

WTSE – P.0019v1

WTSE High Performance Programme Policy

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1 Introduction

- 1.1 The Welsh Target Shooting Federation (WTSF) High Performance Programme (HPP) is geared toward the top level of the sport, supporting those few athletes, across the ISSF Olympic, Paralympic and Commonwealth events that are capable of winning medals at such international events, now and/or in the near future.
- 1.2 The WTSF is committed to creating a diverse and inclusive environment and is proud to be an equal opportunity organisation. All qualified applicants will receive consideration for selection without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, genetics, disability, age or any other protected characteristic.
- 1.3 As a sport we all benefit from the results achieved internationally by Welsh, medal winning athletes. It shines a light on our sport through extensive media coverage. This in turn encourages newcomers and inspires current competitors. It offers us role models, athletes that can really demonstrate the full potential and scope of shooting sports at the highest level.
- 1.4 The WTSF is the body charged by Sport Wales (SW) with the task of ensuring the HPP succeeds in Shooting Sports and is funded by Sport Wales. The WTSF HPP is managed on a daily basis by the WTSF Performance Director (PD).
- 1.5 The WTSF HPP is necessarily elitist, its role is exclusively to support those athletes able to demonstrate that they are consistently capable of meeting and exceeding the standards required, NOT to simply fund the top ranked Welsh Athletes.
- 1.6 The current focus is on achieving medals at the Paris Olympics 2024 and the Victoria Commonwealth Games in 2026.

2 WTSF Formula for High Performance

- 2.1 The WTSF formula for success is a simple one. Identify proven, talented individuals, make a bespoke plan, add top quality coaching, add appropriate competition, add appropriate support services = a happy, well rounded, successful athlete.

3 Eligible Athletes

- 3.1 Athletes competing in any of the ISSF/Commonwealth Shooting Disciplines (Shotgun, Air Pistol, Air Rifle, Smallbore and Fullbore) in the categories of Men, Women, Junior Men, Junior Women and ParaSport, will be eligible for entry to the HPP if they meet and/or exceed the standards required.

4 Required Standard

- 4.1 It should be noted that a Minimum Consideration Standard (MCS) which is described in the WTSF Athlete Nomination/Selection Policy, is only a minimum requirement for consideration towards a possible Team place, at a particular event and is not the required standard for inclusion onto the HPP, although collection of the same Athlete Performance Data is applicable.
- 4.2 The following Athlete Performance Data (APD) for all athletes currently on the HPP and any athlete challenging for a place on the HPP, (verified by Discipline Coaches), will be collated by the PD and presented to the WTSF Board for their consideration bi-annually. This APD will be presented to the WTSF Board in a standard format for each athlete, to enable comparisons to be drawn.
 - 4.2.1 Results from Major Matches, (International and Commonwealth Championships), in the previous Commonwealth cycle, with emphasis on those who achieved a medal placing.
 - 4.2.2 Results from Major Matches in the previous 12 months, with emphasis on those who achieved a medal and/or a final placing.
 - 4.2.3 A positive performance trend, with a consistent upward trend being most favourable.
 - 4.2.4 A British ranking (where there is one available), with emphasis on those in the top 5.
 - 4.2.5 Number of times an MCS has been achieved in the last two years.
- 4.3 For selection or retention of places on the HPP, there is a need to demonstrate and achieve repeatability of the World/Commonwealth benchmark. (The accepted view is that a minimum of five repeats of the MCS, represents a demonstration of “proven” performance but any application requires further evidential back-up).
- 4.4 The Discipline Coach will also be asked to provide a report relating to the more subjective requirements of an Athlete on HPP such as commitment to training, general attitude, regularity of competition, willingness to push the boundaries in search of progress, resilience etc.
- 4.5 The potential for an Athlete to represent Wales at the Commonwealth Games/Olympic Games after next, may also factor into any decision made.
- 4.6 Funding from Sport Wales is strictly limited and variable. The number of places available on the WTSF HPP will also therefore, be strictly limited. There may be occasions when a particularly strong cohort of Athletes, with excellent APD, are competing for these places and difficult decisions will have to be made by the PD and

the WTSF Board about which Athletes are chosen. Should any Athlete wish to Appeal against a decision by the WTSF Board, they must follow the Appeals Procedure in the Appendix of this Document.

