

DEAF TENNIS PERFORMANCE PROGRAMME SELECTION POLICY

Introduction

The Deaf Tennis Performance Programme (DTPP) is a performance programme administered by the Tennis Foundation (the “TF”) and designed to support the delivery of success in the sport’s most significant events - the European Deaf Tennis Championships, Deaflympics, Dresse & Maere Cup and World Deaf Tennis Championships. The Tennis Foundation must be able to demonstrate any athlete granted membership of the DTPP is a potential future medallist at these events.

This policy (the “Policy”) sets out how athletes are selected onto the DTPP by the TF, and what levels of support they would be eligible to receive.

This policy is for the period 1st January 2018 – 31st December 2018. The TF reserve the right to amend this policy – any updates or amendments will be available on the TF website.

1. SELECTION PROCESS

1.1 Structure and Principles of the Policy

Players must first meet all of the eligibility criteria set out in paragraph 1.2 below (the “Eligibility Criteria”). If they do so, they will then be considered for selection against the criteria in the DTPP Matrix (Section 2) (the “Selection Criteria”).

The DTPP Matrix consists of a range of levels based on performance and development achievements and behavioural qualities. Each level of the DTPP Matrix has set selection criteria which athletes must achieve to be considered on the respective level of the DTPP.

There is no pre-determined number of places on the DTPP. Although the TF seeks to support all players who are capable of competing at the highest level, selections are made with the intention of maintaining a cohort of players that comprises the best British players and those capable and committed to progression. Selections for the DTPP will have regard to the budget set and the availability of funding support from partner organisations for the relevant funding period. The overall size of the DTPP will need to be commensurate with the available budget, which may change from year to year. It is possible that the business climate may dictate significant differences in player numbers on the DTPP year by year. The TF delegates authority for selecting players for the DTPP to a selection panel (the “Selection Panel”) who will decide which players will be selected to the DTPP in accordance with the Selection Criteria.

1.2 Eligibility Criteria

All players must first meet the Eligibility Criteria set out below before they are assessed against the Selection Criteria. Players are only eligible to be considered for selection to the DTPP provided the following is true:

- a. He/she is eligible to compete for Great Britain in international events (i.e. is a British Passport holder and meets ITF Rules relating to participation); and
- b. He/she meets the minimum eligibility criteria set out by the International Committee of Sports for the Deaf regarding hearing levels: “deaf, defined as a hearing loss of at least 55dB in the better ear (3 tone frequency average of 500, 1,000 and 2,000 Hertz, ANSI 1969 standard).”
- c. He/she is not currently serving a suspension for a doping violation and/or a breach of the anti-corruption rules*

*Where a player is serving such a suspension but the suspension is due to end during the period for which selections are being made, the Selection Panel may, at its discretion, choose to consider the player for selection. Should the player be selected, they would only be part of the DTPP once their suspension has ended.

All players who meet the Eligibility Criteria set out above can then be considered for selection to the DTPP by the Selection Panel against the Selection Criteria.

1.3 The Selection Process

Selection of players for the DTPP is ordinarily for a period of one year, normally running from 01 January to 31 December. In some cases, the Selection Panel may make the selection for a shorter period, with the full year only being granted on achievement of conditions set by the Selection Panel.

The selection meetings which take place to confirm DTPP selection decisions can be seen below.

Stage 1 – Player Recommendations: The Performance Support Manager (or their nominee) will prepare a list of recommended individuals for the Selection Panel to consider for selection to the DTPP. The list will consist of:

- a) Any player who is currently on the DTPP;
- b) Any player who participates at the National Deaf Championships; and
- c) Any player nominated by the National Deaf Coach (the NDC) – the NDC will nominate players based on training and competition observations.

Stage 2 – The Selection Meeting

The TF delegates authority for selection to the DTPP to the Selection Panel. The Selection Panel will consist of 3 of the following:

- Head of Disability Player Performance;
- National Deaf Coach
- Performance Support Manager;
- Operations Manager; and
- Lead Performance Coach;

The Performance Support Manager or their nominee will Chair the Selection Panel and will retain the right of a casting vote in the case of a tie should this be required. The Chair may nominate an additional member of the TF’s Performance Team to the Selection Panel to provide further relevant expertise from time to time.

A member of the TF’s legal team may attend meetings of the Panel to advise on procedural issues and adherence to the Policy but shall not have voting rights. A member of the TF may also be invited by the Chair to attend to take notes and record the selection decisions.

