GBS Selection Policy
Paralympic Performance Programmes 2027-2028

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1. Objectives and Approach

1.1. This document outlines the Selection Policy (the "Policy") which GB Snowsport ("GBS") will follow when nominating athletes to join a World Class Programme ("WCP") and for UK Sport Athlete Personal Awards ("APA") and relates to all Paralympic Snowsport disciplines managed by GBS.

1.2. The Policy sets out the overarching primary criteria for Selection ("Selection") to and APA and must be read in conjunction with the Schedules (the "Schedules") to this document. Each Schedule represents a specific Policy relating to a specific discipline.

1.3. This document also describes an Appeal Process. Any appeal against a decision of the Selection Panel must follow strict procedures laid down in the Appeal Process. Adherence to the Appeal Process ensures that all appellants are treated equally. There is a financial charge for making an appeal in order to discourage frivolous appeals.

1.4. The Policy and/ or the Selection Criteria contained herein applies from the 1st July 2027 to the 30th June 2028. The Policy and/or Selection Criteria will be reviewed annually by GBS.

1.5. Specific selection policies and processes will be published for World Championships and Paralympic Games.

The Purpose of the Selection Policy

1.6. The purpose of the Policy is to:

1.6.1. maximise GBS's goal of increasing medal outcomes at Paralympic Games and World Championships; and

1.6.2. to provide opportunities for the long-term development of Athletes who are, in the opinion of the GBS Selection Panel, capable of being podium competitive at international events.

Remit

1.7. The Selection Panel will carry out selection in respect of all WCP Teams and Major Events falling within the jurisdiction of the Para Snowsport Programmes.

1.8. The level of programme support offered to selected athletes will be dependent on performance level.

1.9. For clarity, if an Athlete or Guide has not been selected onto the WCP they may still be eligible to attend training camps and competitions. This is described in the relevant Schedules as the 'Invitational' tier. This level of support is entirely at the discretion of the Head Coach and PD, and is not subject to the GBS Appeals Policy.

2. GBS WCP Selection Process

2.1. The Selection Panel is responsible for the implementation of the Policy.

2.2. Membership of the Panel for selection relating to a specific discipline shall be as follows:

- the Performance Director, or any other person nominated by the Board, who shall serve as chair
- the Head Coach
- an independent person with a legal background, who shall be nominated by GBS's Nominations Committee to serve for a twelve-month period
- the Head of Paralympic Programmes
- the relevant Discipline Coach; and
- UK Sport Representative (non-voting observer)

2.3. The quorum necessary for the transaction of business relating to each discipline shall be three members, one of whom must be the independent legal person (unless conflicted under 2.5 below) and another is to be either the PD (or any other person nominated by the Board to chair the Panel) or the Head Coach. Decisions of the Panel are taken by a simple majority vote without taking abstentions into account; in the event of a tie the chair of the meeting has the casting vote.

2.4. The panel may invite others with specialist knowledge to contribute for all or part of a meeting.

2.5. If any Panel member or meeting attendee declares an interest in a matter to be discussed then they may participate in the deliberations but must abstain from any vote and will not count towards the quorum.

2.6. Selections will be made without bias or discrimination, and, as such, any conflicts, real or perceived, must be declared and recorded at the start of the meeting. The existence of a disclosed conflict will not preclude a Selection Panel member, or attendee, from participating in deliberations. Depending on the nature of the conflict, a Selection Panel member may have to abstain from voting if a vote is required.

2.7. There is a four-stage process and timeline that will be applied to select Athletes to the 2027-2028 WCP:

- Athlete Eligibility;
- Achievement of a Minimum Performance Standard – demonstrable achievement of discipline Performance Criteria;
- Evaluation of the Athlete's suitability and performance trajectory for inclusion onto the WCP; and
- Potential nomination for APA support at the appropriate level.

2.6 Following WCP selection, APA nominations will be considered and reviewed by the APA Nominations Committee comprised of CEO, PD and Head Coach as voting members. These will then be communicated to UK Sport for their review and approval.

3. Athlete Agreements

3.1. Athletes applying for their FIS Para Race Licence, must sign the FIS Athlete Declaration.

3.2. Once this is returned to GBS and the FIS Para Race License is purchased, Athletes will also need to complete and sign the GB Snowsport Performance Athlete Agreement and GB Snowsport FIS Licence Code of Conduct. This Agreement sets out the Athlete's obligations to GBS, and what the Athlete can expect in return for their commitment. Athletes cannot be selected to WCP without a signed Athlete Agreement.

3.3. Athletes will be asked to provide evidence of valid insurance to cover them throughout the season as a condition of confirmation and retention of their squad status.

4. Selection Process and Timings

4.1. Each WCP Athlete Year is from 1st July – 30th June.

4.2. WCP selections will be made in the first two weeks of June of each year and selections will be communicated to Athletes as soon as reasonably possible. Transitions off programme will begin from time of communication unless an athlete has confirmed their retirement prior, which would result in an earlier transition date.

4.3. The Selection Panel reserve the right to add Athletes to the WCP during the season where APA's are available following outstanding performances or remove Athletes from the WCP for lack of performance or progress.

4.4. The Selection Panel reserve the right to remove Athletes from the WCP if there is a breach of the signed GB Snowsport Performance Athlete Agreement or GB Snowsport FIS Licence Code of Conduct.

4.5. Selection minutes are not made public but are kept on record. Redacted versions are available to any Athlete or Guide wishing to appeal the selection process results (see Clause 7).

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

5.1. Clause 5 only applies to those Athletes on WCPs for the 2026-2027 season.

5.2. Athletes should expect to be removed from the WCP if they fail to comply with the Performance Criteria set out in their discipline specific performance criteria (see relevant

Schedule).

5.3. However, the Selection Panel can choose to retain an Athlete with a documented performance limiting factor such as injury or illness and the requirements in Clause 5.4 below are satisfied. For any avoidance of doubt, a Performance Limiting Injury/ Illness may be physical or psychological.

Injury or Illness

5.4. Current Athletes who suffered a Performance Limiting Injury in the 2025-2026 and/or 2026-2027 WCP Season will be considered for retention onto the WCP for the 2027-2028 season if:

5.4.1. the Selection Panel considers that, when fully fit (and in its assessment the Selection Panel shall take into consideration the seriousness of and time lost to injury/illness, including the relevant Performance Limiting Injury), the Athlete still merits membership of the WCP based on their ongoing realistic performance potential;

5.4.2. the CMO considers that the Athlete has a positive prognosis which would indicate that they have a realistic prospect of returning to their previous performance level; and

5.4.3. the Athlete is and has been fully compliant with their rehabilitation programme, as set and amended from time to time by GBS, and in the opinion of GBS has not, whether by an act or omission, intentionally or otherwise, jeopardised their own recovery to the performance levels specified above.

Visually Impaired Athletes

5.5. Visually impaired Athletes currently on WCP who require a Guide to compete and who fail to meet the Performance/Retention Criteria will be considered to remain on the WCP if:

5.5.1. the Guide has been affected by a Performance Limiting Injury that, in the opinion of the Selection Panel at its absolute discretion, significantly impacts upon the Athlete's ability to meet the Performance Criteria;

5.5.2. the discipline Coach considers that the Athlete still has realistic potential to win a medal at the French Alps 2030 Paralympic Games (Podium Athlete) or a medal at the Salt Lake City 2034 Paralympic Games (Podium Potential Athlete);

5.5.3. where, in the opinion of the Selection Panel, the Guide does not demonstrate the ability to recover sufficiently from their Performance limiting injury, the discipline Coach and Athlete are able to identify suitable Guide alternatives, which are then subject to the approval of the Head Coach and PD at their absolute discretion.

6. General Conditions

Eligibility Conditions

Events not on the French Alps 2030 Paralympic Games medal event programme

6.1. Athletes will not be considered for WCP membership for events that do not feature on the French Alps 2030 Paralympic Games medal programme. If there has been confirmation of an event for the Salt Lake City 2034 Paralympic Games, WCP membership MAY be considered at the discretion of the Head Coach and the PD, but will only be considered at Podium Potential level.