5 Code of Conduct

Each Athlete will be asked to sign the WTSF Athlete's Agreement and Code of Conduct before any offer can be taken up.

6 Athlete Benefits from the WTSF HPP

- 6.1 HPP Athletes will have a bespoke Athlete Development Plan (ADP) drawn up in conjunction with the Discipline Coach and the PD. This plan will include details of the coaching required to deliver the ADP, alongside any Sports Science support considered pertinent. This might include the involvement of sports psychologist, sports nutritionist, masseur, physiotherapist and any pertinent medical support.
- 6.2 HPP Athletes will have some financial help with the costs of competition entry, travel and accommodation in order to deliver their Development Plan.
- 6.3 HPP Athletes will also receive a regular payment known as a TSG Award (Target Support Group), to use towards other expenses for example, ammunition, range hire, equipment etc.
- 6.4 The TSG Award may fluctuate according to resources and will be subject to bi-annual review by the WTSF Board.

7 Ongoing Membership of the WTSF HPP

- 7.1 Placement on the HPP is considered to be for a period of two years.
- 7.2 Athlete inclusion on the WTSF HPP and the level of any TSG Award made will be subject to bi-annual reviews of their progress and performance by the PD and the WTSF Board.

Appendix 1

1 Appeals Procedure

1.1 Defined Terms:

Appeals Committee	Consists of the Arbitrator plus two independent members appointed to hear the appeal
Appellant	The athlete lodging the appeal
Arbitration	The process by which an appeal is adjudicated
Arbitrator	Person in charge of the arbitration
Commencement Date	Confirmed date of receipt of a Notice of Appeal
Hearing	Consideration process of the Notice of Appeal
Notice of Appeal	Written submission of Appeal
Parties	All those involved with the Appeal
Response	The written response of the WTSP to the Notice of Appeal
WTSP	Welsh Target Shooting Federation

2 Introduction

- 2.1 This appeals process is only for athletes who wish to appeal against their non-selection for a place on the WTSP Performance Programme.
- 2.2 The parties agree to exclusively submit any dispute concerning any matter connected with or arising from the selection policy to binding arbitration.
- 2.3 The Appeals Procedure will be conducted by the Arbitrator, appointed by the WTSP, who will be the WTSP Company Secretary.
- 2.4 The Parties agree that they will not commence, continue, or maintain any legal challenge to any matter falling under the authority of this Procedure, to any court of law or any other dispute resolution procedure.
- 2.5 The outcome of the Arbitration shall be final and binding.

3 Appeals Submission by the Appellant

- 3.1 An athlete (the Appellant) may appeal against the decision of the WTSP, not to select them for inclusion onto the WTSP Performance Programme.

- 3.2 Any appeal against the decision(s) must be submitted in writing to The Chairman, C/O Welsh Target Shooting Federation Office, Sports Council of Wales, Sophia Gardens, Cardiff, CF11 9SW or *email address? For expedience*
- 3.3 Notice of Appeal must be received no later than five working days after notice of non-inclusion is sent*.
- 3.4 The Appellant shall lodge any appeal in writing (Notice of Appeal). The Notice of Appeal should set out, in full:
- 3.4.1 The contact details for the Appellant
 - 3.4.2 The basis on which the Appellant wishes to appeal
 - 3.4.3 The remedy sought
- And be accompanied by:
- 3.4.4 All relevant documentation the Appellant wishes to rely on, in support of the Appeal.
 - 3.4.5 A £50 non-refundable deposit to cover the initial costs of administration
 - 3.4.6 A cheque for £200 for a written submission or a cheque for £400 for an oral submission. (Cheques will be held until the Arbitration is complete – please see below for further details of costs)
- 3.5 If the Appellant requires an oral submission, then that must be requested within the Notice of Appeal.

4 Costs

- 4.1 The costs of any appeal will be met as follows (excluding the £50 non-refundable administration charge):
- 4.1.1 WRITTEN SUBMISSION

Successful Appeal	£100
Unsuccessful Appeal	£200
 - 4.1.2 ORAL SUBMISSION

Successful Appeal	£200
Unsuccessful Appeal	£400

4.2 Where an Appeal has been heard by way of an oral submission at the direction of the Arbitrator, then the contribution payable will be the same as a written submission.

