

BRITISH NORDIC DEVELOPMENT SQUAD HANDBOOK



Foreword

This Handbook serves as a reference point and provides athletes and their families with basic information regarding the British Nordic Development Squad (BNDS) – both before an athlete joins and whilst they are a member.

Effort has been made to cover the many aspects of BNDS and for further information or guidance please contact a member of the BNDS Committee via info@britishnordic.org

About BNDS

- BNDS provides an environment in which young GB cross country skiers can develop their cross-country racing skills and achieve the standards they aspire to;
- BNDS provides a performance pathway for GB cross country skiers from club level to reach the standard for selection to GBSS Squads and through that organisation to progress further to international high performance and elite competition;
- BNDS helps to educate skiers and their parents in the wider skills required as an improving athlete including, for example, understanding skis, waxing, purpose of training, diet, nutrition, and well-being;
- BNDS supports the cross country skiing Race Programme for FIS races in conjunction with the national governing body GBSS and works closely with the home nations governing bodies of England, Scotland, Ireland & Wales;
- BNDS is constituted as a club for management purposes.

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Vision

- To establish a pool of athletes from which world-class skiers will emerge and become role models for younger skiers.
- To make effective use of existing and potential support and resources to establish a performance pathway that sustains GB Teams at youth, junior and senior levels.
- To promote GB as a leader among developing nations in cross-country ski competition.

Who's who

COACHES

- Carl Carrier – Pathway Coach carl.carrier@britishnordic.org
- Alex Standen – SSS Performance Cross Country Coach
- Sarah Young – SSS Development Pathway Coach

COMMITTEE MEMBERS

- Richard Newman (Chairman) – richard.newman@britishnordic.org
- Posy Musgrave (Vice Chair)
- Neil Salmons (Secretary)
- Josie Forth (Treasurer)
- Frank Musgrave (Business Manager)
- Caroline Ipsen (Parent Rep)
- Sam Bojarski (Athlete Rep)
- Lynne Duncan (Wellbeing & Protection, Data Protection) – wpo@nordicski.co.uk
- Bruce Murray (Communication) – bruce.murray@britishnordic.org
- Andrzej Bojarski (Member without Portfolio)
- Toby Strachan (Member without Portfolio)
- Roy Young (Member without Portfolio)

COMMITTEE INVITEES

- Christian Ewald (Chairman Nordic discipline committee GBSS)
- Claire Newman (SSS Rep)
- Stine Strachan (PR)

Joining and Training with BNDS

BNDS welcomes athletes joining at between 12 and 18 years of age.

Entry to the squad is on recommendation of the athlete's club coaches or referral from current BNDS parents, and by invitation from the BNDS Pathway Coach.

[see "BNDS Entry – Information Sheet"]

Training groups are based on age and on ability:

- *Development (D)* for new members and younger skiers put forward by their club
- *Core (C)* usually for 13-14 year olds
- *Breakthrough (B)* usually for 15-16 year olds
- *Youth Squad* usually for 15-18 year olds with a FIS Licence to race
- *Advanced (A)* usually for 18-23 year olds with a FIS Licence to race
- *Junior* – up to age 23 years, group selection based on FIS points

The lower age limit of 12 has been set for the following reasons:

- Below 12 there is likely to be too big an ability gap within the training group to reasonably resource with coaches
- As a voluntary organisation BNDS cannot resource pastoral care over a wide age range
- Below 12 the skier is recommended to enjoy a wide range of sports
- Below 12 the skier is expected to be enjoying the support of a local club

The upper age limit of 18 for joining has been set for the following reasons:

- Above 18 it is regrettably unlikely that a development skier will reach the race standards which BNDS athletes aspire to
- Above 18 the maturity gap amongst skiers on camps becomes too great to reasonably manage

Athletes aged over 18 can remain in the squad to an upper age limit of 23.

Entry into the squad is usually into the Development Group, with training and introduction to racing allowing transfer into the Youth group.

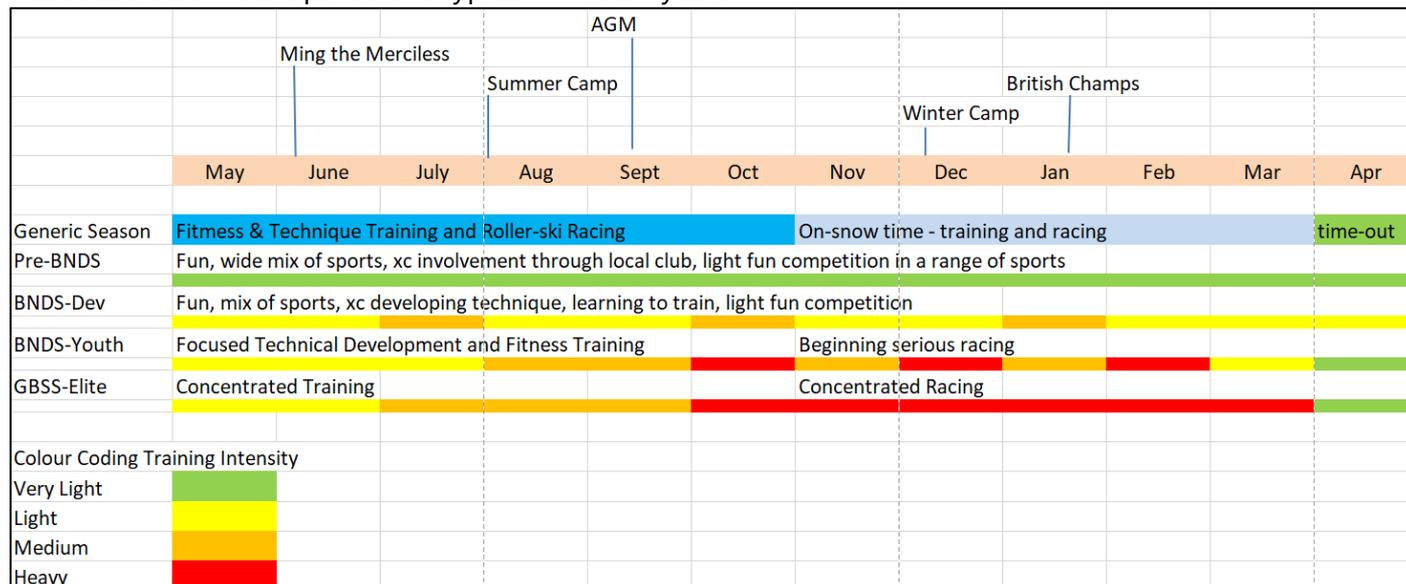
Individuals may wish to stay in the Development Group and concentrate on developing their skills without having the desire to meet the targets for those in the more competitive groups.

