

MEN'S AND WOMEN'S PROGRAMME SCHOLARSHIPS SELECTION POLICY FOR PLAYERS 14+

1. INTRODUCTION

The Men's & Women's Programme (MWP) provides a range of player support to players aged 14+ who are not a part of the Pro Scholarship Programme (PSP). It is intended to support players as they progress towards competing in Grand Slam competition in singles and doubles and / or representing Great Britain in Davis or Billie Jean King Cup teams.

The Men's & Women's Programme has a number of components:

1. Men's & Women's Programme Scholarships for players 14+
2. [Junior Grand Slam grants](#)
3. National Player Camps
4. [LTA Official Trips or travel grants](#)
5. [Tournament Bonus Scheme](#)
6. Doubles support
7. [British Tour](#)
8. Domestic Pro Series
9. [Wild cards into ITF, ATP and WTA events](#) (including feed up incentives)

The MWP Scholarship will target players aged 14-22 (* in exceptional cases younger) who are showing the potential to meet the selection criteria for the PSP within 1-2 years or at 16 years old. Scholarships of between £5,000 to £35,000 per year will be offered for up to two years. In determining the level of grant allocated to selected players, the following factors may be considered:

- Current ranking trajectory relative to the PSP selection targets for age
- Observations and LTA National Coaches expert opinions (which may include scouting reports, LTA physical testing data, performances at National Camps or official trips and match reports), demonstrating the potential / progress of the player
- Needs of the player's programme / tournament schedule (where possible linked to an IDP)
- Total budget available

Players are expected to be playing a full tournament schedule to be eligible. However, if they have graduated from a UK or US University in 2020 or 2021 players may be selected up to the age of 23 but normally will only be offered one year of support. Selected players will be assigned an LTA National Coach and will be able to access targeted LTA Science and Medicine support based on the needs identified in their individual development plan (IDP).

This document outlines the selection criteria and process for the MWP Scholarships only (referred to in this document as "the MWP"). Further information on the other component parts of the MWP are available on the LTA website.

*Please note, selection for MWP Scholarships will normally be available to players 14+. However, players aged 12 and 13 years old who meet criteria outlined in 5.4 or 5.5, will also be considered for selection.

2. BENEFITS

The LTA Men's and Women's tennis teams will work in collaboration with the players selected for the MWP and their teams to establish and support the delivery of an individual development plan (IDP) to help optimise player progression. In addition, players selected for the MWP will be eligible to:

- Receive a funding grant of between £5,000 and £35,000 to support their coaching programme;
- Receive a funding agreement for minimum of 1 year or maximum of 2 years;
- Receive regular visits from their designated LTA National Coach;
- Receive Sports Science/Sports Medicine profiling and programme guidance.

Players selected for the MWP will be required to enter into a formal player grant funding agreement with the LTA which will detail their grant and their responsibilities, commitments and accountabilities to the LTA's MWP.

3. NUMBER OF PLACES

There is no minimum or maximum number of places available on the MWP.

Acceptance of a place on the MWP is encouraged but optional. If a player chooses to decline the offer for any reason, they will still be eligible for any of the other elements of the Men's & Women's Programme outlined in section 1 (points 2 to 9), but there will be no formal programme support available.

4. ELIGIBILITY

The following players are eligible to be considered:

- Players aged between 14 and 22 (inclusive) on 31/12/21 (unless they have graduated from US / UK university in 2020 or 2021 in which case players aged 23 on 31/12/21 will also be eligible); or
- Players aged 12 and 13 on 31/12/21 in exceptional circumstances.
- Players are eligible to represent Great Britain.

4.1 Non-British passport holders

Those players who do not currently hold a British passport, but who are eligible for one, will be considered on a case-by-case basis. Such players who are interested in a place on the MWP must

email mary.joyner@lta.org.uk by 29 October 2021 and provide: 1) evidence on how they are eligible for a British passport, 2) where they are in the process of obtaining a British passport, and 3) details of their tennis background.

5. CONSIDERATION FOR SELECTION

To be considered for selection, players must:

- a) meet
 - i. the shortlisting ranking criteria (5.1); or
 - ii. receive a LTA Coach nomination (5.2); or
 - iii. the criteria outlined at 5.3.1, 5.3.2, 5.4 or 5.5

and

- b) meet the minimum physical standard (5.6) if aged 16+ on 31/12/21.

Only players who fulfil the requirements of a) and b) will be considered by the Selection Panel unless there are exceptional circumstances (5.7).

5.1 Ranking criteria

Players aged 16-22 inclusive who have met the following ranking criteria at any point between 26 July 2021 and the Monday of the week of the selection meeting (inclusive) will be considered for selection as long as they have also met the minimum physical standards outlined at 5.6. The ages referred to in the tables below are the age of the player on 31 December 2021.