6.2. Should the French Alps 2030 Paralympic Games medal programme be altered during the 2027-2028 season, membership of the WCP will be immediately reviewed. A WCP Athlete whose chosen event/classification does not subsequently feature on the French Alps 2030 Paralympic Games medal event programme will be considered in alternative available events and the PD and Head Coach (at their sole discretion) may choose to retain an Athlete at any level on the WCP if they believe that, notwithstanding that the event in which the Athlete had previously competed is no longer on the medal event programme, the Athlete has the potential to successfully transfer to another discipline and win a medal at the Paralympic Games. The transfer period will be time limited and subject to performance milestones, both in terms of ability to transfer and application of a new WCP level and potential associated APA. The details of this will be developed on a case by case basis, led by the PD and Head Coach. Should the Head Coach and PD not believe an Athlete has the potential to successfully transfer to another event and win a medal at the Paralympic Games, they will be removed from the WCP with immediate effect.

General Competitiveness of Events

6.3. Throughout the last few Paralympic cycles, the event programme, relevant standards, and competitiveness of events is known to have fluctuated significantly throughout each cycle. Therefore, for an Athlete to be considered eligible for selection to the WCP, the Selection Panel must be satisfied in its absolute discretion that the current depth and competitiveness of an event (according to the data available on the date of the selection meeting) is sufficient to predict the event's future competitiveness and likelihood that the event will remain on the medal event programme:

6.3.1. for Athletes being considered for places on Podium Programmes – French Alps 2030 Paralympic Games; and

6.3.2. for Athletes being considered for places on Podium Potential Programmes – Salt Lake City 2034 Paralympic Games.

6.4. In assessing an event's competitiveness at the French Alps 2030 and Salt Lake City 2034 Paralympic Games, the Selection Panel may consider the following and any other factors they deem relevant:

6.4.1. current world ranking data and nation/ region representation;

6.4.2. ‘Age’ of event (i.e., when it was added to the medal event programme for the Paralympic Games, and whether it has been previously removed);

6.4.3. Event/class development history;

6.4.4. Historical trends of similar events/classes and/or;

6.4.5. GBS’s understanding of the international landscape.

Medical Eligibility

6.5. For both current and non-current members of the WCP, the Programme (including, if required, a designated medical practitioner) must be satisfied of the medical diagnosis underpinning their classification (such a diagnosis being a ‘Relevant Diagnosis’) for them to be considered eligible for remaining on programme or, or selection to, the WCP and the following provisions shall apply in any assessment of a Relevant Diagnosis:

6.5.1. It shall be the responsibility of the Athlete to obtain and provide documentary evidence of a Relevant Diagnosis so as to show that the Athlete meets the requirement of the sport to have a FIS classification;

6.5.2. the Athlete shall comply with all reasonable requests of the CMO (or designated medical representative) for further evidence of the Relevant Diagnosis; and

6.5.3. all documentary evidence submitted in support of a Relevant Diagnosis must be in English, dated, and signed by a registered medical professional who provided the diagnosis.

6.6. GBS is committed to best supporting the mental and physical wellbeing of their Athletes. For an Athlete to be selected they must be medically sound to meet the demands of the programme. This will be established via the medical screening and medical history conversation with the CMO. If an Athlete is found to have omitted critical medical information that would impact their health and wellbeing (both short and long term), put themselves or others at risk, or have an undisclosed injury/illness that would negatively impact performance, they will be asked to meet with the CMO, PD and any other relevant staff member to ensure that membership of the WCP is in their best interests.

Classification Reviews

6.7. WCP membership status of any Athlete on the programme without a permanent classification will be considered upon review of their classification by an FIS International Classification Panel. In particular:

6.7.1. any Athlete who ceases to satisfy the eligibility requirements in Clause 6.5 following a review by an FIS International Classification Panel will be removed from the WCP with immediate effect;

6.7.2. the funding level of any Athlete whose classification is changed will be subject to immediate review by the Head Coach and PD based on the Performance Matrix and Performance Criteria. Such an Athlete may then be subject to a change in their WCP programme level, or possible removal from the WCP, at the absolute discretion of the Head Coach and PD; and

6.7.3. where the above paragraph applies, the Athlete continues to satisfy the FIS eligibility criteria, the Athlete will be automatically considered in alternative events assessed against the Performance Criteria as appropriate. The PD and Head Coach have absolute discretion over whether to retain/ select the affected Athlete at any level of the WCP.

7. Appeals Process

7.1. Any Appeal against a decision of the Selection Panel must follow strict procedures. The following procedure is applicable to all Paralympic disciplines in respect of Selection.

Grounds of Appeal

7.2. An Athlete, Guide or their Authorised Representative (the "Appellant"), may make an appeal against a selection decision only on grounds that:

7.2.1. There has been a failure to apply the criteria contained in the relevant Schedule correctly;

7.2.2. the Selection Panel has failed to follow its procedures properly; or

7.2.3. 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

7.3. The Appellant may only appeal against their own selection decision; they cannot appeal the selection decision of another athlete or guide under any circumstances

The Process

7.4. In the first instance an Appeal is made to the Selection Panel, who will consider the Appeal and respond, either:

7.4.1. Agreeing with the Appellant and changing the original decision, or

7.4.2. Rejecting the Appellant's appeal and explaining its reasons for the decision

7.5. If an Appellant is not satisfied with the outcome of the Selection Panel's further deliberations, then the Appellant may make a further Appeal ("the Second Appeal Notice") to a different panel, the Appeal Panel ("the Appeal Panel"), based on the same grounds of Appeal and Appeal Notice.

7.6. Outcomes available to the Appeal Panel are:

7.6.1. To confirm the original Selection decision under Appeal will stand and reject the Appeal; or

7.6.2. to refer the Selection decision under Appeal back to the Selection Panel, identifying any errors they have made in their deliberations or process (as per the grounds outlined in Clause 7.2) and requesting a new decision is made, or

the original decision is confirmed, correcting any errors made by the Selection Panel, within a timeframe which allows their conclusions to be implemented.

How to Appeal

7.7. An Appeal Process is commenced by an Appellant addressing an email to the Chair of the Selection Panel appealing against a decision made by the Selection Panel that resulted in the athlete or guide not being selected ("Notice of Appeal"). The email should be sent to appeals@gbsnowsport.com. The email must be received by GBS within 24 hours of the notification of the Selection decision.

7.8. The Notice of Appeal must clearly set out the details of the decision which is being appealed and include full details of the Appellant'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 Appellant.

7.9. All Appeals must be accompanied by a bank transfer of £250 which will be refunded should the Appeal be upheld under Clause 7.4

7.10. Following the Appellant being informed of the outcome of the Selection Panel's further deliberations under Clause 7.4, the Appellant can raise a Second Appeal Notice if they do not agree with the outcome. The Second Appeal Notice is reviewed by an independent Appeals Panel, as outlined in Clause 7.12. The Second Appeal Notice must be made via email to appeals@gbsnowsport.com and be received by GBS within 2 hours of the Appellant being informed of the Selection Panel's decision under Clause 7.4

7.11. In the event of an 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 as soon as is reasonably possible. In some cases, it may be necessary to redact elements of the relevant minutes.

The Appeal Panel

7.12. GBS will nominate an Appeal Panel of at least 3 members, none of whom sat on the Selection Panel, none of whom are conflicted, and one of whom is Independent. One of the members of the Appeal Panel shall have a legal background. The members will select a Chair of the Appeal Panel.

7.13. The Appeal Panel must receive the Second Appeal Notice as per Clause 7.5 and within the timeframes outlined in Clause 7.10. 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.

7.14. The Chair of the Appeal Panel will convene a meeting to take place within a timeframe which allows the decision of the Second Appeal Notice to be reviewed and appraised by the Appeal Panel.

7.15. 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 most appropriate. The Chair of the Appeal Panel will notify the Selection Panel Chair and the Appellant, of their decision immediately after the meeting.

7.16. The decision of the Appeal Panel, and if required, subsequent review by the Selection Panel, following the Second Appeal Notice is final. No further Appeal of the same initial grounds of Appeal will be considered.

Schedule A: APA Overview and Principles

Overview

A 1.1. This Schedule describes the UK Sport Athlete Performance Award (APA) Policy and selection onto a UK Sport funded World Class Programme (WCP) and how this will be applied to the GB Snowsport Paralympic disciplines.

