

BRITISH NORDIC DEVELOPMENT SQUAD

HANDBOOK

Forward

This Handbook serves as an initial 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 getinvolved@britishnordic.org

About BNDS

- BNDS manages the cross country skiing race programme for FIS races on behalf of the national governing body British Ski and Snowboard (BSS) and works closely with the home nations governing bodies of England, Scotland, Ireland & Wales;
- BNDS provides a performance pathway for GB cross country skiers from club level to reach the standard for selection to BSS Squads and to progress further to international high performance and elite competition;
- 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 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 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

- Roy Young – National Head Coach – roy.young@britishnordic.org
- Alex Standen – 'Futures Performance Cross Country Coach – alex.standen@britishnordic.org
- Carl Carrier – Pathway Coach carl.carrier@britishnordic.org

Committee Members

- Richard Newman (Chairman) – richard.newman@britishnordic.org
- Mike Harrigan (Vice Chairman) BNDS Entry – mike.harrigan@britishnordic.org
- Neil Salmons (Secretary)
- Frank Musgrave (Treasurer) – frank.musgrave@britishnordic.org
- Linsey Gibb (Parent Rep)
- Lynne Gray (Athlete Rep)
- Andy Miller (Child Protection)
- Bruce Murray (PR, Sponsorship) – bruce.murray@britishnordic.org
- Gareth Smith (Member)

Committee Invitees

- George Gabriel (Chairman Nordic discipline committee BSS)
- Claire Newman (Logistics)
- Steve Young (Equipment)

Honorary Members

- Angharad Rogers (Honorary Vice President)
- Madelaine Hughes (Honorary Vice President)

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 and by invitation from the BNDS Pathway Coach. Interested athletes not associated with a club may be invited to attend a dry land camp first. [see Appendix/BNDS Entry – Information Sheet]

Training groups are based on age and on ability:

- *Development* for new members and younger skiers put forward by their club
- *Youth Squad* – generally for age 15 and above
- *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 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

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 sub-division 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 as may be selected from time to time
- Dry Land
 - Week long Summer Camp around July, usually at Aviemore
 - Week long Autumn Camp around October, usually at Huntly
 - Series of weekend camps, technique focused often coinciding with rollerski races at venues around the UK

The provisional Calendar is circulated in May or earlier, 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 ration should be 6:1.

Although an earlier firm indication is much appreciated, in order to satisfy logistics Camp selection cut-off dates are usually:

- June 1st - Dry Land Camps up to and including Summer Camp
- July 1st - Dry Land Camps from Summer Camp to Autumn Camp
- August 31st – On-snow Camps (*camps not relating to BSS selections*)

Eligibility to attend a winter camp is based on a minimum attendance of two camps; one summer week long camp plus one weekend camp, one being residential away from home.

Partial attendance at camps is 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 as will be expected and for which they must be prepared. This means training prior to attendance. In general, the athlete should be running and doing some technical skill work. Athletes may find it a useful discipline to log their training efforts. Coaches may like to review this at camps or during the year. [see Appendix Training]

Coaches

The BNDS Head Coach is appointed by the Nordic Committee of the Governing Body (BSS) with principle responsibility for the Elite Group.

The Futures Performance Cross Country Coach is a SportScotland initiative delivered through SnowSport Scotland and the role is to shadow the Head Coach with a particular focus upon Youth level competition. The Pathway Coach has primary responsibility for the programme for all other groups, under the guidance/supervision of the Head Coach and Apprentice Coach.

BNDS has a cadre of coaches who are invited to attend camps.

- Coaches do a minimum of 5 days voluntary work each season to be eligible for payment (*reviewed from time to time*)
- Costings assume at least six athletes per coach
- Coaching fees: £7/day for Development Group, £14/day all others (agreed at AGM)
- Coaches are paid £90 per day (rate agreed at AGM)

Costs

Currently the membership fee to BNDS is £25.00

Basic Squad Clothing

Skiers joining the squad are expected to have a BNDS Squad Training Jacket and BNDS Squad Training Pants, in effect the uniform of the squad. These can be purchased new for approx. £150 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 lycra, footwear and weatherproof garments.

