



GBS Selection Policy Paralympic Performance Programmes 2019-2020

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Definitions

“Acting Chair”	means the individual appointed by the Selection Panel Chair to oversee selection in their absence;
“APA”	means Athlete Performance Award;
“APA Matrix”	means the table of performance criteria against which an APA is considered for an award for each discipline;
“Appeal Panel”	means the Panel involved with the Appeal Process;
“Appeal Process”	means the process for appeals outlined within the Policy;
“Appellant”	means an Athlete making an appeal under the Appeal Process within the Policy;
“Athlete”	means any Athlete who is part of a GBS Team or a GBS Squad;
“Athlete Eligibility”	means the minimum individual requirement for an Athlete to be eligible to be selected;
“Authorised Representative”	means any party who is authorised to accompany the Appellant during the Appeal Procedure outlined within the Policy; those authorised include colleagues, fellow Athletes, trade union representatives, or an official employed by a Trade Union;
“CMO”	means the Chief Medical Officer of GB Snowsport;
“GBS”	means GB Snowsport;
“GBS Website”	means the GBS Website found at https://www.gbsnowsport.com/ ;
“Guide”	means an individual who supports a VI Athlete. They are integral to the daily training and competition environment and would be awarded a medal alongside the Athlete;
“Head Coach”	means the person responsible for coaching delivery within GBS programmes;
“Head of Paralympic Culture and Operations”	means the person responsible for the Paralympic Programmes within GBS;



“Head Room”	means the amount performance levels within any given event can expect to improve;
“IPC”	means the International Paralympic Committee;
“IPC Race Licence”	means the licence that enables Athletes to participate in IPC Winter Sport Events;
“Milestone Event”	Means the single event (i.e. a World Cup) in any one season that is aligned and agreed with UK Sport as the disciplines performance target
“Minimum Performance Standard”	means the minimum performance level an individual needs to have achieved for programme selection/ a defined programme level;
“Notice of Appeal”	means the email sent by an Athlete to initiate the Appeal Process;
“PD”	means Performance Director;
“Performance Criteria”	means the specific discipline performance that needs to be obtained to be considered for selection, and to move through the matrix;
“Performance Limiting Injury/Illness”	means an injury or illness (or combination of injury and illness) to the Athlete which results in significant interruption or impact upon training for at least 3 months (intermittent or continuous) in any single WCP Athlete Year; or an injury or illness to the Athlete which occurs at such a time that, in the absolute discretion of the Selection Panel, it significantly impacts on an Athlete’s ability to deliver performances that would qualify them for consideration for membership of the WCP based on the Performance criteria set in the relevant Appendix;
“Performance Pathway”	means the Athlete journey to winning Paralympic medals;
“Performance Standard”	means the standard of Athlete performance needed to take part in WCP;
“Podium Athlete”	means an Athlete who has the potential to win a Paralympic medal in the next 4 years. Athletes may have already won a World Championship or Paralympic medal;



“Podium Potential Athlete”	means an Athlete who has the potential to win a Paralympic medal in the next 4 - 6 years;
“Relevant Diagnosis”	means a medical diagnosis that is aligned to the IPC Classification Criteria;
“Second Appeal Notice”	means an appeal notice that is given to the Appeal Panel which continues the Appeal Process;
“Selection Chair”	means the Chair of the Selection Panel for Paralympic disciplines;
“Selection Panel”	means the Paralympic discipline selection panel;
“Selectors”	means those individuals with a voting role on the Paralympic discipline selection panel;
“Senior Leadership Team”	means those individuals names with the GBS SLT who are ultimately accountable for GBS Olympic and Paralympic performance;
“UKS”	means UK Sport;
“WADA”	means the World Anti-Doping Agency;
“WC”	World Cup;
“WCh”	World Championships;
“WCP”	means World Class Programmes;
“WITTW”	means What It Takes To Win;
“WPNS”	means World Para Nordic Skiing;
“WPAS”	means World Para Alpine Skiing;
“WPSB”	means World Para Snowboard;
“WCP Teams”	means the squad of Athletes named to the World Class Programmes.



1. Introduction

- 1.1. This document contains the GB Snowsport (GBS) Selection Policy for Paralympic Performance Programmes 2019-2020 (the “Policy”). The aim of the GBS selection process is to support a long-term Performance Pathway, the development of elite Athletes, and the delivery of programmes to produce consistent World Class performances, most notably at World Championships and Paralympic Games.
- 1.2. The Policy describes the process for selection of Athletes across Para Alpine, Para Snowboard, and Para Nordic to be invited to join WCPs representing Great Britain at Continental Cup and World Cup level, and the APA Matrix for 2019-2020. Selection will be made without bias or discrimination. The Policy must be read in conjunction with the relevant discipline specific Appendix. The Appendices provide further detailed information to assist Athletes and coaches in understanding relevant criteria likely to be used by Selectors.
- 1.3. The Policy and processes are agreed and overseen by the Senior Leadership Team of GBS, the National Governing Body for Olympic and Paralympic Snowsport in Great Britain. The Policy and processes are approved by the Board of GBS. The Selection Panel will be solely responsible for making recommendations to UK Sport for Athletes to join a World Class Funded Programme (WCP) and for potential APA support.
- 1.4. Specific selection policies and processes will be published for World Championships and Paralympic Games.
- 1.5. This document also describes an Appeal Process. Any appeal against a decision of the Selection Panel must follow strict procedures laid down in the Appeal Process. Adherence to the Appeal Process ensures that all appellants are treated equally. There is a financial charge for making an appeal in order to discourage frivolous appeals.

