

LTA Padel - Elite Player Support Agreement 2024

This Player Support Agreement (the **Agreement**) is made between LTA Operations Limited, a company registered in England and Wales with registered number 07475460 with its registered office at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ (**LTA**) and the Player named below (the **Player**) (together, the **Parties**), and comprises this page together with the remainder of the Agreement and the Schedules attached and any other documents incorporated by reference herein.

DATE:	
PLAYER:	
ADDRESS:	
TERM:	
TOTAL PERFORMANCE FUNDING / SUPPORT	£
SUPPORT & PAYMENT SCHEDULE AND CONDITIONS OF INVESTMENT:	

PLAYER DECLARATION

By signing below the Player agrees to be funded by the LTA, and to comply with this Agreement.

Signed by:

(1) The Player

Signature

Print Player Name

Date

(2) The Parent/ Legal Guardian as agent or guarantor for the Player (where the Player is under 18)

Signature

Print Name

Date

(3) LTA Operations Limited on behalf of LTA Padel:

Signature

Print Name

Date

The Player is required to sign and return the Agreement by XXX

1 BASIS OF THE AGREEMENT

- 1.1 The LTA shall provide a programme of support for the Player that includes Performance Funding and / or other support as outlined in this Agreement.
- 1.2 In order to receive the Performance Funding and / or Performance Support, the Player must be eligible to compete for Great Britain in international team events and must therefore satisfy the eligibility requirements of the International Padel Federation (FIP).
- 1.3 The Player must fully comply with the terms of this Agreement and not be serving a ban from competition as a result of being found in breach of the Anti-Doping Rules (as defined below), the Anti-Corruption Rules (as defined below) or any other relevant regulations.

2 PLAYER SUPPORT

2.1 Performance Funding

- 2.1.1 Subject to the remainder of this paragraph, the Player will receive up to £20,000 of Performance Funding during the term of this agreement (the amount / details as relevant for each year to be confirmed by the Padel Performance Manager following discussion and approval of the Player's Individual Development Plan (IDP)). Any Performance Funding is to be paid in accordance with the payment schedule on page 1 of this Agreement and subject to any identified individual conditions of investment also on page 1 of this Agreement. The total amount, payment schedule and conditions of investment may be reviewed and/or changed at any time during the terms of this agreement. Any changes will be confirmed in writing;
- 2.1.2 All use of the Performance Funding must be approved by the Padel Performance Manager (or their nominee). Subject to the LTA's written approval;
- 2.1.3 The Performance Funding to the Player is only available during the Term and in relation to costs incurred during the Term. For the avoidance of doubt, any sums of Performance Funding that is not used during the Term cannot be carried over beyond the end of the year into any future funding period or used against other performance needs unless authorised by the Padel Performance Manager.
- 2.1.4 The LTA may withhold or suspend the Performance Funding if the Player and / or their personal coaching and support team do not make best efforts, at all times, to align daily training and competition schedules with their IDP or do not at all times make best efforts to achieve the agreed targets / actions identified within the Player's IDP. One month's advance written notice (for which email will be sufficient) will be given by the LTA if any Performance Funding is to be withheld or suspended.
- 2.1.5 The Player, if requested, will participate in promotional activity (for any aspect of the LTA's work) during the course of the Agreement that shall be mutually agreed with normally at least two weeks' notice (best efforts for more time to accommodate player schedules). The promotional activity may take the form of external media interviews or for use on the LTA's social channels and can be held at a LTA affiliated-venue, or school or similar with reasonable travel time included. Players will also be required at mutually agreed times to attend any meetings that are necessary to be briefed on the LTA's work – the time will come out of the total allocation. Requests will be reasonable and will not total more than the equivalent up to ten (10) days (based on a day being eight hours). Any further promotional days in excess of the number of days stated in the agreement be required, these days shall be agreed between the LTA and the Player, at a rate of £150 per additional day of activity plus expenses incurred.
- 2.1.6 In the event that the Player suffers an injury during the Term which may limit his/her participation in professional Padel for at least six continuous months, the LTA may review and amend the terms of this Agreement, which may include an adjustment to the level of the Performance Funding provided by the LTA. If the injury is due to irresponsible behaviour or decision making by the Player outside of training/performance, such as participation in high-risk sports, then the Agreement may be suspended or terminated.