Basic Equipment

Skiers joining the squad are expected to have achieved a level of fitness and skill suggesting that they already have sufficient access to ski boots, classic & skate skis, rollerskis, poles, waterbelts, cycle helmets etc. whether through borrow, rental or purchase, new or secondhand.

Helpful websites are:

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

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

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

Camp costs

(exclusive of travel to and from venue) are typically:

Winter Camp (one week)

On snow training camp £450-700 per week

On snow race camp £500-700 per week

Summer Camp (one week)

Dry Land week camp £300+

Dry Land weekend camp £40-130

Estimated annual costs are for example:

Entry Level Camps Cost (1xwinter, 1xSummer, 2xw/e) £1,000 per year

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

Athletes pursuing a programme including World Juniors £4,000 per year

Cost examples are guidelines only and exclude flights, train etc.

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.

Annual membership fee is agreed each year at the AGM.

A personal training plan and use of the Sportlyzer system are optional at a cost of £50 (no Sportlyzer) for the Development group and £100 for the Youth+ group (including Sportlyzer). BNDS Sportlyzer support is at the discretion of coaches. (see Useful Links)

For camps held in the UK, host families will be reimbursed currently £10.00 per day per athlete to contribute to food and other costs.

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.

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

British Championship or equivalent value races early in February are aimed at giving first-time racers experience of racing in Europe, and is open to squad members (subject to 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.

