



REGIONAL PLAYER
DEVELOPMENT
CENTRE

INVESTMENT GUIDE





1.0 THE KEY PRINCIPLES WHICH REMAIN AT THE HEART OF RPDC DECISIONS INCLUDE:

- 1 ▶ Reducing the cost as a barrier to our best players accessing the programme required for their age and stage
- 2 ▶ Reducing travel time through regionalised delivery
- 3 ▶ Investing in coaching, as evidence supports this has the greatest impact on player development
- 4 ▶ Maintain a 'person first' approach
- 5 ▶ Ensuring more players are meeting the selection standards at 14 years old for the International Junior Stage of our Player Pathway.

The insight work identified a number of areas that the LTA's future RPDC investment approach will look to address:

- Lack of player spaces available in the London and the South-East area
- Increasing the number of players entering and exiting at the right standard
- Dial up the importance of athletic and emotional/psychological resilience development at this age and stage
- Acknowledging the bespoke, localised challenges each RPDC faces
- The need for RPDCs to have some form of administrative support to run the programme effectively.

2.0 ROLE OF THE LTA IN DELIVERING AN RPDC

The LTA will delegate responsibility for RPDC player development to people, centres, and operators, based on a set of investment principles. These will be accountable to the set of investment outputs, conditions and operating standards outlined in this document.

This guide summarises the purpose of the RPDC programme and the investment process for those wishing to operate an RPDC. It also provides operational guidelines and minimum expectations in terms of service provision, facilities, and infrastructure.





3.0 EXPECTATIONS AND ACCOUNTABILITY OF AN RPDC PROGRAMME

3.1 PURPOSE

- To provide inspiring and transformational development environments for our next generation of pro players
- Through the delivery of world class coaching and support, these centres will increase the number of nationally relevant players aged 10+, who can transition effectively to the International Junior Stage of the LTA Player Pathway by 14.

3.2 OUTPUTS

Increase the number of RPDC Players:

- Meeting the standard for National Academy (NA) and/or International Junior Grant and/or Pro Transition Programme (PTP) selection by 14
- Selected for International activity (11-14 years old)
- Selected for National camps (11-14 years old)
- Who are improving above the average national trajectory.*

*Based upon the LTA Player Progression Tool, which will be utilised in the contract review meetings, annual end of year performance reviews, and mid-year check ins.

3.3 OPERATING MODEL

RPDCs will run as independent operators, providing performance programmes to the players selected through the RPDC selection process. Players may use the RPDC as their full-time training base or as an access hub to support a home-based programme.

Bespoke and focussed investment will support the RPDC to make the programme as affordable as possible for the selected RPDC Players. Operators should endeavour to make the costs to players as low as possible. The exact fee charged to each player for each programme will be agreed between the LTA and the operator in advance of the start of the new academic year start date. This fee will take into account the core programme costs associated with tennis training (squad and individual), athletic development, courts, and coach attendance at selected domestic events.



PERSON HEAD HEART ATHLETE SKILLS JOURNEY



4.0 LTA INVESTMENT CONDITIONS

- The RPDC Strategy term is from 1st September 2023 until 31 August 2029 with individual RPDC contracts renewed (contract review meeting) every two years. Every two years (biannual) formal reviews allow the opportunity for investment changes based on the funding models outlined within this investment guide. For those RPDCs who remain on track, it is the LTA's intention that these programmes would receive at least the minimum level of funding for the six-year term of this RPDC strategy
- Yearly setting of strategic priorities and areas for development in the formal end of year performance review (July), with a mid-year check in review (Dec/Jan) with each RPDC forms a critical part of the investment and review processes.

The LTA investment is not designed to fully cover the costs of operating as an RPDC. The funding models are on the premise of LTA investment + player fees + operator value in kind (VIK) to cover the entirety of the cost of the RPDC, and the RPDC being run not for profit.

The ability for an operator to achieve the RPDC outputs (as outlined in 3.2) will be a significant consideration in investment decision making. RPDCs successful in securing investment will be accountable for, and monitored closely, through the annual end of year performance review process against these outputs.

