

British Biathlon Selection Policy 2021-22



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1. Introduction

This annually reviewed and published document sets out, and can be used as the reference for, the processes and selection criteria for selection to the British Biathlon Squads and Teams in the appropriate age categories. It describes the selection policy and process for athletes to be invited to join the British squads and/or to represent Great Britain in biathlon events.

1.1. Aim

The aim of the British Biathlon Union Selection Policy is to clearly define the procedures, processes and criteria for the selection of individuals to join British national biathlon teams and programmes. This Selection Policy, its processes and procedures support the BBU's long-term development plan that reflects commitment shown by the athletes, is inclusive, supports the staged development at each level of competition and is designed to produce consistent World Class performances at a range of international competitions that include most notably: The IBU World Championships, Youth & Junior World Championships, The Olympic Winter Games, European Youth Olympic Festival, Youth Olympic Games, Junior & Senior European Championships, as well as on the IBU World Cup and Senior/Junior IBU Cup circuits.

1.2. Remit

Selection will be made without bias or discrimination. The policy and processes are agreed and overseen by the British Biathlon Union (BBU), the National Governing Body for biathlon in the United Kingdom. The policy and processes are approved by the Board of the BBU.

The Selection Panel will lead on this process with the oversight of the BBU Board. The Selection Panel will select the Teams for the World Cups, World Championships, Youth and Junior World Championships and other IBU competitions. The Panel will recommend athletes to the British Olympic Association for selection to teams for the various competitions run under the Olympic banner. The Panel will also recommend athletes for other major sporting events, such as the World University Games as and when requested.

For Olympic events, the BBU will agree and publish the Selection Criteria and Procedures in co-operation with the British Olympic Association (BOA) for the Olympic Winter Games, the European Youth Olympic Winter Festival and the Youth Olympic Winter Games.

The Selection Panel will select athletes into the following British Teams, and/or subsequent international levels of competition:

1. World Cup Team, World Cup
2. IBU Cup Team, IBU Cup
3. Junior Team, IBU Junior Cup

In order to allow athletes to optimise their preparations for competitions, athletes achieving 'Team' status will be pre-selected for that level of competition, unless the team numbers exceed respective start places, where athletes would then be required to take part in the on-snow selection, as well as summer testing periods.

2. Formation and Members of the Selection Panel

The BBU Board will appoint the Chair of the Selection Panel. The Chair may invite others with specialist knowledge to contribute for all or part of a meeting. Panel members must be free from all external conflicts of interest in the selection process.

The role of the Chair is to adjudicate the process, to be equitable to all Athletes, and to ensure that the process is applied with respect to meeting the objectives of BBU, as stated at the top of this document. The BBU Board may substitute an individual in place of any of the roles that are not filled at the time of the selection. Such nomination must be agreed by 66% of panel members.

3. BBU Selection Panel

The quorum for a meeting of this selection panel shall be all three voting members. Any member of the panel with a conflict of interest e.g. a potentially selected athlete being a family member... should raise any conflicts at the earliest point in time so a course of action can be identified.

Chair of Selectors: BBU Sec Gen (non-voting)

- BBU Head Coach
- BBU Development Director
- BBU Elite Development Director
- BBU Member Elected Director
- BBU Chief Operations Officer

Athlete Agreements

Athletes who are selected must sign a current BBU Athlete Agreement, setting out the athlete's obligations to BBU and hold a current BBU race licence as a condition of confirmation and retention of their squad/team status.

4. Process and Timelines

The Elite and Performance Programme selections will be made each year by the 30th of April. The selectors reserve the right to add or remove athletes from the respective programmes based on performance, progress, identification or attitude.

Selection minutes are not made public but are circulated to the Board. Redacted versions are available to any athlete who wishes to appeal the selection process results (see appeals process).

5. Eligibility

The Panel will consider only those who hold a current BBU Race Licence:

Athletes will not be eligible for selection to specific competitions if:

- They are currently serving a suspension for: (a) doping in any sport; or (b) any IBU disciplinary offence.
- A medical officer considers after a medical examination, or report from a medical support team, that an athlete is not fit to compete.