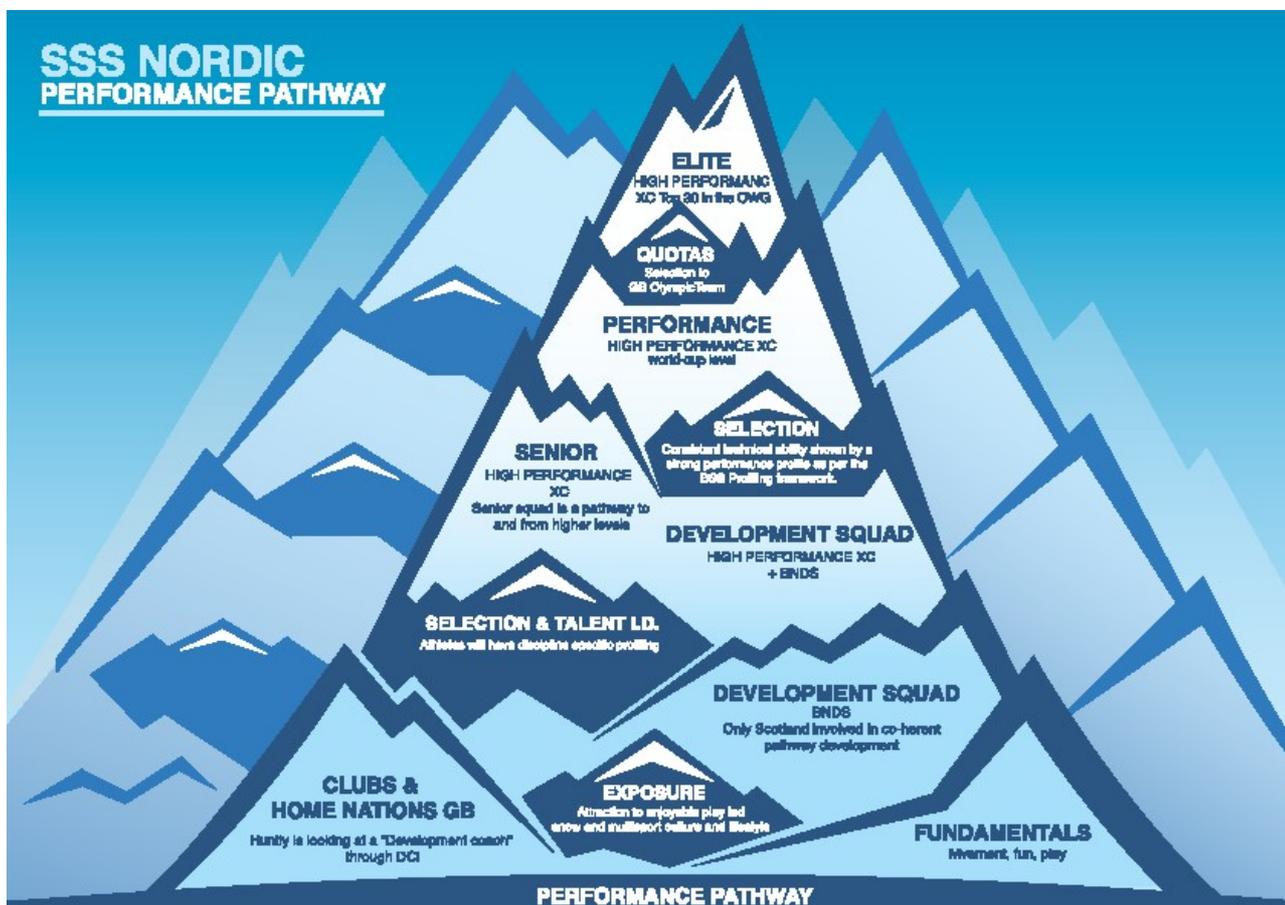
Fundraising

The value of commercial sponsorship received at Development level in recent years on an ad hoc basis and from outside the organisation is approximately £10,000 which is directed towards the vehicle transportation and provision of the Pathway Coach.

All athletes and parents are encouraged to participate in fundraising activities for the Squad, it should be viewed as a team effort from which all athletes will enjoy the benefits of the van, coaches, etc which funds go towards.

In the past fundraising has included for example, bag packing in supermarkets, coffee mornings, litter picking at local shows, bottle stalls and organising sporting events. All funds raised by these activities are used to subsidise squad costs and allow camps to be 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.teambss.org.uk

In addition, there will be 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 squad is contracted by the sport's GB governing body, British Ski & Snowboard to run the GB National Team involving athletes racing at World Cups, World Championships and Olympic Winter Games. BNDS manages this commitment through a sub-group called High Performance Cross-Country (HPXC).

Subject to performance, skiers may be invited to move into the Senior Group usually in the year that they turn 18. This squad is aimed at those athletes seeking to develop their race potential post-secondary school. 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 Senior Squad and GB Team.

[FIS – International Ski Federation is the international governing body – www.fis-ski.com]

Appendices

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 intention of producing GB racers at FIS events, world stage events, World Cups, World Championships and the Olympic Winter Games.

In addition, BNDS runs the Race Programme for Elite GB cross-country skiers on behalf of BSS (British Ski & Snowboard – www.teambss.org.uk) who are the National Governing Body for the UK.

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 roller skiing 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 British Ski and Snowsports (BSS) or the British Olympic Association (BOA).

SQUAD ORGANISATION

The squad comprises athletes from 12 years to 20 years of age. It is divided into 3 groups, typically by age but also by ability:

- **Development** - The Development group is for new members of the squad and those continuing with the squad but below the age for the Youth group. Typically, the youngest entrants would enter the Development Group aged 12 but it is possible to join later. Athletes will remain in this group until progressing to the Youth Squad at age 15-16 years.
- **Youth Squad** - Entry to the Youth Squad will generally be at 15-16 years of age, the time when young athletes will become eligible to enter International Ski Federation (FIS) races. The Youth squad aim is to develop experience in racing on snow, so the focus will be to take part in European races.
- **Junior Squad** - The Junior Squad will be aiming to be selected for the World Junior Championships. They will generally be aged 17 and 18.

New entrants to the squad would fit into the groups based on their age and ability, as determined by the BNDS coaches. Eligibility for races and events will also be limited by age.