4.1 INVESTMENT PRINCIPLES

Operating Model

The Operator will deliver a regional, affordable, and high-quality day-to-day training and coaching programme for the targeted player group.

The Operator will create and deliver the Performance Programme within their existing tennis performance offer.

The Performance Programme will operate as 'a programme within a programme' and all investments in the RPDC, will be ring-fenced for the delivery of the Performance Programme only.

Player and person development philosophy

The RPDC network is designed to help young athletes develop as people and players through world class coaching and support, and as such prepare them for the demands of the next stage of the LTA Player Pathway.

The Coaching Team should seek to create a contagious energy, driven by the desire for day-to-day excellence. Whilst the environment should be progressive and challenging, the Operator must ensure best-practice duty of care and safeguarding, driven by a person first approach.

Each RPDC should ensure that the Coaching Team is responsible for defining their person and player development philosophy, the detail of which is at the discretion of the RPDC leadership team, however this must incorporate the six core performance coaching principles (PERSON, HEAD, HEART, ATHLETE, SKILLS, JOURNEY).

Eligible RPDC Players

The RPDC will select players only from the LTA RPDC Longlist, published annually.

RPDC Players must be eligible to represent Great Britain.

RPDC Players must hold, or be in the process of obtaining, a British passport and have not represented any other nation in a representative team event. Evidence may be required to prove eligibility. Any player who does not meet this stipulation, but who has lived in Great Britain continuously since 1st April of the previous year will be considered on a case-by case basis and must be approved by the LTA.

Age of RPDC Players

Investment is targeted only at players in the 14U, 13U, 12U and 11U age groups. Exceptional younger players may be considered on a case-by-case basis subject to the agreement of the LTA.

This does not preclude the Operator running other programmes that may compliment the RPDC, but RPDC investment must be ring-fenced for the Performance Programme only.



Facility access

Regional Player Development Centres (RPDCs) must provide each full-time player with 10–20 hours of high-quality weekly tennis training, tailored to their age, stage, and individual needs. Training should occur at optimal times, including essential evening court access, considering the age group involved.

Each RPDC is responsible for designing its weekly schedule, but as a minimum, the programme must include:

- **Individual Lessons** –
At least one per week per player
- **Small Group Training (2–3 players)** –
Age-appropriate volume
(e.g., 3+ hours for 11U)
- **Squad Training (best vs best)** –
Minimum of 3–4 hours per week
- **Practice Match Play** –
To supplement formal competition opportunities.

Group Athletic Development Sessions –

Integrated into the training week both on and off the court. (Access to suitable strength and conditioning equipment and provision, at optimal times to service the athletic development needs of the RPDC Player.)