4.3 Cheques will be held by the WTSP until Arbitration is complete. In the event of a successful appeal, the Appellant's cheque will be returned, and a new invoice generated, at the rate for a successful appeal as noted above. In the case of an unsuccessful appeal, the cheque will be banked by the WTSP.

5 Commencement Date

5.1 Once a Notice of Appeal has been received by the Chairman of the WTSP, confirmation of receipt will be made to the Appellant.

5.2 Twelve o'clock midday on the day of the confirmation of receipt, will be considered the Commencement Date for the appeal.

6 The Arbitrator and the Appeals Committee

6.1 The Arbitrator will appoint a committee of two additional independent members to form the Appeals Committee.

6.2 The Appellant may challenge the appointment of the Arbitrator and/or the appointed Appeals Committee Members, where there are justifiable doubts as to their impartiality or independence or where the party raises a material objection. Such a challenge must be made in writing to The Chairman of the WTSP within two working days of the Appellant being notified of the appointments.

6.3 The WTSP Board shall decide on the validity of the challenge within two working days. The decision of the WTSP Board shall be final. Any replacement Arbitrator and/or Appeals Committee Member/s, shall be appointed by the WTSP as appropriate.

7 The Response

7.1 The WTSP shall have three working days to make its own written response to the Notice of Appeal (The Response). At this point the WTSP may inform athlete(s) whose selection may be impacted by a successful appeal. These athletes may request to become party to the Appeal.

8 Hearing

8.1 The Appeal shall be heard by way of written submissions unless the Appellant requests an oral submission at the time of giving Notice of Appeal or the Arbitrator so

directs. Such a hearing shall take place on a date and at a place to be determined by the Arbitrator normally within seven working days of the Notice of Appeal being received and no later than (* for particular event). The hearing shall take place in private.

- 8.2 The Arbitrator may give such directions as he deems appropriate regarding the arrangements for, and the conduct of, the Hearing.

9 Decision

- 9.1 Where the Appeal is considered by way of a written submission, the Arbitrator shall give the written decision within three working days of the WTSP's Response being received.
- 9.2 Where the Appeal is considered by way of oral hearing, the Arbitrator shall give the written decision within three working days of the Hearing.
- 9.3 The Arbitrator may publish the written decision after it has been received by the Parties.
- 9.4 The decision of the Arbitrator shall be final and binding on all Parties.

Appendix 2

2 Athlete's Agreement and Code of Conduct

Welsh Target Shooting Federation Performance Programme Athlete Code of Conduct

1 Defined Terms

ISSF	International Shooting Sports Federation
UKAD	United Kingdom Anti-Doping
WADA	World Anti-Doping Agency
WTSF	Welsh Target Shooting Federation Ltd.

2 Introduction

- 2.1 All Athletes offered a place on the Welsh Target Shooting Performance Programme, must sign this document and agree to adhere to all the terms and conditions contained herein.
- 2.2 This document should be downloaded from the WTSF Website, signed, dated and returned to the WTSF Performance Director. It is recommended that a copy is also saved by the athlete for their information. Where the athlete is under 18 years of age at the date of signing, then the Code of Conduct will also need to be counter-signed by the athlete's parent or legal guardian.
- 2.3 Any WTSF PP place is conditional upon the receipt of the signed form as above.

3 Anti-Doping

- 3.1 The Athlete hereby agrees to abide by the ISSF Anti-Doping Regulations, WADA Regulations and UKAD regulations and agrees to undertake any anti-doping training and/or testing as required.

4 Behaviour

- 5.1 No Athlete under the age of 18 will consume alcohol, at any time, whilst representing the WTSF or under the care of WTSF Staff.
- 5.2 All Athletes that are of age must abstain from alcohol during WTSF PP sessions and should not arrive at WTSF PP sessions hung over.
- 5.3 All Athletes will conform to the letter of the law at all times.

- 5.4 Athletes may not smoke or vape except in denoted areas of the shooting ground or training facility.
- 5.5 The Athlete agrees to give due consideration to the physical and mental well-being of other team members and staff at all times.
- 5.6 All athletes will behave in a manner conducive to their position on the WTSF PP and as directed by the WTSF Representative.

6 Disclosure

- 6.1 The Athlete agrees to disclose any illness, injury or medical condition that may prejudice their ability to participate in the WTSF PP without delay.

7 Disclaimer

- 7.1 The Athlete understands that they take part in training, practise and competitions at their own risk and the WTSF is not liable for damage to property and/or for personal injury.

8 Responsibilities

- 8.1 The Athlete agrees to take reasonable care of any personal equipment supplied to them whilst they are a member of the WTSF PP and to come to sessions with appropriate kit and clothing as required.

9 Membership of Respective Shooting Association

- 9.1 The Athlete must be a member of their respective Shooting Association. If any athlete is found to have allowed their membership to have lapsed, they risk exclusion from the WTSF PP. (Any scores submitted for consideration toward selection that were made during the period an Athlete had become a lapsed member of their Association, will be considered null and void).

10 Summary Obligations

- 10.1 The Athlete agrees to abide by the following obligations:
 - 10.1.1 To observe and comply with this Code of Conduct.
 - 10.1.2 Be subject to the reasonable control, management and directions given by the WTSF Representative.

- 10.1.3 To conduct him/herself in such a manner to obtain and maintain the best possible physical fitness and health in order to carry out their responsibilities to the WTSP PP to the best of their ability.
- 10.1.4 To conduct him/herself in a proper manner at all times so as not to bring themselves, the WTSP or fellow athletes into disrepute.
- 10.1.5 To respect the spirit of fair play and non-violence.
- 10.1.6 To respect the authority of officials and the rights of supporters, spectators and members of the public.

11 Breach of Code of Conduct

- 11.1 The athlete understands that any breach of this agreement implies less than 100% commitment and this could lead to withdrawal of support or loss of a place on the WTSP PP.
- 11.2 In the event of seriously unacceptable behaviour, the WTSP representative may deem that the athlete be excluded from the WTSP PP.
- 11.3 Breaches of this Code of Conduct will be dealt with in the first instance by the WTSP representative who will supply a written report of the circumstances to the WTSP PD at the earliest opportunity. The PD will then consider if further disciplinary action is necessary.
- 11.4 The WTSP may invoke its Disciplinary Procedure (See WTSP Disciplinary Procedure for further information).

12 Athlete's Acceptance and Acknowledgement

- 12.1 *I have read this Code of Conduct and understand that I am required to sign this agreement and abide by its contents as a condition of accepting and holding a place on the WTSP PP.*

I hereby accept the invitation to take up a place on the WTSP PP and agree and accept all aspects of the Code of Conduct.

Athlete's Full Name:

Athlete's Signature:

Date:

- 12.2 If the above athlete is under 18 years of age at the date shown above, a Parent or Guardian must also sign, date and complete the following acknowledgement:-

I acknowledge that I have read and understood the above terms and accept the said conditions of the Athlete's Code of Conduct: -

Parent/Guardian's Full Name:

Parent/Guardian's Signature:

Date:

Please state your relationship to the Athlete (ie. Parent/Guardian):

Appendix 3

Overview of the British Shooting Performance Programme and the WTSF Performance Programme

It is possible for Welsh Performance Athletes to be represented at any one level, on this overview of the British Shooting Performance Programme and the WTSF Performance Programme:

<u>Name of Programme</u>	<u>Purpose of Programme</u>	<u>What is offered & By Whom</u>
British Shooting World Class Performance Programme (BS WCPP)	Preparing athletes for World and Olympic events	<u>British Shooting</u> APA Coaching support Sports Science & Medical support
British Shooting National Academy Programme (BS NAP)	Preparing athletes for BS WCPP (it is noted that some Welsh athletes may decline invite from BS NAP. This will not affect participation in the WTSF High Performance Programme)	<u>British Shooting</u> Some funding Coaching support Competition support Sports Science & Medical support
WTSF High Performance Programme	To support athletes with genuine CG medal potential that are not eligible for BS NAP but that meet all the WTSF HP criteria	<u>WTSF</u> TSG Award Coaching support Competition support Sports Science support
WTSF Potential Programme	To support athletes attempting to progress to BS NAP and/or WTSF High Performance	<u>WTSF</u> Coaching support Possible competition support
WTSF Development	To support juniors and newcomers	<u>WTSF</u> Coaching support