Women

16	17	18	19	20	21	22	23*
WTA 900 or ITF 150	WTA 750 or ITF 75	WTA 600 or ITF 25	WTA 450	WTA 375	WTA 350	WTA 300	WTA 250

Men

16	17	18	19	20	21	22	23*
ITF 250	ATP1500 or ITF 100	ATP 1200 or ITF 75	ATP 700	ATP 550	ATP 400	ATP 350	ATP 300

*Please note, the ranking criteria for players aged 23 on 31 December 2021 is only applicable to

those who have graduated from a US or UK University in 2020 or 2021.

The shortlisting ranking targets have been created using a combination of the following evidence sources:

- The expert opinions of the LTA National Junior Coaches and the LTA Men's and Women's National Coaches;
- An analysis of current players on the ITF junior ranking (based on the ranking at the 17 September 2019) broken down by age and ranking bracket; and
- A ranking prediction tool which establishes a level of probability that a player will reach a certain ranking in the future based on their current age and ranking. This takes into account all weekly ATP / WTA ranking data from January 2000 to July 2018.

Based on the evidence, these targets also reflect the difference between men's and women's tennis and the current distribution of players of each age and gender on the ITF Junior, ATP and WTA rankings.

5.2 LTA Coach Nomination

Due to the COVID-19 pandemic, therefore resulting in a lack of opportunity for competition, again for 2022 selections, players may be nominated for consideration for the MWP where there has been outstanding progression towards the shortlisting targets outlined in 5.1. Players can be nominated by members of the LTA Men's and Women's Tennis Teams up until the Friday preceding the selection meeting. Players must receive a minimum of two nominations in order to be shortlisted. In making a nomination, the nominator must outline using match observations from 2021 (international and/or relevant domestic events) and, if relevant, consideration of ranking / game progression over the last 12-24 months (including significant ranking progress in relation to their age and ranking targets outlined in 5.1). This must be supported by evidence and include why they believe the player should be considered for the MWP taking into consideration the criteria outlined at 6.2.

5.3 MWP selection for players aged 14 and 15 years old

Players aged 14 and 15 on 31/12/2021 will be shortlisted for MWP selection if they meet either 5.3.1 or 5.3.2:

- 5.3.1 The 16+ ranking criteria as outlined in 5.1 between 26/07/2021 and the Monday of the selection meeting (inclusive).
- 5.3.2 An LTA Coach Nomination as outlined at 5.2

5.4 MWP selection for players aged 12 and 13 years old

In exceptional cases, players aged 12 and 13 years old will also be shortlisted for the MWP. This will

happen where a player is showing a level of competitive performance similar or ahead of the best players in Great Britain who are aged 14 in the calendar year of selection. This shortlisting criteria is defined as:

Players aged 12 or 13 on 31/12/2021 will also be considered for selection if they meet 5.4.1 only:

- 5.4.1 A player who reaches a semi-final or final of a super series (singles) in the calendar year they turn 12 or 13 and/or semi-final or final of a U14 European Championships (singles) in the calendar year they turn 12 or 13.

No LTA Coach Nomination may be made for players aged 12 and 13. Grants will normally be lower than the published funding amounts for players selected onto the MWP for exceptional circumstances (as set out in 5.4.1) at age 12 and 13.

5.5 National Academy selection meeting (April 2022)

Players aged between 12 and 15 may also be considered for the MWP at the National Academy selection meeting in April 2022, if they meet The National Academy selection criteria at the time of the National Academy selection meeting and they have received an LTA Coach Nomination (as outlined at 5.2) or for players aged 12 and 13 who have achieved the criteria in 5.4.1.

- o An MWP scholarship will only be awarded in this instance if the player chooses not to attend the National Academy as agreed with the Head of Men's/Women's Tennis or their nominee.

Players selected onto the MWP programme from the National Academy selection meeting (April 2022) may be given contracts of between 12 – 24 months.

*Players shortlisted for MWP selection, will then be considered against the MWP selection criteria as outlined in 6.2 in the selection meeting.

5.6 Physical requirements to be considered for selection

All players aged 16+ who have met the shortlisting ranking targets (5.1) and/or received a LTA Coach Nomination (5.2) must then also meet the minimum physical standard within the 16 weeks prior to the selection meeting. Players aged between 12 and 15 are not required to meet the minimum physical standard. A minimum physical standard has been included in the shortlisting process to demonstrate the value the LTA place on athleticism and movement and to provide confidence in the player's capacity to tolerate the expected demands of the MWP. If a player does not meet the minimum standard outlined below they will not be considered for selection even if they have met the ranking targets or received LTA Coach Nomination as per 5.2.

