



**W**ales

**A**lpine

**R**acing

**P**athway

# Version – September 2021

## Introduction

The Wales Alpine Racing Pathway (WARP) sets out how Snowsport Cymru Wales as the national governing body for snow-sports in Wales will support the development of athletes competing in both alpine and artificial surface ski racing.

The programme sets out a continuous progression from the important grass roots 'club-focused' training and racing through to a Snowsport Cymru Wales supported 'national performance pathway' with support provided for the development of ski racers who wish to progress to the highest levels of the sport.

British Ski and Snowboard's stated aim for Team GB is 'To be a top 5 Olympic Ski & Snowboard Nation and to be Podium Competitive in ALL Olympic disciplines by 2030'

The Home Nations Snowsport Associations role in the pathway to Olympic success will be to identify, develop and prepare athletes to achieve the Governing body's stated aim.

This is a very ambitious target and if we are to achieve this it is imperative that action takes place quickly and efficiently to ensure that we can feed quality athletes through to Team GB for further development. It should be recognised that there are many important roles in the development of athletes from coaches, club officials parents and supporters and all need to play a part if the aims of the pathway are to be realised.

It is envisaged that Clubs will contribute to and endorse this pathway and work to deliver local programmes which support the aims of Snowsport Wales and the proposed outcomes in this document.

It is important to establish some basic principles which enable us all to work towards a common goal.

### **Purpose: Why we do what we do**

The purpose of the Wales Alpine Racing Pathway is to develop children and young adults in all aspects of life, building on their physical attributes, mental awareness and technical skills enabling them to aspire to the highest levels of achievement in their lives and in their chosen sport.

### **Culture: Our Beliefs**

We believe that no matter where you start in your snowsport career you can improve if you have a love for the sport, work hard and put in the hours of purposeful practice, always do your best and have the mindset to keep going when things don't go quite to plan!

### **Vision: How we see the Future**

Our vision is of a supportive community of, coaches, parents and volunteers supporting committed, motivated and hard-working athletes to achieve their best in all aspects of the sport and life. The SSW WARP Programme is highly regarded and consistently feeds athletes through to commercial academies. We have athletes selected for Team GB duties and have a succession programme for athletes, coaches and volunteers for the future development.

### **Values: What we think is Important**

We are all committed to treating everyone with compassion and equality. We will listen to others point of view without judgement and will establish the full facts before reaching a conclusion. We will not stand for bullying, gossip or negativity and will seek to maintain a positive attitude towards our sport and the people involved in it.

## **What we expect from our Athletes**

Snowsports is a hugely rewarding activity and encourages athletes to stretch themselves physically, technically and emotionally. It allows children who may not be enthused by other 'normal' sports another avenue to perform to their best and grow as athletes and as people. As with other sports, business and life it takes a lot of effort to make it to where they want to be. Where they want to get to of course is completely up to them! Whilst they are training with the teams we do expect certain commitments from them:

- Commitment & a great work ethic
- Enthusiasm, love of the sport and the mindset to change and improve
- Respect and compassion for others
- Attendance when needed at camps and training sessions
- Behaviour appropriate to the situation
- Remember that everyone is working towards YOUR goals including coaches, organisers, volunteers, and your PARENTS – Respect them ALL!
- Promote the Sport, the Team and the Nation

## **What we are going to do:**

We need to set out what we are going to achieve together throughout this journey:

- Create an ambitious, innovative pathway to follow at club, national and international levels allowing Wales to contribute substantially to the aims of British Ski & Snowboard aims stated above.
- To support, challenge and enthuse athletes to achieve the outcomes that they aspire to
- Encourage and foster an ethos of hard work, grit, ambition and fun creating a like-minded culture amongst Welsh registered competitors
- Give support in the areas of technical skills acquisition, physical fitness and mental awareness and resilience enabling the athletes to always 'do their best'.
- Support parents, coaches and athletes to communicate, understand each other and work towards the best outcomes for all parties
- Improve the level of engagement between the National Governing Body and the Clubs
- Raise the profile of snow-sports in Wales through the success of its national teams and squads
- Stimulate interest in snow-sports and increase uptake in competitive skiing with the aim of achieving results at an international level
- Deliver Snowsport Cymru Wales' aim of 5 skiers below 100 FIS points each season

An additional aim is to produce a template that can be replicated to develop other competitive snow-sport disciplines in future years.

## Our Teams & Training Levels

Our Teams & Training levels have been designed to show a clear progression and pathway from Club to National and International performance.

