



SELECTION POLICY (PERFORMANCE ARCHERY)

WORLD CLASS PROGRAMME (PARALYMPIC / OLYMPIC CATEGORIES)

Version	Reviewed By	Date	Next Review Date
4.6	Performance Director	July 2023	Summer 2024

1. Introduction:

1.1. 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.

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. This selection policy applies for selections made from September 2023 onwards and supersedes any previous WCP or National Squad selection policies.

3. Eligibility:

- 3.1. Athletes are eligible for selection to the Performance Archery WCP provided they meet UK Sport's eligibility requirements (<https://www.uk sport.gov.uk/resources/eligibility>) as well as the following:
 - 3.1.1. They are an Archery GB member in good standing; are not under any current disciplinary investigation; and have not brought the sport or governing body into disrepute.
 - 3.1.2. Have satisfied all eligibility under the rules of World Archery (WA) and subject to any changes it may introduce subsequent to the publication of this policy.
 - 3.1.3. Are eligible to represent Great Britain at international events.
 - 3.1.4. Must be a British national or British passport holder.
 - 3.1.5. Will positively enhance and contribute to the Performance Archery culture and training and competition environment.

- 3.1.6. Sign and adhere to the Performance Archery Athlete Agreement with AGB.
- 3.1.7. 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>)

4. Athlete Places:

- 4.1. For the Paris cycle, Performance Archery have been allocated up to 21 athlete places across the WCP. UK Sport have allocated these based on 9 Olympic and 12 Paralympic places, that will be eligible for Athlete Performance Awards (APA).
- 4.2. There is no requirement for Archery GB to nominate all 21 APA places.

5. Athlete Performance Awards (APAs)

- 5.1. 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.
- 5.2. 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.
- 5.3. The prerequisite conditions 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 8](#)) 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 3](#)) to be considered for an APA.
- 5.4. 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.
- 5.5. There are 5 levels to the APA matrix which are detailed for each of the categories in [section 17 \(Olympic\)](#) and [section 18 \(Paralympic\)](#).
- 5.6. 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 framework.
- 5.7. In order 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, competitions, or accommodation above and beyond what the programme offer is. In these instances, it would only be for costs associated with that specific athlete; and engagement in this activity (and therefore the contribution) is optional.
- 5.8. 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 the majority of 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.

6. Podium and Podium Potential Programmes

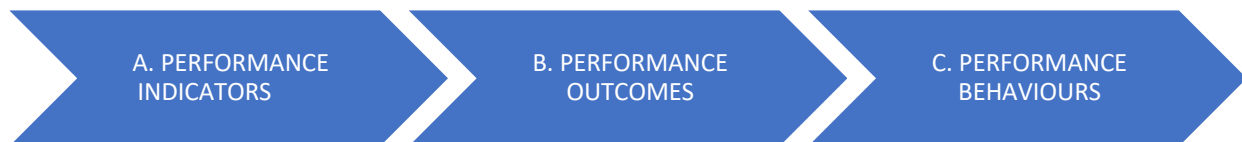
- 6.1. **Podium APAs** are designed to support athletes whose profile indicates a strong prospect of achieving medal winning performances at the Olympic or Paralympic Games within the Paris cycle and who are already achieving international results (Performance Outcomes) within the respective category.
 - 6.1.1. Podium awards are made at A and B levels.
 - 6.1.2. An additional award level 'Paris Potential' is provided to support athletes that have been in receipt of a Podium level award, do not meet the Performance Outcomes to retain an A or B award, yet remain a strong medal prospect for Paris.
 - 6.1.3. Due to the frequency of Tier 1 events, in exceptional circumstances 'Paris Potential' funding can be awarded for up to 2 years and is at the discretion of the Performance Director and in consultation with UK Sport.
 - 6.1.4. In the event that 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.
 - 6.1.5. Podium award values are fixed and have been set with reference to external benchmarks to reflect the basic costs associated with living as a high-performance athlete and a member of an NGB run high-performance programme.
- 6.2. **Podium Potential APAs** are designed to support athletes who have been identified and confirmed as having the potential to bridge the gap to Olympic and Paralympic medal success and have made the commitment to pursue this goal.
 - 6.2.1. Podium Potential awards are made at C and D levels.
- 6.3. **Entry Level APAs** are designed to support 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.
- 6.4. Podium Potential and Entry 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.

