



WELSH TARGET SHOOTING FEDERATION

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chwaraeon cymru

## Ffederasiwn Saethu Targedau Cymru

High performance Shooting Unit

### 2017-20 SELECTION POLICY FOR ELITE ATHLETE SUPPORT

#### 1. BACKGROUND

- **Welsh Target Shooting Federation (WTSF).**

WTSF is recognised by Sport Wales (SW) and the Commonwealth Games Council for Wales (CGCW) as the National Federation for international target shooting for Wales. WTSF receives funding from Sport Wales in accordance with its Performance Plan to support the training and development of potential International and ultimately Commonwealth Games athletes.

- **Elite Athlete Support.**

As the funding, available is limited, WTSF has agreed with Sport Wales to support financially only a small number of athletes who have the greatest potential of medal success at the next Commonwealth Games. The terms “Talent Support” and “Talent Potential” denote the groups of athletes that are fully or partly funded by WTSF in pursuit of this goal. This document describes the process and criteria by which athletes are selected onto and deselected from the elite athlete support programme.

- **Groups of athletes for support**

There are three distinct groups of athletes that will be considered for support (see also pathway diagram Page three):

- a. Athletes currently on Great Britain Academy Programme (GBAP) that WTSF would support to progress further along the GB pathway
- b. Athletes within striking distance of GBAP that we would support to progress onto GBAP (and beyond) within a three-year period
- c. A limited number of athletes that can genuinely evidence capacity to deliver a Commonwealth medal but that do not have the capacity to progress onto the GB pathway.

- **Responsibility for Selection Decisions**

The WTSF High Performance Programme Management Committee (HPPMC) is responsible for all aspects of Elite athlete support selection, review and de-selection, subject to final approval by HP Strategic Committee.

## **2. SELECTION PROCESS**

- **Elite Athlete Support Review Process**

The (HPPMC) will review the performance of all athletes on the elite athlete support programme at every meeting. However, membership of the elite athlete support programme will be formally reviewed at the (HPPMC) meetings normally in September and March of each year. At these meetings, all athletes on the Elite athlete support programme or in contention for a place on the Elite athlete support programme will be selected using the criteria below.

There will be a single list across all Olympic/Commonwealth events.

Please note there will be one list for 2017. Commencing January 1<sup>st</sup>. but with coaches' recommendations other athletes may be included during the year.

- **Selection Criteria**

The following criteria will be considered by the HPG in selecting athletes for the elite athlete support programme, using objective evidence wherever possible but recognising the importance of the views of the HPG members:

- a. Athlete Performance at Major Matches, (International and Commonwealth Championships), in the prior Commonwealth cycle, with emphasis on those who achieved a medal placing.
- b. Performance in Major Matches in the previous 12 months, with emphasis on those who achieved a final placing.
- c. A Performance trend, with a consistent upward trend being most favourable.
- d. British ranking, with emphasis on those in the top 5.
- e. Potential to win a medal at the Commonwealth Games "after next".
- f. Ability and willingness to commit to the level of training necessary to compete successfully at Commonwealth level.

- **Communication of Elite Athlete Support Selection Decisions**

In advance of the formal (HPPMC) reviews normally in September and March each year, Discipline Head Coaches will identify the athletes on the elite athlete support programme or in contention for a place on the elite athlete support programme and review the athletes' performance against the selection criteria. Following the formal (HPPMC) reviews, athletes will be informed individually of the decisions taken. Once this is complete, the list, but not the level of any financial award, will be published on the WTSF website and WTSF secretary will inform the association secretaries that the list is published on the web site

- **Athlete Talent Support Grant (TSG)**

Sport Wales offer of funding will be made on April 1<sup>st</sup> each year, a specific amount of this investment is allocated to the WTSF group of Talent Support athletes.

Each month the TSG awards committee award TSG awards to Athletes in the WTSF Talent Support group.

Each TSG athlete is discussed and are looked at individually (bespoke) and with information mainly from the coaches, gauge their expenditure the previous month and for the near future, discuss travel, competitions, training plans and then make an appropriate monthly award.