An important aim of the squad is to identify athletes with the potential for development as international skiers who may compete with their European peers.

The squad will develop each member's skiing and sporting skills in a fair and supportive way and through focus on skill, fitness and direction.

BNDS Ski Calendar

Please see below a snapshot of a typical BNDS ski year.



Training Camps

The squad offers athletes the opportunity to attend both on-snow and dry land (summer) camps:

- On-Snow
 - Week-long winter camp around Christmas, usually in Norway
 - British Championships or suitable race event, January/February
 - Further race camps selected for appropriate levels, around Europe
- Dry Land
 - Week-long Spring Camp around May/June (UK based)
 - Week-long Summer Camp around July (typically with access to snow/ski tunnel)
 - Week-long Autumn Camp around October (typically with access to snow/ski tunnel)

The provisional Calendar is circulated early in the calendar year, with provisional costs as a guideline. Actual costs will depend on attendance numbers, optimisation of logistical management and third party costs, fund raising effectiveness, exchange rates etc.

Prompt responses are expected in order to determine the economic viability of camps, where typically the athlete / coach ratio should be 6:1.

Although an earlier firm indication is much appreciated and helps to keep costs as low as possible, in order to satisfy logistics camp selection cut-off dates are usually:

- March – Spring camp
- June 1st – Dry land camps, including both the summer and autumn camp
- August 31st – On-snow Camps (camps not relating to GBSS selections)

Eligibility to attend a winter camp is based on minimum fitness criteria determined by the Pathway Coach and Committee.

Partial attendance at camps is strongly discouraged as this can upset the pattern of the camp, can affect coaches' organisation and planning, and can have a cost impact upon other attendees, in effect an athlete is either in or out.

Athletes should be looking at a seasonal programme of camps to suit that individual's development pathway.

Whilst skiing may be foremost, BNDS camps are also about encouraging life skills from an early stage. As athletes develop their skiing abilities so learning to organise, prepare, cook, clear up, clean, look after themselves and look out for others, often far away from home, is an essential element in their maturing.

To run camps effectively and make them affordable, BNDS relies on parents and adult helpers to take turns in supporting the organisation of camps and attending camps voluntarily to provide pastoral care to athletes. Both volunteers and athletes have found this to be a very positive experience.

If you would be interested in being a parent helper, please contact the Secretary.

Team Spirit is an effective ethos cultivated by coaches at all training camps and the value of this can be illustrated when hard physical work is demanded of the athlete. This means training prior to attendance. In general, the athlete should be running and doing some technical skill work, as will be laid out in their training plan. Athletes should log their training efforts. Coaches may like to review this at camps or during the year. [*see "Training & Equipment"*]

Coaches

The Pathway Coach is appointed by the BNDS Committee, holds a Level 3 Coaching Qualification or equivalent and is responsible for the BNDS Programme. This programme involves both training and racing camps throughout the year as well as individual training plans. The Pathway Coach is supported by a cohort of coaches selected by the Pathway Coach, both male and female, and qualified usually at least to level 2 standard or equivalent.

Snowsport Scotland are driving development in the sport and have in place a XC Performance Coach who supports the BNDS Pathway Coach at all levels but is working in particular with "Junior" athletes at the higher end of BNDS, including all home nation athletes. In addition the XC Performance Coach is supported by a number of qualified coaches. Snowsport Scotland identify a number of BNDS Camps which they like to support and this has an advantageous cost impact to all BNDS athletes.

- Costings are based on a ratio of six athletes per coach
- Coaching fees: £9/day for Development Group, £17/day all others
- Coaches are paid £100 per day
- Therefore coaching costs are subsidised by BNDS, usually through Fundraising

Costs

Currently the basic membership admin fee to BNDS is £30.00 per year.

BASIC SQUAD CLOTHING

Skiers joining the squad, and especially those attending camps, are expected to have a BNDS Squad Training Jacket and BNDS Squad Training Trousers, in effect the uniform of the squad. Squad members should always travel in team kit in order to promote BNDS.

Kit can be purchased new for approx. £140 total. Exchange and purchase of secondhand is encouraged. The purpose of having these is both image and organisation. These present a good image of the BNDS Squad when out on snow or whilst travelling. Coaches like these to be worn because it assists in their management of youngsters when out and about.

Skiers joining the squad are expected to have achieved a level of fitness and skill suggesting that they already have a suitable wardrobe of sports clothing.

CAMP COSTS

Costs for a week-long camp, excluding the travel organised by the athlete, are typically:

UK-based dry-land camp £350+

On snow training camp £450-650 per week

On snow race camp £500-650 per week

For example:

Entry Level Camps Cost (1 x winter, 1 x summer) £1,000 per year

U16 Athletes with on-snow racing & seeking higher level qualification £2,500 per year

Cost examples are guidelines only, and exclude the travel to and from the venue, which must be organised by the athlete themselves.

Camps are individually priced to a realistic minimum to cover actual costs without loss or gain.

Costs include accommodation, food, transport while on camp, coaching fees and coaches' travel expenses, race fees and waxing costs, if applicable.

There is no external funding available to subsidise any camp cost overruns.

In the event that a camp runs significantly under-budget those participating will receive a refund, usually as a credit against participation in future events.