Aims

- 1.6. The purpose of the Policy is to:
 - 1.6.1. maximise GBS’s goal of increasing medal outcomes at World Championships and Paralympic Games; and
 - 1.6.2. to provide opportunities for the long term development of Athletes who are, in the opinion of the Selection Panel, capable of being podium competitive at international events.
- 1.7. In addition, this document will outline the criteria and process for selection to the WCPs in Para Alpine, Para Snowboard and Para Nordic, representing Great Britain at Continental Cup and World Cup level, and the associated APA funding Matrix. GBS selection will be adopting a multi factor approach by considering achievement in competition, performance trajectory, technical skills, and athletic capacity.
- 1.8. To outline the necessary performance standards required to be considered for WCPs.



- 1.9. To outline the process for evaluating the appropriate level of WCP support and intervention for each Athlete and the appropriate APA nomination (where applicable).

Remit

- 1.10. The Selection Panel will carry out selection in respect of all WCP Teams and Major Events falling within the jurisdiction of the Para Snowsport Programmes, including Para Alpine, Para Snowboard, and Para Nordic (Cross Country and Biathlon).
- 1.11. The Selection Panel will select Athletes to WCPs across the Paralympic disciplines. These Athletes will be eligible to train as part of the WCP teams and to compete at Continental Cup and World Cup level; the level of programme support will be dependent on performance level.
- 1.12. In addition, the Selection Panel will be responsible for selecting the World Championship teams and will make a recommendation to the British Paralympic Association for Athletes' selection for the Paralympic Games. As noted above, individual policies will be published for selection for these major events. For the Paralympic Games, GBS will agree and publish the Selection Criteria and Selection Procedures in co-operation with the British Paralympic Association (BPA).
- 1.13. For clarity, if an Athlete has not been selected onto the WCP they may still be eligible to attend training camps and competitions if approved by the Discipline Lead Coach, in consultation with the Head Coach, Head of Paralympic Culture and Operations, and PD. This will form the 'Invitational' Tier of the Performance Pathway.

2. GBS WCP Selection Process

- 2.1. The Selection Panel, which is responsible for the implementation of this Policy, will be chaired by the GBS Performance Director. The Selection Chair may invite others with specialist knowledge to contribute for all or part of a meeting. Selection Panel members must declare all conflicts of interest to the Selection Chair at the start of the meeting.
- 2.2. The Selection Panel will consist of the:
- GBS Performance Director
 - GBS Head Coach
 - GBS Head of Paralympic Culture and Operations
 - Relevant Lead Coach for the Discipline or Event
 - Independent Observer (non-voting)
 - GBS Paralympic Programme Manager (non-voting)

The Selection Panel is therefore composed of 4 voting members, and shall be quorate if 3 members are present, of which one must be either the GBS Performance Director or the GBS Head Coach.



- 2.3. Selections will be made without bias or discrimination, and, as such, any conflicts, real or perceived, must be declared and recorded at the start of the meeting. The existence of a disclosed conflict will not preclude a Selection Panel member, or attendee, from participating in deliberations. Depending on the nature of the conflict, a Selection Panel member may have to abstain from voting if a vote is required.
- 2.4. The Selection Panel has total discretion to make selections appropriate to the event, championship, series, or squad, but in accordance with the purpose of the Policy stated above. The Selection Panel will use, in conjunction with their own assessment, the most recent published discipline specific selection criteria as a guide to their deliberations and conclusions. Any appeal against a decision of the Selection Panel cannot challenge the exercise of discretion unless the appeal can demonstrate that the discretion has been exercised in a biased and/ or conflicted manner that is prejudicial to the appellant Athlete.
- 2.5. There is a four-stage process and timeline that will be applied to select Athletes to the 2019-20 WCP:
 1. Athlete Eligibility;
 2. Achievement of a Minimum Performance Standard – demonstrable achievement of discipline Performance Criteria;
 3. Evaluation of the Athlete’s suitability and performance trajectory for inclusion onto the WCP; and
 4. Potential nomination for APA support at the appropriate level.
- 2.6. Following WCP selection, APA nominations will be considered and reviewed by the APA Nominations Committee comprised of GBS Chair, GBS CEO, GBS Performance Director, Head of Paralympic Culture & Operations and GBS Head Coach as voting members. These will then be communicated to UKS for their approval.

3. Athlete Agreements

- 3.1. Athletes applying for their IPC Race Licence, must sign the IPC Athlete Eligibility Agreement.
- 3.2. Once this is returned to GBS and the IPC Race License is purchased, Athletes will also need to complete and sign the GB Snowsport IPC Athlete Agreement and GB Snowsport IPC Code of Conduct. This Agreement sets out the Athlete’s obligations to GBS, and what the Athlete can expect in return for their commitment. Athletes cannot be selected to WCP without a signed Athlete Agreement.
- 3.3. Athletes will be asked to provide evidence of valid insurance to cover them throughout the season as a condition of confirmation and retention of their squad status.



4. Process and Timings

- 4.1. WCP selections will be made between July and September of each year.
- 4.2. The Selectors reserve the right to add Athletes to squads during the season following outstanding performances or remove Athletes from squads for lack of performance or progress.
- 4.3. Discussions on squad programme participation will take place predominantly in the June to September window each year.
- 4.4. The Selectors reserve the right to remove Athletes from squads if there is a breach of the signed GB Snowsport IPC Athlete Agreement or GB Snowsport IPC Code of Conduct.
- 4.5. Selection minutes are not made public but are kept on record. A version is available to any Athlete wishing to appeal the selection process results (see Clause 7).

