

LTA PADEL

PRO SCHOLARSHIP PROGRAMME SELECTION POLICY 2024

1. INTRODUCTION

This policy explains how players will be selected to the LTA Padel - Pro Scholarship Programme (Padel PSP) for 2024. The following players are eligible to be considered:

- Male and female players aged 16 years old and above* with the potential to progress into the FIP Padel Tour top 100 world rankings in the next 2 years**

** In exceptional cases players younger than 16 years old can be considered*

Players selected for the Padel PSP will be required to enter into a formal player contract with the LTA which will detail their grant and their responsibilities, commitments and accountabilities (such as agreeing an Individual Development Plan (IDP), planning annual schedules, etc) to the LTA's Padel PSP.

2. CONSIDERATION FOR SELECTION (SHORTLISTING)

To be considered for selection, players must:

- a) meet the shortlisting ranking criteria (2.1), or
- b) meet the exceptional circumstances requirements (2.2)

And players must:

- c) meet the Eligibility Criteria set out below.

Eligibility criteria

Players are only eligible to be considered for selection onto the Padel PSP provided the following is true:

- i. He/she is eligible to compete for Great Britain at World and European Championships (i.e., is a British Passport holder and meets FIP Rules relating to World and European Championships participation); and
- ii. He/she is not currently serving a suspension for a doping violation and/or a breach of the anticorruption 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 Padel PSP once their suspension has ended.*

2.1 Shortlisting ranking criteria

Any players who have met the following ranking criteria at any point between 1st January 2023 and 31st January 2024 will be considered for selection. These shortlisting targets have been established using multiple evidence sources and suggest a player is on a trajectory to reach a top 100 FIP ranking.

| Division | Shortlisting Criteria |
|----------|-----------------------|
| Men | 150 (FIP Ranking) |
| Women | 150 (FIP Ranking) |

All players who have met these criteria will be automatically considered for selection. If you do not wish to be considered, please email the LTA Padel Performance Manager (matt.stanforth@lta.org.uk) by 5pm on 16th February 2024.

For all key dates in this selection process, please see appendix 1.

2.2 Exceptional circumstances – Injury/illness

If a player has had a long-term injury / illness (minimum of 3 consecutive months) during 2023, or has missed a minimum of 3 consecutive months of the 2023 season, then they must supply in writing to the LTA Padel Performance Manager (via email matt.stanforth@lta.org.uk), by 16th February 2024:

- Details of the injury / issue including the full period missed; and
- Medical / physio or other reports confirming the injury and / or reason for absence

The LTA Padel Performance Manager (or their nominees), will then consider the evidence and impact of the injury or issue and decide whether this factor alone prevented the player from meeting the shortlisting targets. Evidence will include match observations from LTA staff and nominated national coaches and overall performance progress over the course of 2023.

If it is deemed to be the case that the impact of the injury or issue was the sole factor that prevented the player from meeting the shortlisting targets, then the player will be shortlisted due to exceptional circumstances. If not, then they will be notified accordingly. For the avoidance of doubt, players with exceptional circumstances do not need to have met the ranking target. Players will be informed by 23rd February 2024 if they have or have not been shortlisted due to exceptional circumstances.

All shortlisted players will then be considered for selection by the Selection Panel.

3. THE SELECTION PROCESS

3.1 The Selection Panel

The Selection Panel will comprise of the following (or their nominees):

- LTA Padel Performance Manager;
- LTA Nominated National Coach(es)

The Selection Panel may also have independent experts (for example, a leading coach, senior administrator, former player). The Padel Performance Manager who is responsible for the performance programme, will chair the Selection Panel. The Chair may nominate additional individuals to the Selection Panel to provide further relevant expertise from time to time, but this person shall not have voting rights.

A member of the LTA'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. Additional member LTA staff may also be invited by the Chair to attend to record the selection decisions.

At the start of the Selection Meeting, the Selection Panel members will declare any potential conflicts of interest. The Chair 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.

3.2 Selection criteria

All players shortlisted for the LTA Padel PSP will be considered by the Selection Panel in a formal selection meeting. Each player will be considered against two selection criteria areas:

3.2.1 Current ranking level as of 31st January 2024 which suggest the player is on the right trajectory to reach the Top 100 FIP rankings in the future;

Players must have achieved this criteria at any point between 1st January 2023 and 31st January 2024. The player's current ranking help provide an indication that the player has a realistic opportunity to achieve elite player status within the next two years.

3.2.2 A set of development and performance-based criteria which take into account the player's overall development and likelihood of progressing onto / achieving the LTA Padel Elite Programme selection criteria in the future.

The following criteria will be taken into consideration:

- a. **Optimal Training & Competition:** the player can demonstrated a clear plan to be able to access consistent and optimal full-time training and competitive programme, and the players is proactive and open to learning both in a self-directed way & with the support of their team.
- b. **Physical Attributes:** the player is maximising their development physically in order to maximise their ability on court in order to positively impacts execution of their optimal game style.
- c. **Matchplay Competitor:** the player has the ability, skills and behaviours to adapt and thrive in match play situations & the competition environment.