The Panel will consider the recommended eligible players for selection to the DTPP in accordance with this Policy and assess them against the DTPP Matrix Selection Criteria. The Selection Panel will have available to it any evidence, statistics

and feedback or other information relevant for the purposes of assessing players in accordance with the Selection Criteria set out in this Policy (including but not limited to the information considered by the NDC).

Players currently on the DTPP who do not satisfy the Selection Criteria or who are deemed not to be affected by a Performance Limiting Factor will not be selected.

The Selection Panel may also set conditions and targets for each player on the DTPP, some of which may have to be met and reviewed periodically in order to maintain their place on the DTPP.

As each player is considered, Selection Panel members will declare any potential conflict of interest. The chairperson will decide if there is a conflict of interest. If there is, that Selection Panel member must leave the meeting during the consideration of that player.

1.4 Selection Outcome

Following successful DTPP selection, individual players will only be formally accepted onto the DTPP once they have signed and returned the Deaf Tennis Athlete Agreement (the "Athlete Agreement") and completed a satisfactory pre-induction review (the "Review") within the agreed timeframes. Every player selected to the DTPP will undergo a Review to ensure their potential membership on the DTPP does not pose significant risk to their health and wellbeing and that they will be able to take part in and complete the DTPP. The Review will cover:

- a. Medical – carried out by Programme Doctor or GP
- b. Lifestyle-related – carried out by Performance Lifestyle Adviser or equivalent

The Athlete Agreement will include amongst other matters obligations regarding coaching, training and competitions, commitments to anti-doping and anti-corruption and adherence to a code of conduct and disciplinary procedure.

Accepting a DTPP place is encouraged but optional. If an athlete chooses to decline the selection for any reason (including failure to sign the Athlete Agreement) they will not be restricted in selection for major competitions, but there will be no form of financial support or, unless approved otherwise by the TF, access to coaching, sports science/sports medicine or operational services.

SECTION 2 – SELECTION CRITERIA

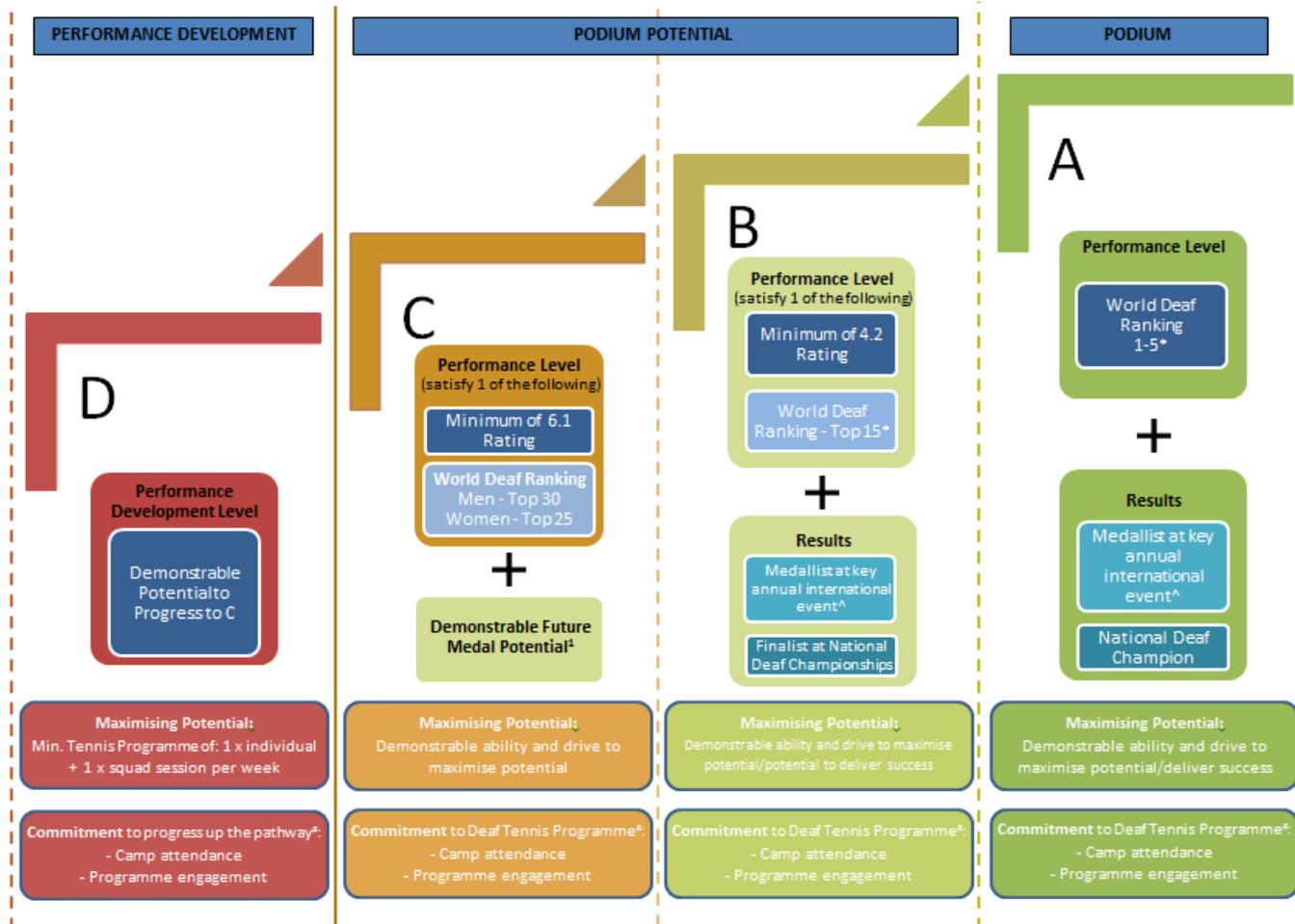
2.1 The DTPP Matrix Selection Criteria Overview

