despite not meeting the Performance Outcome to remain at A or B level, there will be strong evidence through their performance trajectory data in line with the performance standards to show that the athlete can bridge the gap to medal success in LA and has made the commitment to do so.</p> <p>LA Potential awards are being held for no more than one year. However, they may be extended for up to two years in the first year of the LA funding cycle to recognise an athlete's developmental requirements during this period.</p>		

OLYMPIC PODIUM POTENTIAL

Level	Award	Overview	Performance Indicators	Performance Outcomes
C	£19,800 p.a.	<p>Athletes must have hit <u>either</u>:</p> <ul style="list-style-type: none"> Two of the performance outcomes within a year <u>or</u>; One performance outcome <u>and</u> one of the performance indicators <u>or</u>; Two of the performance indicators within a year. <p><i>If there are extenuating circumstances, an athlete can still be considered at this level without having achieved a Performance Outcome. This is provided there is strong evidence through their Performance Indicators at this level and Performance Trajectory to show that the athlete is capable of bridging the gap to Podium level and has made the commitment to do so.</i></p>	<ul style="list-style-type: none"> Qualifying within the Qualification Zone at <u>a Tier 1*</u> event; or have a <u>match winning</u> 1AA over all sets in winning matches at a <u>Tier 1 or Tier 2</u> event <p>(see attached Performance Standards Table)</p> <p>*due to there not being any set Qualification Zones at tier 2 events.</p>	<ul style="list-style-type: none"> <i>Tier 1 - Olympic Games / World Championships / World Cup: top 16 (individual) top 8 (team)</i> <i>Tier 2 - European Championships / European Games: top 8 (Individual) top 6 (team)</i> <i>Tier 2 - Youth World Championships: top 8 (individual)</i>
D	£12,825 p.a.	<p><i>If there are extenuating circumstances, an athlete can still be considered at this level without having achieved a Performance Outcome. This is provided there is strong evidence through their Performance Indicators at this level and Performance Trajectory to show that the athlete is capable of bridging the gap to Podium level and has made the commitment to do so.</i></p>	<ul style="list-style-type: none"> Qualifying within the Qualification Zone at <u>a Tier 1*</u> event; or have a <u>match winning</u> 1AA over all sets in winning matches at a <u>Tier 1, Tier 2 or Tier 3</u> event <p>(see attached Performance Standards Table)</p> <p>*due to there not being any set Qualification Zones at tier 2 events.</p>	<ul style="list-style-type: none"> <i>Tier 1 - Olympic Games / World Championships / World Cup: demonstrate ability to win a match</i> <i>Tier 2 - European Championships / European Games: top 16 (Individual) top 8 (team)</i> <p><i>Tier 3 - Minor World Ranking events: Medal (Individual)</i></p>
D1	£10,000	Athletes who have undergone Archery GB's confirmation process and have demonstratable potential for future Games. Athletes at this level will be committed to centralised training at Lilleshall and showing a positive trajectory in their development and programme expectations (e.g., in relation to performance indicators, outcomes and skills relative to age and stage of development).		
Entry	£7,875	New athletes to the WCP whose potential are being explored and confirmed. Athletes will spend no longer than two years at this level		

22. Paralympic APA Matrix

The amount of data available for Paralympic categories is significantly less than that of Olympic categories due to the number of events held and the number of entries at these events. As such, the recurve categories will remain using a set score average as an indicator of performance level rather than a 1 arrow average.

The Qualification Zone represents where circa 80-90% of medallists qualify in the ranking round and the Performance Zone (PZ) in Elimination Matches represents the scores that would win circa 90% of matches. These elimination scores are in zones as the score required to win circa 90% of matches in the 1/32 elimination is lower than that required to win circa 90% of matches in a 1/4 final. This is due to the standard increasing throughout the competition, the average is therefore what is looked at across all elimination matches.

A comprehensive piece of work is being finalised by the UKSI which will enable us to review the performance standards and include the most up to date data from the Paris Cycle. These revised performance standards will be released ahead of World Class Programme selection in September / October 2025.

PARALYMPIC PODIUM				
The performance standards at podium level provide an indication of the qualification positions and H2H performances attained by athletes achieving these outcomes at World level and are used to support nominations. In the event that an athlete meets the performance outcome at A or B level, but they do not achieve any of the performance indicators at the event, then this may be reviewed on a case-by-case basis with UK Sport. Dependent on the quality of the event (and depth of category for Para), their proximity to the performance standards, their current performance trajectory and their current award level, athletes may still be awarded podium funding, but it may be subject to additional trajectory-related performance measures.				
Level	Award	Overview	Performance Indicators	Performance Outcomes
A	£29,000 p.a.	Athletes must have hit: <ul style="list-style-type: none"> One of the performance outcomes at a Paralympic Games or Para World Championships. 	<ul style="list-style-type: none"> Qualifying within the Qualification Zone shoot Performance Zone scores across the elimination matches (not including medal matches) at a Tier 1 event (see attached Performance Standards Table)	<ul style="list-style-type: none"> <i>Paralympic Games</i>: Gold Medal (individual or mixed team) <i>Para World Championships</i>: Gold Medal (individual or mixed team) Athletes must agree and adhere to an Individual Performance plan.
B	£24,000 p.a.	Athletes must have hit: <ul style="list-style-type: none"> One of the performance outcomes at a Paralympic Games or Para World Championships. 	<ul style="list-style-type: none"> Qualifying within the Qualification Zone shoot Performance Zone scores across the elimination matches (not including medal matches) at a Tier 1 event (see attached Performance Standards Table)	<ul style="list-style-type: none"> <i>Paralympic Games</i>: Silver or Bronze medal (individual or mixed team) <i>Para World Championships</i>: Silver or Bronze medal (individual or mixed team)