The annual membership fee is agreed each year at the AGM.

A training plan and use of the Sportlyzer system are recommended at a cost of £50 for the "Development" group and £100 for the "Core" group and above. BNDS Sportlyzer support and training plans are provided by the Pathway Coach. (see *Useful Links*)

For camps held in the UK, where applicable, host families will currently be reimbursed £10.00 per day per athlete by the treasurer, to contribute to food and other costs. Hosts are requested to accept this payment to ensure that all athletes and families are treated equally.

All payments should be made either by cheque payable to "British Nordic Development Squad" and sent to the Treasurer, or by direct payment into the squad account:

Account name: British Nordic Development Squad

Account number: 00392672

Bank code: 80 06 81

Bank name: Bank of Scotland

Participants based overseas may also need the following bank details:

BIC: BOFSGB21290

IBAN: GB22BOFS 8006 8100 3926 72

(Please put the name of skier and camp name in the reference field)

Schooling

BNDS endeavours to schedule camps during school holidays or half terms. Inevitably there are overlaps with a potential clash in aspiration for skiing improvement with educational demands, especially in exam years. Athletes are encouraged to engage early with their teaching staff as schools generally support the absence which they recognise as both developmental and educational. A letter to the school from the BNDS organisation highlighting the aspiring representation at National Squad level is often helpful and is provided when required.

The pre-Christmas camp is timetabled as close as possible for the end of the school Christmas term.

British Championship or equivalent value races in late January are aimed at giving first-time racers experience of racing in Europe, and is open to squad members (subject to having demonstrated training commitment). The event can be portrayed to schools as the winter equivalent of a National Athletics Championship, where schools would generally support attendance.

Athletes are encouraged to organise school work for their time away and to commit to this during down time on camp.

In general skiers can make it easier for their school to support them by talking about being part of a national squad and discussing getting ahead before missing school or catching up on their return. Good effort in working at school and communicating with the school tends to result in more support. Schools find it easier to support sports that they understand, such as athletics or rugby, so make it obvious that this squad is just as important as a national squad for any of the more mainstream sports.

Post-school or final school year – individuals have on occasion had a year with overseas ski academies but this has been on the recommendation of the athlete's coach and by individual arrangement with the institution, for example Norwegian or Canadian.

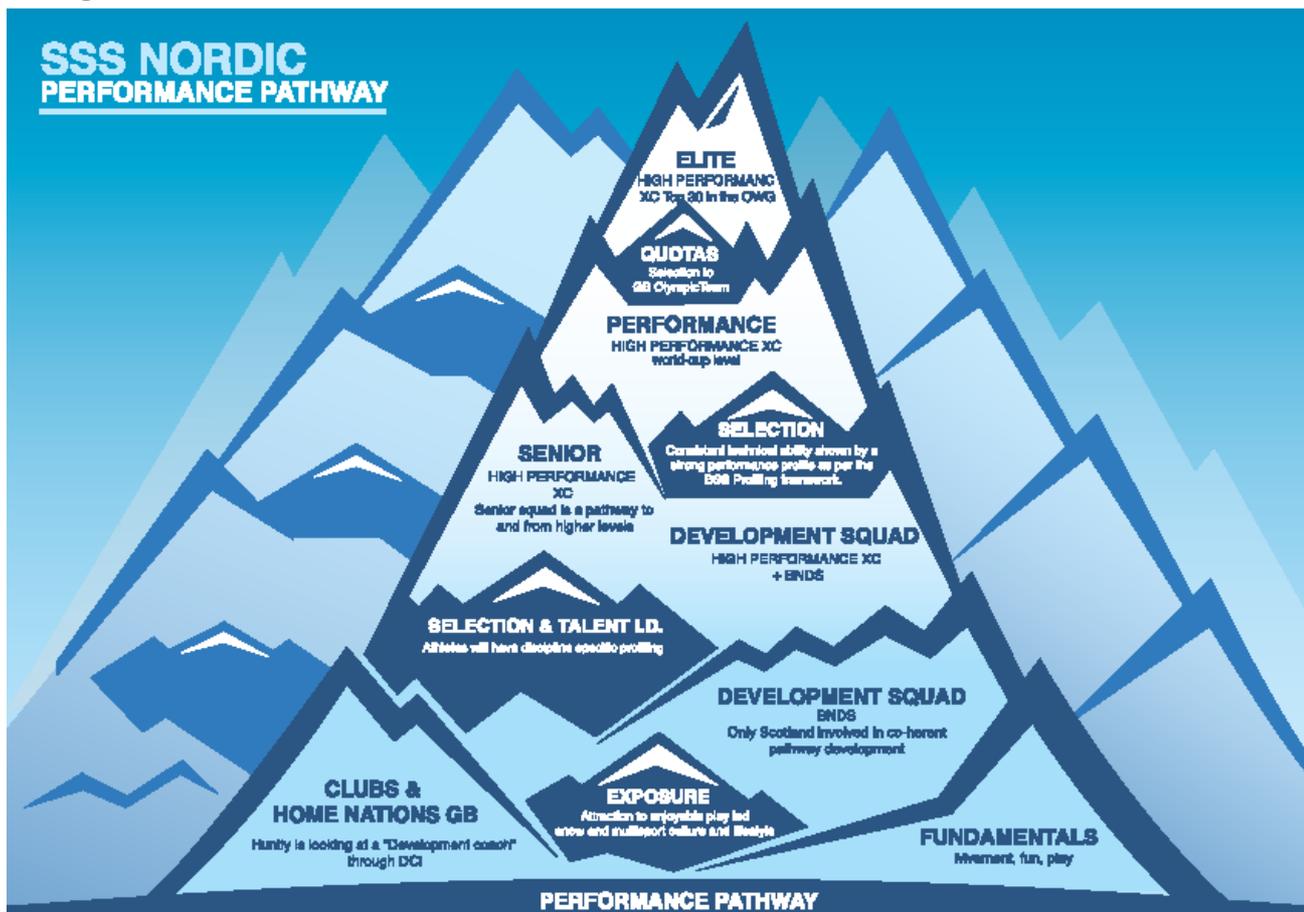
Fundraising

The value of commercial sponsorship received at Development level in recent years on an ad hoc basis and from outside the organisation has been in the order of £5,000 - £7,000, but this is certainly not guaranteed. Fundraising by those involved with BNDS has typically been around £5,000 but again is not guaranteed. All income generated from sponsorship and fundraising is directed towards camps & equipment. There is no direct funding from the national governing body GB Snowsport and nor from the home nations Snowsport Scotland, Snowsport England, etc.

