

Cycling Ireland High Performance Para Pathway Strategy Performance Plan 2025-2028



Vision

To create a high-performance pathway which supports aspiring para cyclists towards success in the Paralympic Games and para cycling World Championships.

Purpose

Identify individuals with the potential to excel in para cycling and provide a structured and supportive framework to progress from National domestic entry level participation to elite international competition.

Aim

To equip high potential para cyclists with the skills, resilience and experience necessary to transition to elite levels, aligning with Cycling Ireland's vision of sustained international success.

Strategic Objectives

1. Identify and develop new talent, high potential riders.

2. Support athlete transition to elite level.
3. Build relations and awareness with key stakeholders.
4. Reduce potential for barriers to restrict entry on to the HP Para Pathway.
5. Build a positive performance culture.

Prioritised Actions

1. Identify and develop new talent, high potential riders

Actions

- Bi-monthly para cycling information sessions & demonstrations in National Rehabilitation Hospital (NRH) to raise awareness of potential pathway into High Performance (HP) para cycling.
- Establish a HP para cycling academy pathway mechanism to support identified riders in youth age groups.
- Deliver supported training camps.

- Enter development riders into at least two international competitions per year.
- Collaborate with disability sports organisations and stakeholders to establish activity for identifying new para-cyclists.
- Work with CI Para Commission where appropriate to engage with broader cycling community & CI membership to identify and support cyclists with impairments that may have potential to be competitive at elite international level.

Timeline

- Bi-monthly, on-going NRH visits.
- 2025: establish effective delivery mechanism for HP Para Pathway
- Q1-Q2 2025, (revisit annually): create calendar with open training sessions across whole country.
- Ongoing from Q1 2025: attend relevant stakeholder events and co-ordinate with stakeholder staff to scout for new athletes.

- Ongoing from Q1 2025: engagement with pPara cycling Commission, provinces and clubs to identify potential new riders and provide opportunities for progression within the sport

2. Support Athlete Transition to Elite Level

Actions

- Enhance competitive opportunities by evolving the format of the current para cycling national series in conjunction with CI para cycling commission and CI events.
- Establish National Development Squad with clear structure, criteria and review for high potential athletes.
- Consult with prospective athlete cohort regarding programming, racing and training calendar and identify opportunities for each season ahead.
- Promote athlete classification opportunities.

- Provide high potential athletes with experience in competitive environments and support in performance related areas e.g., nutrition, bike fit, testing, adaptation assessment etc.
- Develop HP Para Pathway athlete mentorship programme.
- Integrate HP Para Pathway learning, training and competition activities with elite team where appropriate.
- Seek entries for National Development Squad riders in at least two international competitions per year.
- Deliver supported training camps.

Timeline

- Q2 2025: engagement with Para Cycling Commission and Events department at CI to investigate current domestic competition structure.
- Q1-Q2 2025: create and publish National Development Squad Team criteria and related policies. Ongoing annual review thereafter.

- Ongoing quarterly yearly Q1 – Q4: constant evaluation and feedback with development riders of training and competition activities.
- Yearly, Q1 and Q3: organise two national paracycling classification days in conjunction with Paralympics Ireland.
- Q2 2025 onwards: deliver athlete performance support initiatives delivered including specialised workshops in Sport Ireland Institute (SII), organise professional bike fitting with adaptations and help riders to source elite level equipment.
- From Q2 2025: develop mentorship programme of activities; review annually.
- Ongoing yearly Q1 – Q4: establish programme of training & competition opportunities for development riders shared with the elite para team.
- Ongoing from Q1 2025: plan training camps and competitions in Ireland and abroad.