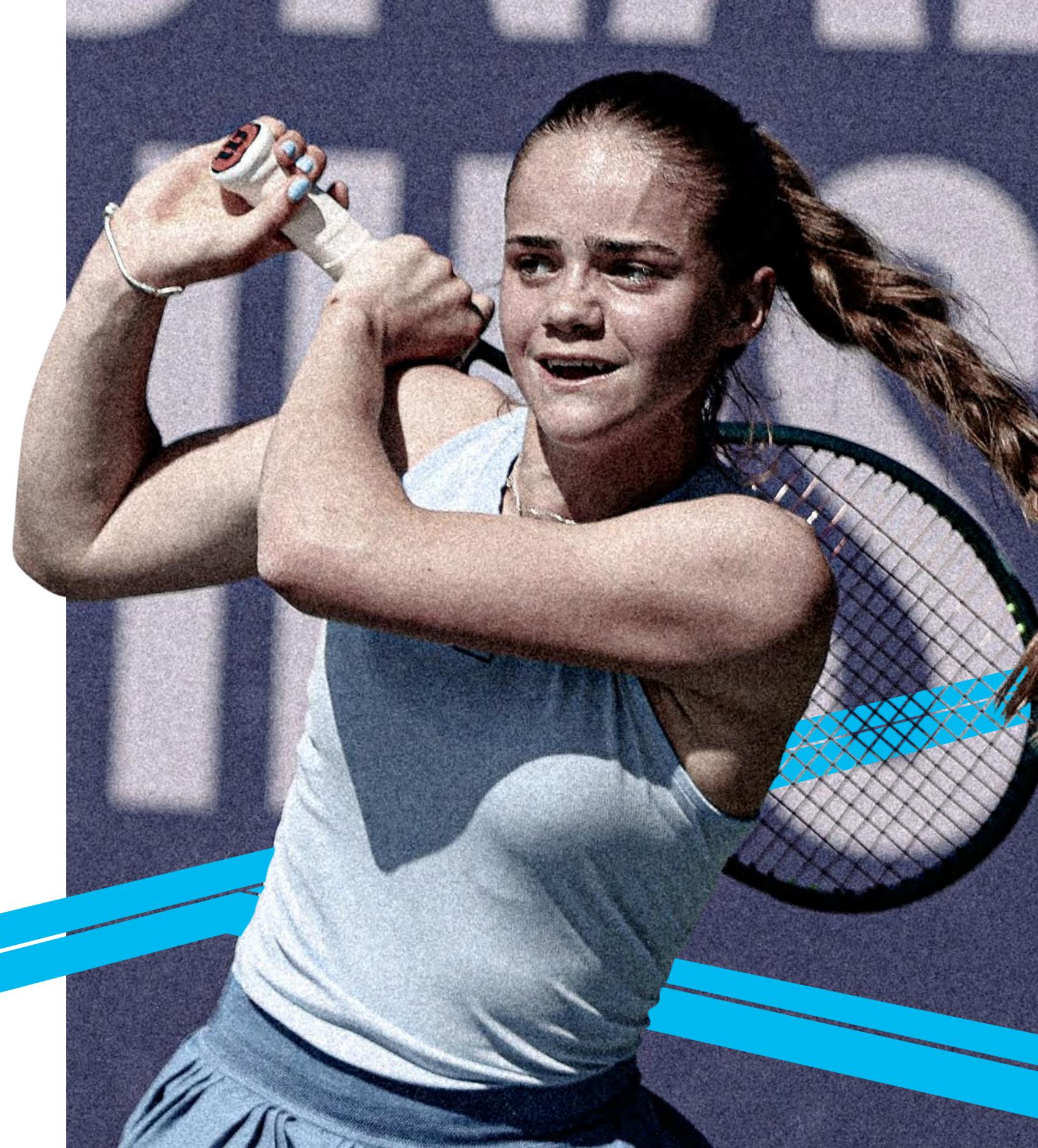
Programmes should offer the required volume and quality of programme to support full-time players based at the RPDC needs.

RPDC Player Fee

The Performance Funding will support the Operator to make the Performance Programme as affordable as possible for the selected RPDC Players.

The Operator should use its best endeavours to make the costs to RPDC Players as low as possible.

The RPDC Player Fee will be agreed with the LTA in advance with the Operator. This will consider the core programme costs associated with tennis training (squad and individual), athletic development, courts, and domestic event attendance for the Performance Programme.





4.2 MINIMUM OPERATING EXPECTATIONS

Player Selection

The Operator must develop their own clearly communicated, evidence-based criteria to select players from the RPDC Longlist (which shall include criteria for reselection of players who are already on the Performance Programme).

The Operator must run an annual selection process that includes a face-to-face assessment and a parent meeting. All selection decisions must be recorded and communicated clearly to parents and coaches both verbally and in writing.

Player Involvement

RPDC Players may use the RPDC as their full-time training base, or as an access hub to support a home-based programme.

A full-time programme must include at least the following:

- An assigned RPDC coach (individual coach) who drives the development of an individualised development plan
- The majority of the players training week taking place at the RPDC
- Weekly programme and tournament plan
- Regular reviews

- Individual lessons
- Squad training
- The planning and delivery of an athletic development programme appropriate to the age and stage of the player
- Coach support at selected competitions.

An RPDC Player who uses the RPDC as an access hub must have a programme that comprises, as a minimum, tennis squad training.

RPDC Players must attend the RPDC a minimum of two days per week to be counted as an RPDC Player. This should include commitment from the RPDC and the player's individual coach to work closely together regarding an access player's goals.