The tables below outline the Selection Criteria against which recommended eligible players will be assessed by the Selection Panel in respect of selection for singles and/or doubles at each level of the DTPP.

The Selection Criteria have been designed to ensure that only players that are progressing towards achieving, have potential to achieve, or continuing to achieve medal performances at the leading Deaf Tennis international competitions will be considered on the DTPP.

Save where the Selection Panel has deemed that a Performance Limiting Factor is to be taken into account to justify why a criterion has not been met, all criteria at each level must be satisfied to attain selection at the respective level of the DTPP.

2.2 DTPP Matrix Table – Selection Criteria



2.3 Selection Criteria Notes

Performance Level: at least 1 of the criteria must be met.

*World Deaf Ranking – Ranking target relates to Singles OR Doubles rankings.

^Key Annual International Event is as follows:

- 2016 – European Deaf Tennis Championships
- 2017 – Deaflympics
- 2018 – Dresse & Maere Cup
- 2019 – World Deaf Tennis Championships
- 2020 – European Deaf Tennis Championships

Commitment to Deaf Tennis Programme – this will be assessed on the following:

- Camp attendance - it is expected that the player will attend 100% of the Performance Programme camps, unless excused in exceptional circumstances. Whilst at camps, the player is expected to demonstrate commitment to developing themselves and maximising the benefit from every session.
- Programme engagement - it is expected that the player is fully engaged in the Performance Programme to support their development and performance. This includes regular communication with the National Deaf Coach regarding their tennis programme, utilisation of the support and expertise provided and adherence to their agreed tennis programme.

Demonstrable Future Medal Potential¹ is defined as follows:

- A World Deaf Ranking improvement trajectory which demonstrates likely future progression to level B (Top 15) OR
- A Junior Medallist at the Key Annual International Event / National Deaf Championships

2.3 Matrix Support

Matrix Support for Level A - £6000 (paid quarterly)

- Monthly National Deaf Camps with National Deaf Coach and/or Lead Programme Coach
- Weekly updates & feedback as and when necessary/required
- Access funding to help towards training/programme costs
- Visits from National Deaf Coach (with players and their own individual coaches/in their training environment)
- Expertise support from Sports Therapist physio, Performance Analysis, S & C, nutritionist, psychologist as deemed necessary/arranged by National Deaf Coach

Matrix Support for Level B - £4000 (paid quarterly)

- Monthly National Deaf Camps with National Deaf Coach and/or Lead Programme Coach
- Weekly updates & feedback as and when necessary/required
- Access funding to help towards training/programme costs
- Visits from National Deaf Coach (with players and their own individual coaches/in their training environment)
- Expertise support from Sports Therapist physio, Performance Analysis, S & C, nutritionist, psychologist as deemed necessary/arranged by National Deaf Coach

