

British Biathlon Selection Policy 2023-24



1	Introduction
2	Formation of Selection Panels
3	BBU Selection Panel
4	Process and Timings
5	Eligibility
6	Prolonged absence from competition
7	Appeals Process

Annex A: [Selection Criteria](#)

Annex B: [Appeals Process](#)

Appendix 1: [BBU Selection Races and Percentages/IBU Qualifying Points Explanation](#)

Appendix 2: [Performance Pathway & British Championships](#)

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
4. OPA competitions (Alpine region race series)

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 any 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 (deciding vote in case of a split decision)

- 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, Performance and Development 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 2023-24

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 2002-2008 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	
2008	22.5	27
2007	20	24
2006	17.5	21
2005	15	18
2004	12.5	15
2003	10	12
2002	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. The 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 is 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 & Competition Rules](#).

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 must achieve one result within 30% at an OPA or equivalent¹ standard competition or meet the requirements specified in Appendix 1 to this document during the BBU Selection Races.

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

¹ Results from national level competitions or other regional events such as the Scandinavian Cup may also be considered by the Selection Panel dependant on the attendance of competitors.

Junior athletes wishing to 'race up' into the IBU Cup Senior field may be considered if they are at Junior Team standard as specified at A-1.3 of this document.

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 must achieve one result within 30% at an OPA or equivalent² standard competition or meet the requirements specified at Appendix 1 to this policy during the BBU Selection Races.

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.

² Results from national level competitions or other regional events such as the Scandinavian Cup may also be considered by the Selection Panel dependant on the attendance of competitors.

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 IBU World Championships (WCH)

Selection for 2023 IBU World Championships, in Nove Mesto Na Morave, Czech Republic (4-18 Feb 24) is open to any British athlete who meets the eligibility criteria.

A-5.1.1 Eligibility Criteria

BBU will consider athletes for selection to the WCH based upon the following IBU qualifying points criteria for Men and Women in the preceding 12 months before the selection date of 3 Feb 24:

Criteria	A	B	C
Men	85	120	180
Women	95	130	180

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-5.2 Youth Olympic Games (YOG)

Nomination for the 2023 YOG in Gangwon, South Korea (19 Jan to 1 Feb 24) is open to any British athlete who meets the eligibility criteria.

A-5.2.1 Minimum Eligibility Criteria

Athletes born in 2006 or 2007 be considered if they have met the below relevant % result in any category in the preceding 12 months before the selection date of 17 Dec 23.

Athlete YOB	Men	Women
	% Behind average of the top 3 athletes born 2006 or later in a IBU Junior Cup competition (or cross-referenced result of an OPA, or equivalent ³ , competition)	
2007	22	22
2006		

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-5.3 IBU Youth & Junior World Championships (WYJCH)

Selection for 2024 IBU WYJCH in Otepaa, Estonia (21 Feb to 2 Mar 24) is open to any British athlete who meets the eligibility criteria.

A-5.3.1 Eligibility Criteria

³ Results from national level competitions or other regional events such as the Scandinavian Cup may also be considered by the Selection Panel dependant on the attendance of competitors.

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 11 Feb 23.

Athlete YOB	Men			Women		
	% Behind average of the top 3 athletes born 2005 or later in a IBU Junior Cup competition (or cross-referenced result of an OPA, or equivalent ⁴ , competition)					
Youth	A Criteria	B Criteria	C Criteria	A Criteria	B Criteria	C Criteria
2008	22.5	30	47.5	24	34	54
2007	20	27.5	45	21	31	51
2006	17.5	25	42.5	19	28	48
2005	15	22.5	40	16	25	45

Athlete YOB	Men			Women		
	% Behind average of the top 3 athletes in a IBU Junior Cup competition (Or cross-referenced result of an OPA, or equivalent ⁴ , competition)					
Junior	A Criteria	B Criteria	C Criteria	A Criteria	B Criteria	C Criteria
2004	17.5	25	42.5	24	41	50
2003	15	22.5	40	21	38	47
2002	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 2024 IBU OECH in Brezno-Orsrblie, Slovakia (21.28 Jan 24) 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 13 Jan 24

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 2024 JOECH will take place in Jakuszyce, Poland (5-11 Feb 24) is open to any British athlete who meets the eligibility criteria.

A-5.5.1. Eligibility Criteria

⁴ Results from national level competitions or other regional events such as the Scandinavian Cup may also be considered by the Selection Panel dependant on the attendance of competitors.

British Biathlon Selection Policy 2023-24



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 4 Feb 23.

Athlete YOB	Men			Women		
	% Behind average of the top 3 athletes IBU Junior Cup field (Or cross-referenced result of an OPA, or equivalent ⁵ , competition)					
Junior	A Criteria	B Criteria	C Criteria	A Criteria	B Criteria	C Criteria
2008	30	40	65	34	60	65
2007	27.5	37.5		31	57	
2006	25	35		28	54	
2005	22.5	32.5		25	51	
2004	20	30		22	48	
2003	17.5	27.5		19	45	
2002	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.