6. Prolonged absence from competition

An athlete who, having competed at a given level, fails to compete for a continuous period of twelve months, will not automatically be authorised to compete at the same level, even if the formal criteria to compete at the level are still met. In such circumstances the athlete will be required to demonstrate full fitness and competition readiness, after which the Selection Panel shall consider whether the approval to compete is justified. In making such a judgement, the Selection Panel shall consider all the evidence at its disposal and shall be entitled, in cases of doubt, to continue to withhold entry to the higher level of competition until it is satisfied that the required level of performance has been reached.

For the avoidance of doubt, the provisions of the above are intended to cover absence from competition for any reason, including officially recorded Injury Status.

7. Appeal Process

It is possible to appeal against decisions made by the Selection Panel. The Appeal Process is set out at Annex B. Athletes or their authorised representatives should consult this annex before submitting any appeal.

Annex A to British Biathlon Selection Policy 2021-22

BBU Selection Criteria

The BBU supports a multifaceted approach to selection, to define and select the athletes with the greatest potential.

A-1 Eligibility

Eligibility for BBU athletes wishing to be considered for relevant GBR Teams, levels of IBU competition and/or IBU/IOC championship events are laid in in Para 5 of the BBU Selection Policy.

BBU Teams

A-1.1 Minimum Eligibility Criteria for World Cup Team

Athletes who have met IBU qualifying point criteria shown below in the preceding 12 months in two or more WC/IBU Cup events are pre-selected for this level of competition as described in 1.2 of the Selection Policy:

Men	70
Women	80

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the IBU points are scored before selecting an athlete.

A-1.2 Minimum Eligibility Criteria IBU Cup Team

Athletes who have met IBU qualifying point criteria shown below in the preceding 12 months in two or more WC/IBU Cup events are pre-selected for this level of competition as described in 1.2 of the Selection Policy:

Men	120
Women	150

The Selection Panel has absolute discretion to consider the performance level and field size of the event where the IBU points are scored before selecting an athlete.

A-1.3 Minimum Eligibility Criteria for Junior Team

Athletes can be considered if they are born in 2000-2006 and have met percentage criteria shown below in the preceding 12 months in two or more IBU Junior Cup event(s) are pre-selected for this level of competition as described in 1.2 of the Selection Policy:

Athlete YOB	Men	Women
Junior Team	% Behind average of the top 3 athletes IBU Junior Cup field	
2006	22.5	27
2005	20	24
2004	17.5	21
2003	15	18
2002	12.5	15
2001	10	12
2000	7.5	9

IBU Levels of competition

Criteria

There will be 3 criteria used to assess the standard of BBU athletes which the Selection Panel will base their selections on. BBU views ‘competitive’ as being able to qualify for the Pursuit race:

‘A’ Criteria – 1 race result meeting the A criteria demonstrates that the athlete can be competitive at that level of competition.

‘B’ Criteria – 2 race results meeting the B criteria demonstrates that the athlete could achieve results that could be competitive. Athlete development will then be the focus of selection.

‘C’ Criteria – 3 race results meeting the C criteria meets a minimum standard, but the athlete is unlikely to be competitive in individual competitions. However, it may be in the interest of the BBU and/or athlete to be selected.

Wildcards

Although athletes may meet BBU criteria, GBR’s nation ranking may mean an athlete is not able to compete at a certain IBU level and will need to earn a starting place via the IBU wildcard quota allocation. An explanation of the IBU wildcards can be seen at 15.6.2 of the IBU Event and Competition Rules document.

A-2 World Cups

A-2.1 Eligibility Criteria

BBU will consider athletes for selection to the World Cup based upon the following IBU qualifying points criteria for Men and Women being achieved in the preceding 12 months:

Criteria	A	B	C
Men	80	125	150
Women	95	140	150

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

A-3 IBU Cups

A-3.1 Minimum Eligibility Criteria

Athletes who are not qualified to start trimester 1 but have achieved the required BBU Qualifying Points as set out below will be considered to race on the IBU Cup.

BBU Qualifying Points (maximum 11)	
Number of points required to qualify for IBU Cup	9
Logged training hours ¹	3
Shooting test	3
Running test	2
Strength test	2
Professionalism ²	1

On-snow selection races will be used to make final selections if there are more qualified athletes than allocated start places.

The selection panel may also select an athlete to compete if it is felt that the athlete has displayed the ability to perform at the relevant level and it would be in the best interests of British Biathlon.

