

# **LTA WHEELCHAIR NATIONAL AGE GROUP PROGRAMME SELECTION POLICY 2023**

## **1. INTRODUCTION**

This policy explains how players will be selected to the Wheelchair Performance Programme National Age Group Programme (WCPP NAGP). It is designed to support junior players considered to be demonstrating early signs of potential to succeed at Grand Slam and Paralympic level in the long-term future.

Delivered as a series of national camps, visits, and trips, along with a structured Individual Development Plan (IDP), it focuses on providing transformational training and competition opportunities to Britain's highest potential juniors. The programme is geared towards the player's long-term development, with the aim of supporting them on the journey towards selection for the WCPP Pro Scholarship Programme (PSP).

Players selected for the WCPP NAGP 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), structuring daily training, and planning annual schedules) to the LTA's WCPP NAGP.

## **2. BENEFITS**

The LTA will work in collaboration with the player and their team to establish and support the delivery of a world class IDP which is appropriate to their age and stage. Those players selected for the WCPP NAGP will be eligible to:

- Receive a minimum funding grant, in line with their IDP, to support their coaching programme and agreed tournament schedule
- Receive player visits to their training venue/club from their designated LTA National Age Group Coach, based on the support required and outlined in their IDP
- Receive Sports Science / Sports Medicine education and support (camp delivered); and
- Invitations to attend National Camps

### **3. THE SELECTION PROCESS**

There are a maximum number of WCPP NAGP places in 2023, there will be places on the programme for up to 12 players. The Selection Panel will consider players based on this number of places but are not obliged to fill every available place.

Where possible, places will be split equally across potential Men, Women and Quad division players. This is subject to the number of players who meet the criteria. In the event there are fewer eligible players meeting the selection criteria of a particular division than places available, the remaining WCPP NAGP places may be taken up by other divisions.

Accepting a WCPP NAGP place is encouraged but optional. If a player chooses to decline the WCPP NAGP selection for any reason (including failure to sign the player contract) they will not be restricted in selection for representative competitions, but there will be no form of financial support or, unless approved otherwise by the LTA, access to coaching or sport science/sports medicine.

### **4. JUNIOR REPRESENTATION FOR GREAT BRITAIN**

Decisions made by the Selection Panel are made in isolation from any decision in respect of selection for National or International events, including World Team Cup. Players do not need to be on the WCPP NAGP to be considered for selection for these events. Furthermore, selection for these events does not automatically mean that a player will be offered a place on the WCPP NAGP. Further information on the selection for these events will be published on the LTA website.

### **5. PLAYER ELIGIBILITY**

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 NAGP 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 holder and meets ITF Rules relating to Paralympic Games participation); 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 is 17 years of age or under on 31 December 2022

\*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 NAGP once their suspension has ended.

All players who meet the Eligibility Criteria set out above can then be considered for shortlisting in line with section 6.

## **6. SELECTION PROCESS**

Selection of players for the WCPP NAGP is usually for the period of 24 months. In some cases, the Selection Panel may make the selection for a shorter period, with the full 24 months only being granted on achievement of conditions set by the Selection Panel,

The process the LTA will follow in order to select players on the WCPP NAGP is detailed below.

### **6.1 Shortlisting including LTA WCPP National Coach Nominations**

The WCPP National Age Group Coach (or their nominee) with the support and input from the Head Coach and the WCPP National Coach, will prepare a list of shortlisted individuals for the Selection Panel to consider for selection to the NAGP, based on the ITF Division of Men, Women and Quads. The list will consist of:

- a) Any player who is currently on the NAGP;
- b) Any player nominated by an LTA WCPP National Coach. In such circumstance the WCPP Head Coach, WCPP National Coach or WCPP National Age Group Coach can nominate a player to be shortlisted. In making a nomination, the nominator must outline why the player is being nominated including:
  - a. Training, camp and competition assessments by the LTA National Coaches and performances in tournaments over the last 12 months
- c) Performance limiting factors\*

A 'performance limiting factor' is an injury, illness (or combination of injuries and illnesses) or other Sport/life factor (s) which results in a significant interruption or impact upon playing for at least three months (intermittent or continuous) in any single year. Those considered for selection that have had a performance limiting injury during 2022 may be required to provide the following details:

- 1) Details of the injury/illness including the full period missed; and
- 2) Any medical/physio reports confirming the injury. If this information is required, players will be contacted by a member of the LTA WCPP Team.

## 7. SELECTION CRITERIA

If a shortlisted player is 17 years of age and under on 31 December 2022 (NAGP U18) and the player fulfils the requirements in section 5 and 6, they will be evaluated against the criteria below, with consideration given to the player's future performance potential and their capability to be selected for the WCPP PSP within 2 to 4 years.

- 1. Starting the Point:** The player has the ability to serve and return consistently whilst demonstrating correct technique, with the potential to create pressure in the future.
- 2. Weapons/Game Style:** The player has the ability to demonstrate correct technique of all shots with emerging strengths to be successful now and at the next stage of the pathway
- 3. Physical Profile:** The player is likely to meet current and future ITF Classification criteria, with Physical attributes which positively contribute to performance

When evaluating a player against the criteria above, the Selection Panel will reflect on the following (between dates of 1<sup>st</sup> January 2022 and the selection meeting date):

- Performances and observations at NAGP camps and assessment camps;
- Performances and results at national and international competitions;
- Existing scouting data and match reports; and
- Physical testing and assessments carried out by LTA WCPP Team personnel

If a shortlisted player is 13 years of age and under on 31 December 2022 (NAGP U14) and the player fulfils the requirements in section 5 and 6, they will be evaluated against the criteria below, with consideration given to the player's future performance potential and their capability to be selected for the NAGP U18 within 2 to 4 years.