The level of TSG received is determined by many criteria, not least of which is the level of performance an athlete has achieved and can produce in the future. While there are, variances depending on the sport, three performance categories apply for 'Medal Potential' level athletes:

- Band A – Medal potential at Commonwealth Games
- Band B – a minimum of a top 6 finish at Commonwealth Games
- Band C – Likely to be major championship performers and those who demonstrate the capacity to achieve a medal result at Commonwealth Games within four years but flexibility will be given.

Athletes on Podium level funding can currently receive TSG's to the value of:

- Band A – up to £5,000 pa
- Band B - up to £3,500 pa
- Band C - up to £2,000 pa

Funding is awarded on the basis of an Commonwealth cycle and commences on 1 April in the year immediately following a Games, for a period of four years

The athlete lists will be updated at intervals on a rolling programme and the changes be reflected in the issue of TSG's.

TSG's are to be used to cover normal sporting costs. This includes:

- Range/ Ground Hire
- Targets/Clays
- Ammunition
- Other consumables
- Personal coaching
- Travel
- Overnight expenses
- Subsistence
- Expenses not normally covered by Governing body

Athlete must keep records on how the TSG is used and will be needed to be presented to the Performance Director/ Financial director at pre-determined periods

If athletes require using TSG's for other sporting costs then this must be agreed, by the WTSF Performance Director in advance.

- **Appeals Process.**

If any athlete believes that their performance against the selection criteria warrants a significantly higher place than that given by the (HPPMC), the athlete should write to the Chairman of the (HPPMC) within five days of publication of the list on the WTSF website, providing any supporting evidence. The Chairman of the (HPPMC) will raise the matter to the WTSF Strategic Committee for final adjudication.

British Shooting & Welsh Target Shooting Federation Pathway

<b>GB Shooting WCPP</b>	Preparing athletes for World and Olympic success	British Shooting Support
<b>WTSF Support</b>		
<b>GB Shooting Academy Programme (GBAP)</b>	Preparing athletes for WCPP  <i>NB. It is noted that some athletes may decline invite from GBAP. this will not affect participation into the WTSF programme</i>	In conjunction with GBAP: <ul style="list-style-type: none"> <li>• Coaching support</li> <li>• Competition support</li> <li>• Sports science and medicine support</li> <li>• TSG to support shooting activity</li> </ul>
<b>WTSF High Performance Squad</b>	Support Welsh GBAP Athletes on GBAP to further progress	<ul style="list-style-type: none"> <li>• Coaching Support</li> <li>• Appropriate international competition support</li> <li>• Sports Science and medicine support for Talent support athletes</li> <li>• TSG for TS athletes to support shooting activity</li> <li>• Limited support for Talent Potential athletes</li> </ul>
<b>Talent Support &amp; Talent Potential</b>	Support athletes within striking distance of GBAP to progress onto GBAP within 3 years  Support a limited number of athletes with Commonwealth <b>Medal</b> potential that are not able to progress onto GBAP	
<b>WTSF shooting squad/s WAA, WCTSA, WRA &amp; WSRA</b>	Chosen athletes in Wales who do not currently show potential to progress onto GBAP Focus on shooters with headroom to improve	<ul style="list-style-type: none"> <li>• Coaching support</li> <li>• Squad weekend access</li> <li>• Limited competition support, primarily for domestic competitions</li> </ul>
<b>Talent ID Programmes (1)</b>	Identifying and fast-tracking existing shooters e.g. from Welsh selection shoots, National competitions, Club competitions, Pony clubs, Scouts, Cadets.	<ul style="list-style-type: none"> <li>• Coaching Support TBD</li> <li>• Squad weekend access?</li> <li>• Sports science and medicine support for project work</li> </ul> <ul style="list-style-type: none"> <li>• Coaching Support TBD</li> <li>• Squad weekend access?</li> <li>• Sports science and medicine support for project work</li> <li>• Support with equipment</li> </ul>
<b>Talent ID Programmes (2)</b>	Identifying athletes from other sports with the potential to develop into top class shooters	
<b>Club shooting</b>	Development of athletes preparing those that wish to progress for WTSF programmes	Led by associations with direction, guidance and support from WTSF