A-4 IBU Junior Cups

A-4.1 Eligibility Criteria

Athletes who have not achieved the B criteria standard in the preceding season but have the required BBU Points as set out below will be considered to race on the IBU Junior Cup

BBU Qualifying Points (maximum 11)		
Number of points required to qualify for IBU Junior Cup	2000-2002	8
	2003-2006	7
Logged training hours ¹		3
Shooting test		3
Running test		2
Strength test		2
Professionalism ²		1

On-snow selection races will be used to make final selections if there are more qualified athletes than allocated start places.

The selection panel may also select an athlete to compete if it is felt that the athlete has displayed the ability to perform at the relevant level and it would be in the best interests of British Biathlon.

¹ A set number of hours will be agreed between athlete and coach depending on their capacity to train

² The point for Professionalism is awarded by the coach(es) directly involved with the athletes training based predominantly on lifestyle and commitment shown by the athlete outside of designated training sessions.

IBU/IOC Championship Events

A-5 Championships Events

Selection to represent Great Britain at championships events will be made without bias or discrimination and is open to any British Athlete who meets relevant A, B or C criteria.

A-5.1 Olympic Winter Games (OWG)

The relevant criteria for the OWG are held within a separate policy dealing specifically with the procedures for that event jointly agreed with the British Olympic Association (BOA).

- British Biathlon Union Olympic Selection & Appeals Procedure Beijing 2022 Olympic Winter Games

A-5.2 European Youth Olympic Winter Festival (EYOF)

Nomination for the *postponed* 2021 EYO in Voukatti, Finland (20-25 Mar 22) is open to any British athlete who meets the eligibility criteria.

A-5.2.1 Minimum Eligibility Criteria

Athletes born in 2003 or 2004 may be considered if they qualify for the Pursuit race at the 2021 IBU Youth & Junior World Championships.

Men (2003, 2004)	Women (2003, 2004)
Qualify for the pursuit race	Qualify for the pursuit race

A-5.3 IBU Youth & Junior World Championships (WJC)

Selection for 2022 IBU WJC in Soldier Hollow, USA (19-27 Feb 22) is open to any British athlete who meets the eligibility criteria.

A-5.3.1 Eligibility Criteria

Athletes can be considered if they have met the below relevant % result in any category in the preceding 12 months before the selection date of 23 Jan 22.

Athlete YOB	Men			Women		
	% Behind average of the top 3 athletes born 2003 or later in a IBU Junior Cup competition					
Youth	A Criteria	B Criteria	C Criteria	A Criteria	B Criteria	C Criteria
2006	22.5	30	47.5	24	34	54
2005	20	27.5	45	21	31	51
2004	17.5	25	42.5	19	28	48
2003	15	22.5	40	16	25	45

Athlete YOB	Men			Women		
	% Behind average of the top 3 athletes in a IBU Junior Cup competition					
Junior	A Criteria	B Criteria	C Criteria	A Criteria	B Criteria	C Criteria
2002	17.5	25	42.5	24	41	50
2001	15	22.5	40	21	38	47
2000	12.5	20	37.5	18	35	44

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely

to achieve the best result, which may be age relevant at this level.

A-5.4 Open European Championships (OECH)

Selection for 2022 IBU OECH in Arber, Germany (24 – 30 Jan 22) is open to any British athlete who meets the eligibility criteria.

A-5.4.1 Eligibility Criteria

BBU will consider athletes for selection to the OECH based upon the following IBU qualifying points criteria for Men and Women in the preceding 12 months before the selection date of 9 Jan 22

Criteria	A	B	C
Men	95	190	250
Women	135	230	250

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result.

A-5.5 Junior Open European Championships (JOECH)

The 2022 JOECH will take place in Pokljuka, Slovenia (17-23 Jan 22) is open to any British athlete who meets the eligibility criteria.

A-5.5.1. Eligibility Criteria

Athletes can be considered if they have met the below relevant % result in any category in the preceding 12 months before the selection date of 16 Jan 22.

Athlete YOB	Men			Women		
	% Behind average of the top 3 athletes IBU Junior Cup field					
Junior	A Criteria	B Criteria	C Criteria	A Criteria	B Criteria	C Criteria
2006	30	40	65	34	60	65
2005	27.5	37.5		31	57	
2004	25	35		28	54	
2003	22.5	32.5		25	51	
2002	20	30		22	48	
2001	17.5	27.5		19	45	
2000	15	25		16	42	

If there are more athletes eligible and qualified for selection than quota places allocated, the selection panel has absolute discretion to select athletes who, based on the evidence available, are most likely to achieve the best result, which may be age relevant at this level.