Matrix Support for Level C - £2000 (paid quarterly)

- Monthly National Deaf Camps with National Deaf Coach and/or Lead Programme Coach
- Weekly updates & feedback as and when necessary/required
- Access funding to help towards training/programme costs (could be made up of Sports Aid, Tennis Foundation funding and/or alternative funding)
- Visits from National Deaf Coach (with players and their own individual coaches/in their training environment)
- Expertise support from Sports Therapist physio, Performance Analysis, S & C, nutritionist, psychologist as deemed necessary/arranged by National Deaf Coach

Matrix Support for Level D - £1000 (paid quarterly, depending on amount)

- Monthly National Deaf Camps with National Deaf Coach and/or Lead Programme Coach
- Weekly updates & feedback as and when necessary/required
- Access funding to help towards training/programme costs (could be made up of Sports Aid, Tennis Foundation funding and/or alternative funding)
- Visits from National Deaf Coach (with players and their own individual coaches/in their training environment)
- Expertise support from Sports Therapist physio, Performance Analysis, S & C, nutritionist, psychologist as deemed necessary/arranged by National Deaf Coach

SECTION 3 – GUIDELINES FOR RETENTION OF ATHLETES AFFECTED BY PERFORMANCE LIMITING FACTORS

In the event that a player is suffering from a performance limiting factor such as injury or illness, the Selection Panel will use the following guidelines.

3.1 Performance Limiting Factor Guidelines

A "Performance Limiting Factor" is either:

- a. an injury or illness (or combination of injuries and illnesses) or other exceptional circumstance which results in significant interruption or impact upon training for at least 3 months – intermittent or continuous, or
- b. an injury or illness or other exceptional circumstance which occurs at such a time that it significantly impacts on an player's ability to deliver performances that would qualify them for consideration for selection to the DTPP based on the Selection Criteria.

Players who are suffering from or have suffered a Performance Limiting Factor prior to selection may be considered for selection on the DTPP if:

- a. the Selection Panel considers that, when fully fit (and in its assessment the Selection Panel shall take into consideration the seriousness of and time lost to the Performance Limiting Factor), the player still merits selection to the DTPP based on their on-going realistic potential to win a medal at the key international events; and
- b. the player is and has been fully compliant with their rehabilitation programme (if applicable), as set and amended from time to time by the TF, and in the opinion of the TF has not, whether by an act or omission, intentionally or otherwise, jeopardised their own recovery;
- c. the Selection Panel does not consider the Performance Limiting Factor took place due to unacceptable behaviour or decision making by the player outside of training/performance; and
- d. the Selection Panel considers the other circumstance which impacted on the player's ability to meet the criteria was out of their control, and had it not occurred, the player would in all likelihood have met the criteria and therefore merits selection to the DTPP.

SECTION 4 – NOTIFICATION OF SELECTION DECISIONS

The dates of Selection meetings will be published on the TF website.

Each decision to select or not to select will be recorded on a Selection Record Form. The form is provided at **Appendix 2**.

The Chairperson of the Selection Panel will make reasonable efforts to ensure that players are notified of selection decisions in writing within two weeks of the conclusion of the relevant selection meeting. The decisions that will be formally notified to athletes are:

- (i) Confirmation of selection to the DTPP and the respective DTPP Pathway Level;
- (ii) Confirmation that an existing DTPP player has not been selected.

Appendix 1

THE TENNIS FOUNDATION

DEAF TENNIS PERFORMANCE PROGRAMME SELECTION APPEALS PROCEDURE

1. Introduction

This document sets out the Tennis Foundation (TF) Deaf Tennis Performance Programme (DTPP) Appeals Procedure (the **Procedure**) for all appeals by players in respect of the TF's decisions to select players for the DTTP (a **nomination decision**).

2. Parties and Arbitration Agreement

2.1 The Procedure is binding on the TF and on each player who is seeking selection to the DTTP.

2.2 The Procedure forms the entire agreement between each player and the TF (together **the Parties**) as to how selection decisions are to be challenged. The Parties agree:

- (a) to submit any dispute concerning any matter connected with or arising out of the nomination process to binding arbitration in accordance with the provisions of this Procedure;
- (b) not to commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of the Selection Appeals Panel before any court of law or dispute resolution body without first following this Procedure;
- (c) to treat decisions properly made under this Procedure as final and binding;
- (d) this Procedure is an arbitration procedure for the purposes of Part 1 of the Arbitration Act 1996 (**the Act**) and the provisions of this clause 2 amount to a binding arbitration agreement for the purposes of section 6 of the Act. The seat of the arbitration shall be England.