ENTRY TO THE SQUAD

There are 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 be put in contact via a coach that instructs them at a training event, or through a direct approach to BNDS from the athlete or a parent. For British skiers based overseas, they may also be proposed by their club coach or make an approach direct, for example by a parent making contact with the squad.

Most new skiers will be invited to attend a training camp to allow a BNDS coach to assess them and, most importantly, for the young athlete to decide whether they wish to continue with BNDS.

TRAINING CAMPS

Training Camps. BNDS organises a programme of winter training and race camps on snow, as well as summer dry land training camps. Typically, there will be in the order of 10 summer camps and, for the younger skiers, 2-3 winter camps on the programme. Athletes do not have to attend all of these, but there is a minimum requirement – see the paragraph on commitment below.

- **Summer Camps.** The main summer camp comprises one week of dry land training involving roller skiing, running and gym work, held in late July to early August. There are also several weekend camps and some 3-4 day camps in the period from May to November.
- **Winter Camps.** The main camp is a one week on snow pre-Christmas camp in Norway, generally attended by athletes aged 16 or younger. Athletes above this age may attend race camps in preference, to try to ensure qualification for the major competitions. In addition, there will also be racing camps in Europe, where identified as suitable, around February half-term and at the start of the Easter holiday.

Commitment to Training Camps. At entry, the commitment expected of athletes is to attend both main camps (summer and winter) and at least 2 weekend camps. As the athlete's ability improves and the prospect of championship entry and international racing approach, a greater level of commitment will be expected.

Personal Training. Between training camps, athletes are expected to do their own training. At entry level this need be little more than regular participation in other sports plus some roller skiing practice. As athletes develop they will commence a structured & monitored training programme of running, roller skiing, core and strength work, usually at age 14-15. The annual total of hours will increase with age, although it may be possible to maintain other sports and these are encouraged. Clearly as the athlete progresses the proportion of time devoted to ski specific training must increase.

COACHES AND SUPPORT STAFF

The group of coaches is led by the Head Coach, who is the coach of the GB national team and appointed by the governing body. He is shadowed by a Futures Performance Cross Country Coach who also has a focus on Youth athletes. The Pathway Coach has primary responsibility for the programme for the Development group under the guidance of the Head Coach. The Pathway Coach also works closely with a cadre of experienced coaches who are part-time or full time instructors and some have international racing experience as athletes themselves.

To reduce costs training camps are organised and supported by the parents of athletes. All coaches and parent helpers are CRB checked in accordance with the BNDS and national governing body policies and monitored by the BNDS child protection officer.

CONDUCT AND PERSONAL DEVELOPMENT

The BNDS has a comprehensive code of conduct for athletes, that 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. Athletes also help with minor chores whilst at camps. 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.

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 nor 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 fall outside of the camp fee and must be organised and paid for by the athlete's parents. It is difficult to generalise but a typical range of camp fees might be from £70 for a weekend camp in UK to £500 for a week long camp in Europe. Flight costs would be additional and will vary with airport, route and, crucially, time of booking.

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

Please contact Mike Harrigan to discuss BNDS entry
mike.harrigan@britishnordic.org

Training

Athletes should be active or training on a daily basis. A huge wealth of material has been written about training generally and a fair amount specifically about Nordic ski training. The following is an overview and coaches will spend time at each camp talking to athletes about their training needs.

Younger athletes should just be active people. Involvement in other sports is encouraged. This is all about skill development, although a certain amount of training that involves running will help the athlete be prepared for any camp.

From about 13 -14 years old athletes need to be doing more training specifically on skiing, but other sports are encouraged. Timetabling and scheduling training becomes increasingly important.

From 15 years and onwards more and more time needs to be considered for specific training. A schedule identifying key training in any week is developed and targets and systematic checking of progress is undertaken.

A Weekly Plan

Depending on the age and the number of hours being done the simplest way of looking at a weekly plan is to have a structure, for instance :

- On three days, long slow exercise (at low heart rate – changes from walking to biking to running and then roller skiing over the season)
- On three days, weights and core exercises (when anaerobic power is important the exercises should be harder, but only for those over 15)
- Once or twice a week have an all-out effort training session or race
- Depending on age, football or netball training can count as part of training. A minimum of ski specific training would be a couple of slow rate sessions looking at ski skills.