OPA Competitions

A-6 OPA Competitions

Athletes from the National Development Programme³ plus any athletes from the Performance or Elite Programmes who are barred from or are unable to start in IBU events will compete on the OPA race series⁴.

³ For the 2021.22 season, a talent ID campaign is being run which falls under the Development programme. It is not expected, but not ruled out, that athletes from this campaign will be at the required level to compete at OPA level and will compete at British levels of competition.

⁴ It is anticipated that numbers will be capped at 10 athletes, of which the following breakdown of categories will be desired, but adjusted if not fulfilled: Youth - 2 Women, 2 Men; Junior - 2 Women, 2 Men; Senior - 1 Woman, 1 Man

A-6.1 Eligibility Criteria

Selection for the OPA race series is open to any British athlete who meets the eligibility criteria:

BBU Qualifying Points (maximum 11)		
Number of points required to qualify for Development Squad Tour	Senior	6
	Junior & Youth	5
Logged training hours ⁵		3
Shooting test		3
Running test		2
Strength test		2
Professionalism ⁶		1

Selection to BBU National Programmes

A-7 Eligibility for selection to Elite or Performance Programme

Athletes will be selected to the Elite or Performance Programmes based on their on-snow international biathlon results.

A-7.1 Elite Programme

The Elite Programme is for Senior athletes who can, or are projected to be able to⁷, achieve 250 IBU qualifying points.

A-7.2 Performance Programme

The Performance Programme is primarily for athletes competing on the IBU Junior Cup but is also for promising Senior athletes who have achieved the following criteria or percentages during OPA competitions:

Youth & Junior	B criteria	Senior	Men	20%
			Women	25%

⁵ A set number of hours will be agreed between athlete and coach depending on their capacity to train

⁶ The point for Professionalism is awarded by the coach(es) directly involved with the athletes training based predominantly on lifestyle and commitment shown by the athlete outside of designated training sessions.

⁷ Through IBU Junior Cup and/or OPA results, the selection panel will be able to judge the developmental potential of athlete to be selected to the Elite Programme

Annex B to British Biathlon Selection Policy 2021-22

BBU Appeal Process

Any Appeal against a decision of the Selection Panel will follow strict procedures.

Any Appeal against Selection for an Olympic Games will follow the Appeal Process laid down in the Olympic Games Selection Policy.

B-1 Grounds of Appeal

- a) An athlete, or their Authorised Representative, may make an Appeal against a Selection decision only on grounds that there has been a failure to apply the criteria correctly; and/or that the Selection Panel has failed to follow its procedures properly; that the Selection Panel's discretion has not been exercised in a reasonable manner and that such discretion was exercised in such a way as to be prejudicial to the Appellant.
- b) The Process In the first instance an Appeal is made to the Selection Panel, who will consider the Appeal and respond, either:
 - i. agreeing with the Appellant and changing the original decision; or
 - ii. rejecting the Appellant's Appeal and explaining its reasons for the decision.
- c) If an Appellant is not satisfied with the outcome of the Selection Panel's further deliberations, then the athlete, or their Authorised Representative, may make a further Appeal to a different panel, the Appeal Panel (see below), based on the same grounds of Appeal and Appeal Notice.
- d) Outcomes available to the Appeal Panel are:
 - i. to confirm the Selection decision under Appeal and reject the Appeal; or
 - ii. to refer 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 stipulate); or
 - iii. 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.

B-2 How to Appeal

- a) An Appeal Process is commenced by an athlete or their Authorised Representative, addressing an email to the Chair of the Selection Panel appealing against a decision made by the Selection Panel that resulted in the athlete not being selected. ("Notice of Appeal"). The email should be sent to info@britishbiathlon.com The email must be sent within 2 business days of the notification of Selection/non-Selection for a Competition, or within 5 business days of any Squad Selection notification/non-Selection.
- b) 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.

