

LTA VISION

TENNIS OPENED UP

LTA MISSION

TO GROW TENNIS BY MAKING IT RELEVANT, ACCESSIBLE, WELCOMING AND ENJOYABLE

OFFICIATING MISSION

TO DELIVER OUTSTANDING OFFICIATING THAT IS OPEN TO ALL



ABTO Purpose

To represent our members and, by working in partnership with the LTA, strive to ensure that tennis officiating is a welcoming and enjoyable environment in which officials can achieve their potential and are rewarded and recognised as world class

ABTO Objectives

- Ensure that ABTO membership is inclusive at all times and open to all
- Create opportunities for officials to be the best that they can be
- Create opportunities to be equal and fair to all officials, with an open culture that encourages ambition and aspiration
- Ensure that ABTO remains relevant by being the voice of officials working in partnership with the LTA



LTA Officiating Purpose

To grow, develop and, in partnership with ABTO, support a team of officials to get more people playing and enjoying tennis more often, whilst being a world leader at the top level of the game

LTA Objectives

- Increase the community of licenced officials, promoting diversity and inclusion
- Introduce competition organisers into the LTA Officials Licence Scheme
- Increase the percentage of LTA Licensed Officials at Wimbledon
- Increase the percentage of officials who feel valued / engaged
- Increase the number of LTA Licensed Officials with international badges

Strategies

Visibility - Increase the visibility of officiating all year round to build engagement and awareness

Together we will:

- Raise the awareness and profile of officiating at all levels within the LTA and the wider tennis community

ABTO will:

- Increase the visibility of ABTO through direct communication with its members and the wider audience and improve content and communication capabilities

LTA will:

- Develop our understanding and support for competition organisers (inc. coaches) including the expansion of the Officials Licence Scheme

Innovation - Innovate in the development of tennis officiating

Together we will:

- Embrace the use of technology for communicating and engaging with officials and in the development of officiating

ABTO will:

- Design and deliver inclusive workshops to support officials in the development of the broader skills that are key to successful officiating
- Promote initiatives to ABTO members which support environmental sustainability

LTA will:

- Introduce regular online education via a new learning management system making it easier to access continuous professional development (CPD)
- Create and regularly update online resources for competition organisers
- Develop resources and training to support growth in padel tennis officiating

Investment - Support the development of officials and competition organisers to enable an increase in opportunities to compete and officiate

Together we will:

- Complete a review of the fees and expenses structure and make changes to ensure that they are fair and reasonable for all levels of officials

ABTO will:

- Analyse and predict the number of officials needed in particular roles and geographical areas, and work with the LTA to address any potential over or under resourcing

LTA will:

- Work with ABTO and with the LTA People Team (HR) on how we recruit, support, develop, train and deploy our officials
- Review our agreement with the AELTC and other external tournaments for officiating services

Engagement - Engage and collaborate with everyone involved in delivering officiating in Britain, including National, County and Island Associations

Together we will:

- Develop an inclusive mentoring programme for all officials
- Understand what motivates officials and further develop existing reward and recognition programmes
 - Further develop our referee community and network to reduce the impact of lone working

ABTO will:

- Lead on developing a culture and behaviours that create a welcoming, positive and supportive officiating environment and work with the LTA to embed the accepted culture
- Support more opportunities for members to socialise

LTA will:

- Develop plans to improve the engagement of officials and competition organisers

Accessibility - Make the journey to tennis officiating easier and more accessible for anyone

Together we will:

- Develop and implement a recruitment plan that targets all underrepresented groups to improve diversity and inclusion in tennis officiating

ABTO will:

- Develop a robust process to support members in raising concerns of behaviour contrary to the accepted culture

LTA will:

- Develop systems and tools for officials making it easier to find and access officiating roles, manage selections and learn and develop

Performance - Create viable career pathways that nurture a diverse team of officials

Together we will:

- Manage the aspirations of officials by delivering timely and fair evaluations, feedback and review process
 - Work to ensure grading structures are fair and motivate and retain officials
 - Develop 'career' pathways to support all officials at all levels

ABTO will:

- Represent ABTO membership by continuing to support and, when necessary, challenge grading, evaluation and selection processes at all levels of officiating to ensure they are fair and transparent

LTA will:

- Ensure there are development opportunities for Referees by delivering improved training, evaluations and mentoring
- Maintain and develop a team of umpires to ensure we can offer world class standard umpiring at international events and Wimbledon
- Deliver an Officiating Academy to recruit and develop new and aspiring officials

Leadership - Lead officiating in Britain to the highest standard so it is safe, welcoming and well run

Together we will:

- Work in collaboration with clear roles and responsibilities and efficient ways of working

ABTO will:

- Improve and enhance welfare support for officials
- Develop the skills of officials in leadership and management positions
- Support the need for independence in the grading appeals process

LTA will:

- Continue to work effectively with the AELTC in the selection, deployment and evaluation of officials at Wimbledon
- Ensure consistent safeguarding, of the highest standard, is implemented at all levels of competition and officiating

STRATEGY WORKING GROUP MEMBERS



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