All players offered an RPDC place must complete a player agreement prior to the Programme Start Date, and this shall include which shall include the RPDC Player Code of Conduct, safeguarding, data protection, whistleblowing and disciplinary/unacceptable behaviour policies, procedure for RPDC Players and their parent or legal guardian to raise a concern, and other policies from time to time required by the LTA. This shall be a minimum of a one-year agreement (in line with the academic year).

Facility Operators

Facility operators must be fully committed to the RPDC purpose and outputs. They must display the desire and commitment to collaborate with the LTA to achieve the strategic and individual RPDC objectives. Facility operators must provide evidence to support an ability to sustain an optimal RPDC programme for the length of the strategy, subject to suitable investment from the LTA.

Leadership and Coaching - The Operator must appoint the following roles to the Performance Programme.

Each RPDC must have a full-time (unless otherwise agreed by the LTA) RPDC Head Coach focused on players aged 14U.

The RPDC Head Coach must:

- Be a full-time, highly credible coach who has significant experience and expertise at this age and stage
- Understand the demands of the Tennis Europe and ITF competition stage, with an excellent knowledge of how to progressively develop these skills between 10-14 years of age
- Drive the player and person development philosophy and standards as well as day-to-day training of all RPDC activity
- Have an ability to inspire players and upskill coaches

- Be able to form excellent working relationships with parents, coaches, and the wider performance network
- Hold a minimum of an LTA Senior Performance Coach qualification
- Be LTA Accredited +.

The Head Coach role must:

- Be fully immersed in the driving and delivery of the RPDC, and this should be the priority focus for this individual
- Be a full-time role with all their time focused on the RPDC (unless otherwise agreed by the LTA). ; provide world class coaching, leadership, and management to the RPDC coaching team, players, and parents at base and on the road; develop a clear vision and set standards for how the RPDC will deliver against the purpose and outputs of the Performance Programme
- Develop, plan, and implement a clear player development philosophy; in addition to individual player development plans (IDPs) and tournament schedules which are fully integrated within the RPDC team
- Provide inspirational and world class coaching to all players within the Performance Programme and take individual responsibility and accountability for the coaching and development of a number of identified players within the RPDC

- Lead, manage, and be accountable for all RPDC player development; including weekly programming and day-to-day development/delivery of the RPDC programme
- Work closely with the LTA case manager and be fully engaged in, and provide, reports and feedback for the mid and end of year review meetings held with the LTA.

The RPDC will be expected to participate in 10 days of LTA led activity to ensure the highest level of coach development for quality assurance purposes.

The Operator must appoint a minimum of one full-time Assistant Coach if the RPDC has Core status; a minimum of two full-time Assistant Coaches if the RPDC has Enhanced status with 13 full-time players; and a minimum of three full-time Assistant Coaches if the RPDC has Core status with 17 full-time players.



The RPDC Assistant Coaches must:

- Be passionate and credible and able to work in a team under the leadership of the RPDC Head Coach
- Be able to create an outstanding training environment during on court sessions which stretches and challenges players, and competent to drive the programme in the absence of the Head Coach
- Add value to RPDC Players on the road and in competition
- Have a genuine thirst for development of players, and themselves
- Hold an LTA Senior Performance Coach (or working towards), or higher
- Be LTA Accredited+
- Have a track record of high performance, either through coaching or lived experience (for example playing).

The RPDC Assistant Coach role must:

- Provide inspirational and high-quality coaching to all players within the Performance Programme and take individual responsibility and accountability for the coaching and development of a number of identified players within the RPDC. This will include coaching individual RPDC Players, squads, and groups throughout the year at base and at tournaments (domestic and international), and developing, planning, and implementing individual player development plans (IDPs) and tournament schedules which are fully integrated with the RPDC team
- Assist the Head Coach in driving and implementing the RPDC values and player development philosophy across the programme to successfully achieve the RPDC purpose/outputs
- Deputise for the Head Coach at base when required.