All athletes and parents are encouraged to participate in fundraising activities for their squad. It should be viewed as a team effort from which all athletes will enjoy the benefits of coaching, camps etc. In the past, fundraising has included bag packing in supermarkets, litter picking at local shows, bottle stalls, sponsored bike rides, organising sporting events and busking.

All funds raised by these activities are used to subsidise squad costs with the emphasis on making camps as affordable as possible.

Progression



ATHLETE SELECTION FOR TEAMS

The aim is to identify athletes with the potential for development as international skiers within the medium term and longer term. Whilst selection to the national team is a matter for the sport's governing body it is likely that these areas will be considered:

- Competition performances
- Technical skills assessment
- Fitness assessment
- Commitment

Selection criteria for the national team are published annually and posted on the National Governing Body's website: www.gbsnowsport.com

In addition, there are international FIS races for which those over 15 will need to meet the following conditions:

- Athletes must hold a British passport
- Athletes must be registered with their Home Nation governing body
- Athletes must hold a current FIS licence

For selected events athletes may need to produce a portfolio of evidence based on progression, consolidation and achievement.

The aim for athletes is to establish themselves as "Juniors" (FIS category) and target selection for events such as the World Junior Championships, World U23s and the World Universiade. From this group the National Governing Body Selection Committee will select athletes into the Performance Squad.

BNDS Entry - Information Sheet

www.britishnordic.org

AIMS OF THE BNDS

The aim of the British Nordic Development Squad is to provide a pathway for young cross-country skiers to develop into racing athletes that can compete against their European peers, with the goal of producing GB racers at FIS events, world stage events, World Cups, World Championships and the Olympic Winter Games.

BACKGROUND

Since 1999 BNDS has existed in its currently constituted form as an organisation to provide training and racing environments in which young skiers can develop their cross-country skiing skills and achieve the highest standards to which they might aspire. BNDS accepts young athletes aged 12-18 with cross-country skiing or rollerskiing experience, who wish to race and proceed along the athlete pathway.

BNDS fulfils several of the roles typically provided by clubs, regions and national squads, due to the absence of a traditional pyramidal sports structure. It does so by providing coaching and a route into competitive cross country skiing that is very limited at club level in the UK. At entry level this may simply comprise coaching advice, whereas at more advanced levels selection to national teams requires qualification by attaining performance standards stipulated by GB Snowsports or the British Olympic Association.

SQUAD ORGANISATION

The squad comprises athletes from 12 years to 23 years of age. It is divided into 5 groups, typically by age, but also by ability: "Development" (D), "Core" (C), "Breakthrough" (B), "Youth", and "Advanced" (A). A separate document ([BNDS Training Groups](#)) has a detailed description of each group's composition, expectations, and how athletes move up the groups. This document also details the race camp qualification system, which incorporates testing done throughout the training cycle

ENTRY TO THE SQUAD

There is a variety of routes of entry to BNDS. Normally, UK based athletes would be highlighted to BNDS from the regional clubs by that club's coach. However, skiers without a club may directly approach BNDS as an athlete or a parent. For British skiers based overseas, they may also be proposed by their club coach or also directly approach BNDS.

All new skiers will be invited to attend a training camp to continue their Nordic development and, most importantly, for the young athlete to decide whether they wish to commit to the Pathway.

Please contact Carl Carrier to discuss BNDS entry: carl.carrier@britishnordic.org

TRAINING CAMPS

BNDS organises a programme of training and race camps. Typically there will be 5 training camps in a year (these have names beginning with a "T", distinguishing them from race camps, which are named with an "R"). Athletes do not have to attend all of these, but there is a minimum requirement if athletes want to progress through the pathway – see the paragraph on commitment below.

As a rule of thumb, the first training camp of the season (T1) is based in the UK, with the main focus on entry-level athletes on the pathway, where building basic technique and fitness is the most important factor. T2 and T3 are then pitched to successively more developed athletes, for whom time on snow is key. T4 is aimed similarly to T2 and T3, again gaining snow time, and T5 acts as an introduction to racing by incorporating the British Championships.

At entry, athletes are expected to attend the training camp appropriate to their ability level. It is partly through the attendance of camps that athletes progress through the pathway.

A camp sheet is always sent out to all athletes attending a camp giving information including camp costs, itinerary, equipment list and home contact.

Athletes under the age of 18 travelling abroad unaccompanied are required to have with them a signed letter of parental consent to aid movement through border control. A template can be obtained from the secretary.

SUPPORT STAFF

To reduce costs, training camps are usually supported by the parent of an athlete. All coaches and parent helpers are DBS checked in accordance with the BNDS and national governing body policies, and are monitored by the BNDS child protection officer.

CONDUCT AND PERSONAL DEVELOPMENT

The BNDS has a comprehensive code of conduct for athletes, which they will be expected to follow. It expects high standards of behaviour because the athletes will be viewed as ambassadors for BNDS and the nation when at international events. It expects athletes to be organised with their equipment and personal routines and to be punctual. Younger athletes also help with minor chores whilst at camps, and older ones will be expected to help with more, such as cooking a meal. In addition, athletes are instructed in nutritional principles and expected to look after their health, something that is vital when conducting endurance training.

It must be stated that motivated young athletes generally follow the example of the rest of the squad and become organised, dependable and independent individuals.