LA Potential	£20,000 p.a.	<p>Athletes will only be considered at this level where they have previously been in receipt of a Podium A or B level award and there are exceptional circumstances that have prevented them retaining an award at that level.</p> <p>Despite not meeting the Performance Outcome to remain at A or B level, there will be strong evidence through their performance trajectory data in line with the performance standards to show that the athlete is capable of bridging the gap to medal success in LA and has made the commitment to do so.</p> <p>LA Potential awards are made for no more than one year. However, they may be extended for up to two years in the first year of the LA funding cycle to recognise an athlete’s developmental requirements during this period.</p>		
PARALYMPIC PODIUM POTENTIAL				
Level	Award	Overview	Performance Indicators	Performance Outcomes

C	£19,800 p.a.	<p>Athletes must have hit <i>either</i>:</p> <ul style="list-style-type: none"> One of the performance outcomes and one of the performance indicators at a Tier 2 event; <u>or</u> Hit one of the Tier 1 performance indicators at a Tier 1 event. <p><i>Consideration will be taken into the number of entries and depth of a category at Tier 2 events.</i></p> <p><i>If there are extenuating circumstances, an athlete can still be considered at this level without having achieved a Performance Outcome. This is provided there is strong evidence through their Performance Indicators at this level and Performance Trajectory to show that the athlete can bridge the gap to Podium level and has made the commitment to do so.</i></p>	<ul style="list-style-type: none"> Qualifying within the Qualification Zone shoot Performance Zone scores across the elimination matches (not including medal matches) <p>(see attached Performance Standards Table)</p>	<ul style="list-style-type: none"> <i>Tier 2 (Para World Ranking Events): Medal (individual or Mixed Team)</i> <p><i>Consideration may also be taken for athletes competing at any other non-Para World ranking event e.g. AGB National Tour, World Cups</i></p>
D	£12,825 p.a.	<p>Athletes should be showing an upward trajectory and increase in the frequency of Performance Zone scores and finishing positions at Tier 1 and 2 events</p> <p><i>If there are extenuating circumstances, an athlete can still be considered at this level without having achieved a Performance Outcome. This is provided there is strong evidence through their Performance Indicators at this level and Performance Trajectory to show that the athlete can bridge the gap to Podium level and has made the commitment to do so.</i></p>	<ul style="list-style-type: none"> Qualifying within the Qualification Zone shoot Performance Zone scores across the elimination matches (not including medal matches) <p>(see attached Performance Standards Table)</p>	
D1	£10,000	Athletes who have undergone Archery GB's confirmation process and have demonstratable potential for future Games. Athletes at this level will be committed to centralised training at Lilleshall and show a positive trajectory in their development and programme expectations (e.g., in relation to performance indicators, outcomes and skills relative to age and stage of development).		
Entry	£7,875	New athletes to the WCP whose potential are being explored and confirmed. Athletes will spend no longer than two years at this level		

23. Performance Skills

Performance Skill		Descriptor	Awareness	Motivation	Reactive Use		Proactive Use		Consistent Use
1	Self Awareness	Has an accurate awareness of own thoughts, feelings, physiological responses, and actions; and understands how these impact themselves and those around them	Knowledge and awareness of the skill and ability to articulate it's benefits to themselves /others / and the programme in different contexts. Accurate awareness that they could be better at this skill "I agree this is an important skill to have and it is something I could develop more"	Shows a willingness and desire to develop and use this skill. Encourages themselves/is actively trying to be better at this skill (even if not always executing well) "I want to develop this skill. How can I do this? I've been trying to do this..."	Ability to use the skill in the here and now - using it in the moment, last minute and/or in the short-term without much forethought. May be evidenced by only using this skill when it is essential or when they are reacting to a need/problem in the moment				Ability to autonomously and consistently apply this skill appropriately over a sustained length of time to multiple contexts. Includes both reactive use (e.g., dealing with issues) and proactive use (e.g. maintaining strengths, preventative)
2	Self Regulation	Ability to manage one's own thoughts, feelings and behaviours in healthy and appropriate ways in <u>pursuit of success</u> to support themselves and those around them				a: Reactive use of the skill with support. Can use the skill when prompted/reminded/supporte d to do so	a: Proactive use of the skill with support. Can use the skill proactively when prompted/reminded/supporte d to do so		
3	Communication	Shares ideas and feelings effectively whilst understanding and appreciating ideas and feelings of others.							
4	Engagement	Is collaborative in their approach (uses the people around them), takes opportunities to learn from all areas of the programme and actively uses <u>learning / feedback</u> to support their development and performance, both individually and in a team.							
5	Adaptability	Openness and ability to change when it is required / be consistent in variable environments, learn from experience and embrace challenges to improve performance and become more effective.				b: Reactive use of the skill without support. Can autonomously use the skill well in the most appropriate way. Self-driven use of the skill	Ability to think ahead and anticipate when they may need to use this skill the most and how they would do this. Using the skill in a proactive and timely fashion to prevent problems from arising, and consideration of a long term and bigger picture focus	b: Proactive use of the skill without support. Can autonomously use the skill proactively in the most appropriate way. Self-driven use of the skill	
6	Perserverance & Drive	Ability to continuously push and work towards goals despite setbacks and commit to the levels of effort and/or passion needed to improve performance.							
7	Goal-setting & Planning	Able to set realistic and challenging goals, and make and adhere to a plan that maximises chance of achieving these.							
8	Organisation	Ability to plan, prioritise and efficiently manage time and energy appropriately in order to meet their individual goals and the requirements of the programme.				c: Evidence of using this skill in multiple contexts (competition, training, life)		c: Evidence of using this skill in multiple contexts (competition, training, life)	
9	Focus & Distraction Control	Ability to focus on individual and team performance goals whilst minimising and managing distractions.							