7. Selection Timeline:

- 6.1 The window of events that will be considered for evidence within the APA Matrix will be the 2023 outdoor season although historical performances that demonstrate international competitiveness and pedigree within the last cycle will be considered as part of an athlete's performance trajectory.
- 6.2 Selection for the Olympic and Paralympic categories will take place in September 2023 and APA's will then run from November 2023 – October 2024.

8. Selection Criteria / APA Matrix:

- 8.1. 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 Behaviours) that are necessary for sustainable and long-term performance success.
- 8.2. 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 priority order.



- 8.3. *Performance Indicators* – evidences an athlete's performance in relation to the identified performance standards within each category ([section 17 Olympic](#) / [section 18 Paralympic](#)) This is broken down into two key areas:
- 8.3.1. Trajectory: how an athlete's performance in qualification and elimination matches is trending, and any relevant mitigations
 - 8.3.2. Performances against Performance Standards: an athlete's ability, evidenced in competition, to achieve the respective performance standards set out [section 17 Olympic](#) / [section 18 Paralympic](#) in their respective category and Tier of event.
 - 8.3.2.1. 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.
 - 8.3.2.2. Nevertheless, an athlete that is consistently hitting and staying within the performance standards shows a much greater likelihood of being a medallist.
- 8.4. *Performance Outcomes* - evidences an athlete's ability to convert performances within competition as outlined in the APA Matrix:
- 8.4.1. [Section 17 Olympic APA Matrix](#)
 - 8.4.2. [Section 18 Paralympic APA Matrix](#)
 - 8.4.3. 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 are able to 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.
 - 8.4.4. 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 Behaviours with the most potential of achieving World Championship or Olympic/Paralympic medal-level performances in the Paris or LA cycle.
- 8.5. *Performance Behaviours* – this will be an emerging piece of work in the 2023/24 season to crystallise the skills and behaviours that demonstrate an athlete's potential and commitment to pursue sustainable and long-term performance success.
- 8.5.1. Whilst this is being developed, it will be primarily used to identify areas for development and as such will be used as a discussion point, as opposed to being a defined selection criterion.

9. Selection Panel:

- 9.1. The selection panel for the respective category will be made up of the following:
 - 9.1.1. Performance Director
 - 9.1.2. Performance Coaches (Olympic / Paralympic as relevant)
 - 9.1.3. Olympic Performance Manager
 - 9.1.4. Paralympic Programme Manager
 - 9.1.5. Independent Performance Expert (observer)

9.1.6. Note taker (as required)

9.2. 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.

10. Selection Process:

- 10.1. A long list of current and prospective (i.e., non-current) WCP members will be identified for consideration by the selection panel. To be included on the long list an athlete must have satisfied the [eligibility requirements \(section 3\)](#).
- 10.2. Athletes international and domestic (where applicable) performances will be mapped against the [Selection Criteria \(section 8\)](#).
- 10.3. The APA Matrix identifies the minimum levels required to be considered for an APA and a place on the Performance Archery WCP.
- 10.4. Athletes will then be collectively reviewed against the [Selection Criteria \(section 8\)](#) and the number of available athlete places.
- 10.5. The selection panel will then identify a short list of proposed WCP athletes who are nominated to UK Sport.

11. UK Sport Nomination Process:

- 11.1. WCP selection will take place in September 2023. Athletes will be verbally informed of the outcome of the selection panel and whether they are being nominated to UK Sport for an APA, prior to End of Season Break.
- 11.2. Following confirmation of nomination, Athletes will be provided with the 2023-24 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.
- 11.3. 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.
- 11.4. 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.
- 11.5. Once an athlete nomination is successful, each athlete will need to sign and return the 2023-24 Performance Archery Athlete Agreement.
- 11.6. On return from End of Season Break, all athletes will have a review meeting to plan for the new season and develop their Individual Performance Plan.
- 11.7. 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.