5. Guidelines for Retention of Athletes Affected by Performance Limiting Factors

- 5.1. Clause 5 only applies to those Athletes on WCPs for the 2018/2019 season.
- 5.2. Athletes should expect to be removed from the WCP if they fail to comply with the Performance Criteria set out in their discipline specific performance criteria (see relevant Appendix).
- 5.3. The Selection Panel can choose to retain an Athlete with a documented performance limiting factor such as injury or illness or, where an Athlete requires a Guide, where that Guide has been affected by a performance limiting factor and the requirements in Clause 5.6 below are satisfied. For any avoidance of doubt, a Performance Limiting Injury/Illness may be physical or psychological.
- 5.4. Each WCP Athlete Year is from 1st October – 30th September.

Injury or Illness

- 5.5. Current Athletes who suffered a Performance Limiting Injury in the 2017-2018 and 2018-2019 WCP Athlete Years will be considered for retention onto the WCP for the 2019-2020 year if:
 - 5.5.1. the Selection Panel considers that, when fully fit (and in its assessment the Selection Panel shall take into consideration the seriousness of and time lost to injury/illness, including the relevant Performance Limiting Injury), the Athlete still merits membership of the WCP based on their ongoing realistic potential to win



- a medal at the Paralympic Games;
- 5.5.2. the CMO considers that the Athlete has a positive prognosis to return to performance levels which would indicate that they have a realistic prospect of winning a medal at a Paralympic Games; and
- 5.5.3. the Athlete is and has been fully compliant with their rehabilitation programme, as set and amended from time to time by GBS, and in the opinion of GBS has not, whether by an act or omission, intentionally or otherwise, jeopardised their own recovery to the performance levels specified above.

Visually Impaired Athletes

- 5.6. Visually impaired Athletes currently on WCP who require a Guide to compete and who fail to meet the Performance/Retention Criteria will be considered to remain on the WCP If:
 - 5.6.1. the Guide has been affected by a Performance Limiting Injury that, in the opinion of the Selection Panel at its absolute discretion, significantly impacts upon the Athlete's ability to meet the Performance Criteria;
 - 5.6.2. the Head Coach considers that the Athlete still has realistic potential to win a medal at the 2022 Paralympic Games (Podium Athlete) or a medal at the 2026 Paralympic Games (Podium Potential Athlete);
 - 5.6.3. where, in the opinion of the Selection Panel, the Guide does not demonstrate the ability to recover sufficiently from their Performance limiting injury, the Head Coach and Athlete are able to identify suitable Guide alternatives, which are then subject to the approval of the Head Coach and PD at their absolute discretion.

6. General Conditions

Eligibility Conditions

Events not on the Beijing 2022 Paralympic Games medal event programme

- 6.1. Athletes will not be considered for WCP membership for events that do not feature on the Beijing 2022 Paralympic Games medal programme. If there has been confirmation of an event for the 2026 Winter Games, WCP membership MAY be considered, (at the discretion of the PD) but will only be considered at Podium Potential level.
- 6.2. Should the Beijing 2022 Paralympic Games medal programme be altered during the 2019/20 season, membership of the WCP will be immediately reviewed. A WCP Athlete whose chosen event/classification does not subsequently feature on the Beijing 2022 Paralympic Games medal event programme will be considered in alternative available events and the PD and Head Coach (at their sole discretion) may choose to retain an Athlete at any level on the WCP if they believe that, notwithstanding that the event in which the Athlete had previously competed is no longer on the medal event programme, the Athlete has the potential to successfully transfer to another discipline and win a

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medal at the Paralympic Games. The transfer period will be time limited and subject to performance milestones, both in terms of ability to transfer and application of a new WCP level and potential associated APA. The details of this will be developed on a case by case basis, led by PD and Head Coach. Should the Head Coach/ PD not believe an Athlete has the potential to successfully transfer to another event and win a medal at the Paralympic Games, they will be removed from the WCP with immediate effect.

General Competitiveness of Events

- 6.3. Throughout the last few Paralympic cycles, the event programme, relevant standards, and competitiveness of events is known to have fluctuated significantly throughout each cycle. Therefore, for an Athlete to be considered eligible for selection to the WCP, the Selection Panel must be satisfied in its absolute discretion that the current depth and competitiveness of an event (according to the data available on the date of the selection meeting) is sufficient to predict the potential Head Room and therefore the event's future competitiveness and likelihood that the event will remain on the medal event programme:
 - 6.3.1. for Athletes being considered for places on Podium Programmes – Beijing 2022 Paralympic Games; and
 - 6.3.2. for Athletes being considered for places on Podium Potential Programmes – Milan-Cortina 2026 Paralympic Games.
- 6.4. In assessing an event's Head Room and competitiveness at the Beijing 2022 and Milan-Cortina 2026 Paralympic Games, the Selection Panel may consider the following and any other factors they deem relevant:
 - 6.4.1. current world ranking data and nation/ region representation;
 - 6.4.2. 'Age' of event (i.e. when it was added to the medal event programme for the Paralympic Games, and whether it has been previously removed);
 - 6.4.3. Event/class development history;
 - 6.4.4. Historical trends of similar events/classes and/or;
 - 6.4.5. GBS' understanding of the international landscape.

