

Guernsey Athletics Elite Athlete Support Programme

Introduction

The Elite Athlete Support Programme identifies the highest performing athletes within the club 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.

The conditions of the programme have changed from 2017 and should be read thoroughly.

Changes from 2017

The name of the programme has been subtly altered to reflect the philosophy of supporting the members of the programme in their quest for improvement.

A more significant change is that there will be added financial investment in the programme in 2018 to reflect an improvement in the club's finances. This means that slightly more athletes appear on the upper levels of the programme and there are increases to the funding ceilings across all the levels including the previously non-monetary level. The Commonwealth Games athletes are all receiving significant funding from the Guernsey Commonwealth Games Association up until the Games in April – therefore they will only be permitted to claim half of their annual allowance of club funding. As this significantly alters the overall budget, athletes and parents should note that 2019 may see a slight reduction in the funding ceilings to account for those athletes claiming full allowances again.

Tied into this change is the method of athlete selection for each level of support. The nationally recognised AAA Standards will dictate which funding level the athletes appear on with a secondary consideration of the IAAF performance tables being considered particularly for senior athletes. This has been implemented so that all athletes can be informed of what standard they need to reach in order to be rewarded with the relevant level of support.

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 2018. 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 2018. This ensures that athletes will be rewarded in part for unexpected increases in their performance.

The AAA Standards Scheme is available via the England Athletics website and also downloadable from the Guernsey Athletics website alongside this document.

The increase of investment by the club will be coupled with an increase in expected standards of conduct by the athletes on the programme, as well as increased importance that supported athletes offer themselves for volunteer roles. As revenue is generated by a combination of sponsors and members' fees, in both cases supported athletes are required to demonstrate that the investment is being utilised effectively. Therefore the Athletics Development Officer, the club's directors, and qualified coaches will have license to act on perceived poor conduct by supported athletes.

Appeals

An appeals procedure is in place where athletes or parents can appeal against their support level – the appeals will be heard by the two 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 Support Guidelines

The support levels been retained as follows:

Senior Athlete Support Tiers	Junior Athlete Support Tiers
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 2017 or who are projected to do so in 2018 (IAAF Performance Tables considered for senior road performances or other senior events which are anomalous in the AAA Standards)
- **Elite Performance** and **Elite Academy** – Athletes who have achieved AAA Grade 2 standard in 2017 or who are projected to do so in 2018 (IAAF Performance Tables considered for senior road performances or other senior events which are anomalous in the AAA Standards)
- **Performance** and **Academy** – Athletes who have achieved AAA Grade 3 or 4 standard in 2017 or who are projected to do so in 2018 (IAAF Performance Tables considered for senior road performances or other senior events which are anomalous in the AAA Standards).

Note: 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.

Funding

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 2018.

Funding ceilings:

Premier Elite Performance	£900	Premier Elite Academy	£600
Elite Performance	£500	Elite Academy	£400
Performance	£50	Academy	£50

Overleaf is the details of the classification of competitions which outlines the amount of funding that can be claimed.

Please note that only Premier Elite Performance does not have an **excess** of some description.

Excess explained:

- For all categories except Premier Elite Performance, Performance and Academy, an athlete must contribute £300 towards club-organised trips (or provide receipts to that amount of self-organised trips) before they can start their claims for 2018. This excludes Island Games payments.
- The one exception is that Category A events can be claimed for without excess being paid first
- Performance and Academy athletes can claim their £50 funding for their **second** UK-based competition of the year (they do not have to spend £300 first).

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% for all tiers. No excess
- National Champs (specifically British Championships and England Championships, excluding combined events)
 - Any European or World meet (so non-UK events excluding Island or Commonwealth Games)
 - Any IAAF-organised non-championship event

- B** 50% with no excess for Premier Elite Performance. 50% for other tiers after excess
- 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"

**XC Inter-Counties excess to be waived for national track standard athletes or any athlete who achieves a top-30 finish in the event*

- C** 33.33% with no excess for Premier Elite Performance. 25% for other tiers after excess
- Hampshire Championships (T&F and XC)
 - Inter-Insular
 - Any other Jersey event
 - Any other Cross Country or Road Race event

- D** 10% with no excess for Premier Elite Performance. 10% for all other tiers after excess
- Island Games

Extra

- Training camps (percentage claimable on case by case basis following discussion with Athletics Development Officer. Is subject to "retrospective excess" if the athlete does not meet their excess elsewhere)

Further Benefits

All six tiers will benefit from an athlete support package as provided by the Athletics Development Officer. 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.

There is potential to widen the non-monetary support during the year of 2018 and athletes and parents are welcome to make suggestions as to what the club might be able to offer. For the time being, the services are as below:

- 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
- 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). This is on the assumption that the athlete reaches their funding excess (if they do not meet their excess they will be asked to repay the massage funding).
 - All athletes should go through Tom Druce 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 support
- Competition planning support
- An appropriately selected travelling coaching team to fulfil the athlete's needs at UK competitions through a performance-driven travelling coaches policy (where appropriate coaches are available).
- Fully arranged access and attendance of representative competitions in the form of Island Games, Commonwealth Games and Commonwealth Youth Games.
- Access to additional training aids such as light-gate timing equipment, weight jackets, over-speed bungees, medicine balls, etc.
- Advice on higher education choices around your athletics career.

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 in 2018 due to the increased financial investment in the programme by the club. 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 2018, 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 2018, for example the Club Awards Evening.
- Athletes will support a minimum of two local events during 2018, 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 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 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.