British Biathlon Selection Policy 2025-26

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1. Introduction

This document is reviewed and published annually. It sets out the processes and selection criteria for selection to British teams, championship representation and training groups, and can be used as a reference. It outlines the policy and process for inviting athletes to join British training groups and/or represent Great Britain in international 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 the British national biathlon teams and training groups. This Policy, its processes and procedures support the BBU's long-term development plan, is inclusive, supports the development at each level of competition and is designed to produce consistent World Class performances at a range of international competitions.

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 relevant oversight of the BBU Board.

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

- World Cup, World Championships (Senior, Junior, Youth, Summer)
- IBU Cup, Open European Championships
- IBU Junior Cup, Junior European Championships
- IBU Regional Events

The Panel will recommend athletes to the British Olympic Association (BOA) for selection to teams competing in events under the Olympic banner. It will also make recommendations for other major sporting events, such as the World University Games.

In collaboration with the BOA, the BBU will agree and publish the selection criteria and procedures for the Olympic Winter Games, the Youth Olympic Winter Games, and the European Youth Olympic Winter Festival.

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 three voting members. Any member of the panel with a conflict of interest should raise any conflicts at the earliest point in time so a course of action can be identified.

Chair of Selectors: BBU Secretary General[1] - Elizabeth Winfield

- BBU Development Director – Carl Carrier
- BBU Safeguarding Director – Sarah Grieg
- BBU Member Elected Director – Andrew Millar
- BBU Para-Biathlon Head Coach – Simon Allanson
- BBU Para-Biathlon Performance Director – Jayne Nethercott
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4. Athlete Agreements

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

5. Process and Timelines

The Elite, Performance and Development summer training group selections will be made each year by the 30th of March. The selectors reserve the right to add or remove athletes from the respective group based on performance, progress, attitude and compliance with the Athlete Agreement.

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

6. Eligibility

The Panel will consider only those who hold a current BBU Race Licence[2] attained before the 30th of September 2025[3]. 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, or
- A medical officer considers, after a medical examination, or report from a medical support team, that an athlete is not fit to compete.
- They have an outstanding financial debt to the BBU or an affiliated party.

[1] Non-voting

[2] To gain a race licence, athletes must provide copies of British passport, Health form, Firearms permit and ne WADA compliant

[3] After 30th September, athletes may be considered for selection to teams and/or competitions if it does not displace a current GBR athlete. In the event that the BBU has prevented the issuance of a race licence, the declaration of intention to compete for GBR, along with the presentation of a valid passport, will be sufficient.

7. 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 selected to compete at the same level, even if the IBU criteria to compete at the level is 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 at the previous level is justified. In making such a judgement, the Selection Panel shall consider the evidence that is available to it and in cases of reasonable 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.

8. Appeal Process

Should an individual wish to appeal against a decision made by the Selection Panel, they must first meet the specified criteria. In order to discourage frivolous appeals, the financial requirement must also be met. The protocol for lodging an appeal is delineated in Annex B. It is incumbent upon athletes or their representatives to consult this annex prior to the initiation of an appeal.

Annex A to British Biathlon Selection Policy 2025-26

A-1 Selection Races[4]

The BBU supports a multi-faceted approach to selection in order to identify and select the athletes with the greatest potential[5]. The selection races will take place in Obertilliach, Austria on the 28th & 29th of November 2025 and will consist of a sprint and pursuit format races[6] along with the Austrian team[7]. The selection races will be used to rank the athletes based on the percentage behind the leading athletes by gender.

A-2 Trimesters and review periods

Trimester 1:	WC 1-3,	IBU Cup 1-3,	JC 1 & 2	RE[8] 1 & 2
Trimester 2:	WC 4-6	IBU Cup 4 & 5[9]	JC 3 & JOECH	RE[8] 3 & 4
Trimester 3:	WOG-WC 9	OECH-IBU Cup 8	JYWCHs	RE[8] 5 & 6

Review 1: Between trimester 1 & 2.

Review 2: Between trimester 2 & 3

A-3 Eligibility

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

A-4 BBU Teams

A-4.1 World Cup Team

Athletes who have secured a wildcard for Trimester 1 will be automatically selected to compete in the World Cup in Trimester 1.