2.2 Discipline

In the event that a Player is subject to disciplinary proceedings in accordance with the LTA Disciplinary Procedure:

- 2.2.1 The LTA reserves the right to immediately suspend payment of the Performance Funding due to be paid under the terms of this Agreement whilst any disciplinary investigation is carried out. Any such suspension shall be confirmed to the Player in writing on commencement of any disciplinary proceedings.
- 2.2.2 Following the conclusion of any disciplinary proceedings, the amount of any financial disciplinary sanction imposed may be deducted from the Performance Funding not yet paid to the Player in accordance with this clause or, if the total Performance Funding for the Term has been paid to the Player or the sanction exceeds the outstanding payments then the Player shall make the payment to the LTA. Should the Player not make the payment to the LTA then the appropriate sum may be deducted from any amounts due to the Player through any other or future agreement between the Player and the LTA, or due to the Player from the LTA for other reasons. Following the disciplinary proceeding if it has been found the Player was in breach then the Agreement may also be terminated with immediate effect.
- 2.2.3 If it is determined that the Player is cleared of any wrongdoing as part of the disciplinary proceedings, then any suspended payments of the Performance Funding will be remitted to the Player as soon as possible after that determination (without payment of interest or other compensation for delayed payment) and the LTA shall reinstate such payments and services for the Player as set out in this Agreement.

2.3 Payment of Performance Funding

- 2.3.1 Payments of the Performance Funding, if applicable, will normally be made directly to the Player (unless otherwise agreed by both parties) and outlined on page 1. If the Performance Funding is paid directly to a Service Provider the Player shall ensure that any service provider will provide any information needed to be set up as a supplier to the LTA and then send relevant invoices to the LTA on a monthly basis (unless otherwise agreed between the parties acting reasonably) for approved work / spend which the LTA will pay on behalf of the Player. The Player accepts that he/she is responsible for engaging any service provider and that there shall be no legal relationship between the service provider and the LTA.
- 2.3.2 If agreed that the Performance Funding, if applicable, can be used to support international travel, the LTA will not book flights for the Player and their team through their travel agent. The Player should book these independently and then claim the costs back against invoices and receipts. All claims should be sent to Matt Stanforth, Padel Performance Manager (or such other person as the LTA communicates from time to time). If allocated, Performance Funding can be used to support international travel for accommodation costs, travel costs (flights, trains or car hire) and coach expenses for food up to £25/ day. Player's food and other expenses (including but not limited entry fees) should be covered by the Player.

3 LTA RESPONSIBILITIES

- 3.1 The LTA will work with the Player and the Player's support team to add value and provide support to the Player for the Term, to include:
 - 3.1.1 The LTA's coaching team and staff, will provide advice and guidance in relation to the Player's training and competition plan, monitor the player's progress against an agreed IDP, and may attend certain training sessions and tournaments (in the UK and overseas) and track the overall impact of the LTA's investment;
 - 3.1.2 The LTA's Padel Performance Manager and/or nominated National Coach will arrange and attend, (along with all other key LTA contacts), a formal mid-year and end of year review meeting of the player's IDP, during the term of this Agreement.

- 3.1.3 Provide access to accommodation and courts at the NTC as outlined in the NTC usage policy (as amended from time to time) which also includes access to subsidised food at the NTC for players only can be viewed online: <https://www.lta.org.uk/globalassets/play/professional-development/documents/use-of-ntc-2021.pdf>
- 3.1.4 Provide support to ensure the LTA complies with its duty of care to the Player;
- 3.1.5 Provide access, upon request, for players to a global travel security advice platform which will allow players to access up to date travel advice for over 190 countries to provide information relating to the safety of a country and if needed an emergency 24 hr telephone number to seek assistance in a crisis;
- 3.1.6 The right to request that the LTA's Communications team provides either formal or informal media coaching and/or media relations advice to any identified Padel Performance Player.