A 1.2. UKS has granted GBS a maximum number of APA places across the Paralympic disciplines. The GBS Nominations Committee, which is a committee of the Selection Panel, will consider all Athletes and Guides meeting the APA Performance Criteria will consider Athlete nominations for these places and it is at the discretion of GBS to nominate the places across disciplines; no nominations are ring-fenced to a particular discipline. GBS are not obliged to fill every APA space. All eligible Athletes, meeting the required performance standard will be considered by the Selection Panel and nominations will be sent to UKS for approval.

A 1.3. The GBS APA Nominations Committee will review the list of athletes meeting the criteria. The GBS APA Nominations Committee has complete discretion when nominating athletes to UK Sport for APAs and will consider the following criteria;

A1.3.1 Attainment of performance criteria outlined in the discipline specific schedules;

A1.3.2 Evidence of the athlete showing an upwards performance trajectory;

A1.3.3 That the athlete must demonstrate continued progression to the podium; and

A1.3.4 Results achieved in the 12 months prior to the APA being awarded.

A 1.4. There is no Paralympic APA Ringfencing; i.e., no set amount of APA's for Para Alpine, Para Snowboard or Para Cross Country.

A 1.5. Podium APAs will take precedence; once these are filled, C Band Athletes will be reviewed, followed by D Band and finally E Band

A 1.6. For the avoidance of doubt, attainment of the APA performance criteria does not infer Selection to the WCP, or that an APA will be awarded

A 1.7. The GBS APA Nominations Committee retains the ability to nominate an athlete for an APA with conditions attached

A 1.8. In the case of injury/ illness preventing an athlete from competing at a milestone target event, discretion can be applied and reference made to the athlete's results pre-injury

A 1.9. Should there be more Athletes achieving APA standards than there are places available, it is at the discretion of the GBS APA Nominations Committee to select Athletes onto WCPs without an APA nomination

A2 GB Snowsport APA Principles

A.2.1 Podium APAs are designed to support athletes whose profile indicates a strong prospect of achieving/contributing to medal winning performances at the Olympic or Paralympic Games within the cycle and who are already achieving/contributing to international results within the medal zone. Podium awards are made at A and B levels

A.2.2 Games Potential APAs are designed to contribute to an athletes' living and sporting costs. This is an opportunity for athletes who have been in receipt of a Podium level award, do not currently meet the competition outcome standards to retain an A or B award, yet remain a strong medal prospect French Alps 2030. See below at 2.3 for detail of the application of flexibility in cycle. Games Potential awards are made at B* grade

A.2.3 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 at Salt Lake City 2034 Games and have made the commitment to pursue this goal. Podium Potential awards are made at C and D levels.

A.2.4 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. Entry level awards are made at E grade.

A3 Criteria and Standards

A.3.1 At Podium A grade

- Athletes will be considered capable of sustaining or improving on current performance levels, as well as demonstrating consistent performance levels in targeted events; and will have also made the commitment to target a medal at French Alps 2030.

- Athletes will have achieved/contributed to i) a medal winning performance at the Olympic Games, ii) a gold medal winning performance at the Paralympic Games or iii) achieved/contributed to the equivalent performance at a senior World Championship (where the competitive level in the World Championships is comparable to those at the Olympic or Paralympic Games).

- In a year where no senior World Championship takes place, GBS can nominate an alternative event, where evidence can be provided that the event, the quality of field, and the stated performance outcome in the event, are of an equivalent standard to a World Championships or Paralympic Games.

- Olympic medallists and Paralympic gold medallists can, in principle, remain eligible to receive an A grade APA for up to a maximum of four years (i.e. the Olympic and Paralympic Cycle that this framework covers), provided they remain on track to achieve/contribute to a medal (Paralympic gold) winning performance at French Alps 2030.

- Whereas athletes receiving an A grade APA that has been triggered through performance at a senior World Championship can, in principle, remain eligible to receive an APA at this grade for two years provided they remain on track to achieve/contribute to a medal (Paralympic gold) winning performance at French Alps 2030.

A.3.2 At Podium B grade

- Athletes will be considered capable of targeting medal success at French Alps 2030 and will have made the commitment to do so. As a minimum, Olympic athletes will have achieved a top 8 individual placing or have contributed to a top 6 team or relay finish at the Olympic Games or senior world championships, with Paralympic standards expected to reflect a medal (silver or bronze) performance.

- In a year where no senior World Championship takes place, GBS can nominate an alternative event, where evidence can be provided that the event, the quality of field, and the stated performance outcome in the event, are of an equivalent standard to a World Championships or Paralympic Games.

- Athletes receiving a B grade award can, in principle, remain eligible to receive an award at this level for two years provided they remain on track to achieve/contribute to a medal winning performance at French Alps 2030.

- Team sports means those that have only one Olympic or Paralympic medal opportunity in either a male, female, or mixed gender format.

A.3.3 At Games Potential grade (French Alps)

- Athletes will only be considered at this grade where they have previously been in receipt of a Podium A or B grade award and there are exceptional circumstances that have prevented them retaining an award at that grade.

- Despite not meeting the competition outcome standard to remain at A or B grade, there will be strong evidence that the athlete can bridge the gap to medal success at French Alps 2030 and has made the commitment to do so.

- Games Potential awards are made for no more than one year. However, they may be extended for up to two years in the first year of the French Alps funding cycle to recognise an athlete's developmental requirements during this period.

A.3.4 APA grade retention

- Where an athlete is being retained on the same grade of APA, clear targets for the next nomination period should be outlined in the APA nomination to UK Sport.

A.3.5 **At Podium Potential level**

- C grade athletes will be competing internationally and have met the stated performance outcome in competition and in other defined performance requirements that indicate their potential to graduate to Podium level and go on to achieve medal success most likely at the Salt Lake City 2034 Olympic or Paralympic Games.

- D grade athletes will have been through a period of confirmation, will have made the commitment to pursue Olympic or Paralympic medal success and have met the standards against performance requirements that indicate their potential to graduate to Podium level and go on to achieve medal success as above.

- Standards set at C and D grades should reflect what it will take to graduate to Podium level within a given timeframe. Guidance on this timeframe should be set out in athlete selection policies to manage expectations and provide a trigger for the review of an athlete's progress.

- Athletes who have previously received an award at Podium level will not be considered eligible for Podium Potential awards except where the athlete has chosen to pursue success in a different sport or event/discipline.

A.3.6 **At Entry level**

- Athletes will have been identified as having the attributes to pursue success in the Olympic or Paralympic Games and have committed to engage in a period of confirmation. Entry level awards (E grade) will be offered for no more than two years.

- Athletes who have previously received an APA at D level or above will not be eligible for an Entry level award except where the athlete has chosen to pursue success in a different sport or event/discipline.

A.3.7 **Team and Relay APA Performance Standards**

- Whilst the standards above are designed to relate to both individuals and teams, UK Sport acknowledge that it may not be appropriate to provide all members of a team or relay with the same level/grade of APA. In preparing the selection policy for teams and relays, consideration should be given to the performance record and/or contribution of individual team members.

- Other factors such as commitment to team training, regular selection to a team and performance at milestone or other significant events, may also be used as a determining factor in the APA level/grade offered.

A.3.8 **APAs in the year of an Olympic and Paralympic Games**

- Where a senior world championship takes place in a Games year, either before or after an Olympic or Paralympic Games, should GBS wish to consider the inclusion of standards relating to these events as part of their selection criteria, this will be regarded as an exceptional case by UK Sport and will require discussion and confirmation prior to the finalisation of the Games year selection policy.

- An athlete extending a period of downtime following participation at the French Alps 2030 Games into an Athlete Programme Break must notify GBS within 8 weeks of the Games of their intent, i.e., whether they wish to continue to the next Olympic or Paralympic Games. Any athlete that does not wish to continue would be covered by the Leaving the Programme element as detailed in section A.5 below.

A.3.9 **Classification for Para athletes**

- For a Para athlete to be eligible for an APA, they must be internationally classified to compete in their sport.

A.4 Award Values

A.4.1 The table below shows the award values in alignment with the UK Sport APA Framework.

APA Award Values						
£29,000						A
£24,000					B	
£20,000				B*		
£18,500			C			
£14,000		D				
£7,800	E					
APA Award	**Entry Level**	**Podium Potential**		**Podium**		

A.4.2 In addition to the APA, athletes will receive access to the Athlete Medical Scheme (AMS), which provides private medical insurance for physical and mental health related treatment. They will also be eligible to apply to UK Sport for the Personal Development Award (PDA) to enhance their personal development and facilitate their transition to careers beyond their sport.