Medical Eligibility

- 6.5. For both current and non-current members of the WCP, the Programme (including, if required, a designated medical practitioner) must be satisfied of the medical diagnosis underpinning their classification (such a diagnosis being a 'Relevant Diagnosis') for them to be considered eligible for remaining on programme or, or selection to, the WCP and the following provisions shall apply in any assessment of a Relevant Diagnosis:
 - 6.5.1. It shall be the responsibility of the Athlete to obtain and provide documentary evidence of a Relevant Diagnosis so as to show that the Athlete meets the requirement of the sport to have an IPC classification;



- 6.5.2. the Athlete shall comply with all reasonable requests of the CMO (or designated medical representative) for further evidence of the Relevant Diagnosis; and
 - 6.5.3. all documentary evidence submitted in support of a Relevant Diagnosis must be in English, dated, and signed by a registered medical professional who provided the diagnosis.
- 6.6. GBS is committed to best supporting the mental and physical wellbeing of their Athletes. For an Athlete to be selected they must be medically sound to meet the demands of the programme. This will be established via the medical screening and medical history conversation with the CMO. If an Athlete is found to have omitted critical medical information that would impact their health and wellbeing (both short and long term), put themselves or others at risk, or have an undisclosed injury/illness that would negatively impact performance, they will be asked to meet with the CMO, PD and any other relevant staff member to ensure that membership of the WCP is in their best interests.

Classification Reviews

- 6.7. WCP membership status of any Athlete on the programme without a permanent classification will be considered upon review of their classification by an IPC International Classification Panel. In particular:
- 6.7.1. any Athlete who ceases to satisfy the eligibility requirements in Clause 6.5 following a review by an IPC Panel will be removed from the WCP with immediate effect;
 - 6.7.2. the funding level of any Athlete whose classification is changed will be subject to immediate review by the Head Coach/PD, based on the Performance Matrix and Performance Criteria. Such an Athlete may then be subject to a change in their WCP programme level, or possible removal from the WCP, at the absolute discretion of the PD; and
 - 6.7.3. where the above paragraph applies, the Athlete continues to satisfy the IPC eligibility criteria, the Athlete will be automatically considered in alternative events assessed against the Performance Criteria as appropriate. The PD/ Head Coach have sole discretion over whether to retain/ select the affected Athlete at any level of the WCP.

7. Appeals Process

Grounds of Appeal

- 7.1. An Athlete, or their Authorised Representative, may make an appeal against a selection decision on the following grounds:



- 7.1.1. There has been a failure to apply the relevant selection criteria contained in the relevant Appendix correctly;
- 7.1.2. the Selection Panel has failed to follow its procedures properly; or
- 7.1.3. the Selection Panel's discretion has been exercised in a biased and/or conflicted manner prejudicial to the Athlete.

Appeal Process

- 7.2. In the first instance an appeal is made to the Selection Panel. The Selection Panel will consider the appeal and respond, either agreeing with the Appellant and changing their original decision, or rejecting the Appellant's appeal and explaining their reasons for the decision.
- 7.3. If an Appellant is not satisfied with the outcome of the Selection Panel's further deliberations, then the Appellant, or their Authorised Representative, may further appeal to the Appeal Panel, based on the same grounds of appeal and Appeal Notice.
- 7.4. Outcomes available to the Appeal Panel are:
 - 7.4.1. To confirm the selection decision under appeal and reject the appeal; or
 - 7.4.2. To remit the selection decision under appeal back to the Selection Panel, identifying errors they have made in their deliberations or process, and requesting a new decision is made, or the original decision is confirmed correcting any errors made by the Selection Panel within 72 hours (or such time as the Appeal Panel may determine); or
 - 7.4.3. To reverse the selection decision under appeal and confirm the selection of the Athlete (this outcome is only available to the Appeal Panel if the Athlete's health and/or safety was not one of the reasons for the original decision).

How to Appeal

- 7.5. An Appeal Process is commenced by an Athlete, or their Authorised Representative, addressing an email to the Chair of the Appeal Panel appealing against a decision of the Selection Panel (the "Notice of Appeal"). The email should be sent to APPEALS@GBSNOWSPORT.COM. The email must be sent within 24 hours of the notification of selection/non selection for an event, or within 5 days of any squad selection notification/non selection. Failure to submit an appeal with these time frames forfeits the Athlete's right of appeal.
- 7.6. The Notice of Appeal must clearly set out the details of the decision which is being appealed, and include full details of an Athlete's ground(s) of appeal. The Notice should attach any documents or written evidence relevant to the grounds of appeal and which are relied upon by the Athlete.



- 7.7. All appeals must be accompanied by a fee of £250 which will be refunded should the appeal be upheld under Clauses 7.4.2 and 7.4.3 above.
- 7.8. Any appeal to the Appeal Panel must be made within 48 hours of being informed of the Selection Panel's further deliberations.
- 7.9. In the event of an appeal, redacted Minutes of the Selection Panel's selection decisions will be made available to the Appellant. Redacted Minutes of an appeal to the Selection Panel will be made available within 24 hours of the Selection Panel's meeting to deliberate the considerations.
- 7.10. Redacted Minutes of an Appeal Panel's hearing will be made available within 24 hours of the meeting.

The Appeal Panel

- 7.11. GBS will nominate an Appeal Panel of at least 3 individuals, none of whom sat on the Selection Panel, and none of whom are conflicted. One of the members of the Appeal Panel shall be a lawyer by training. A Chair of the Appeal Panel will be appointed.
- 7.12. The Appeal Panel must receive an Appeal Notice ("the Second Appeal Notice") within 48 hours of being informed of the Selection Panel's further deliberations. No fee shall be payable for this stage of the appeal.
- 7.13. The Chair of the Appeal Panel will convene a meeting to take place within 5 days of the Second Appeal Notice, or, if urgent for reasons of a specific event, then to take place within a time frame which allows their conclusions to be implemented.
- 7.14. The Appeal Panel will investigate the grounds of appeal set out in the Second Appeal Notice and establish, to their reasonable satisfaction, which of the outcomes set out in Clause 7.4 is most appropriate. The Chair of the Appeal Panel will notify the Selection Chair and the Athlete, or their Authorised Representative, of their decision immediately after the meeting.