- c) All Appeals must be accompanied by a bank transfer of £250 which will be refunded should the Appeal be upheld under Clause B-1 d) ii. and iii. above.
- d) Any Appeal to the Appeal Panel must be made within two business days of being informed of the Selection Panel's further deliberations under Clause B-1 b).
- e) In the event of any Appeal, minutes of the Selection Panel's Selection decisions or of any Appeal hearing will be made available to the Appellant upon request and will be provided within one business day of such request. In some cases, it may be necessary to redact elements of the relevant minutes.

B-3 The Appeal Panel

- a) BBU will nominate an Appeal Panel comprising of at least 3 individuals, none of whom sat on the Selection Panel, and none of whom are conflicted. One of the Appeal Panel shall be a lawyer by training. The Appeal Panel will select a Chair.
- b) The Appeal Panel must receive an Appeal Notice ("the Second Appeal Notice") within two business days of being informed of the Selection Panel's further deliberations under Clause 7.4. The only fee required is when the Appellant first makes an Appeal to the Selection Panel. A second fee is not required if the Appeal reaches the Appeal Panel.
- c) The Chair of the Appeal Panel will convene a meeting to take place within five business days of the Second Appeal Notice, or, if urgent for reasons of a specific event, then to take place within an accelerated time frame.
- d) 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 7.6 is appropriate. In most cases the Chair of the Appeal Panel will notify the Selection Panel and the athlete, or their Authorised Representative, of the Appeal Panel decision immediately after the meeting. In some situations, the Appeal Panel will make a reserved decision which will be communicated to the Selection Panel and the athlete, or their Authorised Representative, on a later date.

Appendix 1 to British Biathlon Selection Policy 2021-22

Tabular Overview of Selection Criteria

This appendix shows in tabular form all the relevant levels of required standards stated throughout this policy.

IBU Competitions - Tabular Overview					
Senior			Junior/Youth		
Event, Circuit, Team	IBU/BBU Qualifying Points (A/B/C criteria shown where relevant)		Event, Circuit, Team	Percentage*/ BBU Qualifying Points	
	Men	Women		Men	Women
Olympic Games	BOA agreed target		Junior Team	7.5	9
World Cup Team	70	80	Junior World Champs	12.5/20/37.5	18/35/44
			Youth World Champs	15/22.5/40	16/25/45
World Champs	85/120/180	95/130/180	Junior European Champs	15/25/65	16/42/65
World Cup	80/125/150	90/135/150	EYOF	Qualify for pursuit at 2021 YWCH	
IBU Cup Team	120	150	IBU Junior Cup	8/7	8/7
European Champs	95/190/250	135/230/250	*A, B & C criteria percentages are calculated from the average of the top 3 and is age relevant. The % shown in this table is for the oldest YOB in the Junior and/or Youth Category		
IBU Cup	9	9			
OPA Races (BBU Qualifying Points)					
Senior		Junior		Youth	
6		5		5	

Appendix 2 to British Biathlon Selection Policy 2021-22

Testing and Selection

This appendix clearly distinguishes the differences between BBU qualifying points and IBU qualifying points and the reasons for both as well as BBU selection races.

BBU Selection Races

Ultimate selection to represent GBR on the International (IBU) competition circuit will result from performance during on-snow selection races, where required⁸. If there are several athletes closely matched after concluding the selection races, then performance during summer testing will be considered. The more testing an athlete can partake in, the better evidence an athlete will have for selection.

BBU Qualifying Points

To ensure, as best as possible, that athletes are pitched at the right level of competition, it is vital that those athletes have a fundamental, and proven, set of abilities. Those specific, individual, endurance & performance related abilities will be tested independently through a series of tests (running, strength and shooting). It is also vital that athletes have a solid base of training hours throughout the year to be able to cope with the intense blocks of competitive racing throughout the season plus demonstrate the professionalism required of an international athlete.

Although these tests will not decide who represents GBR in the winter, all athletes, who have not secured 'Team' status, have secured qualification for trimester 1⁹ or have recorded a 'B' criteria result on the IBU Junior Cup must meet the required number of points for them to be permitted to partake in the selection races¹⁰. Therefore, all athletes wishing to be selected to represent GBR must attend at least 1 of the summer testing periods.

IBU Qualifying points

Once competing on the IBU circuit, advancement to a higher level of competition, seasonal championship events and to qualify for following trimesters will be determined through an individual's results via the IBU Qualifying Points system.