- 1. Starting the Point:** The player has clear intention and understanding of effective serves and returns, with the capacity to execute effective serves/returns which create pressure in the future.
- 2. Weapons/Game Style:** The player has the passion / willingness and ability to develop the necessary tennis skills to create and convert opportunities in the future and be competitive on a match court
- 3. Physical Profile:** The player is likely to meet current and future ITF Classification criteria, with Physical attributes which positively contribute to performance

When evaluating a player against the criteria above, the Selection Panel will reflect on the following (between dates of 1<sup>st</sup> January 2022 and the selection meeting date):

- Performances and observations at NAGP camps and / or selection / assessment camps;
- Performances and results at national competitions;
- LTA WCPP Team observations in training; and
- Physical testing and assessments carried out by LTA WCPP Team personnel

The Selection Panel will discuss factors that may limit or enhance future performance potential in the context of the criteria set out above. This may include a player's maturational status, time competing in tennis, and whether their programme is aligned with the goals of the WCPP NAGP.

Where the Selection Panel is unable to reach an agreement, the Head of Wheelchair Performance Pathway will have the final decision, taking into consideration the evidence presented and the deliberation of the Selection Panel.

## **8. THE SELECTION MEETING**

The Selection Panel will comprise of the Head of Wheelchair Performance Pathway and the following (or their nominees):

- WCPP Head Coach
- WCPP Performance Lead
- WCPP National Age Group Coach

The Head of Wheelchair Performance Pathway, 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(s) of the LTA's WCPP Team, or an independent tennis expert (typically a leading coach, senior administrator, or former player) 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 Performance Operations Team may also be invited by the Chair to attend to take notes and record the selection decisions but shall not have voting rights.

The Selection Panel will consider the shortlisted players for selection to the WCPP NAGP in accordance with this Policy and assess them against the Selection Criteria set out in section 7 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 set out in this Policy.

The Selection Panel may also set conditions and targets for each player on the NAGP as part of their Individual Development Plan (IDP), some of which may have to be met and reviewed periodically in order to maintain their place on the NAGP.

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.

## **9. SELECTION OUTCOME**

Following successful WCPP NAGP selection, individual players will only be formally accepted onto the respective level of the WCPP NAGP once they have signed and returned the respective Player Agreement (the “Player Agreement”) and completed a satisfactory medical review by the WCPP doctor within the agreed timeframes. Every player selected to the WCPP NAGP will undergo this medical review to ensure their potential place on the programme does not pose significant risk to their health and wellbeing and that they will be able to take part in the WCPP NAGP.

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

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

## **10. SELECTION TERM**

For those born in the years after 2005, players will be selected for a 24-month term, running from 1 January 2023 to 31 December 2024.

For those born in the year 2005, players will be selected for a 12-month term running from 1 January to 31 December 2023.

## **11. RESELECTION AND NON-RENEWAL OF EXISTING WCPP PLAYERS**

At the end of each player’s agreement period, each player will be formally reviewed by the Selection Panel in the selection meeting. A player will then either have their agreement renewed or not. In making this decision the Selection Panel will be asked to consider:

1. A player’s ranking trajectory against the selection criteria outlined in section 7; and
2. A player’s progress against their IDP

As per the player’s contract, funding levels may be reviewed as part of this process. All decisions will be recorded, and players notified as outlined below (section 12).

## **12. NOTIFICATION OF SELECTION DECISIONS**

The chair of the Selection Panel will make reasonable efforts to ensure that all shortlisted players are notified within 7 days of the conclusion of the selection meeting through the LTA WCPP Team.

The decisions that will be formally notified to athletes are:

- (i) Confirmation of selection of NAGP and the respective NAGP level
- (ii) Confirmation that an existing NAGP player has not been selected
- (iii) Confirmation that a shortlisted player has not been selected

## **13. AGREEMENT AND INDIVIDUAL DEVELOPMENT PLAN**

All selected players must sign the LTA's NAGP Annual Player Agreement in order to receive any benefits selected players are eligible to receive.

All players on the WCPP NAGP will have an IDP in place, containing a set of individualised development objectives. These objectives will be established by the WCPP National Age Group Coach, in discussion with players and their coaching team, and are intended to show whether the player is achieving the standards and progress necessary to show that they are on track to gain selection for the next stage of the Player Pathway. All objectives will be set at the discretion of the LTA.

## **14. 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 nominated member of the LTA Executive Team 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.



**Appendix 1 – Key dates in WCPP NAGP Selection process (all 2022)\***

Week commencing 21 November	WCPP NAGP selection meeting
Within one week of the selection meeting	WCPP NAGP communication of decisions
Within one week of the selection decisions being communicated	Deadline for any appeals to be submitted to <a href="mailto:Chantal.cunningham@lta.org.uk">Chantal.cunningham@lta.org.uk</a>
TBC	WCPP NAGP player induction (NTC)

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