The Athletes Team Book is a document reviewed and endorsed by the athletes at the start of each training camp, outlining how they will conduct themselves while away.

COSTS

As with all sports where a serious level of commitment is demanded, cross country skiing has its own financial challenges. Through its own fundraising and some sponsorship BNDS endeavours to subsidise coaching and equipment costs. Nevertheless, cross country skiing at all levels commands little corporate or government funding and at early stages parents should be aware of the inevitability of costs.

Each camp has a fee that covers accommodation, food, coaching and ground transportation when abroad, all of which are organised centrally by BNDS. The cost of getting to camps, such as ground transportation in UK and flights, falls outside of the camp fee and must be organised and paid for by the athlete or athlete's guardians.

Equipment has a range of prices but is generally fairly inexpensive at entry when children's skis and combi boots can be used [see "*Training & Equipment*"]. It can be possible to get good quality second hand equipment from existing members of the squad. As the level of training and racing increases athletes will require a broader range of racing skis and racing boots in order to be competitive.

Training & Equipment

TRAINING

All athletes are provided with a training plan throughout the year that is linked to their BNDS group. This is created by the Pathway Coach and is sent out through the Sportlyzer platform. The monthly issuing of the plans is then followed by a monthly athletes' webinar to explain the plan in detail. Youth and A group athletes receive personally tailored plans made together with the Pathway Coach.

Senior athletes may be eligible for development & training support from various bodies, and at that level testing becomes more specific and the athletes are monitored for health and fitness.

Each athlete should keep a log of their training on Sportlyzer. Coaches will give guidance on the athlete's training and progression during training camps.

EQUIPMENT

Athletes must have arranged all the necessary equipment before arriving on camp, whether this be by purchase, rental or borrowing.

Camp sheets include a list of necessary equipment, but a general kit list is given here:

- Skating roller-skis
- Classic roller-skis
- Cycling helmet (for roller-skiing)
- Skating skis plus poles
- "Waxless" classic skis plus poles (adjustable pole would work)
- Ideally separate classic and skate boots but a combi boot would suffice
- Basic waxing kit (scraper, groove scraper, hard & soft brushes).
- Gloves (thick and thin) and hats
- Warm-up kit
- Racing suit, hat / headband
- Trainers
- Waterproofs
- Training diary and note pad
- Wash kit & towel
- Swim kit (for sauna/hot tub)
- Heart Rate Monitor
- Thermals
- Training clothes
- Casual clothes
- Pyjamas
- Water bottle and carrier
- Day rucksack
- Snacks
- Spending money (including local currency)
- Sun glasses / visor
- Sun cream

Roller-ski poles are the same as on-snow poles, but with roller-ski tips rather than snow baskets. These can be interchanged easily with a hot-glue gun, so it is not always necessary to have separate roller-ski and snow poles. Some manufacturers have poles with interchangeable screw-on tips.

Athletes need several changes of training clothes a day so they can put on dry clothes after each training session

Boys should try to get underwear with a windproof panel at the front for on-snow camps.

BNDS has a squad kit comprising a warm-up jacket and overtrousers. Prices will depend on the euro exchange rate. The BNDS does hold a small amount of stock and many older and ex-athletes have old kit they are willing to donate. A batch kit order is usually made at the start of the autumn.

The [BNDS Training Groups](#) document outlines the necessary equipment for each training group. When considering buying poles, skis and boots, the best way to decide on sizes and brands is through discussion with coaches. It is worth noting that there are two different and incompatible ski-binding systems: NNN "Rottafeller" / "Prolink" and SNS "Pilot". NNN is the recommended system due to the gradual phasing-out of SNS.

The skier will be taught how to wax a ski both for glide and grip. Athletes can have a selection of their own glide and kick waxes for on-snow camps, however BNDS often provide sufficient waxes, at a cost incorporated into the camp cost. For more information on waxes and on the minimum equipment list, ask coaches.

The squad encourages athletes to sell on equipment that they have out-grown.

Helpful websites are:

<http://hnoc.nordicski.co.uk/>

<http://www.rollerski.co.uk/>

<http://www.biathlonsport.com/>

Health & Safety

Winter inevitably invites colds and bugs. If an athlete has been unwell prior to attending they, in conjunction with their parents, and GP if appropriate, have to decide if they are fit enough to train and what is the likelihood of spreading illness around the whole group. Public Health guidelines suggest one should be free of symptoms for 48 hours, especially sickness and diarrhoea, before returning to school or work. While on the camp the athlete should let the coaches know if they are unwell or injured or suffering from excessive tiredness, as the coaches will need to adjust the athlete's training appropriately, and may separate them from other athletes if they are considered infectious.

Useful health notes:

Nutrition	Train yourself to eat immediately after a race for faster recovery. Don't leave it any more than 30 mins before you eat some carbohydrate or a glucose drink. Also drink plenty of liquids – no requirement for expensive sports drinks. You should try to eat some protein within 20 minutes of finishing a training session.
Ill or injured?	<ul style="list-style-type: none">- just don't race or train if you have a fever;- sore throat- bad cold- vaccinated- don't pass on infection- regular use of antibacterial handwash
When not to train hard	<ul style="list-style-type: none">- you have been ill recently- light cold- long break from training- avoid hard training in extreme cold
Pre Race	<ul style="list-style-type: none">- Don't get cold – don't sit in cold places or stand in a windy spot- Warm up properly
Post race /training	<ul style="list-style-type: none">- Get showered and changed into dry underwear and clothes ASAP- If a shower is not an immediate option change into dry underwear as soon as you can- Get warm clothes on- Make sure you warm down

Travel, Insurance and EHIC

TRAVEL OUT OF THE UK

It is the responsibility of the athlete and their families to arrange transport to and from the departure airport.

It is the responsibility of the athlete and their families to book flights or ensure inclusion in a block booking in a timely manner.

Camp helpers and coaches will share logistics arrangements in the expectation that there will be co-ordinated arrivals at a selected airport. The athletes are responsible for advising camp helpers and coaches of expected arrival time and flight number.