- **Wales Alpine Ski Team (Snow)** – Athletes who train and race regularly on snow at both BASS and FIS level. They may be attached to an academy or part of a GB squad and will train and race with them. Racers achieve their status into this Team by their FIS or BASS points the level of which will be set each year and by other metrics in the criteria section below.
- **Wales Alpine Ski Team (Artificial)** – Athletes who train and race on artificial slopes both indoor and outdoor. They may also occasionally race on snow in alpine competitions but their main focus on artificial surfaces. Racers achieve their status into this Team by their BARTS points the level of which will be set each year and by other metrics in the criteria section below.
- **Wales Alpine Race Squad** – The feeder squad for both above categories. All athletes will attend training camps and squad events as appropriate. Racers achieve their status into this Team by their BARTS/FIS/BASS points the level of which will be set each year and by other metrics in the criteria section below. Athletes may also be selected on other criteria at the discretion of the selection panel.
- **Wales Ski Development Group** – The new group (established 2021) aims to recognise talented athletes who we anticipate gaining Welsh Squad status within a 12 month period. All athletes can attend training camps and squad events as appropriate. Racers achieve their status into this Team by their BARTS/FIS/BASS points the level of which will be set each year and by other metrics in the criteria section below. Athletes may also be selected on other criteria at the discretion of the selection panel.
- **Wales Alpine Ski Academy** – The Academy is the training forum for all Wales Alpine athletes. Any athlete may be nominated to attend Academy sessions but selection will be based upon potential, enthusiasm & commitment, and the ski racers ability to perform a set of skill tests to a satisfactory standard at the Academy Trials. The Wales Ski Academy will be open to ski racers in the under 14 and under 16 year age groups as well as those in their last year in the under 12 age group.
- **Wales Alpine Junior Academy** - The Junior Academy is the training forum for the Under 12 & Under 10 categories and as such will have their own specific training sessions. Membership will be open to all young committed ski racers who will be invited to train with the Academy where appropriate and apart from registration with Snowsport Wales and a genuine commitment to participation in the sport, there will be no other conditions for membership. The Snowsport Wales Junior Academy will provide training to a level that should enable young racers to progress to the Wales Ski Academy at an appropriate age.
- **Club Training System** – The building blocks to athlete performance are found at the Club Training sessions. These are extremely important and will be unique to each club but to allow smooth progression to the National Training system should follow

*the Snowsport Cymru Wales coaching programme. Club coaches are responsible for nurturing and developing current athletes noting Future Racers.*

- Non-Academy Welsh skiers who aspire to achieve 'Academy status' through the Junior Academy in the future, and skiers from non-Welsh clubs will also be invited to participate in elements of the core outdoor training programme but will not be able to participate in the full academy programme.
- Selection to the **Wales Alpine Ski Teams** and **Wales Alpine Race Squad** will take place twice yearly to take account of the different training requirements for snow and artificial slope athletes.
- Special dispensation with regard to participating in squad training sessions will be granted to high-performance ski racers in the selection process where the racer is based overseas or where very special circumstances exist, provided that the race performance criteria is met.
- Entry to the **Wales Alpine Academy** will be determined by the national coach based upon the ski racers ability to perform a set of skill tests to a satisfactory standard at formal trials which will take place at 6 monthly intervals. The location of the trials will be advertised in plenty of time to make arrangements
- Selection to the **Wales Ski Squad** and **Wales Ski Team** will be determined by the criteria set. Selection assessed by the selection panel.
- Skiers may be invited to train with a higher level squad at the discretion of the national coach and programme manager.
- Ski racers with disabilities who compete in a recognised disabled athlete classification and high-level competitors from other snow-sport disciplines will be invited and encouraged to participate in those elements of the training programme that are appropriate to them.
- Members of squads will be expected to fully comply with the selection criteria and maintain those standards.

## The performance pathways

- There are two elements to the performance pathway. One describes the levels that ski racing clubs are encouraged to adopt and this includes a range of criteria that coaches might wish to use to determine how club training sessions are structured.
- The second describes the levels that will be adopted by Snowsport Cymru Wales in developing its national squads (the Wales Ski Race Squad and the Wales Elite Ski Team) and the Wales Ski Academy.
- The process of progression through the club level performance pathway will be at the discretion of club coaches while access to the national level performance pathway will be determined according to the selection guidelines.