4 THE PLAYER'S RESPONSIBILITIES

- 4.1 The Player and the Player's support team must present their Individual Development Plan (IDP) to include, but not limited to, their individual coaching team, any individualised S&C and physio programme, their training programme and schedule. This will then be discussed and agreed with the LTA Padel Performance Manager;
- 4.2 The Player and the Player's support team agree to work in collaboration with the LTA to facilitate and support the provision of the responsibilities of the LTA as set out in clause 3 of this Agreement.
- 4.3 The Player, together with their team, agrees to attend a formal mid-year and end of year review meeting of their IDP, during the term of this Agreement, with the LTA Padel Performance Manager and/or nominated National Coach. The end of year review may also include an induction and encompass planning for the following year of support should this be deemed appropriate;
- 4.4 The Player agrees to submit a quarterly schedule to the LTA Padel Performance Manager and/or nominated National Coach;
- 4.5 The Player agrees to undergo physical testing at agreed times within the year. This is carried out in order to assess the Player's general health and fitness as well as his/her progress tracking in relation to his/her IDP. If the testing is done externally then the results must be shared with the LTA Padel Performance Manager and/or nominated National Coach;
- 4.6 The Player agrees to compete in a minimum of three (3) FIP Events held in the UK and sufficient Grade 1 / British Tour to ensure qualification to the Master event held at the end of the season during the terms of this agreement unless the Player and the LTA Padel Performance Manager have agreed a different competition schedule as part of the Players' IDP for the term of this agreement;
- 4.6 The Player agrees to make himself/herself available for any competition for which he/she is selected to represent Great Britain unless unavailable due to any exceptional personal circumstances (as determined by the LTA at its reasonable discretion), illness, injury or with prior agreement from the LTA Padel Performance Manager (or their nominee).
- 4.7 The Player shall ensure that he/she attends all National Camps for which he/she is selected unless unavailable due to any exceptional personal circumstances (as determined by the LTA at its reasonable discretion), illness, injury or with prior agreement from the LTA Padel Performance Manager;
- 4.8 The Player shall wear an LTA logo patch in a suitable position (such as non-playing arm sleeve or other suitable position) on their playing kit for the duration of the Terms of this agreement and at all times. This position will be agreed with the Padel Performance Manager and is subject to any clothing manufacturing restrictions, personal sponsors and regulations of the applicable

governing body.

- 4.9 The Player agrees to behave in a responsible manner and make smart decisions in regards to any activity outside of training or competition, at all times prioritising his/her health, safety and well-being. If any injury, illness or issue occurs as a result of irresponsible behaviour or decision making, such as partaking in extreme or high-risk sports, by the Player outside of training/performance then the Agreement may be suspended or terminated.
- 4.10 The Player is responsible for using the resources supplied in relation to the global travel security platform to ascertain if he/she should travel to a particular country.
- 4.11 The LTA upholds high standards of conduct, behaviour and good sportsmanship in the game of Padel and it is expected that the Player will conduct himself/herself in a proper manner at all times. The LTA expects the Player will not say or do anything to bring themselves, the LTA or the game into disrepute, including but not limited to on social media and other platforms. Any breaches of the Code of Conduct found at Appendix 1 to this Agreement may result in disciplinary action being taken against the Player.
- 4.12 The player agrees to wear official Great Britain (GB) kit only at all national training activity and on all identified LTA promotional activity days as set out in clause 2.1.5 of this Agreement.

5 ANTI-DOPING AND ANTI-CORRUPTION

- 5.1 The Player agrees to be bound by all the applicable provisions of LTA's Anti-Doping Programme, any FIP/WPT or other European/World federation Anti-Doping Regulations, the UK National Anti-Doping Rules and the World Anti-Doping Code (together the **Anti-Doping Rules**);
- 5.2 It is the responsibility of the Player to ensure he/she is familiar with, and to comply with the Anti-doping Rules and to cooperate with WADA Code-compliant anti-doping investigations.
- 5.3 It is the responsibility of the Player to ensure he/she is familiar with, and to comply with, all the applicable provisions of the LTA's Anti-Doping Programme, any FIP/WPT or other European/World federation Anti-Doping Regulations, the UK National Anti-Doping Policy and the World Anti-Doping Code (together the **Anti-Doping Rules**) and the Rules of Lawn Tennis Association Limited on match fixing, and any other relevant regulations of the FIP/WTP or other European/World federation as applicable from time to time (together the **Anti-Corruption Rules**).
- 5.4 The Player must complete the LTA's anti-doping and anti-corruption online education tutorials annually, within the first quarter of each year of the Term. Failure to complete this education may result in funding being suspended.
- 5.5 Where it is determined that the Player has a case to answer for breach of the Anti-Doping Rules or the Anti-Corruption Rules, the LTA may suspend any Performance Funding and/or any other support to the Player pending final determination of the case.
- 5.6 The Player acknowledges that, if at any time the Player is finally determined under the Rules of Lawn Tennis Association Limited to have breached the Anti-Corruption Rules and/or the Anti-Doping Rules, the LTA will have the right to terminate this Agreement and demand immediate repayment of sums paid to, or spent on, the Player by the LTA, inclusive of all Performance Funding under this Agreement.

