

# ***Guernsey Athletics Elite Athlete Development Programme***

The Elite Athlete Development Programme identifies the highest performing athletes within the club including juniors and aims to facilitate their ongoing development and performance.

The financial support provided will generally be exclusively available for the reasons of travel to competitions. Other non-monetary elements are in place to positively influence other facets of the athletes' ongoing development and success.

## **Changes from 2018**

The name of the programme has been again tweaked to demonstrate the aim of developing elite senior athletes. Also reflecting this and recognising the commitment of high level senior-aged athletes in our local sport is the increased funding of the Elite Performance tier.

The programme has been simplified as much as possible within the parameters of overall athlete development strategy. This is in recognition that parents/athletes want a simple method of utilising the support. This includes the removal of "excess" which has been replaced by a volunteering requirement. Athletes and/or their families will be asked to cite an occasion they volunteered in the previous few months when making a claim – this can include helping at endurance events such as Easter Festival or coaching/officiating, etc. This is to maintain the feel of a community club whilst we also try to offer professional support.

## **Appeals**

An appeals procedure is in place where athletes or parents can appeal against their support level – the appeals will be heard by the Elite Athlete Representative to the Board of Directors. Intent to appeal should be notified to Tom Druce within 7 days of this receipt of this document. A similar appeals procedure is available for athletes removed from the programme or who have had their funding reduced for disciplinary reasons throughout the year.

## ***Athlete Monetary Support Guidelines***

<b>Senior Athlete Support Tiers</b>	<b>Junior Athlete Support Tiers</b>
Premier Elite Performance	Premier Elite Academy
Elite Performance	Elite Academy
Performance	Academy

- **Premier Elite Performance** and **Premier Elite Academy** – Athletes who have achieved AAA Grade 1 standard in 2018 or who are projected to do so in 2019. IAAF Performance Tables are considered for seniors.
- **Elite Performance** and **Elite Academy** – Athletes who have achieved AAA Grade 2 standard in 2018 or who are projected to do so in 2019. IAAF Performance Tables are considered for seniors.
- **Performance** and **Academy** – Athletes who have achieved AAA Grade 3 or 4 standard in 2018 or who are projected to do so in 2019. IAAF Performance Tables are considered for seniors.

Projected attaining of relevant standards is based on a number of factors and is mostly considered for the benefit of younger athletes moving through age groups. All lower-U15 athletes included on the programme are only eligible for the Academy level at this early stage of their development.

If an athlete attains a Grade 1 or Grade 2 performance and is not already funded on the equivalent support level they will receive £100 towards their next UK competition of 2019. If an athlete of 14 years or older achieves Grade 3 or above and is not included on the programme at all, they will be added and thus receive £50 towards their next UK competition of 2019. This ensures that athletes will be rewarded in part for unexpected increases in their performance.

## Funding amounts

Each paid tier has a funding ceiling in order to reflect the level of the athletes on that tier. These ceilings are the total amount that can be claimed by an individual during 2019.

Premier Elite Performance	£900	Premier Elite Academy	£600
Elite Performance	£600	Elite Academy	£400
Performance	£50	Academy	£50

## *Classification of Competitions*

Below is a classification of events that can be attended during the season, along with the percentages that can be claimed back for each tier. Please note that specialist road runners are to discuss their requirements with Tom Druce in order to establish equivalent categories.

### A 66.66%

- National Champs (specifically British Championships and England Championships, excluding combined events)
- Any European or World meet (i.e. non-UK events excluding Island or Commonwealth Games)
- Any IAAF-organised non-championship event

### B 50%

- Welsh/Scottish/NI Championships
- SEAA Championships (or other regions)
- BMC events
- Open Meetings including showpiece opens (e.g. Loughborough International and EAP)
- British/UK League matches
- Inter-Counties (including British Athletics Inter Counties Cross Country Championships)
- European Cross Country Championships Trials (senior and U20 athletes)
- Home Countries Cross Country events where Guernsey are invited to compete as a "nation"

### C 33.33% for Premier Elite Performance & Premier Elite Academy. 25% for other tiers

- Hampshire Championships (T&F and XC)
- Inter-Insular
- Any other Jersey event
- Any other Cross Country or Road Race event

### D 10%

- Island Games

### Extra

- Training camps (percentage claimable on case by case basis following discussion with Athletics Development Officer).

## Claiming

Claims can be made via Suzi Druce either when settling the balance for a club-organised trip (i.e. paying the full amount minus the funding being claimed) or by submitting receipts to her for a self-organised trip. These should be done at the earliest opportunity unless the athlete or their family are waiting for an opportunity to volunteer for an event before they can claim. Volunteering can be done by either the athlete or their family (preferably both!).