Appendix A: APAs and Paralympic Programme Selection

Overview

- A 1.1. Appendix A will describe the UK Sport Athlete Performance Award Policy and how this will be applied to the Para Snowsport disciplines.
- A 1.2. GBS nominate Athletes against a particular APA band based on the achievement and performance trajectory of each Athlete. It is at UKS' discretion to accept or reject any nomination.
- A 1.3. For removal of any doubt, APA awards from A-E are reflective of the Performance Standard required to be accepted onto WCPs. There may be individual cases whereby an Athlete is nominated onto WCPs but is not in receipt of an APA.
- A 1.4. UKS has granted GBS a maximum number of APA places across the Paralympic disciplines. The Selection Panel will consider Athlete nominations for these places and it is at the discretion of GBS to nominate the places across disciplines; no nominations are ring-fenced to a particular discipline. GBS are not obliged to fill every APA space. All eligible Athletes, meeting the required performance standard will be considered by the Selection Panel and nominations will be sent to UKS for approval.

THE BELOW AREAS IN ITALICS, HAVE BEEN TAKEN FROM UKS' ATHLETE PERFORMANCE AWARD POLICY

APAs - UK Sport Executive Summary

- UKS 1.1. *The APA is a National Lottery funded grant awarded to Athletes in support of their progression towards medal success at the Olympic or Paralympic Games.*
- UKS 1.2. *Only Athletes that are progressing towards, or continuing to achieve World, Olympic or Paralympic Games medal performances will be nominated for an APA.*
- UKS 1.3. *The APA is designed to enable Athletes to engage fully with the World Class Programme, and meet the necessary training and competition demands associated with progression towards the Olympic and Paralympic podium.*
- UKS 1.4. *The APA grant contributes towards the living and sporting costs that Athletes incur whilst a member of the WCP.*
- UKS 1.5. *The APA is subject to a means-test to ensure UKS directs its funding where there is the greatest financial need. All APAs are administered through the cycle by the UK Sport Athlete Investment Team.*



2. Podium Level APAs

- UKS 2.1. *Podium APAs are designed to support Athletes who have achieved medal success at the Paralympic Games or whose profile and results suggest they are very close to achieving this level of performance. All Athletes nominated for a Podium award must be targeting medal success in Beijing 2022.*
- UKS 2.2. *Podium awards are made at A and B levels.*

3. Podium Potential APAs

- UKS 3.1. *The criteria for the selection for Athletes to receive a Podium Potential APA for Paralympic sports in the Beijing cycle are as follows:*
- 3.1.1. *Athletes have been profiled, or have achieved performance benchmarks that provide evidence of their potential to achieve Paralympic medal success;*
 - 3.1.2. *Are able to achieve this within the next two Games cycles;*
 - 3.1.3. *Require a high commitment of support from the WCP in order to realise their medal potential;*
 - 3.1.4. *Are in need of direct APA investment to enable them to make the necessary commitment to the WCP.*
- More specifically:*
- 3.1.5. *C Level Athletes will have achieved performances in international competition, and have met other performance benchmarks set by the WCP that indicate their potential to achieve Paralympic medal success. In most cases these Athletes will be making a full-time commitment to their sport;*
 - 3.1.6. *D Level Athletes will have an evidence-based performance profile which indicates their potential to achieve Paralympic medal success, and will be making a serious commitment to their sport.*
 - 3.1.7. *E Level Athletes will have been profiled for inclusion to the WCP and will be preparing to make a serious commitment to their sport.*

GBS APA Nomination Process

- A 2.1. GBS will select Athletes onto WCPs first; following completion of this selection process, the selection panel will then review APA nominations based on:
- 2.1.1. The number of APA places available from UKS;
 - 2.1.2. The level the Athlete falls into within the WCP Structure and the projected performance trajectory of that Athlete;



- 2.1.3. Podium APAs will take precedence; once these are filled, C Band Athletes will be reviewed, followed by D Band and finally E Band;
- 2.1.4. APA places do not have to be filled at the point of selection;
- 2.1.5. If there are more Athletes achieving APA standards than there are places available, these Athletes will be reviewed against the selection criteria outlined in the subsequent Appendices for each discipline;
- 2.1.6. Should there be more Athletes achieving APA standards than there are places available, it is at the discretion of the Selection Panel and PD to select Athletes onto WCPs without an APA nomination.



Appendix B: GBS - Para Nordic WCP Selection Eligibility Criteria

GBS: Para Nordic WCP Selection

- B 1.1. For Athletes to be considered for the GB Para WCP, they must demonstrate a progressive performance profile aligned to targets for the season and subsequent cycle. As WITTW models are developed, clear performance targets for squad selection will be identified and communicated.
- B 1.2. Athletes must show a commitment to an annual home-based training programme agreed with the Head Coach and Head of Paralympic Culture and Operations which supports individual performance goals and outcomes. Failure to do so may result in removal from WCPs.

Athlete Eligibility

- B 2.1. Athletes must:
- 2.1.1. be eligible to compete for ParalympicsGB at the Paralympic Games (i.e. are a British National and hold a valid passport for the United Kingdom of Great Britain and Northern Ireland);
 - 2.1.2. be WADA compliant and not currently serving a provisional or permanent suspension for a doping;
 - 2.1.3. hold a valid WPNS Licence for the 2019/2020 season;
 - 2.1.4. be at least fourteen (14) years old during the calendar year (01.01-31.12) in which the ski season begins;
 - 2.1.5. be internationally classified with a sport class status of “Confirmed” or “Review 2019” or later”;
 - 2.1.6. not, whether by act or omission, have brought GBS into disrepute.
 - 2.1.7. be compliant with the [UKS Athlete Eligibility policy](#).

Performance Criteria

- B 3.1. GBS have aligned selection to WCPs and the APA Matrix. For further information on Athlete Performance Awards, please refer to Appendix A.
- B 3.2. The below outlines the performance standard required for selection onto WCPs. For ease of reference, the table also includes alignment to potential APA support.
- B 3.3. For Athletes competing in both Cross Country and Biathlon, the performance attainment in their highest ranked discipline will be used for Programme selection and any subsequent APA nomination. Whilst single results take precedence for selection, they will be reviewed in the context of the individual Athlete’s progression and wider result



attainment across the previous season.

B 3.4. Please note that hitting the Performance Standard below is not definitive in an Athlete receiving an APA award; the process for allocation of APAs is outlined in Appendix D.

B 3.5. Para Nordic WCP:

PODIUM	A	This is awarded to Athletes who have achieved a GOLD medal at a World Championships or Paralympic Games in the 2017/2018 or 2018/2019 season						
	B	Podium B is awarded to Athletes who have achieved a SILVER OR BRONZE medal at a World Championships or Paralympic Games in the 2017/2018 season or 2018/2019 season AND are considered by the Selection Panel to retain realistic medal potential at the 2022 Paralympic Games						
		OR						
		Podium B is awarded to Athletes who are considered by the Selection Panel to have significant, realistic MEDAL potential at the 2022 Paralympic Games. For Para Nordic, this would be considered a SINGLE RESULT WITHIN 2% OF BASELINE at the agreed Milestone Event						
			VI		Standing		Sitting	
			XC	BT	XC	BT	XC	BT
	MALE	19.66	18.01	15.58	20.57	18.89	17.81	
	FEMALE	30.51	55.70	20.08	24.94	26.77	45.37	
PODIUM POTENTIAL		MALE						
			VI		Standing		Sitting	
			XC	BT	XC	BT	XC	BT
	C	A single result within 5% of Baseline	37.66	36.01	33.58	38.57	36.89	35.81
	D	A single result within 10% of Baseline	67.66	66.01	63.58	68.57	66.89	65.81
	E	A single result within 15% of Baseline	97.66	96.01	93.58	98.57	96.89	95.81
		Fast Track Programme: Inclusion in World Class Programmes (and potential E Band APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years, but who have not yet achieved the performance standard required. Fast Track programme inclusion can be offered for a maximum of 1 year.						



		FEMALE					
		VI		Standing		Sitting	
		XC	BT	XC	BT	XC	BT
C	A single result within 5% of Baseline	48.51	73.70	38.08	42.94	44.77	63.37
D	A single result within 10% of Baseline	78.51	103.70	68.08	72.94	74.77	93.37
	A single result within 15% of Baseline	108.51	133.70	98.08	102.94	104.77	123.37
E	Fast Track Programme: Inclusion in World Class Programmes (and potential E Band APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years, but who have not yet achieved the performance standard required. Fast Track programme inclusion can be offered for a maximum of 1 year.						

Calculation of Baseline

- B 4.1. An Athlete's WPNS Points in any given race are given a direct reflection of their performance in that race and as such are a proxy for their time behind the winning Athlete. The WPNS Points can therefore be used to accurately show how far, as a percentage, an Athlete is behind the best in the World. Because classification is factored and ranking lists are split into Cross Country and Biathlon, and not into each of the 6 events, it is important to set a Baseline to ensure that the same level of performance can be measured evenly across all of them.
- B 4.2. The WPNS Baselines are calculated by averaging the WPNS Points of the top 5 Athletes on the April 2019 Points lists and then averaging this with the Baseline from the previous season. By including the previous seasons figure, we are able to ensure that historical performances are always factored into the Baseline but with the weighting for previous seasons reducing by 50% each year.

Athlete Suitability for Programme Inclusion

- B 5.1. The Selection Panel will consider all of the following, as well as any other factors they deem relevant, when assessing an Athlete's ability to win a medal at the Paralympic Games:
- 5.1.1. The Athlete's major competition history (including World Cups, World Championships and Paralympic Games);
 - 5.1.2. The Athlete's training history; and
 - 5.1.3. The Athlete's performance trajectory.



B 5.2. For existing WCP Athletes, in addition to all conditions outlined above, Athletes must:

5.2.1. Have met last year's performance targets; and

5.2.2. Have, at a minimum, maintained their level of performance from the previous year. Failure to do so may result in Athletes being moved down to a lower level of the WCP or not being selected for the following year.



Appendix C: GBS - Para Snowboard Selection Eligibility Criteria

GBS: Para Snowboard WCP Selection

- C 1.1. For Athletes to be considered for the GB Para WCP, they must demonstrate a progressive performance profile aligned to targets for the season and subsequent cycle. As WITTW models are developed, clear performance targets for squad selection will be identified and communicated.
- C 1.2. Athletes must show a commitment to an annual home-based training programme agreed with the Head Coach and Head of Paralympic Culture and Operations which supports individual performance goals and outcomes. Failure to do so may result in removal from WCPs.