Parents must be aware of airline policy on travel by minors.

The lead coach or parent helper on an overseas camp will require a copy of each athlete's passport and insurance details and copies of parental consent forms. This must be provided to the Secretary in a timely manner.

TRAVEL WITHIN THE UK

Athletes are asked to organise their own transport to camps.

The athlete should ensure their ski equipment is in good condition and organise any hire or loans before they go. While at the camp the athlete is responsible for their equipment and belongings. Rooms & bathrooms should be kept tidy.

With a large group waxing becomes an issue so it is best to practise before coming on the camp.

Times are set for briefings and bus departure and these must be kept to. Lateness is not an option.

EHIC

The athlete will require a European Health Insurance Card (EHIC) to receive access to reduced-cost, sometimes free, medical treatment if it becomes necessary on squad trips to a European Economic Area (EEA) country or Switzerland. The EEA consists of the European Union (EU) countries plus Iceland, Liechtenstein and Norway. Switzerland applies the EHIC arrangements through an agreement with the EU. The quickest and easiest way to get an EHIC is to apply online: <http://www.gov.uk/european-health-insurance-card>

Note: each EHIC has an expiry date.

INSURANCE

In addition, it is required on squad trips outside the UK that everyone should also have travel insurance to cover all medical expenses regardless of whether they can claim on the EHIC.

Most holiday insurances will cover cross-country skiing but racing or race training requires specific insurance.

Once racing at FIS (International Ski Federation) events the situation becomes more difficult as these are not "recreational races" as defined by most insurance companies. Only the more senior skiers will be taking part in FIS races, for which they will have to buy a FIS licence through GB Snowsport. In order to apply for a license an athlete will also require membership with their national governing body (Snowsport Scotland, England or Wales). This licence gives them public liability cover, as required by FIS, but does not give them any medical cover. Coaches will advise athletes if they need to buy a licence.

The best strategy for finding insurance is likely to be to discuss it with coaches or other BNDS members, but here are some companies which over the last few years have provided varying degrees of cover to skiers (you do need to check each year):

Membership (£50) of the Ski Club of Great Britain provides a 15% discount on insurance, but this does not cover racing.. www.skiclub.co.uk/info-and-advice/ski-insurance

Snowcard Travel Insurance at www.snowcard.co.uk cover all racing and training at a non-professional level so would cover those racing at FIS events (Level 5 cover required).

Fogg Insurance provide cover for Teams managed by the National Governing Body and may give guidance to individuals if contacted by telephone. www.fogginsure.co.uk

SSS membership provides a discount for Dogtag insurance, whose "extreme" policy includes ski racing. <https://www.dogtag.co.uk/>

British Biathlon Union membership (£55) includes insurance for FIS racing. <https://www.britishbiathlon.com/product/bbu-full-member/>

SportsCover Direct insurance covers cross-country skiing "competitions and events". <https://www.sportscoverdirect.com/>

All skiers will have slightly different needs – apart from the level they are racing at, other considerations include taking out family cover (but check that the athlete is covered when travelling separately from their family), whether single trip or annual cover is appropriate, and whether you have home insurance which will cover you for loss of possessions etc.

Membership of a ski club affiliated to one of the home nations will provide public liability cover for races within the UK.

Codes of Conduct

Athlete Code of Conduct

Athletes are expected to enhance the reputation of the BNDS at all times. Whilst with the squad the athletes are representing Great Britain which places them under scrutiny.

BNDS has expectations of every athlete and these are contained within the following Code of Conduct. The athlete, and their parent if the athlete is under 18 years old, will be asked to sign the Code of Conduct:

As an athlete and participant in skiing training camps and competitions I agree to follow the Athlete's Code of Conduct as given below:

- I will read, understand and agree to the GBSS Drugs and Doping policy
- I will not use prohibited or recreational drugs, as defined by WADA
- I will show respect to athletes, coaches and team organisers at all times
- I will respect the race officials and volunteers involved in the organisation of races
- I will show respect to my racing colleagues and other ski team athletes
- I will not be involved in any bullying or practices that can be deemed as bullying
- I will demonstrate sporting behaviour with race results and decisions made by officials
- I will be a sporting ambassador for BNDS at all times and will act in a manner that does not bring myself or my sport into disrepute during ski races and practice/training sessions
 - I will be present for prize giving ceremonies should I receive a trophy (unless circumstances do not allow me)
- I will ensure all concerns of a child safeguarding nature are referred in accordance with Squad policy
 - I will not be involved in sexual behaviour while on camps
 - I will refrain from smoking and the consumption of alcohol whilst training and racing
 - Personal appearance shall be appropriate to the circumstances and as indicated by the team organisers. Team kit and equipment as issued shall be worn as directed by the team organisers when competing or training, when assembling or travelling, at official team functions or on other occasions as notified.

Disciplinary action may be imposed for breach of rules or for reasons of behaviour when such may be deemed of a disciplinary nature by the camp organisers. Any action will depend on the type and seriousness of any breach of discipline but will be accompanied by a verbal warning and/or a written warning as necessary. Athletes shall have the right to appeal all such measures, to the camp organisers in the first instance, then to the BNDS Committee via the Athletes' Representative within 3 months of a disputed disciplinary measure. The BNDS Committee will follow the principles laid out in the GBSS Disciplinary Policy. <https://www.gbsnowsport.com/sites/default/files/Disciplinary%20Policy.pdf>
GBSS Disciplinary Policy will also apply to athletes on national representative duty. <https://www.gbsnowsport.com/sites/default/files/Athletes%27%20Code%20of%20Conduct.pdf>

At a camp, if behaviour becomes a problem with a particular individual, the squad reserves the right to send the individual home at their parent/guardian's cost.

Athletes should be aware that social network sites are in the public domain, and should take care to ensure they do not bring themselves or the BNDS into disrepute by anything posted on such sites.