Annual plans for each specific age of athlete have been developed and the coaches will explain their use.

The next section describes what sorts of efforts are used for training, followed by a general plan of how to train for Cross-country skiing. This may be a little technical and if you feel like skimming it, do so – the coaches will give those that need it more detail.

Training Limits

Depending which books you read there are various 'levels' that you can work at.

To try to simplify this, look at the following table:

Zone 1	50 – 60 % Hrmax	Light easy, builds aerobic base, adaptation
Zone 2	60 – 70	Comfortably challenging
Zone 3	70 – 80	Take care, threshold is towards the top of this zone
Zone 4	80 – 90	Hard, short (often less than 30s)
Zone 5	90 & above	Used on power sessions

Hrmax is the highest your heart rate can beat at. (This can only really be found by scientific testing so people tend to use the formula 220 minus your age).

Using these as a guide you should keep in the right zones – also use your feelings for your body – is the session Easy, Hard, Very Hard or at your limits? Heart rate monitors are good for keeping you in the aerobic zone (it possibly feels easier than you think but it will build your capacity – it pushes up the speed you can go at before the other energy systems are needed).

What zones do you train in?

This is difficult for most people to get used to at first but mostly you should be training in the easy zones over long distances with occasional and specific sessions that use the upper limits.

The squad has been using a generally accepted guide (from the Canadian Ski Federation and others) to the annual training hours to develop cross-country skiers. This shows the sort of training hours that competitive skiers were doing when they were younger.

We continually monitor fitness levels: the table below shows some of the standard things that are measured.

3K run	Run rate per km	Push ups	Pull ups	Sit ups	Tricep dips	Step ups	Skate ski 1km	Skate ski 5.2 or 3km
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Senior athletes may be eligible for support from bodies such as the Olympic Medical Institute or The Scottish Institute of Sport 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 and review with their coach what they are doing and how they are progressing. The coaches will give guidance.

Equipment

Useful Kit List

DRYLAND CAMP	OVERSEAS – SNOW Training camp	OVERSEAS – SNOW Racing camp
Boots	Boots	Boots
Roller skis and poles	Skis and poles- skate and classic	Skis and poles- skate and classic
Helmet	Gloves (thick and thin) and hats	Gloves (thick and thin) and hats
Gloves and hats	Trainers	Warm up kit
Trainers	Waterproofs	Racing lycra, hat /headband
Waterproofs	HR monitor	Trainers
HR monitor	Day rucksack	Waterproofs
Training diary and note pad	Training diary and note pad	Training diary and note pad
Wash kit & towel	Wash kit & towel	Wash kit & towel
Swim kit	Swim kit (for sauna)	Swim kit
Thermals	Thermals	Heart Rate Monitor
Training clothes	Training Clothes	Thermals
Casual Clothes	Casual Clothes	Training clothes
Pyjamas	Pyjamas	Casual clothes
First aid kit	First aid kit	Pyjamas
Water bottle and carrier	Water bottle and carrier	First aid kit
Snacks	Homework	Water bottle and carrier
Spending money	Snacks	Day rucksack
Sun glasses and sun cream	Spending money	Energy Snacks and drink
Lunch box thermos	Sun glasses, sun cream and goggles	Spending money
		Sun Glasses and sun cream/ goggles
	Wax kit- basic grip and glide waxes, scraper & cork	Wax kit- basic grip and glide waxes, scraper & cork

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 windproof panel at the front for snow camps.

BNDS has a squad kit comprising warm-up jacket and over trousers. Prices will depend on the euro exchange rate. Whilst the BNDS does hold a small amount of stock, the squad kit needs to be batch ordered from the manufacturer.

Skis, Poles and Boots

The following notes about cross-country skis should help understanding of the basics. Members of the coaching team will be able to assist with specific queries.