The minimum physical standard is linked to the LTA shuttle test (as described in appendix 1). Whilst this test is not meant to represent 'tennis specific fitness' it is used for this purpose as it gives the

player the opportunity to display the three key physical attributes of acceleration, change of direction and endurance which players need to display in both training and matches.

The minimum standards on the LTA shuttle test are:

Women: less than 175 seconds to complete the test; and

Men: less than 165 seconds to complete the test

Any players aged 16+ who have met or are likely to meet the ranking targets or who have received a LTA Coach Nomination must complete the LTA physical testing protocol at the NTC by the 29 October 2021. Players should contact Chris McLeod (chris.mcleod@lta.org.uk) to arrange testing. This can either be done at the NTC or videoed and send for analysis, please note it is the players responsibility to arrange this process. If a player who meets the shortlisting ranking criteria can't arrange to be tested before the selection meeting, then any offer of support will be conditional and subject to the successful completion of the required physical test within three months of notification of selection.

5.7 Exceptional circumstances

If a player has had a long-term injury / illness (minimum of 3 consecutive months) during 2021, or has missed a minimum of consecutive 3 months of the 2021 season, then they must supply in writing to the Performance Operations Manager (by 5pm on 29 October 2021) via e-mail to mary.joyner@lta.org.uk.

- 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 National Coaches and the Head of Science and Medicine (or their nominees) will then, during the week commencing 1 November 2021, consider the evidence and impact of the injury or issue and decide whether this factor alone prevented the player from meeting the shortlisting targets. If that is deemed to be the case, 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 either the ranking targets in 5.1 or the LTA Coach Nomination in 5.2 or the minimum physical standards in 5.6.

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

5.8 Reselection and non-renewal of existing MWP players

Players who are currently supported via the MWP programme (for the 2021 year) will be automatically shortlisted for MWP selection, if still eligible according to the eligibility criteria set out in section 4.

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 (in line with

the maximum length of support) or not. In making this decision the Panel will be asked to consider:

1. A player's progress against their IDP.
2. A player's ranking trajectory against the PSP shortlisting targets outlined in appendix 2, and the likelihood of them achieving the selection criteria for the Pro Scholarship Programme (PSP) in the next 1-2 years.

In the event that a player is aged 14 or 15 at the time of renewal, a recommendation from the men's or women's team which will also be considered when making this decision.

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 in section 7.

6. SELECTION PROCESS

6.1 Selection Panel

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

- Performance Director (Chair)
- Head of Men's Tennis
- Head of Women's Tennis

The Performance Director will chair the Selection Panel. The Selection Panel may also have an independent professional tennis expert (typically a leading coach, senior administrator or former player). The Chair may nominate additional members of the LTA Performance Team to the Selection Panel to provide further relevant experience from time to time. If invited by the Chair to formally sit on the panel then they will have a vote.

A member of the LTA's legal team may attend the meeting 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 and record selection decisions.

6.2 Selection criteria

The selection criteria below will be applied with consideration to the overall objective of the MWP (specifically the likelihood of a player achieving the selection criteria for the Pro Scholarship Programme (PSP) in the next 1-2 years):

1. **Game style:** The player has consistently demonstrated a clearly defined game style that is tracking towards the style norms for that game style in either men's / women's tennis at Tour level.

2. **Strengths & Weapons:** The player has clearly defined and consistently applied weapons (or strengths) (consistent with their game style) which can be successful now and in the future at the next stages of the Player Pathway and ultimately at Tour level.
3. **Heart:** The player consistently gives their best effort and shows composure in key moments.
4. **Head:** The player consistently shows good focus and concentration in a way that allows them to make smart decisions under pressure. They are open to learning both in a self-directed way & with the support of their team.
5. **Athlete:** The player:
 - a) Consistently demonstrating good court movement, robustness and on court endurance; or
 - b) demonstrates physical strengths by meeting the A standard in one of the three functional area tests (as defined in appendix 1) and the B standard for the remaining two functional areas (based on physical testing completed within 16 weeks prior of the selection date).

* Paragraph 5(b) above will not be considered for any players aged between 12 and 15 on 31/12/21.

In order to formulate a decision on whether a player has achieved the criteria, the Panel may reflect on the following sources of information:

- Performance at National Camps, NTC training sessions or on LTA Official Trips between January 2021 and the selection date;
- Existing scouting data, match and training reports from observations in 2021;
- Results in ITF junior, ITF Pro Circuit, ATP / WTA or Tennis Europe team competitions and relevant domestic events;
- LTA physical testing data and relevant match / training monitoring information;
- Expert opinion of LTA National Coaches (including from player visits)

Players who successfully achieve four or more of the criteria will be deemed to have met the selection criteria.