Code of Conduct – Social Media Guidelines

These guidelines are principally designed to provide helpful, practical advice on using social media effectively for athletes on a World Class Performance Programme and/or aiming to become members of Team GB. They should, however, be adopted and observed by athletes at all levels of participation within the British Nordic Ski Team’s Pathway.

To set the parameters for these social media guidelines, we should keep in mind three things:

1. We live in a society that promotes free speech and freedom of expression; it is generally expected that the British Nordic Ski Team should reflect the values of the society we represent.
2. Social networking is continuing to grow and it is in our interest to sensibly and proactively embrace it to encourage participation in the sport, further media coverage and attract sponsors.
3. The integrity of you as an athlete, your team-mates and the British Nordic Ski Team’s brand and standing is effected by what you display on-line within the social media platforms.

Do’s	Don’ts
<p>DO...Show your personality</p> <p>Being yourself and letting your personality shine will make it more enjoyable for you. Throwing in a few smiley faces and LOL’s (if you’re that way inclined) will make you seem more approachable and encourage more people to talk and ask you questions. Use tasteful humour when appropriate.</p> <p>DO...Remember everyone can see you</p> <p>Before you write anything, remember that it’s public and anyone can take your words and put them in a newspaper, on a website or the TV. Media are monitoring our social media presence and will use your words as quotes. Pause and think carefully before you mention embarrassing stories about you or other athletes.</p> <p>E.g. Stephanie Rice (an Australian triple Olympic swimming gold medallist) lost a lucrative sponsorship deal after she posted an inappropriate comment on Twitter.</p>	<p>DON’T...Talk negatively about other competitors, countries, teams, organisations or brands</p> <p>Any gossip or slanderous comments can be easily highlighted and taken the wrong way. Remember that you are an ambassador for your sport.</p> <p>DON’T...Forget your rivals may be reading</p> <p>Other competitors may gain confidence if they read any comments you make about poor form in training, feeling tired, upset or low on confidence.</p> <p>Eg. A GB gold medallist rower was given the belief that he could win a medal against one of his American competitors by reading his rival’s blog: “From his blog I got the impression that he was not some untouchable superstar. He had worries and demons like everyone else. He was beatable.”</p>

DO...Be responsible

You are personally responsible for the content you provide and how you behave online. Be careful and if you're in doubt, don't post it.

Eg. England cricketer Dimitri Mascarenhas was uncomplimentary about national team selector Geoff Miller and was fined £1,000.

DO...Share your sports performances and achievements

Take your fans with you on a journey towards your goals, competition and training preparation. Let them know what it requires to be an elite athlete.

DO...Answer people's questions with 'real' life stories

People want more than just facts about sports - providing them with your personal experiences and emotional stories will be really valuable to them. Feel free to also talk about your interests and life away from sport if appropriate.

DO...Be honest

Always tell the truth and correct any mistakes you make as quickly as possible. Don't alter older posts without indicating that you have done so.

DO...Post regular comments

The more you interact with and reply to fans, the better relationships you will build with them, and the more frequently they will come back to the site and check out your page. E.g. Many athletes have been successful at making direct connection with fans/followers via social media, allowing them to build relationships with very large audiences.

DO...Report anything that concerns you

If you see any comments or photos that concern you or you feel in the course of a conversation that somebody may need help or be in danger, report it to the relevant authority.

DON'T...Swear

Even suggestions of foul or abusive language by replacing letters with symbols e.g. s@£t should be avoided. Similarly, don't get into disputes with your audience - instead, show that you have listened and be responsive in a positive manner.

E.g. The ECB suspended Azeem Rafiq, the captain of England under-19 team, for his use of inappropriate language on Twitter.

DON'T...Assume anything you delete will completely disappear

It's almost impossible to completely remove information on social networking sites even if you "remove/delete" it from the original source. There is no way of knowing where it may have been reposted. So think before you post.

DON'T...Give out any personal information or encourage a user to do so

It's OK to share broad information e.g. what town people live in. However exact locations, names of schools etc should not be encouraged.

DON'T...Forget about spelling or grammar

While it's good to talk like a normal Facebook user you should try to use correct spelling and grammar where possible, most of your interactions will be with young people so you should look to set a good example.

DON'T...Link to any unsuitable content

Make sure that any links you give are sending users to appropriate content and following the guidelines stated above.

DON'T...Abuse hashtag use - #britishnordic

Use the #britishnordic appropriately for tagging onto training, competition and sport related topics. Do not use for non related content. The use of the hashtag is monitored and tracked to ensure appropriate use.

HINTS AND TIPS

Privacy Settings

Review privacy settings of the social networking site you are using, whether this be Instagram, Twitter, Facebook, TikTok, Snapchat etc. Choose social media and appropriate settings depending on the content you are posting. Any information that you post should be considered public, regardless of your privacy settings since your postings could be reposted elsewhere and may be viewed by people other than your intended audience. Learn the difference between a public post and a direct message and how to use them appropriately.

Facebook Accounts

We suggest you create (or keep) a private account to which you only accept and communicate with your close friends and family. This should be separate from a "public" account (such as the British Nordic Facebook site) to which you accept members of the public and use to promote yourself effectively.

See also: <https://www.gbsnowsport.com/sites/default/files/Social%20Media%20Policy.pdf>

Code of Practice for Volunteers & Coaches

Volunteers, coaches, clubs and individuals will conform to the SSS Volunteers Policy, this includes all committee and officials where appropriate

<https://drive.google.com/file/d/0BzM6322coom8Y2prejRTbGtKbVU/view>

Code of Conduct for parents/adults with parental responsibility

As a responsible parent/adult with parental responsibility you should:

- Provide completed Membership Forms and Consent Forms in a timely manner
- Respond to the circulated Training & Race Camp Programmes in a timely manner
- Make an informed decision in a timely manner on whether your athlete should go on any given camp
- Settle up financial dues in a timely manner
- Prepare your athlete for any given Camp including for example reinforcing the Athletes Code of Conduct
- Never place undue pressure on athletes to perform, participate or compete
- Inform your athlete's coach or a parent helper or camp organiser of any illness or injury that needs to be taken into consideration
- Provide any necessary medication that your athlete needs for the duration of camps
- Assume responsibility for safe transportation to and from camps
- Act with dignity and display courtesy and good manners towards others whilst helping on camp or attending race events
- Challenge inappropriate behaviour and language by others
- Treat camps as alcohol free for parent helpers as much as they are for coaches and athletes
- Respect the rights, dignity and worth of every athlete, coach, technical official and others involved in cross country skiing; treat everyone equally and cooperate fully
- Consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances.