6 COMMERCIAL

- 6.1 The LTA will be permitted, on a worldwide and royalty-free basis, to make use of the Player's name, image, likeness, photographs, film and recording of performances and/or appearances, performance results and related information (in accordance with data protection legislation), for promotional and publicity purposes and archive and historical research purposes both during

and at any time after the Term provided that any such use shall, where for promotional and publicity purposes, relate to the promotion and publicity of the LTA in any of its tournaments, events, teams or programmes, publications (online and in print) and/or British/GB Padel.

7 CONFIDENTIALITY AND DATA PROTECTION

- 7.1 The Parties will mutually respect and maintain reciprocal confidentiality of information at all times (both during and after the termination of this Agreement). Neither Party shall at any time (directly or indirectly) use for itself, or use to the detriment of the other Party or disclose or permit to be disclosed to any person any confidential information except:
- (i) to its professional advisers; as required by law;
 - (ii) as is already or becomes public knowledge (otherwise than as a result of a breach of any provision of this Agreement by the Party disclosing or using that confidential information);
 - (iii) as authorised in writing by the other Party; and/or
 - (iv) to the extent reasonably required by this Agreement.
- 7.2 The Player understands and acknowledges that the LTA may share limited personal data with certain stakeholders, as required by the LTA from time to time for the purpose of fulfilling this contract or where the LTA has a legitimate interest in doing so. The LTA may also publish a list of those players taking part in its performance programmes on its website. Such processing will be carried out in accordance with the LTA's Privacy Policy which can be found [here](#).
- 7.3 The Player acknowledges that all personal information (including "sensitive" personal information relating to race or ethnic origin, physical or mental health, and other matters covered by the data protection legislation and including that set out above in clauses 7.2, 7.3 and 7.4) provided by him/her or gathered whilst being funded by the LTA for the purposes of arranging and administering the funding and providing any other services under this Agreement may be stored electronically or otherwise, and processed for the purposes of and in connection with the LTA by any employees, agents and contractors of the LTA in accordance with current data protection legislation, guidelines and practices. The Player acknowledges that the LTA, as opposed to any individual the LTA employee or contractor, is the Data Controller of personal data held about the Player (including medical information) as a result of this Agreement and/or the provision of any services by the LTA to the Player.

8 TERMINATION AND SUSPENSION

- 8.1 Continued receipt of support from the LTA will be dependent upon the Player's compliance with the terms of this Agreement and the Player showing, in the LTA's opinion, the level of commitment, professionalism and progression which the LTA expects. The LTA may suspend the provision of the Performance Funding, and/or any other benefits under this Agreement (including but not limited to those set out at Paragraph 3 above) for any period during which the Player is not in compliance with the terms of this Agreement and/or not, in the LTA's opinion, showing the level of commitment towards achieving the objectives identified in their IDP or the level of professionalism which the LTA expects. The LTA may also suspend the Performance Funding if there is more than one continuous month where there is a lack of collaboration LTA Padel Performance Manager and/or nominated National coach(es);
- 8.2 Either party may terminate this Agreement immediately on written notice to the party if the other party is in material breach of this Agreement and (in the case of a remediable breach) fails to remedy the breach within 20 days after being notified in writing of the breach.
- 8.3 Should the Player enrol into a higher education programme before the end of the Term the Agreement may be terminated, suspended or reviewed upon the enrolment date and an appropriate exit plan agreed between the Player and the LTA.

- 8.4 Should the Player no longer be eligible to represent Great Britain in major championships at any age category, the Agreement may be terminated with immediate effect.
- 8.5 The LTA may terminate this Agreement immediately on written notice to the Player should the Player retire or suffer from a major injury that will mean he/she is unlikely to play professional Padel for the remainder of the Term including but not limited to a circumstance in which the Player suffers a major injury which is due to irresponsible behaviour or decision making, such as extreme or high risk sports, by the Player outside of training/performance.
- 8.6 On termination of this Agreement for any reason:
- (a) such termination will be without prejudice to either Party's rights and remedies in respect of any breach of this Agreement by the other Party, where the breach occurred before the date of termination; and
 - (b) payment of any Performance Funding and / or Performance Support to the Player shall immediately cease.