Schedule B: GBS - Para Snowboard WCP Selection Eligibility Criteria

GBS: Para Snowboard WCP Selection

B 1.1 GBS's approach to selection is to best support a long-term Performance Pathway, the development of elite Athletes, and the delivery of programmes to produce consistent World Class performances, most notably at World Championships and Paralympic Games

B 1.2 For Athletes to be considered for the GBS Paralympic WCP, they must demonstrate a progressive performance profile aligned to targets for the season and subsequent cycle. As WITTW models are developed, clear performance targets for squad selection will be identified and communicated.

B 1.3 Athletes must show commitment to a training and competition programme agreed with the Para Snowboard WCP Coaches, Head Coach and PD which supports individual performance goals and outcomes. Failure to do so may result in removal from the WCP.

Athlete Eligibility

B 2.1 Athletes must:

B 2.1.1 be eligible to compete for ParalympicsGB at the Paralympic Games (i.e., are a British National and hold a valid passport for the United Kingdom of Great Britain and Northern Ireland);

B 2.1.2 be WADA compliant and not be banned or suspended from competition due to an Anti-Doping Rule violation (ADRV) ruling or Investigation

B 2.1.3 hold a valid FIS Para Snowboard Licence for the 2027-2028 season;

B 2.1.4 be born in 2012 or earlier;

B 2.1.5 be internationally classified with a sport class status of "Confirmed" or "Review 2028" or later; athletes with an alternative "Review" sport class status, such as "Review 2027", may be eligible for selection, but conditions may be applied. This will be on a case-by-case basis and at the discretion of the Head Coach and PD;

B 2.1.6 not, whether by act or omission, have brought GBS into disrepute.

B 2.1.7 be compliant with the UKS Athlete Eligibility policy.

B 2.1.8 not have any outstanding financial obligations to GBS

Performance Criteria

B 3.1 GBS have aligned selection to WCPs and the APA Matrix. For further information on Athlete Performance Awards, please refer to Schedule A.

B 3.2 Clause B 3.5 outlines the Performance Standard required for selection onto the Para Snowboard WCP. For ease of reference, the table also includes the aligned APA level

B 3.3 For Athletes competing in both Banked Slalom and Snowboard Cross, the performance attainment in their highest ranked discipline will be used for Programme selection and any subsequent APA nomination. Whilst single results take precedence for selection, they will be reviewed in the context of the individual Athlete's progression and wider result attainment across the previous season. Please note that results achieved in a Team Event will not be used to inform selection but may be used as supporting information.

B 3.4 Achieving the Performance Standard in Clause B 3.5 shall not automatically result in award of an APA; the process for allocation of APAs is outlined in Schedule A.

B 3.5 Para Snowboard WCP:

B 3.5.1 Podium APAs

Podium APAs are designed to contribute to an athletes' living and sporting costs, whose profile indicates a strong prospect of achieving/contributing to medal winning performances at the Paralympic Games within the cycle and who are already achieving/contributing to international results within the medal zone.

- Podium awards are made at A and B level

Games Potential APAs, are designed to contribute to an athletes' living and sporting costs. This is an opportunity for athletes who have been in receipt of a Podium level award, do not currently meet the competition outcome standards to retain an A or B award, yet remain a strong medal prospect for French Alps 2030.

- Games Potential awards are made at B* level

APA Level	WCP Performance Standards
Podium A	Athletes who have achieved a GOLD medal at a Milestone Event AND are considered by the Selection Panel to retain a strong prospect of achieving medal winning performances at the 2029 World Championships and/or French Alps 2030 Paralympic Games
Podium B	Athletes who have achieved a SILVER OR BRONZE medal at a Milestone Event AND are considered by the Selection Panel to retain a strong prospect of achieving medal winning performances at the 2029 World Championships and/or French Alps 2030 Paralympic Games
Games Potential B*	Athletes who have previously been in receipt of a Podium level award but who do not currently meet the competition outcome standards to retain an A or B award and there are exceptional circumstances that have preventing them retaining an award at that level. Despite not meeting the competition outcome standard to remain at A or B level, there will be strong evidence that the athlete can bridge the gap to medal success at the French Alps 2030 Paralympic Games and has made the commitment to do so.

B 3.5.2 Podium Potential APAs

Podium Potential APAs are designed to contribute to sporting costs for athletes' who have been identified and confirmed as having the potential to bridge the gap to Paralympic medal success at the Salt Lake City 2034 Paralympic Games and have made the commitment to pursue this goal.

- Podium Potential awards are made at C and D levels

APA Level	WCP Performance Standards	
	BANKED SLALOM **Note: Qualifying Run times will be used for the percentage calculations**	
	Men	**Women**
Podium Potential C	Podium at a Northern Hemisphere FIS Para Snowboard Level 1 Banked Slalom Competition OR Two results in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Banked Slalom Competition, that are within 4% of 3rd Place	Podium at a Northern Hemisphere FIS Para Snowboard Level 1 Banked Slalom Competition OR Two results in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Banked Slalom Competition, that are within 8% of 3rd Place
Podium Potential D	Two results in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Banked Slalom Competition, that are within 8% of 3rd Place	Two results in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Banked Slalom Competition, that are within 12% of 3rd Place
	SNOWBOARD CROSS **Note: Qualifying Run times will be used for the percentage calculations**	
	Men	**Women**
Podium Potential C	Podium at a Northern Hemisphere FIS Para Snowboard Level 1 Snowboard Cross Competition OR Two results in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Snowboard Cross Competition, that are within 4% of 3rd Place	Podium at a Northern Hemisphere FIS Para Snowboard Level 1 Snowboard Cross Competition OR Two results in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Snowboard Cross Competition, that are within 8% of 3rd Place
Podium Potential D	Two results in the previous 12 months at a Northern Hemisphere FIS Para	Two results in the previous 12 months at a Northern Hemisphere FIS Para

	Snowboard Level 1 Snowboard Cross Competition, that are within 8% of 3rd Place	Snowboard Level 1 Snowboard Cross Competition, that are within 12% of 3rd Place

B 3.5.3 Entry Level APAs

Entry Level APAs are designed to contribute to an athletes' sporting costs in their first 1-2 years of inclusion in high-performance programmes, and to provide a period through which the potential of the athlete is explored and confirmed.

- Entry Level awards are made at E level.

APA Level	WCP Performance Standards	
	Men	**Women**
Entry Level	Two podium results in the previous 12 months at a FIS Para Snowboard Continental Cup, that are also within the top 50% of the field OR One single result in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Competition that is within 15% of 3rd Place	Two podium results in the previous 12 months at a FIS Para Snowboard Continental Cup, that are also within the top 50% of the field OR One single result in the previous 12 months at a Northern Hemisphere FIS Para Snowboard Level 1 Competition that is within 15% of 3rd Place
Invitational	Inclusion in World Class Programmes (and potential Entry Level APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years, but who have not yet achieved the performance standard required. Invitational programme inclusion can be offered for a maximum of 1 year. Selection is at the complete discretion of the Head Coach and PD and is not subject to the Appeals Policy	

Athlete Suitability for Programme Inclusion

B 4.1 GBS's approach to selection is to best support athletes with medal potential for this Paralympic Games or the next.

B 4.2 In addition to the Performance Standards outlined in Clause B 3.5, the Selection Panel will consider a range of factors when selecting athletes, these include the following (in no priority order):

B 4.2.1 Athlete's current form and recent results achieved at FIS Para Snowboard World Cup events in the 2026-2027 season

B 4.2.2 The Athlete's major competition history (including World Cups, World Championships and Paralympic Games)

B 4.2.3 The Athlete's full commitment to their training and competition programme including any S&C training, as agreed with their Coach and the Head Coach and PD

B 4.2.4 The Athlete meeting or exceeding all benchmarks set in their Individual Athlete Plan

B 4.2.5 The Athlete's training history

B 4.2.6 The Athlete's performance trajectory

B 4.2.7 Race formats and quality/ depth of field where results have been achieved

B 4.2.8 Medal potential for the 2030 and/ or 2034 Paralympic Games

B 4.2.9 Athlete's contribution to the creation of a World Class performance culture

B 4.3 The Selection Panel has absolute discretion to select the athletes who in their reasonable opinion are most likely to achieve medal winning performances at this Paralympic Games or the next

B 4.4 For existing WCP Athletes, in addition to all conditions outlined above, Athletes must:

B 4.4.1 Have met last year's performance targets; and

B 4.4.2 Have, at a minimum, maintained their level of performance from the previous year. Failure to do so may result in Athletes not being selected.