⁵ Results from national level competitions or other regional events such as the Scandinavian Cup may also be considered by the Selection Panel dependant on the attendance of competitors.

Other Championships and Competitions

A-6

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-6.1 World University Games (WUG)

The 2025 WUG will take place in Torino, Italy (13-23 Jan 25) is open to any British athlete who meets the eligibility criteria.

A-6.1.1 Eligibility Criteria

Athletes can be considered if they meet the BUCS and FISU eligibility criteria yet to be declared by the relevant bodies. However, the WUG 23 criteria had an entry deadline outside of the biathlon winter calendar so results achieved during the 23-24 competition season will likely be eligible for that championship event. As a guide, only, the criteria for WUG 23 are laid out below which will likely be carried over.

A-6.1.2 Senior Criteria

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

A-6.1.3 Junior Criteria

Athlete YOB ⁶	Men			Women		
	% Behind average of the top 3 athletes IBU Junior Cup field (Or cross-referenced result of an OPA, or equivalent ⁷ , competition)					
Junior	A Criteria	B Criteria	C Criteria	A Criteria	B Criteria	C Criteria
2006	25	35	65	28	54	65
2005	22.5	32.5		25	51	
2004	20	30		22	48	
2003	17.5	27.5		19	45	
2002	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.

A-7 IBU Summer World Championships

The IBU Summer champs is scheduled in the summer before the competition season. Eligibility will therefore be determined from the previous season's results.

A-7.1 Eligibility Criteria

BBU will consider athletes for the summer world championships based upon the following criteria:

⁶ For 2023-24 Season

⁷ Results from national level competitions or other regional events such as the Scandinavian Cup may also be considered by the Selection Panel dependant on the attendance of competitors.

- Athletes have achieved a 'B', or higher, criteria result
- Athletes have achieved a result within 30% on the OPA race series⁸

A-8 OPA Competitions

Athletes starting their international career who aim to qualify for any IBU level of competition or athletes who are barred to start in IBU events will compete on the OPA race series.

A-8.1 Eligibility Criteria

BBU will consider athletes for the OPA race series based upon the following criteria⁹:

- Have already competed on any level of IBU competition
- Have already competed on the OPA race series
- Athletes can be considered if they have met the below relevant % result behind the leading British Senior or Junior athlete in any category during the national selection races.

Category	Men	Women
Senior	30	30
Junior	40	40
Youth ¹⁰	50	50

⁸ Results from national level competitions or other regional events such as the Scandinavian Cup may also be considered by the Selection Panel dependant on the attendance of competitors.

⁹ The selection panel will take into consideration any new athletes taking part in the selection process whose level is 'unknown' and may skew this selection criteria

¹⁰ % Behind leading Junior

Selection to BBU National Programmes

A-9 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-9.1 Elite Programme

The Elite Programme is for Senior athletes who have qualified to compete on the World Cup.

A-9.2 Performance Programme

The Performance Programme is for Senior athletes competing on the IBU Cup who have recorded a sub 250 IBU qualifying points result within an 18-month period or athletes competing on the IBU Junior Cup but is also for athletes who have achieved the following criteria or percentages during OPA¹¹ competitions:

Senior Junior Youth	Men	30%
	Women	30%

A-10 Development Programme

The Development Programme is primarily for athletes stepping up from BBU Talent ID Campaigns or athletes who have been invited to train in this programme after such events as the national championships. Athletes may also be invited to join this programme after demonstrating adequate performance levels via other national race programmes.

A-10.1 Eligibility for selection to Development programme

Athletes will primarily be selected to the Development Programmes based on their on-snow national level¹² biathlon results. However, Nordic results either on-snow or on roller-skis in national level competitions may be considered.

A-10.2 Criteria

Athletes will be considered if they are within 30% of the leading respective race category winner e.g. Senior, Junior, Novice...

¹¹ Results from other national level competition or regional events such as the Scandinavian cup may also be considered by the selection panel dependant of the level of competitors.

¹² Primarily the British national championships but other countries' national level competitions will be considered dependant on country and participation levels

Annex B to British Biathlon Selection Policy 2023-24

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 24 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 2023-24

BBU Selection Races and Percentages/IBU Qualifying Points Explanation

This appendix sets out how and where the BBU selection races will be conducted as well as any related criteria and also distinguishes the differences between OPA Percentage results and IBU qualifying points.

BBU Selection Races

Ultimate selection to represent GBR on the International (IBU) competition circuit will result from performance during on-snow selection races, where required¹³. If there are several athletes closely matched after concluding the selection races, then performance during summer training camps and any test races will be considered. The more national programme camps an athlete can partake in, the better evidence an athlete will have for selection.

A period has been identified to hold, where required, on-snow selection races. 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.