## ***Further Benefits***

All six tiers will benefit from an athlete support package as provided by the Athletics Development Officer. In addition, athletes who are on the Island Games longlist (but are not listed on one of the support levels) will be eligible for these benefits.

Communication with Tom Druce and/or your/your child's coach is likely to be a necessity at some stage, and ongoing dialogue is strongly encouraged and likely to aid positive ongoing improvement within the sport. Athletes in their late-teens and older are advised to strongly consider the benefits of sports massage therapy which is offered at a cut-price rate.

New for 2019 – a link has been formed with the athletics programme at the University of Bath whereby the club can facilitate tailored visits to the Team Bath Sports Training Village to meet the coaching team and even take part in a training session. We have direct access to the key figures within Team Bath Athletics, meaning any questions are easily answered regarding the athletics programme available at the university. They offer significant support packages for athletes of certain standards which are often not available elsewhere. Many of Guernsey's best athletes have studied and spent significant time at the University of Bath, including Lee Merrien, Dale Garland, Tom Druce, and Cameron & Alastair Chalmers.

Benefits to those on the programme are:

- Two distinct points of contact within the club in the form of the athlete's assigned personal coach and Tom Druce. These individuals are tasked with answering any athletics-related queries or issues that athletes or parents might have.
- Specific training plan via the athlete's personal coach. Personal coach(es) should be recognised in the athlete's Power of 10 profile. If this has not been done, athletes or parents should contact Tom Druce or Po10 directly at [admin@thepowerof10.info](mailto:admin@thepowerof10.info)
- Cut-price sports massage therapy through Dale Garland and Suzi Druce
  - The club has arranged for the above practitioners to offer sports massage therapy at £20 for 45 minutes
  - In addition to this, all funded tiers will be able to offset half of the £20 cost against their allocated funds for the year up to £100 (i.e. 10 treatments)
  - All athletes should go through Tom in the first instance to attain Dale or Suzi's contact details
- Strength and conditioning in the Footes Lane High Performance Gym available for all athletes on the programme.
- Goal setting and competition planning support
- Advice and guidance on the athletics-related elements of higher education, including a link with the University of Bath



## ***Conditions of the Programme***

The club's directors and the Athletics Development Officer have a responsibility to all club members to oversee the correct use of the club's funds. Therefore these terms will be strictly adhered to. Any athletes who wish to opt out of the programme should inform Tom Druce immediately.

### **Finances**

- Athletes who receive significant sponsorship, grants or funding from another body towards athletics MUST declare the details of these or waive their club funding. This is necessary in order for the club's finances have to be used diligently.
- Athletes on upper levels of the programme who receive sponsorship or funding from elsewhere will still receive tailored support from the club where appropriate.
- All athletes are listed on their appropriate category irrespective of whether they will be able to claim their funding.

### **Conduct**

- Athletes will continue to maintain their current level of dedication to the sport of athletics.
- Athletes will conduct themselves in a correct and proper manner that portrays them and the club in a positive light.
- Athletes will show respect for other athletes and coaches at all times.
- Athletes will maintain a good regular communication pathway with a Guernsey Athletics coach and/or the Athletics Development Officer.

### **Volunteering & supporting club activities and acknowledging Guernsey Athletics**

- Athletes will, in recognition of the financial support of the club, volunteer their time for Guernsey Athletics-organised events during 2019, for example Easter Festival, the Fathers' Day Half Marathon and various other endurance events. Alternative volunteering such as coaching colts or juniors would also be encouraged.
- Athletes will, in the absence of a genuine reason that they inform Tom Druce of at the first opportunity, attend all club fundraising and profile-raising events during 2019.
- Athletes will support a minimum of two local events during 2019, of which one must be the Intertrust flagship event. Illness and or injuries that prevent this from happening should be reported to Tom Druce.
- Athletes will compete in Guernsey kit (this will always be possible whether wearing it as a club vest or 'national' vest. The only exception is in league matches for another club, kit supplier obligation, or when representing another country e.g. Great Britain or England).
- Athletes will acknowledge Guernsey in their Power of 10 profile. This is achievable even if the athlete represents another club – please contact Tom Druce if you are unsure how to sort this out with Po10.
- Athletes will acknowledge their current personal coach on their Po10 profile – please contact Tom Druce or [admin@thepowerof10.info](mailto:admin@thepowerof10.info) for instructions of how to action this.

### **Disciplinary action**

- Where applicable, the following steps will be taken if the above conditions are breached:
  - Informal verbal warning
  - Formal verbal warning
  - Removal from support programme
- The above applies depending on the severity and nature of the breach of conditions. An immediate removal of support will be deemed appropriate for more severe breaches.