Please note that the BBU's standards are often more stringent than the standard of the IBU. This is because we do not want athletes to simply race at the highest possible level, but rather be competitive at the right level for the athlete, who can then take that experience, confidence and positiveness onto the next level.

⁸ If an athlete has achieved 'Team' status, through IBU Qualifying Points, and there are enough start place quotas, then the athlete is not required to take part in the selection process. Example – 1 athlete has IBU Cup Team status and there is a start quota of 3, the 'Team' athlete has their place secured for the 1st IBU Cup (as long as there is no question regarding current form), the remaining start places are awarded to other athletes participating in the selection races.

⁹ Missing a trimester does not count, the athlete must have scored under the 250 IBU requirement to start the following trimester

¹⁰ Exceptions may be made if an athlete can prove an appropriate level of results through such systems as, but not restricted to, FIS Points, FFS Points, national level competitions...

Testing Schedule

There will be numerous testing periods throughout the summer of 2021, located both overseas and in the UK using the same type of venues¹¹ and in the same format to create standardisation.

Below is the format that will be used during each testing period:

Day	Morning	Afternoon	Note
0			An explanation of the BBU Qualifying points tests will be provided for any athletes requiring insight or understanding of the tests.
1	3,000-meter run test	Strength test	Run test to be conducted on a running track and strength test in a sports hall
2	Critical speed Protocol	Shooting test	Critical speed protocol will be conducted on roller-skis and will provide skiing HR zones, predict threshold levels and max HR
3	Sprint race (10/7.5kms)	Results and feedback	This race may be attended by local/other athletes to create realism and enhance competition and is used to view performance under race conditions and gauge development

A detailed breakdown of the individual tests will be explained to all athletes in advance of the testing period and can also be requested by any athlete or coach within the wider British biathlon community.

Below is an overview of the testing standards for Men & Women:

Age as of 31.12.21	Men					Women				
	Run times	Strength	Shooting			Run times	Strength	Shooting		
	Under	Total	Prone	Standing	Total	Under	Total	Prone	Standing	Total
12	14:45	175	228	132	360	15:00	120	228	132	360
13	14:30	180	228	132	360	14:45	130	228	132	360
14	14:18	195	230	140	370	14:18	140	230	140	370
15	12:55	210	232	148	380	13:50	155	232	148	380
16	11:33	230	234	156	390	13:22	170	234	156	390
17	11:15	250	235	165	400	13:00	180	235	165	400
18	11:00	265	238	177	415	12:35	190	238	177	415
19	10:45	300	245	185	430	12:25	205	245	185	430
20+	10:27	315	255	195	450	12:15	220	255	195	450

¹¹ i.e. all running tests done on a standard running track and shooting tests either always indoor or outdoor or on days with no wind etc...

Testing periods

There will be numerous testing periods throughout the summer of 2021, located both overseas and in the UK¹² following the same protocol as set out in Appendix B of this policy.

Those periods will be¹³:

	Overseas	UK
1	5 th & 6 th July, Ruhpolding Germany	5 th & 6 th July, Bicester
2	2 nd & 3 rd August, Rups	TBC
3	TBC	TBC

Selection races

A period has been identified to hold, where required, on-snow selection races in Idre, Sweden. The exact format of the races will be confirmed closer to the time which will reflect the needs of the selection process and/or any environmental restrictions¹⁴.

That period is:

- 13-14 Nov 21

Testing & Selection schedule amendments

Due to the ongoing Covid-19 restrictions, there may be several amendments to the schedule. As soon as any changes of dates have been confirmed all BBU Squad athletes will be informed and there will be respective announcements via the Website & Facebook Page.

¹² Location of UK testing location has yet to be confirmed because of the Covid-19 restrictions