Leadership and Operating Structure:

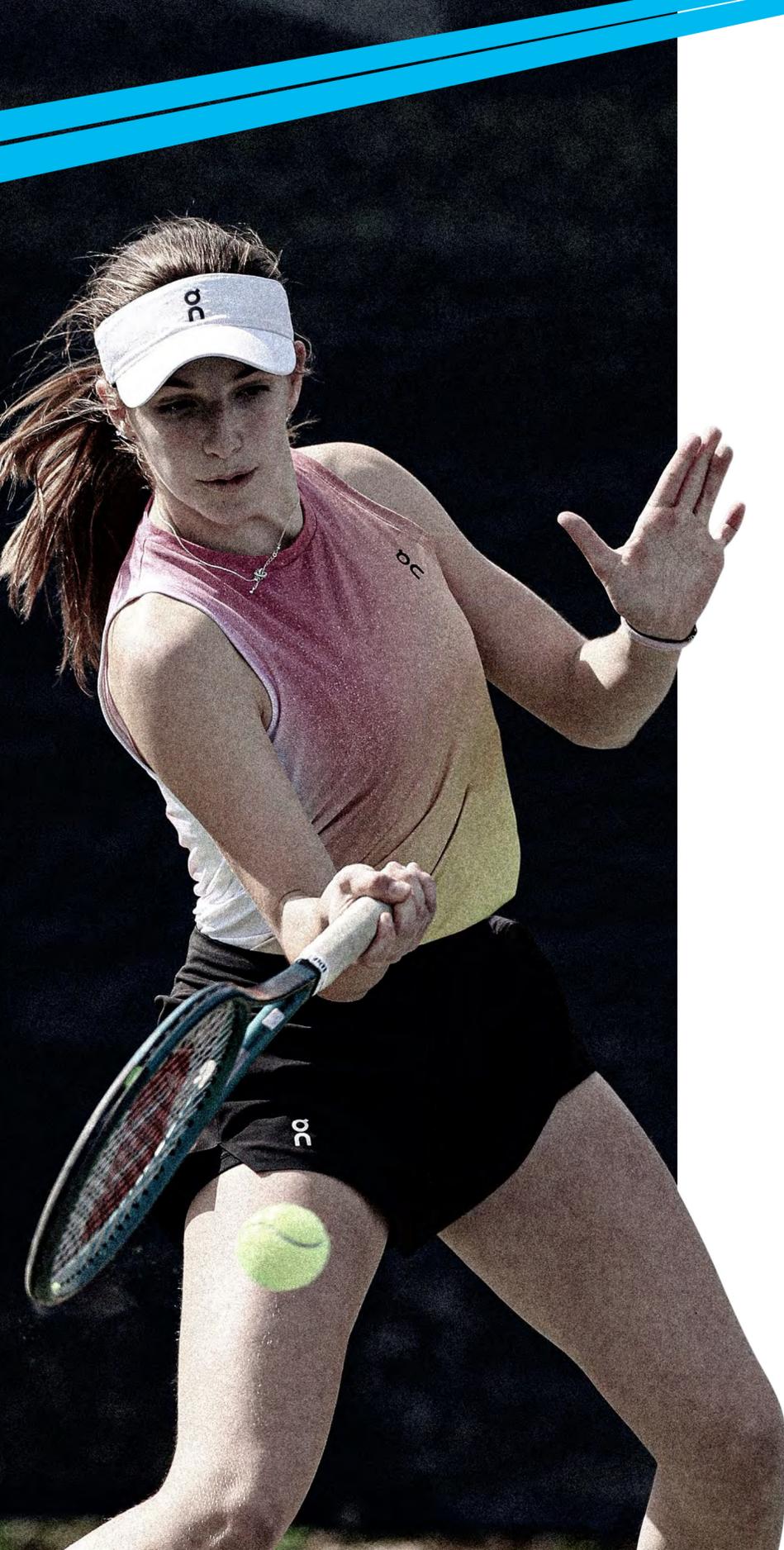
The Operator is responsible for creating (and evidencing) the management structure of the Performance Programme to ensure excellence of operational procedures, finance, programme delivery and communications. The management and admin provision should be appropriate to the size of the Performance Programme.