3. Grounds of Appeal

3.1 A player may appeal against a nomination decision only on the grounds that:

- (a) there has been a failure to apply the applicable selection criteria; and/or
- (b) there has been a failure to adhere to the selection procedure.

3.2 The player does not have a right of appeal against any judgment or discretion exercised in the course of making a nomination decision, or against the content of the applicable selection criteria.

4. How to Appeal

4.1 This Procedure is commenced when a player affected by a selection decision, or the player's authorised representative, submits a formal written appeal (the **Notice of Appeal**) to the Executive Director of the TF at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ, email address geoff.newton@tennisfoundation.org.uk with copy email to Stephen Farrow, LTA Legal Director at stephen.farrow@lta.org.uk.

4.2 The Notice of Appeal must be received by the TF within 72 hours of the communication of the decision of the Selection Panel by the TF.

4.3 If the player fails to submit the Notice of Appeal within the time limit set out in this Appeals Process he or she will have lost their right of appeal.

4.4 The Notice of Appeal must set out full details of the player's ground(s) of appeal and include:

- (a) details of the decision which the player is appealing; and

(b) details of the ground(s) of appeal upon which the player relies, including the precise manner in which the player alleges that the selection criteria have not been applied or in which the procedure set out in the applicable Selection Policy has not been followed.

4.5 Any documents or written evidence upon which the player relies in support of his or her appeal must be submitted within 72 hours of the receipt by the TF of the Notice of Appeal from the player (the **Supporting Documents**). These documents must be relevant specifically to the player's grounds of appeal and must be submitted in the same way as the Notice of Appeal as specified at 4.1 above.

5. The Appeal Hearing

5.1 Following receipt of the Notice of Appeal and the Supporting Documents, the Appeal Panel shall be convened as soon as reasonably possible by the Executive Director of the TF, accompanied by a member of the LTA legal team.

5.2 In the event that the Executive Director of the TF has any involvement with, or is related to an appellant, or had any involvement with the selection decision under appeal, or is in any way placed in a position of conflicting interests in respect of the appeal, he shall be disqualified from sitting on the Appeal Panel and will be replaced by a nominated alternate.

5.3 The Executive Director of the TF will consider the grounds set out in the Notice of Appeal and establish to their reasonable satisfaction whether or not there has been a failure to apply the applicable selection criteria and/or that there has been a failure to adhere to the procedure set out in the applicable Selection Policy. He shall be entitled to:

(a) confirm the nomination decision under appeal and reject the Appeal; or

(b) allow the Appeal and quash the nomination decision under appeal and remit the matter back to the original decision maker identifying the errors they have identified in the conduct of the selection process and requesting that a new decision is made within 48 hours.

5.4 The decision of the Executive Director of the TF (or his nominee) following the appeal hearing is final and there is no further right of appeal.

6. Minor and Non-Consequential breaches of this Procedure

Save for the time limits and dates specified, where any party deviates from any requirement of this Procedure, it shall not invalidate the Procedure or the decision of the Appeal Panel, unless there is a clear and significant risk that the deviation has affected the decision of the Appeal Panel.

7. Confidentiality

7.1 The player and the TF are under an obligation of confidentiality in respect of any appeal proceeding under this Procedure. Save as permitted under this Appeals Procedure, none of these Parties will make any public statement or disclosure of the contents of the Notice of Appeal on any other matter referred to by any of the parties during the course of these proceedings.

7.2 The TF shall be entitled to publish the outcome of the Appeal in such manner and to such extent as is necessary to inform all properly interested and elected parties of the status of the selection.

8. Changes and Amendments to this Procedure

The TF will be entitled to amend this Procedure from time to time and such amendments will take effect from the first date of publication of the complete amended Procedure on the TF website, <http://www.tennisfoundation.org.uk/>.

Appendix 2

Selection Record Form

Panel Information

Date of Selection Panel Meeting	
Chairperson	
Panel Members	

The Selection Panel will use the below table to evidence player achievements against the DTPP Matrix Selection Criteria for the respective levels of the Pathway.

Player	Current Matrix Level	Performance Level	Results	Maximising Potential	Commitment	Singles / Doubles	PLF?	Agreed Matrix Level
Notes								