¹³ Due to the Covid-19 restrictions, these dates may change or be cancelled

¹⁴ Which may include relocation

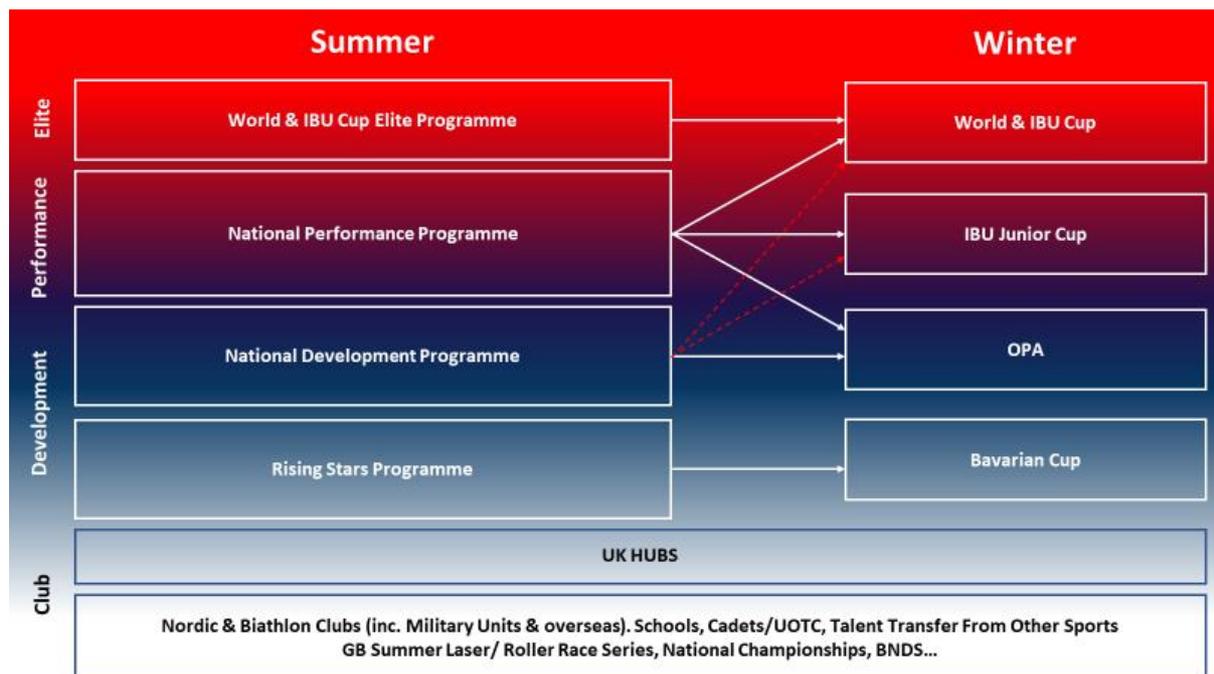
Appendix 3 to British Biathlon Selection Policy 2021-22

BBU Development Plan and British Championships

BBU Development Plan

The programme will consist of four tiers where talented Athletes will progress through the pathway maximizing all the opportunities at lower levels to enhance their experience and performance. Coaches at each level should be supported by the BBU to ensure consistency and continuity through an entire cycle. A pool of wider coaches will be available on an adhoc basis when numbers dictate. The levels will be:

Tier One - Club:	British Biathlon Clubs & UK Hubs
Tier Two - Development:	Rising Stars & National Development Programme.
Tier Three - Performance:	National Performance Programme
Tier Four - Elite:	World & IBU Cup Elite Programme.



British Championships

The results from the National Championships will be used by the BBU to identify new talent that will be invited to attend a BBU Talent ID Camp or selected directly to the National Development Programme.

A selection panel meeting will be held, before the final prize giving, to identify and publish a list of such athletes, who will then in turn be able to approach representatives of the panel during the final prize giving evening to enquire about the process and requirements¹⁵ from that point.

In general, we will not select new athletes to the international circuit following the British championships for the following main reasons:

1. If an IBU Cup athlete does not record a result better than 250 IBU Qualifying points in the last trimester (3) of the season, then they are barred from starting in the first trimester the following season.
2. Depending on the location and timing of the races during trimester 3, it may not be possible to logistically arrange for athletes to compete¹⁶.

However, if there are athletes that are clearly competing at a high enough level and it would be in the interest of the athlete's development and/or the interests of the BBU then we will look at these athletes on a case-by-case basis. This is most likely, but not uniquely, going to be case in the Youth & Junior categories.

Individual clubs (including military teams) are encouraged to highlight talent within their teams which might not be apparent due to poor material, time on snow, level of coaching...

¹⁵ This will also be published via the BBU website and other online streams

¹⁶ Many athletes will not have personal firearms certificates, there may be requirement for visas if competitions that have a certain turnaround time, IBU registration may not be possible in time.....