The Operator must ensure the following exist within the structure of the Performance Programme:

- Clearly defined roles which include an operation and/or admin lead. Alternatively, the responsibilities can be broken down and covered within other role remits within the RPDC team; Safeguarding and welfare officer

- Coordination and administration of the Performance Programme as a whole; including communicating and liaising with the staff, players, and parents
- Coordination and support of the Head Coach with the RPDC selection and reselection process
- A clearly communicated RPDC selection process and criteria, including the communication pre, during and post selection and completion of player agreements; all policies and procedures are up to date, adhered to, and visible
- Monitoring and management of quarterly financial reports, detailing expenditure, and financial forecasts for the RPDC and be responsible for monitoring and working to designated annual budget.





Strength and Conditioning Coach:

The Operator must appoint a lead Strength and Conditioning Coach for a minimum of 0.6 full time to provide 4-6 hours of on and off court athletic development time per week per RPDC Player (between individual and group sessions) and time to plan, review and amend training plans and who:

- Is passionate and credible
- Can inspire young players
- Understands the physical demands of tennis and have / are developing expertise in training young players
- Is comfortable delivering sessions in the gym, on court and on the road
- Has a track record of working with young athletes
- Is able to create strong working relationships to ensure full integration with the Coaching Team and contribution at weekly team meetings and player reviews
- Is fully engaged and committed to professional development
- Undergraduate degree in a relative sport specific area along with the relevant professional accreditation (or working towards final accreditation within the next 6 months) UKSCA/CSCS or equivalent.

The Strength and Conditioning coach role shall:

- Develop and deliver the Performance Programme's athletic development strategy which meets the needs of the RPDC Players, to optimise the physical preparedness and long-term athletic development of the RPDC Players
- Devise and implement effective tracking and monitoring protocols and processes for all players, ensuring this data informs the day to day and longer-term planning/delivery and intern athletic development and robustness of the players; be fully integrated with the coaching team to agree and deliver to the aims of the player's Individual Development Plan, in a multidisciplinary manner which is player focused.

Player reviews

Individual Development Plan reviews for each full-time RPDC Player to be completed a minimum of twice a year (including the relevant LTA case manager where appropriate).

Education

The Operator must ensure that RPDC Players meet the minimum government requirements for education below the age of 16.

Essential facilities

The RPDC must have access to international standard indoor and outdoor hard or clay courts and a functional area for strength and conditioning.

Tennis and RPDC Player Programming

Each RPDC is responsible for creating a personalised tennis development programme based on its coaching philosophy and the evolving needs of each player. Programmes should be structured to progress in both volume and intensity, preparing players to transition successfully into the International Junior Stage of the pathway. The programme should balance skill and game development, competition, psycho-social and athletic development, with regular review and adaptation in order to prepare and ensure readiness for the increasing demands at the next stage of the pathway.

Notes

- These figures are in addition to pre-tennis warm-ups
- It is crucial to understand the players current growth and maturation status using validated methods of capturing this information. This is important to potentially have to adjust volume and intensity of practice/training to mitigate risk of growth-related injuries.

The LTA provides the following guidance on weekly training volumes during term time when there is no official competition:

Training Activity (hours)	11U	12U	14U
Individual Lessons	1+	1+	1+
Small Group Training (2-3 players)	3+	4+	5+
Squad Training	4+	3+	3+
Practice Matches	2+	3+	3+
Total Tennis Hours	10+	11+	12+

Tennis athlete development

Each RPDC must deliver a structured athletic development programme that supports the physical, psychological, and emotional readiness of players as they progress through the performance pathway. The athletic programme should aim to develop:

- Physically robust athletes
- Agile great movers
- Resilient competitors.

Athletic development plans should be age-appropriate and aligned with individual growth and maturation. Integration with the tennis schedule is essential, ensuring synergy between on-court and off-court development.

There is no mandatory requirement for physiotherapy, however where you do engage with, or endorses, a physiotherapist, they should hold a minimum of a physiotherapy undergraduate degree, be Health and Care Professionals Council (HCPC) registered, and hold a current first aid, CPR certificate and be subject to an LTA DBS check.