12. Suspension & Deselection

- 12.1. All Performance Archery WCP athletes are bound by AGB's Grievance and Discipline policies which may impact on selection.
- 12.2. The Performance Director may recommend to UK Sport that an athlete is suspended from the WCP as a result 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.

- 12.3. 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](#))
- 12.4. During a funding year, athletes will be notified if their place on the WCP is at risk and the WCP will seek to develop a plan in conjunction with the athlete to address 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.

13. Injury & Illness:

- 13.1. 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.
- 13.2. 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.
- 13.3. 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.
- 13.4. 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.
- 13.5. 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 15](#).

14. Pregnancy

- 14.1. 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.
- 14.2. Continued access to the APA post childbirth will be dependent on:
- 14.2.1.1. The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth.
 - 14.2.1.2. 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.
 - 14.2.1.3. Monitoring, reviewing, and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

- 14.3. 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 ([section 15](#)).
- 14.4. 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.
- 14.5. 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.
- 14.6. 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. UK Sport has commissioned further research into athletes' experiences of pregnancy, with the aim of providing further guidance about how athletes should be supported through pregnancy and post childbirth. AGB and UK Sport reserve the right to adjust this pregnancy policy where the findings of this research suggest the policy should change.

15. Transitions / Athletes Leaving the Programme:

- 15.1. Any athlete transitioning from the WCP will receive a transitional APA. Athletes will receive funding at their current level, with the number of months transitional funding, dependent on their time on the WCP and also at the programme discretion. The indicative timescales are:
- 15.1.1. 1 Year on the WCPP = 1 month APA transitional support
 - 15.1.2. 2 Years on the WCPP = 2 months APA transitional support
 - 15.1.3. 3 Years or more on the WCPP = 3 months APA transitional support
- 15.2. Athletes will receive Performance Lifestyle support for 6 months following cessation of their APA.
- 15.3. Athlete medical cover will continue until cessation of their APA or for up to a maximum 3 months after the month funding ceases for an existing medical claim and treatment to finish. No new claims can be opened within this 3-month extension period.

16. Appeals:

- 16.1. 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>)

17. Olympic APA Matrix

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 2022. This work was carried out by the UK Sports Institute Data Analysis team in 2022.

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, the greater the 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										
	Recurve Men Individual		Recurve Women Individual		Recurve Men Team		Recurve Women Team		Mixed Team	
APA Level	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 - 5	8.97	4 - 6	9.18
C	12 - 16	9.24	14 - 22	9.01	7 - 10	9.21	6 - 7	8.97	7 - 8	9.18
D	17 - 64	9.24	23 - 64	9.01	1 - 24	9.21	8 - 24	8.97	9 - 24	9.18

* 1AA = 1 Arrow Average

Olympic Performance Standards - Tier 2 Events					
European Games					
European Championships					
	Recurve Men Individual	Recurve Women Individual	Recurve Men Team	Recurve Women Team	Mixed Team
APA Level	1AA from matches won	1AA from matches won	1AA from matches won	1AA from matches won	1AA from matches won
C	9.24	9.01	9.21	8.97	9.18
D	9.24	9.01	9.21	8.97	9.18

OLYMPIC PODIUM					
<p><i>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. Dependant 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.</i></p> <p><i>Podium awards based upon results at a single World Cup can only be used to support A+, B+ & B funding on 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 these will be considered alongside other performance indicators. This is because there are up to 4 World Cup opportunities per year.</i></p>					
Level	Award	Overview	Performance Indicators	Performance Outcomes	Performance Behaviours
A+	£28,000 p.a.	<p>Athletes must have hit:</p> <ul style="list-style-type: none"> One of the performance outcomes per season in consecutive competition seasons, including the current one. This must include the respective Senior World Championships or Olympic Games. 	<p>Athletes who are hitting the Performance Outcomes at Tier 1 level are already indicating the ability to convert medals and show a performance mindset under pressure, which is considered a high indicator of future World / Olympic medal potential.</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) <i>World Cup (in a year where there are no World Championships or Olympic</i> 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p>