A-4.2 IBU Cup Team

Athletes from the Elite Group who have not gained a World Cup wildcard are automatically selected for the IBU Cup team.

A-5 IBU Levels of competition

A-5.1 World Cups

A-5.1.1 Eligibility Criteria

GBR is not currently eligible for an automatic World Cup entry quota, as it is not among the top 25-ranked nations. The IBU produces a wildcard list of eight athletes per gender (maximum of two per nation) at the end of each trimester, valid for a single trimester. The eight highest-ranked athletes (under 150 QP) from a nation without a quota are then offered a wildcard.

[4] If the selection races cannot be completed as planned due to exceptional circumstances, performance data from summer training and competitions, as well as previous on-snow performances, will be used to assist in the selection of athletes.

[5] Where athletes are closely ranked, performance data from summer training and competitions, as well as age, will be used to assist with athlete selection.

[6] A time trial result will be produced from the pursuit race

[7] It is highly likely that other nations will also take part

[8] It is our intention to attend 2 Regional Events (RE) per trimester

[9] Trimester 2 on the IBU Cup may vary from Season to season and is confirmed at the first IBU Cup

A-5.2 IBU Cups

A-5.2.1 Selection

Athletes will be selected for Trimester 1 via BBU selection races held on snow, with subsequent reselections taking place during review periods, according to the number of start places generated by the Great Britain National Ranking. Unless they are competing at IBU Cup level for the first time or have missed the previous trimester, athletes must have achieved a ranking of 250 points or less on the IBU qualifying points list at least once during the previous trimester. Athletes who fail to reach this performance standard may not start on the IBU Cup until the subsequent trimester.

Junior and youth category athletes are eligible to start in the IBU Cup if they place within the senior quota in the selection races, provided they commit to a full trimester. However, youths may only start if they have achieved WC or IBU Cup qualification in the previous or current season, or if they have achieved at least one result among the top half of finishers at the previous or current season's Youth WCH, OECH, YOG or EYOF.

A-5.3 IBU Junior Cups

A-5.3.1 Selection

Athletes will be selected for Trimester 1 via on-snow BBU selection races with subsequent reselections during the review periods according to the number of start places generated by the Great Britain National Ranking. If an athlete is unable to achieve a result within 400 IBU qualifying points, they will not be eligible to start in the next trimester[10] but may then return.

A-5.4 IBU Regional Events

A-5.4.1 Selection

Any GBR registered athlete is eligible to compete in IBU Regional Events. If an athlete is unable to achieve a result within 600 IBU qualifying points then they will not be eligible to start in the next trimester[10] but may then return.

A-6 IBU Championship Events

Selection to represent Great Britain at championships events will be made without bias or discrimination and is open to all British athletes who meets the relevant criteria.

A-6.1 IBU World Championships

There is no event for the 2025/26 Season.

A-6.2 IBU Youth & Junior World Championships (WYJCH)

Selection for the 2026 IBU WYJCH in Arber, Germany (25 Feb – 8 Mar 2026) is open to all British athletes who meet the eligibility criteria.

[10] This rule applies between trimesters, but not between seasons

A-6.2.1 Eligibility Criteria

Athletes can be considered if they have 400 IBU QP or less gained at the end of the trimester preceding the event.

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-6.3 Open European Championships (OECH)

Selection for the 2026 IBU OECH in Sjusjoen, Norway (26 Jan – 1 Feb 2026) is open to all British athletes who meet the eligibility criteria.

A-6.3.1 Eligibility Criteria

Athletes can be considered if they have 300 IBU QP or less gained at the end of the trimester preceding the event.

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-6.4 Junior Open European Championships (JOECH)

Selection for the 2026 JOECH in Imatra, Finland (19-25 Jan 2026) is open to all British athletes who meet the eligibility criteria.

A-6.4.1. Eligibility Criteria

Athletes can be considered if they have 400 IBU QP or less gained at the end of the trimester preceding the event.

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 Other Championships and Competitions

Selection to represent Great Britain at championships events will be made without bias or discrimination and is open to any eligible British Athlete.