## Club performance pathway: Progression criteria

<b>FOUNDATION LEVEL</b>		
<b>Racing environment</b>	<b>Artificial surfaces</b>	<b>Alpine racing</b>
Racing level	Excel and inter-club racing	School skiing trips, ski school and other informal races
Pre-selection expectations	None	
Commitment, performance and other guidelines	Membership of a Snowsport Cymru Wales affiliated club that is committed to supporting the Wales Alpine Racing Pathway	
<b>DEVELOPMENT LEVEL</b>		
<b>Racing environment</b>	<b>Artificial surfaces</b>	<b>Alpine racing</b>
Racing level	Excel, inter-club and club national races	Entry level BASS races
Pre-selection expectations	Registration with Snowsport Cymru Wales and on the recommendation of the club coach	
Commitment, performance and other guidelines	Regular attendance at club training sessions over no less than 12 months, membership of Snowsport Cymru Wales and able to demonstrate a good level of technical ability and potential as a ski racer	
<b>PERFORMANCE LEVEL</b>		
<b>Racing environment</b>	<b>Artificial surfaces</b>	<b>Alpine racing</b>
Racing level	GBR series and national championships	BASS & FIS races and national championships
Pre-selection expectations	Registration with Snowsport Cymru Wales and on the recommendation of the club coach	
Commitment, performance and other guidelines	Regular attendance at club training sessions over no less than 12 months, membership of Snowsport Cymru Wales and able to demonstrate a high level of technical ability and success as a competitive ski racer. Performance level skiers will normally train alongside development level skiers within a club training context.	

## National performance pathway: Progression criteria

WALES SKI ACADEMY		
Racing environment	Artificial surfaces	Alpine racing
Racing level	Club National, GBR and National Championships	Entry level BASS races
Pre-selection requirements	Selection will be based upon potential, enthusiasm & commitment, and the ski racers ability to perform a set of skill tests to a satisfactory standard at the Academy Trials. Membership of Snowsport Cymru Wales and achieving <300 BARTS points or <300 BASS points	
Commitment, performance and other guidelines	Members of the Wales Ski Academy will be expected to attend no less than 4 of the six programmed training sessions organised throughout the year by Snowsport Cymru Wales. They will also be expected to compete regularly in Club National and GBR series races throughout the year.	
WALES SKI DEVELOPMENT GROUP		
Racing environment	Artificial surfaces	Alpine racing
Racing level	Club National, GBR and national championships	National championships and BASS races
Minimum pre-selection requirements*	1. Achieve Platinum level at a club organised NSA event (using a sub 50pt forerunner) <b>And,</b> 2. Meet the following age related points criteria, U14 yr1 150pts or below U14 yr2 140pts or below U16 yr1 130pts or below U16 yr2 120pts or below U18 yr1 110pts or below U18 yr2 100pts or below	BASS top 15 year of birth GB ranking for females or males at the end of the previous season. Coach recommendations (with evidence welcomed)
Commitment, performance and other guidelines	Wales Ski Development Group members will be expected to compete regularly in national seeded races. They will also be expected to attend squad training sessions wherever possible and demonstrate commitment to a fitness programme and testing.	
WALES SKI SQUAD		
Racing environment	Artificial surfaces	Alpine racing
Racing level	GBR and national championships	National championships and BASS races
Minimum pre-selection requirements*	<90 BARTS points at the year-end for females or males	BASS top 10 year of birth GB ranking for females or males at the end of the previous season
Commitment, performance and other guidelines	Wales Ski Race Squad members will be expected to compete regularly in GBR series races securing a top ten placing in most races for females women and a top fifteen placing for males. They will also be expected to attend squad training sessions wherever possible and demonstrate commitment to a fitness programme and testing. They will be required to submit a training plan, indicating performance targets, and expected participation in competitions which demonstrate a genuine commitment to their development	



## WALES SKI TEAM

Racing environment	Artificial surfaces	Alpine racing
Racing level	GBR series and national championships	FIS races and national championships
Minimum pre-selection requirements*	<40 BARTS points achieved in no less than 2 GBR series or national championships in the previous season for females or males	<180 FIS/BASS points for females or males at the end of the previous season
Commitment, performance and other guidelines	Membership of the Wales Ski Team is restricted to the highest performing athletes who demonstrate a substantial commitment to their development as ski racers through training and by their potential for further advancement. They will normally compete regularly in GBR series races usually securing a top five placing for females women and a top ten placing for males. They will also be expected to attend organised squad training sessions where possible and demonstrate commitment to a fitness programme and testing. They will be required to submit a training plan indicating performance targets, and expected participation in competitions which demonstrate a genuine commitment to their development. The Wales Elite Team will be expected to be outstanding ambassadors for Snowsport Cymru Wales supporting other athletes, their clubs and developing ski racers.	

\*The pre-selection requirements are the minimum performance standards and levels of commitment that athletes will be expected to demonstrate and the selection panel reserves the right to vary these or to take any special circumstances into consideration such as injury, geographical location or anomalies in the BASS, BARTS and FIS points systems.