9 RENEWAL / NON-RENEWAL

- 9.1 At the end of the Term the Player will be considered by the Padel selection panel for renewal of this Agreement provide the player still meets the criteria on which Performance Funding and/or support is awarded.
- 9.2 The Player will be notified of the outcome of the Padel selection meeting within one week of it's selection meeting date.

10 GENERAL

- 10.1 This Agreement and any related non-contractual obligations shall be governed by the laws of England and Wales and the Parties submit to the exclusive jurisdiction of the courts of England and Wales (including in relation to non-contractual disputes).
- 10.2 The Parties do not intend that any term of this Agreement should be enforceable, by virtue of the Contracts (Rights of Third Parties) Act 1999, by any person who is not a party to this Agreement.
- 10.3 The rights of the Parties to terminate, rescind or agree any variation, waiver or settlement under this Agreement are not subject to the consent of any person that is not a party to this Agreement.

Appendix 1

CODE OF CONDUCT

As a player with an involvement with the LTA's Padel Performance Programme, the player is aware that he/she is representing British/GB Padel at all times and that the highest standards are expected in appearance, conduct and behaviour. The Player is therefore committed to conducting himself/herself in a proper manner at all times. In particular, as a condition of his/her receipt of support from the LTA, the player will:

1. Make every effort to maximise his/her potential as a player by developing their sporting abilities in terms of skill, technique, tactics and fitness as well as prioritising their personal development and giving maximum effort to strive for the best possible performance during a game;
2. Abide by all the rules, policies and procedures currently adopted by Lawn Tennis Association Limited (and any of its group companies), FIP/WTP or other recognised European/World federations (including but not limited to the rules, policies and procedures of those bodies regarding anti-doping and match fixing, financial speculation and/or betting) and accept the jurisdiction of those bodies to discipline the player for an apparent breach of those rules, policies and procedures;
3. Conduct himself/herself in a correct and proper manner demonstrating the LTA's values of teamwork, passion, excellence and integrity at all times including, but not limited to, by not doing anything which brings the LTA, British/GB Padel or the player themselves into disrepute;
4. Behave in a responsible manner and make smart decisions in regards to any activity outside of training or competition, at all times prioritising his/her health, safety and well-being.
5. Not be convicted of any criminal offence which the LTA believes would adversely affect the sport, the reputation of the sport, the LTA or its commercial partners; and
6. Not make any public statement (whether verbally or in writing) which is defamatory or derogatory in relation to the LTA, it's employees or staff, it's commercial or other partners nor make any public statement which could constitute a personal attack on another competitor.
7. Conduct himself/herself in a professional and considerate manner whilst at the NTC which includes but is not limited to;
 - a. being punctual to all sessions;
 - b. ensuring he/she leaves areas clean and tidy (e.g. player's lounge, bedrooms, café, gym, sports science rooms);
 - c. wear appropriate shoes and clothing at all times;
 - d. being respectful to all staff, players and other users of the centre;
 - e. no smoking, drinking of alcohol or taking drugs of any kind.
8. Talk to the LTA Safeguarding team about any concerns or worries they have about them self or others.
9. Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such.

Please note that any failure to follow the Code of Conduct may result in action being taken against a player under the LTA Player Disciplinary Procedure.

The LTA may unilaterally make changes to the Code of Conduct. Any changes will be published online in advance of the changes being effective.

Appendix 2

Consent to anti-doping testing under the LTA/LTA Padel Anti-Doping Programme and ITF Tennis Anti-Doping Programme (the Anti-Doping Programmes)

All players irrespective of age or level of competition are subject to the Anti-Doping Programmes, which may include the collection and testing of urine and/or blood samples for prohibited substances (Doping Control).

Throughout the Doping Control process the safety and welfare of all players is of the utmost importance.

If you have any queries or require further information please contact the LTA Anti-Doping Officer or LTA Padel Performance Manager directly.

For the avoidance of doubt consent to submit to Doping Control is a requirement of this Player Support Agreement, and a pre-condition to further participation in the sport in accordance with the LTA Anti-Doping Programme.

I hereby consent to submit to Doping Control in accordance with the details outlined above.

Signed by: [Player and their parent / legal guardian if under 18]

Print name: [Player]

Date:

Signed by: [Parent/Legal Guardian of Player if U18]

Print name: [Parent/Legal Guardian of Player if U18]

Date: