

LTA PADEL GB MEN'S & WOMEN'S PROGRAMME SELECTION POLICY 2024

1. INTRODUCTION

This policy explains how players will be selected to the LTA Padel GB Men's & Women's Squad Programme (Padel MWP) for 2024. The following players are eligible to be considered:

- Male and female players with the potential to be selected to represent Great Britain at major championships such as World / European championships in the next 12 months.

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

2. PROGRAMME

At the start of the season LTA Padel performance staff will work in collaboration with players, their coaches and support teams to establish and Individual Development Plan (IDP). These plans will set agreed goals to provide direction of development and will be formally reviewed on a regular basis. All selected players to the Padel MWP MUST have a

The programme will consist of a series of GB training camps, including both on court and off court training (such as physical conditioning). In addition, training opportunities may also be provided overseas (budget dependent), and prior to all FIP sanctioned events taking place within the UK.

All LTA Padel GB training will be fully funded from time of arrival until departure* Kit will be required to wear GB kit, which will be provided, for all LTA GB activity.

*(*it may be possible in certain circumstances that travel maybe subsidised to support players who live an excessive distance (abroad for example) from the location where training is taking place).*

Players will be expected to attend all GB National Training Camps unless it has been agreed otherwise, **at least 4 weeks prior** to the camp date with LTA Padel staff. Failure to provided suitable reasoning for non-attendance could jeopardise a players' place within the Padel MWP.

As well as GB training camps, players will also be able to access:

- Access to NTC Padel courts and equipment for training;
- Access to NTC Colleague Gym for S&C Training;
- Discounted rates for NTC Accommodation and Café;
- Regular contact from LTA Padel staff and nominated national coach(es);

Selected players will be required to enter into a formal GB MWP player agreement with the LTA which will detail their benefits and their responsibilities, commitments, and accountabilities.

2. ELIGIBILITY FOR SELECTION (SHORTLISTING)

To be eligible to be considered for selection, players must:

- a) meet all elements of the Essential Eligibility Criteria (2.1); and;
- b) meet the Shortlisting Ranking Criteria (2.2), or
- c) meet the Exceptional Circumstances Requirements (2.3)

2.1 Essential Eligibility Criteria

Players are only eligible to be considered for selection onto the GB MWP provided they meet **ALL** of the following :

- 2.1.1. 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);
- 2.1.2. Player accreditation with LTA and world player number;
- 2.1.3. He/she is not currently serving a suspension for a doping violation and/or a breach of the anti-corruption rules with LTA / FIP*
- 2.1.4. Have been actively competed in at least one LTA sanctioned event **AND** at least one FIP or WPT sanctioned event within 2023 playing season;
- 2.1.5. Have signed and returned this selection policy and LTA Code of Conduct (found here: <https://www.lta.org.uk/494b8d/siteassets/about-lta/file/lta-code-of-conduct.pdf>) to the LTA Padel Performance Manager (email: gbpadel@lta.org.uk), **no later than 5pm on 16th February 2024**;

**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 MWP once their suspension has ended.*

2.2 Shortlisting Ranking Criteria

Any players applied to be considered and have met Essential Eligibility Criteria in point 2.1 of this policy, will then be shortlisted against the following ranking criteria which is currently being used as a source to suggest a player is / will be at a standard to potentially be selected to represent Great Britain at major championships such as World / European championships in the next 12 months.

- 2.2.1 Ranked in the top 12 Men's / Women's players nationally that are eligible to represent GB as of 31st January 2024, or;
- 2.2.2 Nominated by one of the LTA Padel Nationals Coaches.

2.3 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 gbpadel@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 LTA Padel Performance Manager who is responsible for the performance programme, will chair the Selection Panel. The Chair may nominate additional members 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. A member of the 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 The Selection Panel

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 FIP Ranking level at the time of selection and / or;
- 3.2.2 A set of performance behaviours and abilities which take into account the player’s overall development and likelihood of achieving selection to represent GB in the next 12 months;

Commitment	<ul style="list-style-type: none"> • Dedication to training & development • Following a high performance lifestyle • Sacrifice
Grit	<ul style="list-style-type: none"> • Determination to succeed • Resiliency under pressure • Work outside your ‘comfort zone’ • To keep going / fight

Direction	<ul style="list-style-type: none"> • Setting goals and working towards them • Self-awareness
Skill	<ul style="list-style-type: none"> • Technical • Tactical • Physical • Mental

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:

- LTA Padel Performance Manager, Nominated National Coach(es), and any other experts the Selection Panel Chair deems necessary to provide expert judgement;
- Consideration of FIP ranking level to establishes a level of probability that a player will the performance standard to be selected to represent Great Britain at major championships such as World / European championships in the next 12 months.

In the case of a tie as to whether a particular criterion has been met, the Chair will have the casting vote. Using expert opinion to support decision making.

3.4 Finalising Numbers

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

If players are tied after being considered against the criteria in point 3.1 and 3.1 of this policy, 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 to and the deliberations of the Selection Panel and which players he or she believes are most likely to achieve the objectives of the Padel MWP.

3.5 Selection Policy, Padel MWP Agreement & LTA Code of Conduct

Selected players will be required to sign the following to be considered for selection:

- Padel MWP Programme Selection Policy;
- Padel MWP Player Agreement;
- LTA Code of Conduct (found here: <https://www.lta.org.uk/494b8d/siteassets/about-lta/file/lta-code-of-conduct.pdf>)

4. RECORDING AND COMMUNICATION OF DECISION

The Chair of the Selection Panel will make reasonable efforts to ensure that all applicants and shortlisted players are notified via email within one week of the conclusion of the selection meeting.

5. PADEL MWP INDUCTION & INDIVIDUAL DEVELOPMENT PLAN (IDP)

5.1 Induction

At the beginning of the season, all selected players will be taken through 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, as well as provide important information on areas such as safeguarding, NTC usage & wellbeing.

5.1 Individual Development Plans (IDP's)

At the start of the programme, each player together with the LTA Padel Performance Manager and/or nominated National Coach, will be required to develop and agree an IDP with detailed outcome and process goals for the 2024 season. This will form the basis for tracking and monitoring progress during the year and provide a clear direction for player development. Players IDP's must be agreed upon in order to be part of the Padel MWP.

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 LTA 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 2.3) 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.

8. Key dates in Padel MWP 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 (gbpadel@lta.org.uk , as outlined in section 2.3)
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

9. ACKNOWLEDGEMENT

Each player shall acknowledge that they have read, understood and accepted the LTA Padel GB Men's & Women's Programme Selection Policy 2024 by signing the enclosed copy and returning it to the LTA Padel Performance Manager by email (gbpadel@lta.org.uk)

Players should retain the second copy for their own records.

Acknowledged by:

Name _____ (Print Name) Signed _____

Date _____ (Player)