B 4.5 In extraordinary circumstances the Selection Panel has absolute discretion to consider (and give additional weight to) any other factors they deem relevant in respect of their selection decisions including (but not limited to) training data, progress against individual performance plan and technical development. These factors will be taken in the context of the likelihood of the athlete being able to produce consistent World Class performances, most notably at World Championships and Paralympic Games in accordance with the aims of the Policy.

Schedule C: GBS - Para Alpine Selection Eligibility Criteria

GBS: Para Alpine WCP Selection

C 1.1 GBS's approach to selection is to best support a long-term Performance Pathway, the development of elite Athletes, and the delivery of a programme to produce consistent World Class Performances, most notably at World Championships and Paralympic Games.

C 1.2 For Athletes to be considered for the GBS Paralympic WCP, they must demonstrate a progressive performance profile aligned to targets for the season and subsequent cycle. As WITTW models are developed, clear performance targets for squad selection will be identified and communicated.

C 1.3 Athletes must show a commitment to a training and competition programme agreed with the Para Alpine WCP Coaches, Head Coach and PD which supports individual performance goals and outcomes. Failure to do so may result in removal from WCPs.

Athlete Eligibility

C 2.1 Athletes must:

C 2.1.1 be eligible to compete for ParalympicsGB at the Paralympic Games (i.e., are a British National and hold a valid passport for the United Kingdom of Great Britain and Northern Ireland);

C 2.1.2 be WADA compliant and not be banned or suspended from competition due to an Anti-Doping Rule violation (ADRV) ruling or Investigation;

C 2.1.3 hold a valid FIS Para Alpine License for the 2027-2028 season;

C 2.1.4 be born in 2011 or earlier;

C 2.1.5 be internationally classified with a sport class status of "Confirmed" or "Review 2028" or later; athletes with an alternative "Review" sport class status, such as "Review 2027", may be eligible for selection, but conditions may be applied. This will be on a case-by-case basis and at the discretion of the Head Coach and PD;

C 2.1.6 not, whether by act or omission, have brought GB Snowsport into disrepute.

C 2.1.7 be compliant with the UKS Athlete Eligibility policy.

C 2.1.8 not have any outstanding financial obligations to GBS

Performance Criteria

C 3.1 GBS have aligned selection to WCPs and the APA Matrix. For further information on Athlete Personal Awards, please refer to Schedule A.

C 3.2 Clause C 3.5 outlines the Performance Standard required for selection onto the Para Alpine WCP. For ease of reference, the table also includes the aligned APA level

C 3.3 For Athletes competing across multiple events within the technical and speed disciplines, the performance attainment in their highest ranked event will be used for Programme selection and any subsequent APA nomination. Whilst single results take precedence for selection, they will be reviewed in the context of the individual Athlete's progression and wider result attainment across the previous season. Please note that results achieved in a Team Event will not be used to inform selection but may be used as supporting information.

C 3.4 Achieving the Performance Standard in Clause C 3.5 shall not automatically result in award of an APA; the process for allocation of APAs is outlined in Schedule A.

C 3.5 Para Alpine WCP:

C 3.5.1 Podium APAs

Podium APAs are designed to contribute to an athletes' living and sporting costs, whose profile indicates a strong prospect of achieving/contributing to medal winning performances at the Paralympic Games within the cycle and who are already achieving/contributing to international results within the medal zone.

- Podium awards are made at A and B level

Games Potential APAs, are designed to contribute to an athletes' living and sporting costs. This is an opportunity for athletes who have been in receipt of a Podium level award, do not currently meet the competition outcome standards to retain an A or B award, yet remain a strong medal prospect for French Alps 2030.

- Games Potential awards are made at B* level

APA Level	WCP Performance Standards
Podium A	Athletes who have achieved a GOLD medal at a Milestone Event AND are considered by the Selection Panel to retain a strong prospect of achieving medal winning performances at the 2029 World Championships and/or French Alps 2030 Paralympic Games
Podium B	Athletes who have achieved a SILVER OR BRONZE medal at a Milestone Event AND are considered by the Selection Panel to retain a strong prospect of achieving medal winning performances at the 2029 World Championships and/or French Alps 2030 Paralympic Games
Games Potential B*	Athletes who have previously been in receipt of a Podium level award but who do not currently meet the competition outcome standards to retain an A or B award and there are exceptional circumstances that have preventing them retaining an award at that level. Despite not meeting the competition outcome standard to remain at A or B level, there will be strong evidence that the athlete can bridge the gap to medal success at the French Alps 2030 Paralympic Games and has made the commitment to do so.

C 3.5.2 Podium Potential APAs

Podium Potential APAs are designed to contribute to sporting costs for athletes' who have been identified and confirmed as having the potential to bridge the gap to Paralympic medal

success at the Salt Lake City 2034 Paralympic Games and have made the commitment to pursue this goal.

- Podium Potential awards are made at C and D levels

APA Level	WCP Performance Standards
Podium Potential C	Two results in the previous 12 months at a FIS Para Alpine Level 0 Competition, that are within 5% of baseline (priority will be given to athletes with results in multiple disciplines).
Podium Potential D	Two results in the previous 12 months at a FIS Para Alpine Level 0 Competition, that are within 10% of baseline (priority will be given to athletes with results in multiple disciplines).

C 3.5.3 Entry Level APAs

Entry Level APAs are designed to contribute to an athletes' sporting costs in their first 1-2 years of inclusion in high-performance programmes, and to provide a period through which the potential of the athlete is explored and confirmed.

- Entry Level awards are made at E level.

APA Level	WCP Performance Standards
Entry Level	Two results in the previous 12 months at a FIS Para Alpine Sanctioned European Competition, that is within 15% of baseline (priority will be given to athletes with results in multiple disciplines). Where applicable, results will be based on the calculated race penalty not the applied race penalty.
Invitational	Inclusion in World Class Programmes (and potential Entry Level APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years, but who have not yet achieved the performance standard required. Invitational programme inclusion can be offered for a maximum of 1 year. Selection is at the complete discretion of the Head Coach and PD and is not subject to the Appeals Policy

Calculation of Baseline & French Alps Cycle Para Alpine Baselines

C 4.1 An Athlete's FIS Points in any given race are a direct reflection of their performance in that race and as such are a proxy for their time behind the winning Athlete. The FIS Points can therefore be used to accurately show how far, as a percentage, an Athlete is behind the best in the World.

C 4.2 The Alpine Skiing Baselines are calculated by averaging the FIS Points of the top 5 Athletes on the yearly end of season Points List and then averaging this with the Baseline from the previous season. By including the previous season's figure, we are able to

ensure that historical performances are always factored into the Baseline but with the weighting for previous seasons reducing by 50% each year. The average of the previous four seasons baselines is then used as the overall baseline.

C4.3 FIS changed the Para Alpine Skiing F-Values for all disciplines at the start of the 2023-2024 season. The Baselines from the 2024-2025 season and beyond have been recalculated using the updated F-Values to adjust for the changes.

