

# WHEELCHAIR TENNIS TALENT PROGRAMME SELECTION POLICY

## Introduction

The Wheelchair Tennis Talent Programme (“TP”) is a programme administered by the Tennis Foundation (the “TF”) and designed to identify and develop players who have the potential to deliver future international success as part of the Wheelchair Tennis World Class Programme (“WCP”).

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

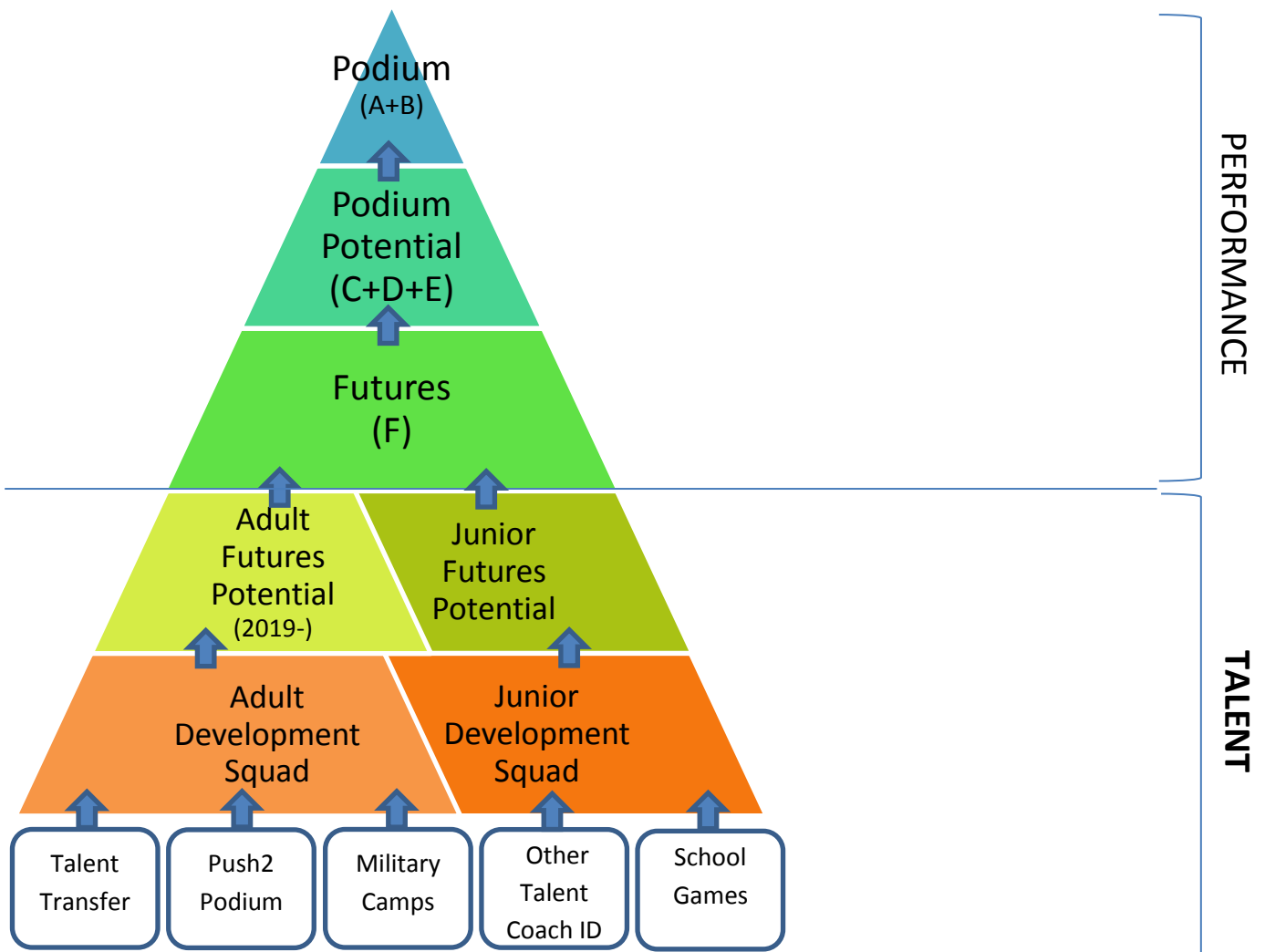
- Junior Futures Potential
- Adult Development Squad

The Adult Futures Potential level will be in place for 2019, and is displayed in the Pathway for reference.

The Junior Development level is open to all willing juniors, and therefore does not form part of this selection policy.

## The Wheelchair Tennis Performance Pathway

The below diagram shows the various levels of the pathway, which shows where the Talent Programme sits in relation to general participation and the WCP.



## 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 “Selection Criteria” (Section 2).

Although the TF seeks to support all players who meet the criteria, selections are made with the intention of maintaining a cohort of players that comprises the best British players and those most capable and committed to progression. In addition, selections for each level of the TP will have regard to the budget set, resources available and the availability of funding support from partner organisations for the relevant funding period. The overall size of the TP 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 TP year by year.