While there is no mandatory requirement for Sport Psychology, we acknowledge some RPDCs or parents may wish to engage with, contract or endorse, a Sport Psychologist. If you do, our recommendation is that they are registered as a psychologist with the Health and Care Professionals Council (HCPC).

The LTA recommends the following weekly athletic development activities:

Activity (sessions)	11U	12U	14U
Tennis-Relevant S and C Sessions	≥3	≥3	≥3
Participation in Other Sports	2+	2+	1+
Total Athletic Sessions	5+	5+	4+

Matchplay Expectations

To develop competitive qualities and match experience, the LTA advises the following annual matchplay benchmarks:

Metric	11U	12U	14U
Official Singles and Doubles Matches	100+	100+	100+
Win:Loss Ratio	2:1–3:1	2:1–3:1	2:1–3:1

A healthy balance of winning and losing helps young players build resilience, develop a growth mindset, and manage their emotions. It also teaches them how to handle being the favourite, competing in tight 50/50 matches, or rising to the challenge as the underdog, valuable skills for both tennis and life.

Note: Practice matches should be scheduled during weeks without tournaments to maintain competitive readiness.



Ratios

Player-to-coach ratios should reflect the goals of each session, supporting effective learning and safety. As a benchmark, programmes should aim for:

- An average 3:1 player-to-coach/court ratio for tennis across the week
- An average 4:1 player-to-coach ratio for strength and conditioning sessions.

All training must comply with safeguarding standards, ensuring appropriate supervision in all environments.

Rest, Recovery and Education

Rest and recovery are paramount at this age and stage. The LTA recommends:

- One full rest day per week
- An additional 24-hour rest period within the week
- Four weeks of complete rest per year.

Monitoring for signs of overtraining, such as fatigue, irritability, or decreased performance, is essential. Training loads should increase steadily to avoid spikes that could lead to injury. RPDCs are also expected to monitor players volume and load to ensure they have the appropriate time and energy to meet their educational demands.

Tracking and monitoring

RPDCs are responsible for developing processes to track and monitor player progression (Individual Development Plans), match count, and compliance of the players weekly and annual plan. The LTA will monitor player progression as part of the Mid-Year Review and Review.

RPDCs are responsible for sharing the following information with the LTA at a minimum of four times per year for all full-time players:

- Days lost
- Days modified
- Tennis hours
- Strength and Conditioning (S and C) hours
- Growth and maturation data
- Injuries.

RPDCs are expected to proactively engage with the LTA and relevant partners (including Podium Analytics) on any approved research, study, or data-gathering projects designed to support and inform the ongoing development of the Player Pathway.

Parents

The RPDC will ensure parents are engaged and educated, to compliment and support the child's tennis development.

Exit Strategies

RPDCs must have a clear exit strategy for RPDC Players aged 14+. There are no mandatory requirements for an in-house 14+ programme, however relationships with suitable programmes for graduating RPDC Players is a minimum expectation. This could include domestic and/or international options.

Competition Planning

All full-time RPDC Players must have an annual competition plan based upon their needs and stage of development. RPDCs must evidence regular competition attendance for full time RPDC Players. The Operator must provide coach support for RPDC Players at all domestic Grade 1 and Category 1 Tennis Europe events.

Talent Attraction

The Operator and the Coaching Team must have a clear plan for attracting and recruiting players into the Performance Programme. There are no mandatory requirements for an in-house 10U Performance Programme, however it may be advantageous to the player pipeline, recruitment, and development.

Coach Development/Community

The Operator must ensure that the Coaching Team fully engages in all LTA continuous professional development specific to the RPDC network, which will typically include:

- National Performance Pathway (NPP) update virtual meetings
- RPDC Head Coaches: commitment to a coach development plan and will be expected to participate in 10 days of LTA led activity to ensure the highest level of coach development for quality assurance purposes
- Specific coach development workshops or CPD programmes for RPDC Head Coach and Assistant Coaches (section 10.0)
- Athletic Development workshops.

Wellbeing and Welfare

The Operator and coaching team must ensure they create an environment that is safe and welcoming and that they place the highest possible value on the wellbeing and welfare of the players.