C 4.4 The Alpine Skiing Baselines are as follows;

Male Alpine Skiing Baselines – French Alps Cycle												
	Visually Impaired				Standing				Sitting			
Discipline	**Baseline**	**C**	**D**	**E**	**Baseline**	**C**	**D**	**E**	**Baseline**	**C**	**D**	**E**
Slalom	18.66	**55.16**	**91.66**	**128.16**	16.07	**52.57**	**89.07**	**125.57**	17.02	**53.52**	**90.02**	**126.52**
Giant Slalom	15.86	**66.36**	**116.86**	**167.36**	10.73	**61.23**	**111.73**	**162.23**	15.56	**66.06**	**116.56**	**167.06**
Super Combined	52.82	**120.82**	**188.82**	**256.82**	52.67	**120.67**	**188.67**	**256.67**	47.40	**115.40**	**183.40**	**251.40**
Super-G	27.42	**86.92**	**146.42**	**205.92**	9.87	**69.37**	**128.87**	**188.37**	9.81	**69.31**	**128.81**	**188.31**
Downhill	30.07	**92.57**	**155.07**	**217.57**	21.48	**83.98**	**146.48**	**208.98**	33.69	**96.19**	**158.69**	**221.19**

Women Alpine Skiing Baselines – French Alps Cycle												
	Visually Impaired				Standing				Sitting			
Discipline	**Baseline**	**C**	**D**	**E**	**Baseline**	**C**	**D**	**E**	**Baseline**	**C**	**D**	**E**
Slalom	29.55	**66.05**	**102.55**	**139.05**	28.10	**64.60**	**101.10**	**137.60**	40.52	**77.02**	**113.52**	**150.02**
Giant Slalom	33.63	**84.13**	**134.63**	**185.13**	21.58	**72.08**	**122.58**	**173.08**	70.99	**121.49**	**171.99**	**222.49**
Super Combined	106.75	**174.75**	**242.75**	**310.75**	69.54	**137.54**	**205.54**	**273.54**	153.68	**221.68**	**289.68**	**357.68**
Super-G	42.32	**101.82**	**161.32**	**220.82**	11.87	**71.37**	**130.87**	**190.37**	56.90	**116.40**	**175.90**	**235.40**
Downhill	45.65	**108.15**	**170.65**	**233.15**	18.68	**81.18**	**143.68**	**206.18**	123.90	**186.40**	**248.90**	**311.40**

Athlete Suitability for Programme Inclusion

C 5.1 GBS's approach to selection is to best support athlete with medal potential for this Paralympic Games or the next

C 5.2 In addition to the Performance Standards outlined in Clause C 3.5, the Selection Panel will consider a range of factors when selecting athletes, these include the following (in no priority order):

C 5.2.1 Athlete's current form and recent results achieved at FIS Para Alpine events in the 2026-2027 season

C 5.2.2 The Athlete's major competition history (including World Cups, World Championships and Paralympic Games);

C 5.2.3 The Athlete's full commitment to their training and competition programme including any S&C training, as agreed with their Coach and the Head Coach and PD

C 5.2.4 The Athlete meeting or exceeding all benchmarks set in their Individual Athlete Plan

C 5.2.5 The Athlete's training history

C 5.2.6 The Athlete's performance trajectory

C 5.2.7 Race formats and quality/ depth of field where results have been achieved

C 5.2.8 Medal potential for the 2030 and/or 2034 Paralympic Games

C 5.2.9 Athlete's contribution to the creation of a World Class Performance Culture

C 5.3 The Selection Panel has absolute discretion to select athletes who in their reasonable opinion are most likely to achieve medal winning performances at this Paralympic Games or the next

C 5.4 For existing WCP Athletes, in addition to all conditions outlined above, Athletes must:

C 5.4.1 Have met last year's performance targets; and

C 5.4.2 Have, at a minimum, maintained their level of performance from the previous year. Failure to do so may result in Athletes not being selected

C 5.5 In extraordinary circumstances the Selection Panel has absolute discretion to consider (and give additional weight to) any other factors they deem relevant in respect of their selection decisions including (but not limited to) training data, progress against individual performance plan and technical development. These factors will be taken in the context of the likelihood of the athlete being able to produce consistent World Class performances, most notably at World Championships and Paralympic Games in accordance with the aims of the Policy.

Schedule D: Para Alpine Guides

GBS: Para Alpine WCP Guide Selection

D 1.1 GBS's approach to selection is to select Guides who can best support Athletes with medal potential for this Paralympic Games or the next

D 1.2 Guide selection will take place following successful selection of a VI Athlete to the Paralympic World Class Programme. Selection decisions will be made on the Guide's ability to maximise performance capability for VI athletes

D1.3 A newly nominated Guide that supports a Podium athlete, cannot receive an APA higher than a Games Potential APA.

D1.4 A newly nominated Guide that supports a Podium Potential athlete, cannot receive higher than a D grade APA, unless a C grade result has been achieved with the athlete they have been nominated to support.

Guide Eligibility

D 2.1 Guides must:

D 2.1.1 be eligible to compete for ParalympicsGB at the Paralympic Games (i.e., are a British National and hold a valid passport for the United Kingdom of Great Britain and Northern Ireland);

D 2.1.2 be WADA compliant and not be banned or suspended from competition due to an Anti-Doping Rule violation (ADRV) ruling or Investigation;

D 2.1.3 hold a valid FIS Para Alpine License for the 2027-2028 season;

D 2.1.4 be born in 2011 or earlier;

D 2.1.5 not, whether by act or omission, have brought GB Snowsport into disrepute.

D 2.1.6 be compliant with the UKS Athlete Eligibility policy.

D 2.1.7 not have any outstanding financial obligations to GBS

Guide Performance Standards

D 3.1 The level of WCP support for a particular Guide will be based on the attainment of the Performance Standards with an athlete (or athletes) during the 2026-2027 season. Attainment of a Performance Standard meeting the WCP matrix may entitle the Guide to a similar level of service and programme support as an Athlete but does not guarantee them the same level of APA. In extenuating circumstances, for example where competition data is not available, training data, technical performance criteria, and achievement against performance plans and the Guide Performance Matrix will be used to assess Guide performance and inform selection.

D 3.1.1 Podium APAs

Podium APAs are designed to contribute to an athletes' living and sporting costs, whose profile indicates a strong prospect of achieving/contributing to medal winning performances at the Paralympic Games within the cycle and who are already achieving/contributing to international results within the medal zone.

- Podium awards are made at A and B level

Games Potential APAs, are designed to contribute to an athletes' living and sporting costs. This is an opportunity for athletes who have been in receipt of a Podium level award, do not currently meet the competition outcome standards to retain an A or B award, yet remain a strong medal prospect for French Alps 2030.

- Games Potential awards are made at B* level

APA Level	WCP Performance Standards
Podium A	Athletes who have achieved a GOLD medal at a Milestone Event AND are considered by the Selection Panel to retain a strong prospect of achieving medal winning performances at the 2029 World Championships and/or French Alps 2030 Paralympic Games
Podium B	Athletes who have achieved a SILVER OR BRONZE medal at a Milestone Event AND are considered by the Selection Panel to retain a strong prospect of achieving medal winning performances at the 2029 World Championships and/or French Alps 2030 Paralympic Games
Games Potential B*	Athletes who have previously been in receipt of a Podium level award but who do not currently meet the competition outcome standards to retain an A or B award and there are exceptional circumstances that have preventing them retaining an award at that level. Despite not meeting the competition outcome standard to remain at A or B level, there will be strong evidence that the athlete can bridge the gap to medal success at the French Alps 2030 Paralympic Games and has made the commitment to do so.

D 3.1.2 Podium Potential APAs

Podium Potential APAs are designed to contribute to sporting costs for athletes' who have been identified and confirmed as having the potential to bridge the gap to Paralympic medal success at the Salt Lake City 2034 Paralympic Games and have made the commitment to pursue this goal.

- Podium Potential awards are made at C and D levels

APA Level	WCP Performance Standards	
	Existing WCP Guide – WCP Performance Standard	**New Guide – FIS Points Criteria**

Podium Potential C	Two results within 5% of baseline at a FIS Para Alpine Level 0 Competition (priority will be given to a Guide with results in multiple disciplines or with multiple athletes)	75 FIS Points or less in any discipline. Selection as a Guide will be for an initial 12 months (with the option for an additional 12 months in exceptional circumstances). Guides will be expected to meet the Existing WCP Guide WCP Performance Standard within this timescale to remain on programme. Exceptions will be granted on a case by case basis or at the discretion of the Selection Panel.
Podium Potential D	Two results within 10% of baseline at a FIS Para Alpine Level 0 Competition (priority will be given to a Guide with results in multiple disciplines or with multiple athletes)	100 FIS Points or less in any discipline. Selection as a Guide will be for an initial 12 months (with the option for an additional 12 months in exceptional circumstances). Guides will be expected to meet the Existing WCP Guide WCP Performance Standard within this timescale to remain on programme. Exceptions will be granted on a case by case basis or at the discretion of the Selection Panel.