				<i>Games</i>): Medal (individual, team or mixed team)	Athletes must agree and adhere to an Individual Performance plan.
A	£26,500 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 <i>or</i> have a <i>medal winning</i> 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) 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
B+	£23,000 p.a.	<p>Athletes must have hit:</p> <ul style="list-style-type: none"> One of the performance outcomes per season in consecutive competition seasons, including the current one. This must include the respective Senior World Championships or Olympic Games. 	<p>Athletes who are hitting the Performance Outcomes at Tier 1 level are already indicating the ability to convert medals and show a performance mindset under pressure, which is considered a high indicator of future World / Olympic medal potential.</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) <i>World Cup (in a year where there are no World Championships or Olympic Games)</i>: top 8 (individual) top 6 (team or mixed team) 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
B	£21,500 p.a.	<p>Athletes must have hit:</p> <ul style="list-style-type: none"> One of the performance outcomes at an Olympic 	<ul style="list-style-type: none"> Qualifying within the Qualification Zone. 	<ul style="list-style-type: none"> <i>Olympic Games</i>: top 8 (individual) top 6 (team or mixed team) 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle</p>

		<p>Games or World Championships <i>or</i></p> <ul style="list-style-type: none"> ▪ Performance outcomes at <i>more than one</i> World Cup in a competitive season <i>or</i> ▪ Performance outcomes at one World Cup (in a year where there is no World Championships or Olympic Games) 	<ul style="list-style-type: none"> ▪ have a <i>match winning</i> 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>Senior World Championships</i>: top 8 (individual) top 6 (team or mixed team) ▪ <i>World Cup</i>: top 8 (individual) top 6 (team or mixed team) 	<p>that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
Paris Potential	£19,000 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 Paris and has made the commitment to do so.</p> <p>In exceptional circumstances 'Paris Potential' funding can be awarded for up to 2 years and is at the discretion of the Performance Director, in consultation with UK Sport.</p>			<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
OLYMPIC PODIUM POTENTIAL					
Level	Award	Overview	Performance Indicators	Performance Outcomes	Performance Behaviours
C	£18,000 p.a.	<p>Athletes must have hit <i>either</i>:</p> <ul style="list-style-type: none"> • Two of the performance outcomes within a year <i>or</i>; • One performance outcome <i>and</i> one of the performance indicators <i>or</i>; 	<ul style="list-style-type: none"> ▪ Qualifying within the Qualification Zone at <i>a Tier 1*</i> event; or ▪ have a <i>match winning</i> 1AA over all sets in winning matches at a <i>Tier 1 or Tier 2</i> event. 	<ul style="list-style-type: none"> ▪ <i>Tier 1 - Olympic Games / World Championships / World Cup</i>: top 16 (individual) top 8 (team or mixed team) ▪ <i>Tier 2 - European Championships / European</i> 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for an athlete looking</p>

		<ul style="list-style-type: none"> Two of the performance indicators within a year. 	<p>(See attached Performance Standards Table)</p> <p>*due to there not being any set Qualification Zones at tier 2 events.</p>	<p><i>Games: top 8 (Individual) top 6 (team or mixed team)</i></p> <ul style="list-style-type: none"> <i>Tier 2 - Youth World Championships: top 8 (individual)</i> 	<p>to bridge the gap to Podium. They should also be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
D	£12,000 p.a.	<p>Athletes must have hit <u>either</u>:</p> <ul style="list-style-type: none"> One of the performance outcomes within a year <u>or</u>; One of the performance indicators at one of the listed events. 	<ul style="list-style-type: none"> Qualifying within the Qualification Zone at a <u>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. 	<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</i> 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for an athlete looking</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 is capable of bridging the gap to Podium level and has made the commitment to do so.</i></p>	<p>(See attached Performance Standards Table)</p> <p>*due to there not being any set Qualification Zones at tier 2 events.</p>	<p>Games: top 16 (Individual) top 8 (team or mixed team)</p> <ul style="list-style-type: none"> ▪ Tier 3 - Minor World Ranking events: Medal (Individual) 	<p>to bridge the gap to Podium. They should also be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
Entry	£6,000 p.a.	Athletes who have been identified by the programme as having potential to achieve podium potential within 2 years.			