3.3 Using expert opinion to support decision making

The following sources of evidence and expert opinion will be used to inform the decision making during the selection meeting:

- The LTA Padel Performance Manager and nominated National Coach(es) expert judgement;
- Consideration of ranking level which establishes a level of probability that a player will reach a certain ranking in future.

In the case of a tie as to whether a particular criterion has been met, the Chair will have the casting vote.

3.4 Finalising numbers

If more players meet the selection criteria than there are places available or budget allows, a priority order will be applied to establish a rank order of candidates and the distribution of budget.

If players are tied on the number of criteria they have met and there are more players than there are places (and budget) available, the Chair will have the casting vote. In doing so, the Chair will consider the evidence presented and the deliberations of the Selection Panel, and which players he or she believes are most likely to achieve the objectives of the Padel PSP.

3.5 Calculating the level of support

Once selection decisions have been reached, the Selection Panel will consider the level of financial grant and length of contract that will be offered to each successful player.

The level of the financial grant will take into account all the evidence presented to the Selection Panel with specific consideration being given to the probability of the player to reach the FIP top 100 ranking in the next 2 years based on current age, years in the sport, ranking, and the expert judgement of the LTA Padel Performance Manager and nominated National Coach(es).

In addition, consideration will also be given to the players training and competition plan (and commitment to this plan) and the overall LTA Padel performance budget. The level of support available WILL therefore only be confirmed after the player's IDP has been discussed and agreed. Based on all of the above, the level of support available may differ from player to player.

All selected players will be offered an initial 1-year term.

The Selection Panel may also set conditions and targets for each player on the Padel PSP as part of their Individual Development Plan (IDP). Progress against these will be reviewed and monitored within scheduled IDP meetings / reviews in order to maintain their place on the LTA Padel PSP. In addition, all agreements will be subject to annual review against agreed IDP targets.

4. COMMUNICATION OF DECISION

The Chair of the Selection Panel will make reasonable efforts to ensure that all shortlisted players are notified within one week of the conclusion of the selection meeting through the LTA Padel Performance Manager (or their nominee).

The decisions that will be formally notified to players are:

- i. Confirmation of selection onto the Padel PSP;
- ii. Confirmation that a shortlisted player has not been selected;

5. PSP INDUCTION AND INDIVIDUAL DEVELOPMENT PLAN (IDP)

5.1 Induction

The induction for all players will normally take place during March and is mandatory for all players. This will be a multi-disciplinary induction and will be led by the LTA Padel Performance Manager. This will clearly explain the relationship the LTA would

like to have with the player and their support team for the duration of the player's involvement on the programme. It will also explain what players and their support teams should expect from the LTA Padel performance programme, as well as provide important information on areas such as safeguarding, wellbeing & player representation. Players are expected to attend the induction.

5.2 Individual Development Plan (IDP)

At the beginning of the season (normally February) each player, together with the LTA Padel Performance Manager and/or nominated National Coach(es), will be required to develop and agree an IDP with up to three clearly defined and detailed development goals outcome targets for the following year. This will form the basis for allocating and finalising support, as well as tracking and monitoring progress during the year.

All players will then be expected to sign a player contract before any funding will be released. Players are not expected to have signed the agreement before attending the induction.

6. APPEALS

Shortlisted players who have not been selected by the Selection Panel are entitled to appeal against the Selection Panel's decision. Such an appeal is to be made in writing (with full reasons and supporting evidence) within 7 days of the applicant receiving his/her selection decision to the Head of Padel, 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, based on the written appeal and any supporting written evidence provided, to either:

1. To set aside the Selection Panel's decision as it was based on an error of fact or procedurally flawed and remit the matter to the Selection Panel for reconsideration; or
2. To uphold the Selection Panel's decision.

The applicant will be informed of the appeal decision in writing.

Should a decision be set aside and be re-considered by the Selection Panel which has an effect on a selection decision taken in relation to another player, that decision in relation to the other player may also be re-considered and changed if necessary.

For the avoidance of doubt, players who are not shortlisted for any reason, including exceptional circumstances (as outlined in 2.2) are not eligible to appeal.

All appeals should be sent to: gbpadel@lta.org.uk

7. CHANGES AND AMENDMENTS TO THIS PROCEDURE

The LTA 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 LTA website.

Appendix 1 – Key dates in Padel PSP Selection process*

| Date | Milestone |
|--|--|
| 1 st January 2023 to 1 st January 2024 | Players need to achieve the shortlisting ranking criteria during this period. |
| 16 th February 2024 | Deadline for players with exceptional circumstances to inform the Performance Manager via e-mail (matt.stanforth@lta.org.uk, as outlined in section 2.2) |
| 16 th February 2024 | Deadline for players to email matt.stanforth@lta.org.uk if they meet the shortlisting criteria but do not wish to be considered. |
| By 23 rd February 2024 | Players will be informed by this date if they have or have not been shortlisted due to exceptional circumstances. |
| By the end of February 2024 | Padel PSP selection meeting. |
| Within 7 days following the Selection meeting | Padel PSP communication of decisions. |
| Within 7 days following the Selection Notification | Deadline for any appeals to be submitted to matt.stanforth@lta.org.uk |

* Please note all dates are provisional and remain subject to change