Athlete Eligibility

- C 2.1. Athletes must:
 - 2.1.1. Be eligible to compete for ParalympicsGB at the Paralympic Games (i.e. are a British National and hold a valid passport for the United Kingdom of Great Britain and Northern Ireland);
 - 2.1.2. be WADA compliant and not currently serving a provisional or permanent suspension for a doping;
 - 2.1.3. hold a valid WPSB License for the 2019/2020 season;
 - 2.1.4. be born in 2006 or earlier;
 - 2.1.5. be internationally classified with a sport class status of “Confirmed” or “Review 2019” or later”;
 - 2.1.6. not, whether by act or omission, have brought GB Snowsport into disrepute.
 - 2.1.7. be compliant with the [UKS Athlete Eligibility policy](#).

Performance Criteria

- C 3.1. GB Snowsport have aligned selection to WCPs and the APA Matrix. For further information on APAs, please refer to Appendix A.
- C 3.2. The below outlines the performance standard required for selection onto WCPs. For ease of reference, the table also includes alignment to potential APA support.
- C 3.3. For Athletes competing in both Banked Slalom and Snowboard Cross, the performance attainment in their highest ranked discipline will be used for Programme selection and any subsequent APA nomination. Whilst single results take precedence for selection, they will be reviewed in the context of the individual Athlete’s progression and wider result attainment across the previous season. Please note that results achieved in the Team Event currently will not be used to inform selection but may be used as supporting



information.

C 3.4. Please note that hitting the Performance Standard below is not definitive in an Athlete receiving an APA award; the process for allocation of APAs is outlined in Appendix D.

C 3.5. Para Snowboard WCP:

PODIUM	A	This is awarded to Athletes who have achieved a GOLD medal at a World Championships or Paralympic Games in the 2017/2018 or 2018/2019 season
	B	Podium B is awarded to Athletes who have achieved a SILVER OR BRONZE medal at a World Championships or Paralympic Games in the 2017/2018 season or 2018/2019 season AND are considered by the Selection Panel to retain realistic medal potential at the 2022 Paralympic Games OR Podium B is awarded to Athletes who are considered by the Selection Panel to have significant, realistic MEDAL potential at the 2022 Paralympic Games. For Male and Female Para Snowboard Athletes, this would be considered to be a result achieved at the agreed Milestone Event as follows: BANKED SLALOM: within 2% of 3 rd place SNOWBOARD CROSS: Podium finish
PODIUM POTENTIAL	BANKED SLALOM (Male and Female)	
	C	Within 5% of 3 rd Place Athlete in a Northern Hemisphere World Cup Race
	D	Within 10% of 3 rd Place Athlete in a Northern Hemisphere World Cup Race
	E	Within 15% of 3 rd Place Athlete in a Northern Hemisphere World Cup Race
		Fast Track Programme: Inclusion in World Class Programmes (and potential E Band APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years but, who have not yet achieved the performance standard required. Fast Track programme inclusion can be offered for a maximum of 1 year.
	SNOWBOARD CROSS (Male and Female)	
	Note: Qualifying Run times will be used for the percentage calculations	
	C	Within 5% of 3 rd Place Athlete in a Northern Hemisphere World Cup Race OR Men – All Classes, Podium result in a Northern Hemisphere World Cup Race Women – SB-LL2 only, Podium result in a Northern Hemisphere World Cup Race
		D
	E	Within 15% of 3 rd Place Athlete in a Northern Hemisphere World Cup Race
Fast Track Programme: Inclusion in World Class Programmes (and potential E Band APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years, but who have not yet achieved the performance standard required. Fast Track programme inclusion can be offered for a maximum of 1 year.		



Athlete Suitability for Programme Inclusion

- C 4.1. The Selection Panel will consider all of the following, as well as any other factors they deem relevant, when assessing an Athlete's ability to win a medal at the Paralympic Games:
- 4.1.1. The Athlete's major competition history (including World Cups, World Championships and Paralympic Games);
 - 4.1.2. The Athlete's training history; and
 - 4.1.3. The Athlete's performance trajectory.
- C 4.2. For existing WCP Athletes, in addition to all conditions outlined above, Athletes must:
- 4.2.1. Have met last year's performance targets; and
 - 4.2.2. Have, at a minimum, maintained their level of performance from the previous year. Failure to do so may result in Athletes being moved down to a lower level of the WCP or not being selected for the following year.



Appendix D: GBS - Para Alpine Selection Eligibility Criteria

GBS: Para Alpine WCP Selection

- D 1.1. For Athletes to be considered for the GB Para WCP, they must demonstrate a progressive performance profile aligned to targets for the season and subsequent cycle. As WITTW models are developed, clear performance targets for squad selection will be identified and communicated.
- D 1.2. Athletes must show a commitment to an annual home-based training programme agreed with the Head Coach and Head of Paralympic Culture and Operations which supports individual performance goals and outcomes. Failure to do so may result in removal from WCPs.

Athlete Eligibility

- D 2.1. Athletes must:
- 2.1.1. be eligible to compete for ParalympicsGB at the Paralympic Games (i.e. are a British National and hold a valid passport for the United Kingdom of Great Britain and Northern Ireland);
 - 2.1.2. be WADA compliant and not currently serving a provisional or permanent suspension for a doping;
 - 2.1.3. hold a valid WPAS License for the 2019/2020 season;
 - 2.1.4. be born in 2006 or earlier;
 - 2.1.5. be internationally classified with a sport class status of “Confirmed” or “Review 2019” or later”;
 - 2.1.6. not, whether by act or omission, have brought GB Snowsport into disrepute.
 - 2.1.7. be compliant with the [UKS Athlete Eligibility policy](#).