D 3.1.3 Entry Level APAs

Entry Level APAs are designed to contribute to an athletes' sporting costs in their first 1-2 years of inclusion in high-performance programmes, and to provide a period through which the potential of the athlete is explored and confirmed.

- Entry Level awards are made at E level.

APA Level	**WCP Performance Standards**	
	Existing WCP Guide – WCP Performance Standard	**New Guide – FIS Points Criteria**
Entry Level	Two results in the previous 12 months at a FIS Para Alpine Sanctioned European Competition, that is within 15% of baseline (priority will be given to Guides with results in multiple disciplines). Where applicable, results will be based on the calculated race penalty not the applied race penalty.	125 FIS Points or less in any discipline. Selection as a Guide will be for an initial 12 months (with the option for an additional 12 months in exceptional circumstances). Guides will be expected to meet the Existing WCP Guide WCP Performance Standard within this timescale to remain on programme. Exceptions will be granted on a case by case basis or at the discretion of the Selection Panel.

Invitational	Inclusion in World Class Programmes (and potential Entry Level APA support) will be considered on a case by case basis for those Athletes deemed to have medal potential within 4 years, but who have not yet achieved the performance standard required. Invitational programme inclusion can be offered for a maximum of 1 year. Selection is at the complete discretion of the Head Coach and PD and is not subject to the Appeals Policy

Guide Suitability for Programme Inclusion

D 4.1 In addition to the Performance Standards outlined in Clause D 1.3, the Selection Panel will consider a range of factors when selecting Guides, these include the following (in no priority):

D 4.1.1 Capability to support VI Athlete(s) to achieve potential medal winning performances at World Cup, World Championships and Paralympic Games.

D 4.1.2 Ability to guide more than one of the selected VI athletes across multiple disciplines

D 4.1.3 Current form and recent results achieved at FIS Para Alpine events in the 2026-2027 season

D 4.1.4 Major competition history (including World Cups, World Championships and Paralympic Games)

D 4.1.5 Guide training history, including capability to guide athlete(s) at athlete top speeds (i.e., the guide is demonstrably faster than the Athlete)

D 4.1.6 Guide Performance Trajectory

D 4.1.7 Race formats and quality/ depth of field where results have been achieved

D 4.1.8 Medal potential for the 2030 and/ or 2034 Paralympic Games

D 4.1.9 Guide's contribution to the creation of a World Class Performance Culture and their ability to create an environment that best prepares a VI athlete for a medal winning performance

D 4.1.10 The Guide's full commitment to their training and competition programme including any S&C training, as agreed with their Coach and the Head Coach and PD

D 4.1.11 The Guide meeting or exceeding all benchmarks set in their Individual Athlete Plan

D 4.2 Potential APA level will be determined by the Head Coach and PD (in consultation with the relevant discipline coach(es)) and will be commensurate with the nature of the Athlete-Guide relationship and the level of engagement/ contact-time required and

delivered by the relevant Guide.

D 4.3 As a result, APAs for Guides may change throughout the season (up to the maximum APA level allocated to the supported Athlete), depending on the levels of support required and committed by the Guide in question.

D 4.4 The Selection Panel has absolute discretion to select Guides who in their reasonable opinion are most likely to support athletes to achieve medal winning performances at this Paralympic Games or the next

D 4.5 There may be occasions where Guides are offered a WCP place with conditions on having specific Guiding responsibilities, or conditions around individual performance targets. Guides should expect to be removed from the WCP if they fail to comply with specific conditions or fail to meet individual performance targets

D 5.1 For existing WCP Guides, in addition to all conditions outlined above, they must:

D 5.1.1 Have met last year's performance targets; and

D 5.1.2 Have, at a minimum, maintained their level of performance from the previous year. Failure to do so may result in Guides not being selected

D 5.2 In extraordinary circumstances the Selection Panel has absolute discretion to consider (and give additional weight to) any other factors they deem relevant in respect of their selection decisions including (but not limited to) training data, progress against individual performance plan and technical development. These factors will be taken in the context of the likelihood of the Guide being able to support VI athletes in producing consistent World Class performances, most notably at World Championships and Paralympic Games in accordance with the aims of the Policy.

E. UK Sport Policy

The following policies are mandatory for all National Governing Bodies WCPs and are consistently applied to all sports.

E.1.1 APA Funding During Athlete Transition

Athletes Joining the Programme

E.1.1.1 All athletes should participate in a comprehensive induction process when joining the high-performance programme and when changing between levels of the Performance Pathway. Where athletes are new members of the programme and are receiving an APA for the first time, the sport should ensure the athlete(s) are provided with sufficient support and opportunity to effectively transition into the programme.

Transitions within Teams / Partnerships

E.1.1.2 Where an athlete is in receipt of a Podium level APA and is adversely impacted by the retirement of a partner or team member(s) a period of transitional APA funding can be agreed before an objective performance assessment of the newly formed team takes place. In these cases, the APA can be sustained at the current level (or at the Games Potential level) for up to two years.

Transition Between Events / Disciplines

E.1.1.3 Where an athlete is in receipt of a Podium level APA and transitions to a new event or discipline within their sport, a period of transitional APA funding can be agreed before the athlete is expected to meet the performance criteria within the new event or discipline. In these cases, the APA can be sustained at the current level (or at the Games Potential level) for up to two years.

Transition Between Sports

E.1.1.4 Where an athlete is attempting to transfer between two sports, and is currently in receipt of an A, B, C, or Games Potential APA, the athlete can be nominated for a transitional APA for up to two years before being expected to meet the APA selection standards in the new sport.

E.1.1.5 The APA can be extended beyond 12 months where circumstances prevent an athlete achieving a result or performance, which could include: a) Injury, illness, or pregnancy (see below) b) External factors such as cancelled competition opportunities c) The sport's schedule for athlete selection not aligning to this timescale.

Transition Between Countries

E.1.1.6 Athletes who wish to transfer from another country to compete for Team GB, Paralympics GB and the NGB at international competitions are not eligible to receive Public Funding and/or Publicly Funded Benefits until the Athlete (in addition to obtaining a British Passport or British Nationality) has received written confirmation from the BOA or BPA and the NGB of their eligibility to compete at international competitions.

Notwithstanding the above, Training Partners will be eligible to receive Publicly Funded benefits only where they have the right to work (in accordance with 3.3 of the Eligibility Policy) and meet all other eligibility criteria set out within the Eligibility Policy.

E.1.1.7 Where a GB athlete wishes to transfer to and compete for another county, and / or if they have already qualified for the other country and obtained results (that means they are no longer eligible to compete for, or represent GB at international competitions), then the athlete will not be entitled to receive any Public Funding

Athletes Leaving the Programme

E.1.1.8 NGBs must state from the outset - with UK Sport and when athletes join the high-performance programme - the policies and processes that they will follow and the support available for the health and welfare of athletes leaving the programme.

E.1.1.9 A notice period of one-month must be provided to all athletes that are no longer nominated for an APA, or who will receive a reduction in APA funding due to the grade at which they have been nominated. This period of notice should be within an athlete's current award term.

E.1.1.10 Athletes that are no longer nominated for an APA must receive formal and written confirmation of their one month's notice, and the period of any additional transitional funding received, as per the framework in E.1.1.11 below. The start date (first day of the month) and end date (last day of the month) should be clearly stated.

E.1.1.11 Additional transitional funding will be offered at the current APA grade for a period dependent on the total continuous period of programme membership. This additional transitional funding will be provided as follows:

>1 year but <2 years = 1 month transitional award
>2 years but <3 years = 2 month transitional award
>3 years = 3 month transitional award

E.1.1.12 Where appropriate, programmes will be expected to provide continued access to essential services and support during the transitional period and specifically to medical services where this is necessary to support the treatment of a pre-existing medical condition.

E1.1.13 Whilst sports are asked to accommodate as much of the transitional award period as possible within the current award term, new athletes can be nominated before the transitional award period ends. Any new athletes brought onto the programme during this period will not count towards the sport's utilisation figures.

E.1.1.14 Once an athlete leaves the programme, they will no longer receive access to medical cover through AMS. However, AMS cover will continue for up to a maximum three months after the month their funding ceases, for an existing medical claim and treatment to finish. No new claims can be opened within this three-month extension period. If an athlete's pre-authorised treatment is postponed and the rearranged date is outside this 3-month window, the athlete must contact the AMS Manager at ams@teamgb.com as soon as possible to ensure the rearranged treatment will be covered.