The Selection Panel will meet during the week commencing the 8 November 2021 to consider all shortlisted players for selection.

6.3 Calculating the level of support

Once the rank order list has been agreed, the Selection Panel will consider the level of funding for players who have met the selection criteria in accordance with the factors listed in section 1. All of the evidence presented to the Selection Panel and the total budget available will be taken into account.

7. COMMUNICATION OF SELECTION / NON-SELECTION

All shortlisted players will be notified of a decision within a week of the Selection Panel meeting.

Players who have been considered but not selected will be given reasons why they have not been selected in writing.

8. APPEALS

Shortlisted 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 (with full reasons and supporting evidence) within 7 days of the player being notified of the selection decision to the nominated member of the LTA Executive Team (the Appeal Chair) (or their nominee) but only on one 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 of the player's contractual status to the Selection Panel; 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 apply for but are not shortlisted for any reason, including exceptional circumstances (as outlined in 5.6) or not receiving a LTA Coach Nomination (as outlined in 5.2) are not eligible to appeal.

9. AGREEMENT AND PROGRAMME INDUCTION

All selected players must sign the LTA's MWP Player Agreement in order to receive any benefits selected players are eligible to receive. All selected players will be required to attend a programme induction at the NTC. This will be a multi-disciplinary process and will be led by the National Coach of Men's Tennis, the National Coach of Women's Tennis and the LTA Senior Performance Lifestyle Advisor. This will clearly explain the relationship between the LTA and the player for the duration of the MWP Player Agreement as well as highlighting what players should expect from LTA support team as a MWP player. If players would like to know more about this prior to entering the selection process, then please contact Mary Joyner (Mary.Joyner@lta.org.uk).

10. KEY DATES

- Players with exceptional circumstances to submit their applications by 29 October 2021 at 5pm.
- The exceptional circumstances will be considered the week commencing 1 November 2021.
- Non-British passport holders to email information by 29 October 2021.
- All physical testing to be completed by 29 October 2021.
- The Selection Panel will meet the week commencing 8 November 2021 to consider all shortlisted players for selection.
- All shortlisted players will be notified of a decision within 7 days of the selection panel meeting.

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

Appendix 1 – Explanation of Athlete physical tests and criteria

To support tennis players we are aiming to develop players who are great movers, powerful and robust. Within this context, all players who are being considered for selection will be evaluated against their testing results in these three areas.

The specific tests and standards can be seen below. It should be noted that targets in each area are derived from on court elite player analysis and supported by age group / programme norms.

Selection criteria – Athlete

The information below gives clarity and additional context to the underpinning areas that support the athlete element of selection

- a) Consistently demonstrating good court movement, robustness and on court endurance through meeting the required standard in 2 out of the 3 areas below

	Robust	Powerful	Movement
Metric	12 month match count	On court endurance	On court movement
Source	Match count	Scouting	Scouting
Standard	Evidence across a 12 month period'	Consistent scouting 'Good' or above (seen through average score of >4 across a 12 month period)	Consistent scouting 'Good' or above (seen through average score of >4 across a 12 month period)

OR

- b) demonstrates physical strengths that underpin Movement, Robustness and Power by meeting the A standard in at least one of the three functional area tests (as defined in appendix 1A) and the B standard for the remaining two functional areas (based on physical testing completed within 16 weeks prior of the selection date).

	Robust	Powerful	Movement
Metric	SL 3 hop	Ability to repeat power	Change of direction ability
Source	3 hop test	LTA Shuttle and 10m time	Change of direction test
Standard	A standard - >4x body height B Standard - > 3.5 x body height	A Standard - >150sec shuttle AND <1.75 10m (m) - >160sec shuttle AND <1.85 10m (f) B Standard - >160sec shuttle AND <1.85 10m (m) - >170sec shuttle AND <1.95 10m (f)	A Standard - <2.4 sec* (m) - <2.5 sec* (f) B Standard - <2.5* sec (m) - <2.6* (f)

*Specific protocols and additional test information can be requested by contact chris.mcleod@lta.org.uk

Appendix 2 – PSP shortlisting ranking criteria

Women

Age	16	17	18	19	20	21	22	23	24
Shortlisting criteria	WTA 800 or ITF 50	WTA 650 or ITF 25	WTA 500	WTA 350	WTA 325	WTA 300	WTA 250	WTA 200	WTA 200

Men

Age	16	17	18	19	20	21	22	23	24
Shortlisting criteria	ATP 125 or ITF 75	ATP 950 or ITF 30	ATP 900 or ITF 10	ATP 550	ATP 450	ATP 350	ATP 300	ATP 250	ATP 200