A-7.1 World University Games (WUG)

There is no event for the 2025/26 Season.

A-7.2 IBU Summer World Championships

Selection for the 2026 IBU Summer WCHs TBC is open to all Senior Athletes if they have 300 IBU QP and all Junior/Youth Athletes if they have 400 IBU QP or less gained at the end of the preceding trimester.

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-8 Selection to the 2026 BBU National Training Groups

A-8.1 Eligibility Criteria

Athletes will be selected to a BBU Programme based on their IBU QP Ranking at the end of the 2025-26 season.

A-8.2 Elite Group

The Elite Group is for athletes with an IBU QP Ranking of 150 or less.

A-8.3 Performance Group

The Performance Group is for athletes with an IBU QP Ranking of 400 or less.

A-8.4 Development Group

The Development Group is for athletes with an IBU QP Ranking of 600 or less.

Annex B to British Biathlon Selection Policy 2025-26

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 (hereafter collectively referred to as 'Appellant'), may submit an Appeal against a Selection decision only on grounds that:

i there has been a failure to apply the criteria correctly; and/or

ii that the Selection Panel has failed to follow its procedures properly; and/or

iii 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.

The Appeal should attach any documents in support relied upon by the Appellant.

b) In the first instance an Appeal is made to the Selection Panel, who will consider the grounds, supporting documents and any written evidence and make a determination, 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 decision, then they may make a further Appeal to a different panel the 'Appeal Panel' (see below), based upon the grounds set out in Clause B-1a), attaching any documents in support.

d) The Appeal Panel will either:

i. confirm the Selection decision under Appeal and reject the Appeal; or

ii. 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. 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

e) An Appeal Process is commenced by the Appellant, addressing an email to the Chair of the Selection Panel notifying the Chair of their intention to appeal against the decision made by the Selection Panel that resulted in the athlete not being selected. The email should be sent to info@britishbiathlon.com The email must be sent within two business days of the notification of Selection/non-Selection for a Competition, or within five business days of any Squad Selection notification/non-Selection and include the grounds of appeal and any documents in support relied upon by the Appellant.

f) An Appeal must be accompanied by a bank transfer of £250 which will be refunded should the Appeal be upheld under Clause B-1 d) iv. above.

g) 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 d (iii).

h) A copy of the Selection Panel's decision and outcome of any Appeal hearing will be made available to the Appellant upon request and will be provided within one business day of such request. The Appeal Panel reserves the right to redact elements of the relevant minutes for data privacy reasons.

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 notification of the intention to appeal the decision of the Selection Panel within two business days of being informed of the Selection Panel's determination under Clause B-1 (d) above. A second fee is not required.

c) The Chair of the Appeal Panel will convene a meeting to take place within five business days of receiving the notice of intention to appeal, 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 and establish which of the outcomes set out in Clause B-1 (d) is appropriate. The Appeal Panel shall determine the most appropriate way to conduct its investigation and whether at all it needs to hear oral evidence and from which witnesses. The Appellant will not have an automatic right of audience before the Appeal Panel. The civil evidential standard of proof will apply, i.e., upon a balance of probabilities.

e) The Chair of the Appeal Panel will aim to notify the Selection Panel and the Appellant of the Appeal Panel decision as soon as reasonably practicable after the investigation. In the event of hearing a complex Appeal or one involving significant documentation, the Appeal Panel may reserve its decision which will then be communicated to the Selection Panel and the Appellant, on a later date, but as soon as is reasonably practicable.

Appendix 1 to British Biathlon Selection Policy

Tabular Overview of Selection Criteria

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

Not all levels of competition offer automatic start places, e.g. the World Cup and World Championships. However, the indicated level must be achieved in order to be eligible for a wildcard.

Event, Level, Group	Qualification eligibility	Required performance level
World Cup	150	
IBU Cup	300[11]	250
IBU Junior Cup	400[11]	400
IBU Regional Event	-	600

World Championships	180	
Youth & Junior World Championships	400	
Summer World Championships	Senior – 300 Youth/Junior - 400	
Open European Championships	300	
Junior Open European Championships	400	

Elite Group	150	
Performance Group	400	
Development Group	600	

[11] Applicable from 2026/27 Season