Performance Criteria

- D 3.1. GB Snowsport have aligned selection to WCPs and the APA Matrix. For further information on APAs, please refer to Appendix A.
- D 3.2. The below outlines the performance standard required for selection onto WCPs. For ease of reference, the table also includes alignment to potential APA support.
- D 3.3. For Athletes competing across multiple events within the technical and speed disciplines, the performance attainment in their highest ranked event will be used for Programme selection and any subsequent APA nomination. Whilst single results take precedence for selection, they will be reviewed in the context of the individual Athlete’s progression and wider result attainment across the previous season.



D 3.4. Please note that hitting the Performance Standard below is not definitive in an Athlete receiving an APA award; the process for allocation of APAs is outlined in Appendix D.

D 3.5. Para Alpine WCP:

PODIUM	A	This is awarded to Athletes who have achieved a GOLD medal at a World Championships or Paralympic Games in the 2017/2018 or 2018/2019 season						
	B	Podium B is awarded to Athletes who have achieved a SILVER OR BRONZE medal at a World Championships or Paralympic Games in the 2017/2018 season or 2018/2019 season AND are considered by the Selection Panel to retain realistic medal potential at the 2022 Paralympic Games						
		OR						
		Podium B is awarded to Athletes who are considered by the Selection Panel to have significant, realistic MEDAL potential at the 2022 Paralympic Games. For Para Alpine, this would be considered a SINGLE RESULT WITHIN 2% OF BASELINE at the agreed Milestone Event						
				SL	GS	SC	SG	DH
		MALE	VI	22.98	31.89	65.28	43.02	56.30
			Standing	21.78	23.19	54.63	33.40	67.59
	Sitting	21.88	32.59	58.99	33.40	38.94		
FEMALE	VI	26.06	43.42	73.27	61.22	65.00		
	Standing	38.84	38.35	80.84	56.87	82.59		
	Sitting	48.13	48.87	106.71	54.63	75.31		
PODIUM POTENTIAL	C	A single result within 5% of Baseline		SL	GS	SC	SG	DH
			Male VI	41.28	57.99	99.18	74.82	96.20
			Male Standing	40.08	49.29	88.53	65.20	107.49
			Male Sitting	40.18	58.69	92.89	65.20	78.84
			Female VI	44.36	69.52	107.17	93.02	104.90
			Female Standing	57.14	64.45	114.74	88.67	122.49
		Female Sitting	66.43	74.97	140.61	86.43	115.21	
	D	A single result within 10% of Baseline		SL	GS	SC	SG	DH
			Male VI	71.78	101.49	155.68	127.82	162.70
			Male Standing	70.58	92.79	145.03	118.20	173.99
Male Sitting			70.68	102.19	149.39	118.20	145.34	



		Female VI	74.86	113.02	163.67	146.02	171.40	
		Female Standing	87.64	107.95	171.24	141.67	188.99	
		Female Sitting	96.93	118.47	197.11	139.43	181.71	
	E	A single result within 15% of Baseline		SL	GS	SC	SG	DH
			Male VI	102.28	144.99	212.18	180.82	229.20
			Male Standing	101.08	136.29	201.53	171.20	240.49
			Male Sitting	101.18	145.69	205.89	171.20	211.84
			Female VI	105.36	156.52	220.17	199.02	237.90
			Female Standing	118.14	151.45	227.74	194.67	255.49
			Female Sitting	127.43	161.97	253.61	192.43	248.21
Fast Track Programme: Inclusion in World Class Programmes (and potential E Band APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years, but who have not yet achieved the performance standard required. Fast Track programme inclusion can be offered for a maximum of 1 year.								

Calculation of Baseline

- D 4.1. An Athlete's WPAS Points in any given race are given a direct reflection of their performance in that race and as such are a proxy for their time behind the winning Athlete. The WPAS Points can therefore be used to accurately show how far, as a percentage, an Athlete is behind the best in the World.
- D 4.2. The WPAS Baselines are calculated by averaging the WPAS Points of the top 5 Athletes on the April 2019 Points lists and then averaging this with the Baseline from the previous season. By including the previous seasons figure, we are able to ensure that historical performances are always factored into the Baseline but with the weighting for previous seasons reducing by 50% each year.

Athlete Suitability for Programme Inclusion

- D 5.1. The Selection Panel will consider all of the following, as well as any other factors they deem relevant, when assessing an Athlete's ability to win a medal at the Paralympic Games:
- 5.1.1. The Athlete's major competition history (including World Cups, World Championships and Paralympic Games);
 - 5.1.2. The Athlete's training history; and
 - 5.1.3. The Athlete's performance trajectory.



D 5.2. For existing WCP Athletes, in addition to all conditions outlined above, Athletes must:

5.2.1. Have met last year's performance targets; and

5.2.2. Have, at a minimum, maintained their level of performance from the previous year. Failure to do so may result in Athletes being moved down to a lower level of the WCP or not being selected for the following year.



Appendix E: Guide Policy

- E 1.1. Guides will be offered WCP membership at the same level as the Athlete they support. This will entitle the Guide to a similar level of service and programme support as an Athlete, but does not guarantee them the same level of APA.
- E 1.2. The exact APA level will be discussed by the APA Nominations Panel and forwarded to UKS for approval. The level proposed will be commensurate with the nature of the Athlete-Guide relationship and the level of engagement/ contact-time required and delivered by the relevant Guide.
- E 1.3. As a result, APAs for Guides may change throughout the season (up to the maximum APA level allocated to the supported Athlete), depending on the levels of support required and committed by the Guide in question.