Based on the budget and resources available, the numbers of places available for each level for 2018 are as follows:

- Junior Futures Potential: 6 athlete places
- Adult Development Squad: 16 athlete places

The TF delegates authority for selecting players for the TP to a selection panel (the “Selection Panel”) who will decide which players will be selected to the TP 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 TP provided all of the following is true:

- a. He/she is eligible to compete for Great Britain at the Paralympic Games (i.e. is a British Passport); and
- b. He/she is not currently serving a suspension for a doping violation and/or a breach of the anti-corruption rules\*;
- c. He/she meets the minimum eligibility criteria for Men and Women set out in the ITF Wheelchair Tennis Classification Manual 2016 (as amended or replaced); and
- d. He/she has not been a member of the World Class Programme previously.
- e. Junior Levels Only - He/she is 17 years of age or under at 31<sup>st</sup> December 2017

\*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 TP once their suspension has ended.

All players who meet the Eligibility Criteria set out above can then be considered for selection to the TP by the Talent ID Coach and Selection Panel against the Selection Criteria.

### 1.3 The Selection Process

Selection of players for the TP 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.

#### 1.3.1 Players for Consideration

The Talent ID Coach will prepare shortlists of eligible players for consideration by the Selection Panel for the:

1. Adult Development level
2. Junior Futures Potential level

The shortlists will be created based on the following:

- Development Level (Adult)
  - o Training and camp assessments by the Talent ID Coach and Network Lead Coaches using the Selection Criteria competencies.

- The assessments will be documented through the Talent Feedback Form, including evidence obtained through coach feedback and assessment scores.
- Futures Potential Level (Junior)
  - Training and camp assessments by the Talent ID Coach and Network Lead Coaches using the Selection Criteria competencies, and performances in tournaments in the period from 1 January to 31 October of the relevant year.
  - The assessments will be documented through the Talent Feedback Form, including evidence obtained through coach feedback and assessment scores.
  - The selection shortlist will be based on the ITF Divisions of Men, Women and Quad.

### **1.3.2 The Selection Meeting**

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

- Head of Coaching & Talent;
- Performance Support Manager;
- Talent ID Coach; and
- Operations Manager.

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.

A member of the TF's legal team may attend meetings of the Selection 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 Selection Panel will consider the shortlisted players who are eligible in accordance with section 1.2 of this Policy for selection to the TP in accordance with this Policy and assess them against the Selection Criteria set out in Section 2 of this Policy. 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.

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

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.

If, following the selection meeting but prior to the commencement of activities on the Programme, the chair of the Selection Panel becomes aware of information which, in his opinion, show that an individual who was shortlisted for selection but who did not meet the selection criteria at the time of the first selection meeting may now meet the Selection Criteria, the Selection Panel may convene an additional selection meeting in order to review its decision in respect of such player. The Selection Panel may select such individual if they consider that they meet the Selection Criteria. Any player who is selected after the date of the first selection meeting may not be eligible to receive certain third party funding.

### **1.4 Selection Outcome**

Following successful TP selection, individual players will only be formally accepted onto the respective level of the TP once they have signed and returned the respective Athlete Agreement (the "Athlete Agreement") and completed a satisfactory pre-induction review (the "Review") within the agreed timeframes. Every player selected to the TP will undergo a Review to ensure their potential membership on the TP does not pose significant risk to their health and wellbeing and that they will be able to take part in the TP. The Review will focus on medical issues and will be carried out by the TF doctor or the player's GP.

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.

## SECTION 2 – SELECTION CRITERIA

The evidence and feedback provided by the TF Talent Coach and Network Lead Coaches will be used to log and track player performances and behaviours in matches and training environments. This information will be assessed by the selection panel against the talent markers below.

### Criteria Points

For each area of Serving, Returning, Both Back, Physical and Psychological, the panel will attribute points based on the following rules:

2points = All criteria met for that area

1 point = Over 50% of criteria met or partially met for that area

0 points = Less than or equal to 50% met or partially met for that area

Players who score 8 points and over will formally meet the selection criteria. The highest possible score is 10 points.

In the event that more players meet the criteria than places are available, tournament results will be used to prioritise players. The 6 players for the Junior Futures Potential level, and 16 players for the Adult Development level with the best results from the following will be selected:

- British Open 2017
- School Games 2017
- National Series 2017

	Serving	Returning	Both Back	Physical	Psychological
<b>Pathway Level</b>	<i>Effective 1st and 2nd Serves demonstrated by:</i>	<i>Effective Returns of 1st and 2nd serves demonstrated by:</i>	<i>Ability to rally in a neutral position demonstrated by:</i>	<i>Maximise physical performance and reduce injury risk demonstrated by:</i>	<i>Maximise psychological performance demonstrated by:</i>
<b>Junior Futures Potential</b>	<ol style="list-style-type: none"> <li>1. Understanding of a correct service action</li> <li>2. Repeatable throwing action</li> <li>3. Use of/developing a continental grip</li> <li>4. Demonstrate differentiation between 1st and 2nd serve</li> </ol>	<ol style="list-style-type: none"> <li>1. Appropriate movement in relevance to serve</li> <li>2. Ability to direct return</li> <li>3. Ability to consistently make contact out in front</li> </ol>	<ol style="list-style-type: none"> <li>1. Repeatability of groundstrokes</li> <li>2. Understanding of opponents weaknesses</li> <li>3. Basic understanding of shot selection</li> <li>4. Demonstrate an understanding of tactical movement/positioning</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrable physical competencies to compete at high level in division</li> </ol>	<ol style="list-style-type: none"> <li>1. Commitment in training and competition</li> <li>2. Willingness to learn from training and competition</li> </ol>
<b>Adult Development</b>	<ol style="list-style-type: none"> <li>1. Ability to demonstrate a repeatable throwing action</li> <li>2. Understanding of a 1st and 2nd serve</li> </ol>	<ol style="list-style-type: none"> <li>1. Demonstrate basic movement onto the return</li> <li>2. Ability to show a consistent contact point on the return</li> </ol>	<ol style="list-style-type: none"> <li>1. Understanding of rallying/neutral situation</li> <li>2. Understanding of basic technique on the groundstrokes</li> </ol>	<ol style="list-style-type: none"> <li>1. Show good strength in their pushing</li> <li>2. Demonstrate an ability to improve with strength/movement</li> </ol>	<ol style="list-style-type: none"> <li>1. Commitment to playing the sport</li> </ol>

## SECTION 3 – PLAYER SUPPORT

### 3.1 Talent Programme Support

The level of support for each level on the TP is as set out below.

Pathway Level	Support
<b>Junior Futures Potential</b>	<ul style="list-style-type: none"><li>• In camp coaching and performance expertise to support development</li><li>• Performance fundamentals education</li><li>• Accommodation and meals at camps covered</li><li>• Players may be nominated to receive training grants of up to £2,000 p.a. (via Sports Aid / Tennis First / TF).</li><li>• 2 p.a. coach visits in training environment</li></ul>
<b>Adult Development</b>	<ul style="list-style-type: none"><li>• In camp coaching</li><li>• Physical expertise to support development</li></ul>

#### **SECTION 4 – NOTIFICATION OF SELECTION DECISIONS**

Each decision to select or not to select will be recorded on a Selection Record Form. The form is provided at **Appendix 1**.

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 TP and the respective TP Level; and
- (ii) Confirmation that an existing TP player has not been selected.

**Appendix 1  
Selection Record Form**

**Panel Information**

Panel Meeting Date	Chairperson	Panel Members

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

Player	ITF Division (if relevant)			Current Pathway Level (if applicable)
	Serving	Returning	Both Back	Physical
	<i>Effective 1st and 2nd Serves demonstrated by:</i>	<i>Effective Returns of 1st and 2nd serves demonstrated by:</i>	<i>Ability to rally in a neutral position demonstrated by:</i>	<i>Maximise physical performance and reduce injury risk demonstrated by:</i>
<b>Futures Potential Criteria</b>	1. Understanding of a correct service action 2. Repeatable throwing action 3. Use of/developing a continental grip 4. Demonstrate differentiation between 1st and 2nd serve	1. Appropriate movement in relevance to serve 2. Ability to direct return 3. Ability to consistently make contact out in front	1. Repeatability of groundstrokes 2. Understanding of opponents weaknesses 3. Basic understanding of shot selection 4. Demonstrate an understanding of tactical movement/positioning	1. Demonstrable physical competencies to compete at high level in division
<b>Development Criteria</b>	1. Ability to demonstrate a repeatable throwing action 2. Understanding of a 1st and 2nd serve	1. Demonstrate basic movement onto the return 2. ability to show a consistent contact point on the return	1. Understanding of rallying/neutral situation 2. understanding of basic technique on the groundstrokes	1. Show good strength in their pushing 2. demonstrate an ability to improve with strength/movement
<b>Score</b>				
<b>Comments / Assessment</b>				
<b>Selection Outcome</b>				
<b>Total Score</b>		<b>Selection Decision</b>	<b>Conditions (if applicable)</b>	

**Tournament / Results Assessment**

This form is used in the event more players meet the selection criteria than there are places available.

Player	Tournament Results	Priority #

## Appendix 2

### TALENT PROGRAMME SELECTION APPEALS PROCEDURE

Applicants who have not been selected by the panel are entitled to appeal against the selection panel's decision. Such an appeal is to be made in writing within 14 days to the Chief Executive of the Tennis Foundation or their nominee (the Appeal Chair) but only on one or both of the following grounds:

- a) There has been a failure by the selection panel to follow this selection policy (i.e. there has been a procedural defect); and / or
- b) The decision has been reached on the basis of an error of fact.

The Appeal Chair can decide either:

- a) To set aside the selection panel's decision and remit the matter to the selection panel for reconsideration; or
- b) To uphold the selection panel's decision.