Each athlete should have a set of skis and poles for classic and skate (freestyle) once they start to consider serious racing from 14 years onwards.

A classic ski tends to be longer than the child is tall (10 to 20 cm longer), whilst the skate ski is a little shorter (5 to 15cm shorter) and has stronger edges. In both cases the skier needs to be able to flatten the ski when they are standing in a driving position on one leg. The skis have a bow along their length so the base in the middle does not touch the ground with no one on them. Nor should the middle touch the ground when the skier is standing equally weighted on both skis. Pole lengths are also different for classic and skate with the skate poles being longer.

The main ski companies and their ranges:

Company	Range (Lower to Top)
Fischer	SC – CS – SCS – RCR – RCS
Madshus	
Atomic	
Salomon	Equipe 10

Many of the companies make youth versions of the skis. They also make 'Universal' or 'Combi' skis, which can offer a good compromise for first time skiers – these can be used for both classic and skate skiing. Expected prices for new skis £250 - £375.

The skier will be taught how to wax a ski both for glide and grip.

There are many pole companies, but as a general pointer a light alloy pole is cheaper and more robust than the lighter carbon race poles. Expect to pay something like £50 for a good alloy pole. Avoid fibreglass poles.

For boots there are three main companies involved - Salomon, Fischer and Alpina. Be aware that Salomon uses the Salomon binding system whereas Alpina and Fischer use the Rottefella/NNN system and the two systems are incompatible. Early on a Combi boot (for both classic and skate skiing) is ideal, particularly one with a cuff that can be loosened or removed. Senior squad members wishing to be competitive will need to have classic and skate boots. Boots start at £100 per pair.

Athletes will need a selection of glide and kick waxes for on snow camps.

Rollerskis are used for dryland training. There are classic rollerskis, which have ratchet wheels, and skate roller skis. As the athlete progresses and their training programme becomes more cross-country ski specific, they will need their own sets of roller skis. Training roller skis start at £160. Poles for roller skiing are as for on snow but with roller ski tips rather than baskets.

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

Camp Sheet

CAMP ITINERARY

CAMP NAME:	DATES:
LOCATION:	
CONTACT DETAILS	
COACHES:	
PARENT HELPER(s)	
CAMP ADMIN	
HOME CONTACT *	
ATHLETES: .. total	
<p>COSTS: Camp Cost: £ – Dev £ – Youth & Junior (The camp cost and is over and above all associated flight costs, including skis.) Please make camp payment prior to attending camp unless otherwise arranged. Payment by cheque payable to British Nordic Development Squad and sent to: Frank Musgrave, Treasurer BNDS, Oyne House, Kirkton of Oyne, Inch AB52 6QU 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</p> <p><i>(please put the name of skier and camp name in the reference field)</i></p>	

FLIGHTS: Athletes and Coaches requiring flights to organise themselves, please check below is correct

People	From	To	Date	Flight No	Dep	Arr

ONWARDS TRANSPORT:

RACES

ACCOMMODATION:
NOTES:

TRAINING PLAN

	Morning	Afternoon
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Saturday		
Sunday		

GENERAL REQUIREMENTS

ALL ATHLETES WILL REQUIRE: (delete any items not required) Helmet, glasses, waterbottle, trainers, lunch, snacks for during and post training, change of top/clothes, hat and other warm clothes for afterwards, waterproofs, high visibility fluorescent top, heart rate monitor (if you have), classic/skate roller skis and poles (if you have, otherwise borrow from HNSC), boots, backpack (as maybe away from the centre), gloves, spare gloves. Duvet Cover, sheet, pillowcase. Classic and skate skis, classic and skate poles, head torch, glasses (clear and dark lenses), warm clothes snacks, energy bars (not supplied by camp). For any potential meals whilst travelling, some local currency, British sterling. Tea towel. Waxing kit.