Due to the locations of the IBU Senior & Junior Cup races, there will be 2 separately run selection periods, as follows:

IBU Cup - Scandinavia¹⁵: 24-26 Nov 23

For Senior athletes who have no previous season results aiming to race on the IBU Cup, a % behind the average of the top 3 will be used to assess performance levels along with a recommendation from the respective coach to preparedness to race at the relevant level.

Senior Men	30%
Senior Women	30%

IBU Junior Cup - Obertilliach, Austria: 24-25 Nov 23

The top 5¹⁶ Junior/Youth athletes during the selection races will be selected to compete on the IBU Junior Cup.

¹³ If an athlete has achieved 'Team' status, as specified in A-1, and there are enough start place quotas, then the athlete is not required (as long as there is no question regarding current form), to take part in the selection process.

¹⁴ Which may include relocation

¹⁵ Location TBC but planned to be part of a Scandinavian Cup, or similar, race weekend

¹⁶ The BBU Selection Panel has the option to select a 6th athlete to be used in a rotation system

OPA Percentage

To ensure, as best as possible, that athletes are pitched at the right level of competition, the OPA or equivalent standard race series will be used to judge the on-snow performance of athletes. The OPA race series, sometimes referred to as the Alpine Cup consists of a number of weekend events to which all Alpine countries attend as well as other competing nations. These events are IBU Regional Events and have all the look and feel of an IBU Junior or Senior Cup competition. There are multiple categories for athletes From Senior through Junior to Youth 1 & 2 and provides excellent peer competition for athletes to compete with and develop.

The OPA percentages are taken from the top 3 of the athletes' relevant race category.

IBU Junior Cup Percentages

Unlike the IBU Cup, the IBU Junior Cup does not have the IBU Qualifying Points system and therefore all results will be graded using a percentage behind the top 3 of the field for Juniors and top 3 of the leading Youth athletes for Youth athletes competing on the IBU Junior Cup.

IBU Qualifying points

Once competing on the IBU Cup 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.

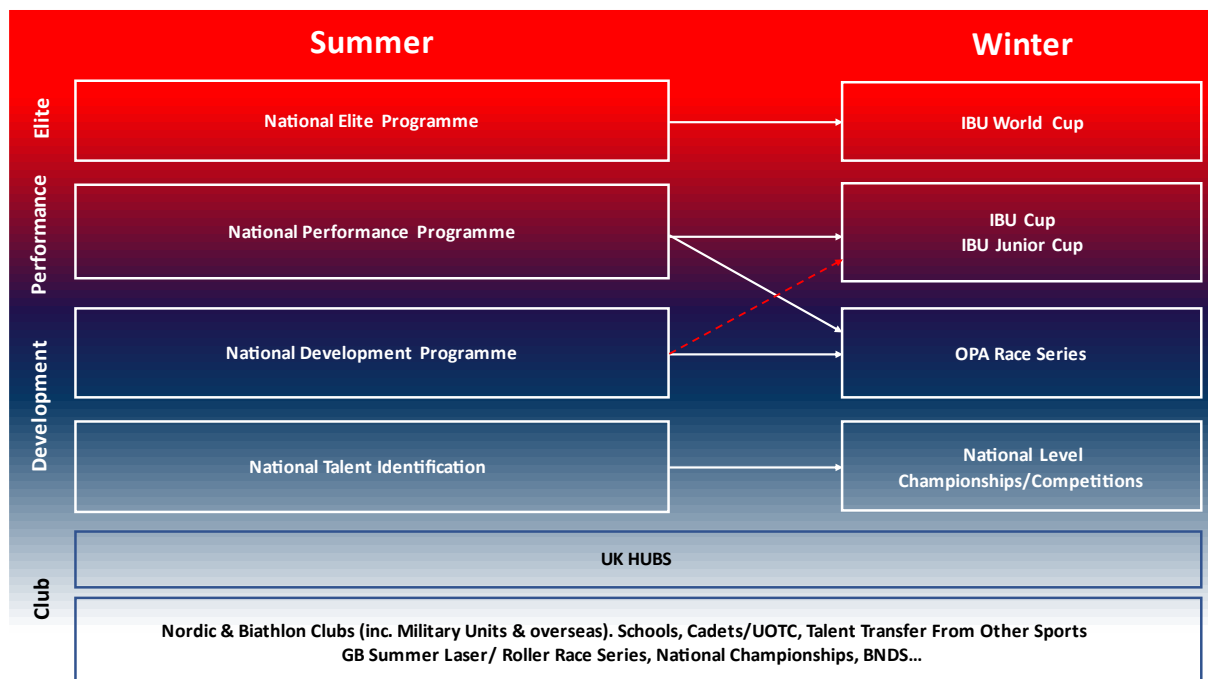
Appendix 2 to British Biathlon Selection Policy 2023-24

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: Talent ID & National Development Programme.
- Tier Three - Performance: National Performance Programme
- Tier Four - Elite: National 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 requirements¹⁷ 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 compete¹⁸.

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...

¹⁷ This will also be published via the BBU website and other online streams

¹⁸ 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.....