E.1.1.15 Where an athlete is leaving the programme for disciplinary reasons, or due to a lack of engagement in the programme, the NGB and UK Sport in consultation, have the discretion to revoke any transitional funding.

E.1.1.16 Any athlete returning to the programme having previously received transitional funding will begin a new period of programme membership. As per framework above.

E.1.2 Performance Support Personnel

E.1.2.1 Where the sport can evidence that to fully support the athlete, the PSP is required to commit to the high-performance programme to the same extent (as the athlete), and where the cost of their involvement is comparable, they become eligible for the same grade of APA as the athlete plus the associated AMS cover.

E.1.2.2 Where the level of commitment required of the PSP is less than that required of the athlete, the grade of APA they are entitled to will be determined by the NGB on a sport specific basis.

E.1.2.3 A newly nominated PSP that supports a Podium athlete, cannot receive an APA higher than a Games Potential APA.

E.1.2.4 A newly nominated PSP that supports a Podium Potential athlete, cannot receive higher than a D grade APA, unless a C grade result has been achieved with the athlete they have been nominated to support.

E.1.2.5 In most cases, where the athlete(s) the PSP is supporting is/are removed from the programme, the PSP will also be transitioned out of the high-performance programme, with the same notice period given.

E.1.2.6 In exceptional cases the PSP may receive continued support (at a grade agreed with UK Sport) if there is sufficient evidence to suggest that their involvement will benefit the programme e.g. where an athlete has been transitioned out of the programme but the sport wishes to retain the PSP pending the nomination of another athlete or is identified as an appropriate ‘reserve’ specifically for podium athletes.

E.1.2.7 In all instances the performance of the PSP, and commitment to the high-performance programme, should be reviewed in the same way as the athlete(s) they support.

E.1.3 Training Partners

E.1.3.1 Training partners are not eligible to receive APA funding. Where training partners are essential to the effective delivery of the high-performance programme, alternative arrangements should be made to secure the support of these athletes, where necessary through contractual arrangements directly with the NGB.

E.1.3.2 Training partners that have been contracted by the NGB to support APA funded athletes and are benefitting in some way from high-performance programme resources should be nominated to UK Sport. Where appropriate and at its discretion, UK Sport may provide AMS cover for these athletes.

E.1.4 Injury and Illness

E.1.4.1 In the event of injury/illness (both physical and mental), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete should continue to receive their full APA up to three months from the point the injury/illness occurred, was identified, or declared.

E.1.4.2 If after three months the athlete remains unavailable for full selection or training, an expert review should be undertaken to confirm the likelihood that the athlete remains able to pursue success in the Olympic/Paralympic Games, to agree a programme of rehabilitation and to plot a timetable for return to full training and competition.

E.1.4.3 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 panel). Where an athlete has been injured or ill for more than three months, this should be stated on the next nomination to UK Sport.

E.1.4.4 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.

E.1.4.5 Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, 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 Athletes Leaving the Programme.

E.1.5 Pregnancy

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 in membership of a high-performance programme and in receipt of an APA, the following policy will apply:

E.1.5.1 Athletes in receipt of APA funding 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.

E.1.5.2 Continued access to the APA post childbirth will be dependent on:

a) The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth

b) 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

c) Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

E.1.5.3 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 (see Athletes Leaving the Programme).

E.1.5.4 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.

E.1.5.5 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.

E.1.5.6 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.

E.1.6 Athlete Programme Breaks

E.1.6.1 An athlete may request 'time away' from their sport.

E.1.6.2 Typically, athlete programme breaks will be undertaken in the first two years of a cycle (typically four years).

E.1.6.3 In the event of an athlete taking a programme break, the APA can continue to be received for a maximum of 12 months. For breaks of up to 6 months, the athlete will receive their full APA (subject to means testing) from the point the break is agreed with the Performance Director. For requests of between 7 and 12 months, the athlete will receive the full APA for the first 6 months, and 50% of their APA for the remainder.

E.1.6.4 Each case will be considered on its own merit, reflecting on but not be limited to the following criteria:

a) The athlete's performance trajectory and selection expectations, considering any impact on world rankings, qualification (should the request be made in cycle), and any other considerations that might materially impact on the athlete's ability to meet agreed Games targets. Athletes should acknowledge the impact this may have on the APA grade being nominated for at the formal athlete review.

b) A robust performance rationale for the break.

c) An agreed fitness programme being in place, ensuring an appropriate level of fitness is retained to enable a smooth transition back into the programme at a mutually agreed time.

d) Touch points with the programme being agreed.

E.1.6.4 Upon agreement of a programme break, the athlete will need to be renominated for an APA on the Athlete Nomination Portal, this can happen for up to a maximum 6 months. At 6 months, an athlete review will be conducted, and a renomination is required.

E.1.6.5 For programme breaks of less than 3 months, nominations are not required.

E.1.6.6 Continued access to the APA post programme break will be dependent on:

a) The athlete's intention to return to the sport and the programme being discussed and confirmed no later than one month before the programme break end date.

b) At the point where the intention of the athlete is clear, forming a mutually agreed plan/ timetable for return to training and competition.

c) Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

E.1.6.7 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 (see Athletes Leaving the Programme).

E.1.6.8 An athlete may request 'time away' from their sport only once in an Olympic or Paralympic cycle (typically four years).

E.1.6.9 An athlete extending a period of downtime following participation at the French Alps 2030 Games into an Athlete Programme Break must notify their sport within 8 weeks of the French Alps Games of their intent, i.e., whether they wish to continue to the Salt Lake City Olympic and Paralympic Games.

Appendix 1: Definitions

“Acting Chair”	means the individual appointed by the Selection Panel Chair to oversee selection in their absence;
“APA”	means Athlete Performance Award;
“APA Matrix”	means the table of performance criteria against which an APA is considered for an award for each discipline;
“Appeal Panel”	means the Panel involved with the Appeal Process;
“Appeal Process”	means the process for appeals outlined within the Policy;
“Appellant”	means an Athlete making an appeal under the Appeal Process within the Policy;
“Athlete”	means any Athlete who is part of a GBS Team or a GBS Squad;
“Athlete Eligibility”	means the minimum individual requirement for an Athlete to be eligible to be selected;
“Authorised Representative”	means any party who is authorised to accompany the Appellant during the Appeal Procedure outlined within the Policy;
“CMO”	means the Chief Medical Officer of GB Snowsport;
“FIS”	means the International Ski Federation;
“FIS Para Race Licence”	means the licence that enables Athletes to participate in FIS Para Events;
“GBS”	means GB Snowsport;
“GBS Website”	means the GBS Website found at https://www.gbsnowsport.com/;
“Guide”	means an individual who supports a VI Athlete. They are integral to the daily training and competition environment and would be awarded a medal alongside the Athlete;

“Head Coach”	means the person responsible for coaching delivery within GBS programmes;
“Head of Paralympic Programmes”	means the person responsible for the Paralympic Programmes within GBS;
“IPC”	means the International Paralympic Committee;
“Milestone Event”	means the World Championships or Paralympic Games. In the year where there is neither event, this is the event that is pre-agreed with UK Sport for that season;
“Minimum Performance Standard”	means the minimum performance level an individual needs to have achieved for programme selection/ a defined programme level;
“Notice of Appeal”	means the email sent by an Athlete to initiate the Appeal Process;
“PD”	means Performance Director;
“Performance Criteria”	means the specific discipline performance that needs to be obtained to be considered for selection, and to move through the matrix;
“Performance Limiting Injury/Illness”	means an injury or illness (or combination of injury and illness) to the Athlete which results in significant interruption or impact upon training for at least 3 months (intermittent or continuous) in any single WCP Athlete Year; or an injury or illness to the Athlete which occurs at such a time that, in the absolute discretion of the Selection Panel, it significantly impacts on an Athlete’s ability to deliver performances that would qualify them for consideration for membership of the WCP based on the Performance criteria set in the relevant Appendix;
“Performance Pathway”	means the Athlete journey to winning Paralympic medals;
“Performance Standard”	means the standard of Athlete performance needed to take part in WCP;
“Podium Athlete”	means an Athlete who has the potential to win a Paralympic medal in the next 4 years.

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

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