3. Build relations and awareness with key stakeholders

Actions

- Work with stakeholders to enhance available revenue, grants and sponsorship for athletes and programmes.
- Build strong relationships with stakeholders to support HP Para Pathway activities.
- Increase social media presence for event promotion, stakeholder support and information regarding HP Para Pathway through increasing visibility of activities & sharing athletes' stories in conjunction with CI Marketing and Communications department from other key stakeholders.
- Collaborate with CI Marketing and Communications to record and retain records of media engagement.
- Engage with CI Para Cycling Commission and CI Participation & Coach Education departments to signpost clubs and relevant stakeholders towards suitable education, training resources and opportunities to develop understanding, awareness and benefits of para cycling.

Timeline

- Yearly on-going: attend monthly meetings with CI Para Cycling Commission and other stakeholders. Liaise with other CI departments to identify potential revenue streams.
- Yearly, on-going: regular communication with relevant stakeholders in relation to all planned relevant activities.
- Q2 2025 onwards: regular and planned social media posts with active participation from development riders. Review engagement quarterly.
- Q2 2025 onwards: assist in communication and access for stakeholders to support education & awareness on para cycling and related activities.

4. Reduce potential for barriers that restrict entry to HP Para Pathway Programme

Actions

- Equipment – seek to support athletes at all stages of the paracycling pathway by sourcing and/or advising stakeholders to apply for funding for adaptive cycling equipment.
- Collaborate with the CI Para Cycling Commission and other stakeholders to assist with initiatives focussing on increasing growth of para cycling participation and competition.
- Develop educational materials that explain and promote the HP Para Pathway.
- Logistic and operational support for Development Squad riders.

Timeline

- From Q1 2025: equipment support and advice for stakeholders.
- Q1 2025 onwards: attend CI Para Cycling Commission planning meetings as required to strategically align yearly activities in participation and competition. Review annually.

- 2025 ongoing: collaborate with CI Comms to publish articles with HP Para cycling Pathway specific content.
- Q2 2025 onwards, on-going: assistance for event specific logistics for Development Squad riders.

5. Build a positive performance culture

Actions

- Foster an understanding of high performance amongst para cycling community, including cyclists, coaches, parents and supporters.
- Seek individual athletes feedback towards improving performance standards and progression.
- Quarterly team in- person engagement to include team building activities to promote sense of team culture (values and behaviours) review and plan.

Timeline

- Q2 and Q3 2025: conduct four online workshops with CI staff and SII practitioners.
- Each year: conduct quarterly rider reviews, and Q4 conduct formal end of seas on debrief with individual athletes.
- Q1–Q4 yearly: structured group squad activities to discuss challenges, successes and future opportunities.

Monitoring and Evaluation

1. Annually evaluate progress of scouting new athletes and their individual progression, training camp activity, success, and competition results.
2. Assess athlete engagement in structured HP Para Pathway activities, addressing potential barriers (e.g. physical, operational and logistical).
3. Monitor retention of talent within the HP Para Pathway and due to satisfaction with the programme's culture and environment.

4. Adjust actions based on feedback and pathway metrics regarding adequacy and accessibility of training sessions and workshops.
5. Capture athletes and stakeholders' insights to refine the development process.
6. Quarterly review engagement of online activities and social media posts.
7. Measure numbers of athletes entering and progressing through HP Para Pathway stages year on year.
8. Review the communication of documentation relating to pathway progress and achievements with appropriate cohorts and stakeholders.

Our programme will thrive when we collectively cultivate an environment based on key principles that guide our behaviours and relationships. These principles aim to create a positive and high-

performing culture for athletes, coaches, and staff alike:

1. Inklusivity – Ensuring that everyone, regardless of their physical abilities, has equal opportunities to participate in the HP Para Cycling Pathway if they have the potential to progress towards Paralympic Games competitiveness.
2. Integrity – Maintaining transparency, fairness, and ethical practices throughout training, competition, and selection processes.
3. Community – Promoting teamwork, collaboration, and peer support to create a strong, connected community of athletes and supporters.
4. Empowerment – Building confidence and self-determination to support athletes in taking control of their journey.
5. Excellence – Committing to the highest standards of training, competition, and personal growth, while striving for progression and personal achievements.
6. Well-Being – Going beyond physical training to support mental, emotional, and social wellness.