## Club performance pathway: Roles and responsibilities

<b>FOUNDATION LEVEL</b>	
<b>Role of Snowsport Cymru Wales</b>	<b>Role of clubs</b>
<ul style="list-style-type: none"> <li>• Providing advice to clubs and club coaches on the national performance pathway</li> <li>• Providing advice and support where needed and signposting development opportunities for skiers, coaches and officials</li> </ul>	<ul style="list-style-type: none"> <li>• Acting as the principal source of coaching expertise and support</li> <li>• Ensuring skiers, parents and supporters understand the club performance pathways</li> <li>• Supporting and promoting athlete development pathway principles</li> </ul>
<b>DEVELOPMENT LEVEL</b>	
<b>Role of Snowsport Cymru Wales</b>	<b>Role of clubs</b>
<ul style="list-style-type: none"> <li>• Scouting for potential members of the Wales ski racing squads</li> <li>• Providing advice to skiers, clubs and coaches on the national performance pathways</li> <li>• Providing advice and support where needed and signposting development opportunities for skiers, coaches and officials</li> </ul>	<ul style="list-style-type: none"> <li>• Acting as the principal source of coaching expertise and support</li> <li>• Ensuring skiers, parents and supporters understand the club and national performance pathways</li> <li>• Supporting and promoting athlete development pathway principles</li> <li>• Identifying talented skiers to train with the Wales Ski Academy</li> </ul>
<b>PERFORMANCE LEVEL</b>	
<b>Role of Snowsport Cymru Wales</b>	<b>Role of clubs</b>
<ul style="list-style-type: none"> <li>• Scouting for potential members of the Wales ski racing squads</li> <li>• Providing advice to skiers, clubs and coaches on the national performance pathways</li> <li>• Providing advice and support where needed and signposting development opportunities for skiers, coaches and officials</li> </ul>	<ul style="list-style-type: none"> <li>• Acting as the principal source of coaching expertise and support</li> <li>• Ensuring skiers, parents and supporters understand the club and national performance pathways</li> <li>• Supporting and promoting athlete development pathway principles</li> <li>• Identifying talented skiers to train with the Wales Ski Academy</li> </ul>

## National performance pathway: Roles and responsibilities

<b>WALES SKI ACADEMY</b>	
<b>Role of Snowsport Cymru Wales</b>	<b>Role of clubs</b>
<ul style="list-style-type: none"> <li>• Providing 6 Academy training session each year</li> <li>• Advice to athletes on development priorities and opportunities</li> <li>• Support at major national championships</li> <li>• Provision of branded uniform designating membership of the Wales Ski Academy</li> </ul>	<ul style="list-style-type: none"> <li>• Promoting awareness of Snowsport Cymru Wales Ski Racing Academy</li> </ul>
<b>WALES SKI RACE SQUAD &amp; WALES SKI DEVELOPMENT GROUP</b>	
<b>Role of Snowsport Cymru Wales</b>	<b>Role of clubs</b>
<ul style="list-style-type: none"> <li>• Invitation to the squad by the selection panel</li> <li>• Provision of 8 squad training sessions each year including fitness assessments</li> <li>• Liaison with athletes and their club coaches to agree development priorities</li> <li>• Advice to athletes on development priorities and opportunities</li> <li>• Support at major national championships</li> <li>• Provision of branded uniform designating membership of the Wales Ski Race Squad</li> </ul>	<ul style="list-style-type: none"> <li>• Liaison with the national coach to ensure that training reflects the athletes development priorities</li> <li>• Provision of routine training sessions</li> <li>• Assistance with fundraising</li> </ul>
<b>WALES ELITE SKI TEAM</b>	
<b>Role of Snowsport Cymru Wales</b>	<b>Role of clubs</b>
<ul style="list-style-type: none"> <li>• Invitation to the team by the selection panel</li> <li>• Provision of 8 squad training sessions each year including fitness assessments</li> <li>• Liaison with athletes and their club coaches/alpine academy to agree development priorities</li> <li>• Monitoring training and racing records</li> <li>• Organising ad hoc alpine racing trips</li> <li>• Advice to athletes on development priorities and opportunities</li> <li>• Support at major national championships</li> <li>• Provision of branded uniform designating membership of the Wales Elite Ski Team</li> <li>• Championing the interests of team members at GB level</li> <li>• Securing external funding and sponsorship</li> </ul>	<ul style="list-style-type: none"> <li>• Liaison with the national coach to ensure that training reflects the athletes development priorities</li> <li>• Provision of routine training sessions</li> <li>• Assistance with fundraising and grant applications</li> </ul>

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