See also: <https://www.gbsnowsport.com/sites/default/files/Athletes%27%20Code%20of%20Conduct.pdf>

BNDS Wellbeing & Protection

For National Representative Teams the BNDS will adopt the Child Safeguarding Policy and Procedures of GBSS: <https://www.gbsnowsport.com/sites/default/files/2019%20GBS%20SnowSafe.pdf>

For all other activities the BNDS will adopt the Wellbeing & Protection policies of Snowsport Scotland: <http://www.children1st.org.uk/what-we-do/how-we-help/safeguarding-in-sport>

Any concerns please email:

wpo@nordicski.co.uk (Lynne Duncan) or richard.newman@britishnordic.org

BNDS Equality

An Equality Code of Practice is adhered to by BNDS. BNDS comply to the SSS Policy:
https://drive.google.com/file/d/1y4id_Xn6C2meDwcJ3RyMqgVAcCJHsRSN/view

BNDS Data Protection

A Data Protection Code of Practice applies to personal information held by the Squad under current statutory Acts and Laws of Parliament. BNDS comply to the SSS Policy:
<https://drive.google.com/file/d/14KZa7ZayJcBvTVRi5oZY8QUdmz2KXzvo/view>

BNDS Anti-doping

The BNDS will adopt the anti-doping policy and procedures of GBSS if competing under FIS rules:
<https://www.gbsnowsport.com/about-us/antidoping>

And will adopt SSS anti-doping policy for any other competitions or training:
https://drive.google.com/file/d/14ZkTBwb_bH7Jk61O1N2Me5x5xJ717xnU/view

BNDS Constitution

For a copy of the BNDS Constitution please contact the Secretary.

Useful Links

British Nordic	www.britishnordic.org
Snowsport Scotland	www.snowsportscotland.org
Snowsport England	www.snowsportengland.org.uk
Snowsport Wales	www.snowsportwales.co.uk
Snowsports Ireland	www.snowsports.ie
Sport Scotland Institute of Sport GB Ski & Snowboard	https://sportsotland.org.uk/performance/ www.gbsnowsport.com
British Olympic Association	www.teamgb.com
FIS	www.fis-ski.com
Fasterskier (online magazine)	www.fasterskier.com
Racer Ready (online magazine)	www.racer-ready.co.uk
Sportlyzer	www.sportlyzer.com
Rollerski.co.uk (equipment)	www.rollerski.co.uk
RMA Sports (equipment)	www.biathlonsport.com
Euroski (equipment)	www.crosscountryskis.co.uk
Skate Pro (equipment)	www.skatepro.uk
Huntly Nordic & Outdoor Centre	http://hnoc.nordicski.co.uk/
EHC Information	http://www.gov.uk/european-health-insurance-card
Ski Club of Great Britain (Insurance)	www.skiclub.co.uk/info-and-advice/ski-insurance
Snowcard Travel Insurance	www.snowcard.co.uk
Fogg Insurance	www.fogginsure.co.uk
Dogtag Insurance	https://www.dogtag.co.uk/
BBU Membership (Insurance)	https://www.britishbiathlon.com/product/bbu-full-member/
SportsCover Direct Insurance	https://www.sportscoverdirect.com/
British Nordic Facebook	http://www.facebook.com/britishnordic
British Nordic Twitter	http://twitter.com/britishnordic
British Nordic YouTube	http://youtube.com/user/britishnordic
GBSS Disciplinary Policy	https://www.gbsnowsport.com/sites/default/files/Disciplinary%20Policy.pdf
GBSS Athlete Code of Conduct	https://www.gbsnowsport.com/sites/default/files/Athletes%27%20Code%20of%20Conduct.pdf
GBSS Social Media Policy	https://www.gbsnowsport.com/sites/default/files/Social%20Media%20Policy.pdf
SSS Volunteers Policy	https://drive.google.com/file/d/0BzM6322coom8Y2prejRTbGtKbVU/view
GBSS Child Safeguarding	https://www.gbsnowsport.com/sites/default/files/2019%20GBS%20SnowSafe.pdf
SSS Wellbeing & Protection	http://www.children1st.org.uk/what-we-do/how-we-help/safeguarding-in-sport
SSS Equality Code of Practice	https://drive.google.com/file/d/1y4id_Xn6C2meDwcJ3RyMqgVAcJHsRSN/view
SSS Data Protection Code of Practice	https://drive.google.com/file/d/1y4id_Xn6C2meDwcJ3RyMqgVAcJHsRSN/view
GBSS Anti-Doping Policy	https://www.gbsnowsport.com/about-us/antidoping

Abbreviations

BNDS	British Nordic Development Squad
BBU	British Biathlon Union
BOA	British Olympic Association
EYO	European Youth Olympics
FIS	International Ski Federation (Fédération Internationale de Ski)
GIS	Grampian Institute of Sport
GB	Great Britain
GBSS / GBS	GB Snowsport (National Governing Body)
HNOOC	Huntly Nordic & Outdoor Centre
OPA	L'Organisation des Pays Alpains (Organisation of Alpine Countries)
PWC	Pathway Coach
SIS	Sport Scotland Institute of Sport
SE	Snowsport England (Home Nation – English Governing Body)
SSS	Snowsport Scotland (Home Nation – Scottish Governing Body)
SSW	Snowsport Wales (Home Nation – Welsh Governing Body)
YOG	Youth Olympic (Winter) Games