Cooking –*** HOME CONTACT**

The UK based Home Contact who can be contacted at any time during the camp, is the first point of call in case of emergency or travel disruption. The Home Contact will hold emergency contact details for each participant. Parents and emergency contacts must only contact the Home Contact in case of emergency or serious situation.

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.

Useful health notes:

Nutrition	<p>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</p> <p>Consider some protein in your post-race food</p>
Ill or injured?	<ul style="list-style-type: none"> - just don't race if you have a fever; - sore throat - bad cold - recently vaccinated - don't pass on infection - regular use of bacterial hand wash
When not to train	<ul style="list-style-type: none"> - you have been ill recently - have a light cold - taken a 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 Co-ordinators will share logistics arrangements in the expectation that there shall be co-ordinated arrivals at a selected airport. The athletes are responsible for advising Camp Co-ordinators of expected arrival time and flight number.

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

The lead coach on an overseas camp will require to hold 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 reasonably 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.dh.gov.uk/PolicyAndGuidance/HealthAdviceForTravellers/GettingTreatmentAroundTheWorld/EEAAndSwitzerland/EEAAndSwitzerlandArticle/fs/en?CONTENT_ID=4114795&chk=Q14Cn7

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 their National Governing body (ie, 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.

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):

Snowsport Scotland now advertises tagdirect <http://www.tgic-online.com/ti/jsp/welcome.jsp>.

The Ski Club of GB is very good but they do not cover racing other than "recreational" racing. This should cover all skiers who are doing club races but not FIS registered races.

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).

The National Governing Body have arranged cover for FIS licence holders with Fogg Insurance, www.fogginsure.co.uk. From their website this is not apparent but if contacted on sales@fogginsure.co.uk or phone on 01623 631 331 they are very helpful.

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 separate from their family), whether single trip or annual cover is appropriate, 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 BSS 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 BSS Disciplinary Policy. BSS Disciplinary Policy will also apply to athletes on national representative duty. 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 squad system.

The World We Live In...

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.

Important Hints and Tips

Privacy Settings

Review privacy settings of the social networking site you are using. Choose social sites 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.

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.

Twitter - Direct Messaging

Learn the difference between a general tweet and a Direct Message and how to use them appropriately. E.g. England cricketer Kevin Pietersen, believing he was replying to a private message, expressed his anger at being dropped from the Twenty20 and one-day squads against Pakistan, for which he was fined an undisclosed sum by the England and Wales Cricket Board.

OUR SOCIAL MEDIA PLATFORMS

<https://www.facebook.com/britishnordic>

<https://twitter.com/britishnordic>

<https://youtube.com/user/britishnordic>

<https://www.instagram.com/britishnordic>

Code of Practice for Coaches

Coaches and officials will equally follow the **Coaches Code of Practice** as published by UK Sports Coach (see https://www.sportscoachuk.org/sites/default/files/coaches-code-of-practice_0.pdf) or contact the Secretary for a copy.

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.

BNDS Child Protection

The BNDS has a Child Protection Policy and a Child Protection Officer.

For National Representative Teams the BNDS will adopt the Child Safeguarding Policy and Procedures of British Ski & Snowboard. For all other activities the BNDS will adopt the Child Protection policies of Snowsport Scotland.

Any concerns please email:

getinvolved@britishnordic.org (for the attention of Andy Miller) or richard.newman@britishnordic.org

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 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	www.sportscotland.org.uk/sisport/
British Ski & Snowboard	www.teambss.org.uk
British Olympic Association	www.teamgb.com
FIS, International Ski Federation	www.fis-ski.com
Fasterskier	www.fasterskier.com
Racer Ready	www.racer-ready.co.uk
Langrenn (Norwegian site)	www.langrenn.com
Training	www.sportlyzer.com
Equipment & Clothing	www.hnoc.nordicski.co.uk/
	www.sportmall.com/en-cross-country-ski-sets/
	www.rollerski.co.uk
	www.biathlonsport.com
	www.crosscountryskis.co.uk
	www.skatepro.uk
	www.fischersports.com
	www.salomon.com/uk/sports/nordic/ a51815