18. 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 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									
	W1 M	W1 W	W1 MX	CMO	CWO	CO MX	RO M	RO W	RO MX
Qualification Zone	Top 7	Top 6	Top 4	Top 9	Top 8	Top 8	Top 9	Top 6	Top 4
Performance Zone in Elimination Matches	137–143 (140 Av)	129-135 (132 Av)	135-141 (140 Av)	144-149 (146.5 Av)	142-147 (144.5 Av)	152-158 (155 Av)	28*	27*	35*

Paralympic Performance Standards – Tier 2 Events									
Para European Championships									
All other Para World Ranking Events									
	W1 M	W1 W	W1 MX	COM	COW	CO MX	RO M	RO W	RO MX
Qualification Zone	Top 7	Top 4	Top 4	Top 8	Top 8	Top 6	Top 8	Top 6	Top 6
Performance Zone in Elimination Matches	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*

* The score relates to the set average across the top 3 sets per match shot during the elimination matches

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. 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. Dependant 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	Performance Behaviours
A+	£28,000 p.a.	<p>Athletes must have hit:</p> <ul style="list-style-type: none"> One of the performance outcomes per season in consecutive competition seasons, including the current one. This must include the respective Para World Championships or Paralympic Games. 	<p>Athletes who are hitting the Performance Outcomes at Tier 1 level are already indicating the ability to convert medals and show a performance mindset under pressure, which is considered a high indicator of future medal potential.</p>	<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) 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
A	£26,500 p.a.	<p>Athletes must have hit:</p> <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) <p>at a Tier 1 event</p> <p>(See attached Performance Standards Table)</p>	<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) 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p>

					Athletes must agree and adhere to an Individual Performance plan.
B+	£23,000 p.a.	<p>Athletes must have hit:</p> <ul style="list-style-type: none"> One of the performance outcomes per season in consecutive competition seasons, including the current one. This must include the respective Para World Championships or Paralympic Games. 	<p>Athletes who are hitting the Performance Outcomes at Tier 1 level are already indicating the ability to convert medals and show a performance mindset under pressure, which is considered a high indicator of future medal potential.</p>	<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) 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
B	£21,500 p.a.	<p>Athletes must have hit:</p> <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) <p>at a Tier 1 event</p> <p>(See attached Performance Standards Table)</p>	<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) 	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
Paris Potential	£19,000 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>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle</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 Paris and has made the commitment to do so.</p> <p>In exceptional circumstances 'Paris Potential' funding can be awarded for up to 2 years and is at the discretion of the Performance Director, in consultation with UK Sport.</p>	<p>that will enable them to apply themselves to the required levels of training for a Podium athlete and be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>		
PARALYMPIC PODIUM POTENTIAL					
Level	Award	Overview	Performance Indicators	Performance Outcomes	Performance Behaviours

C	£18,000 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 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 ▪ 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>	<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for an athlete looking to bridge the gap to Podium. They should also be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
---	--------------	---	--	--	---

D	£12,000 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 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 ▪ shoot Performance Zone scores across the elimination matches (not including medal matches) <p>(See attached Performance Standards Table)</p>		<p>Athletes are expected to be demonstrating positive performance behaviours as well as a commitment and lifestyle that will enable them to apply themselves to the required levels of training for an athlete looking to bridge the gap to Podium. They should also be available for domestic and international training and competition.</p> <p>Athletes must agree and adhere to an Individual Performance plan.</p>
Entry	£6,000 p.a.	Athletes who have been identified by the programme as having potential to achieve podium potential within 2 years.			