Safeguarding

The Operator must comply with the safeguarding requirements set out in this Agreement or as otherwise notified to the Operator by the LTA, including the requirements set out in clauses 7, 8, 9 and 10.

10U Performance Network: Community and Connection

RPDCs must be open and welcoming to proactive outreach from the 10U Performance Network. Each RPDC should not only respond positively to these connections but also must proactively build collaborative ways of working with every 10U LTA-accredited programme in their region. This should include maintaining regular two-way communication, ensuring a smooth and thorough transition for any player moving from a 10U LTA-accredited programme into the RPDC environment, and, in future, should include attendance at regional forums.

Engagement with LTA Support Staff

Each RPDC must fully engage with LTA staff who visit the programme (with reasonable notice to be given by the LTA) to support coaching quality, on court delivery, and the daily training standards and environment. This includes being open to observation and feedback, providing access to sessions and coaching teams, and acting on agreed actions that arise from these visits. The aim is to ensure continuous improvement across technical, tactical, physical, and psychosocial aspects of the programme.



5.0 INVESTMENT PROCESSES

5.1 RPDC APPLICATIONS

We are not currently open to RPDC applications. Should this change, we will update the website and communicate accordingly.

5.2 HISTORICAL INFORMATION

Significant consideration will be given to the standard of the current Performance Programme and the development journey of previous years of player cohorts against the outputs (section 3.2) of the Performance Programme when making decisions on funding investment. This historical information will include the last four years. Consideration will be given to the needs of the programme and to provide the LTA assurance/confidence in the Performance Programme's ability to achieve the objectives and longer-term purpose and outputs of the RPDC network.

5.3 RPDC FUNDING MODELLING AND REPORTING

Each successful RPDC will receive LTA funding in two instalments (October and March). RPDCs will be required to:

- Attend a contract review every two years
- Attend a formal annual end of year performance review (combined with the contract review every second year for RPDC core and RPDC enhanced programmes)
- Attend an annual mid-year check in review
- Provide termly financial records of LTA funding
- Provide a player list twice a year
- Be subject to annual safeguarding audits
- Comply with annual on-site evaluations.





6.0 LTA INVESTMENT

The LTA will invest in a network of centres (RPDCs) who will support players from 10-14 years old to transition effectively into the International Junior Stage of the LTA Player Pathway. The key principles (section 1.0) remain at the heart of decisions, in addition to supporting those centres we are confident can achieve the purpose and outputs of the RPDC network with operational excellence.

The investment model described in section 6.1-6.3 is 'how' we will invest aligned with our Investment Principles (section 4.1) and Minimum Operating Expectations (section 4.2). The Performance Funding will be increased annually in line with the Consumer Price Index, as published by

the Office for National Statistics, from 1 September 2027 and each subsequent Year of the Agreement.

Successful applicants that remain on track will receive a defined amount of funding for each two year period of the strategy term. It is the LTA's intention that successful (on track) programmes meeting the investment conditions will receive a minimum of core funding across the strategy term, subject to funds being available from the LTA. For the avoidance of doubt, if an RPDC is offered 'RPDC in development funding,' this is for a maximum of two years. Full details in section 6.3.

6.1 RPDC CORE MODEL

- Minimum of 8 full-time players, maximum of 12 players – based on the principle of 1 coach: 4-6 full time players and 2 full-time coaches in each centre

- £102k funding
- Bespoke objectives set and agreed with the LTA.

6.2 RPDC ENHANCED MODEL

Incremental increase in funding to incentivise supporting more players within an RPDC, whilst maintaining the quality of provision and reflecting the increased costs in doing so:

- **Minimum of 13 full time players,** maximum of 16 players - based on the principle of 1 coach: 4-6 full time players and 3 full time coaches in each centre
- £18k increased LTA investment to contribute towards an additional full-time coach (total £120k investment)
- Bespoke objectives set and agreed with the LTA

6.3 RPDC 'IN DEVELOPMENT' MODEL

If an RPDC starts a two-year term 'in development' the following applies:

- Two-year term
- £102k funding
- Bespoke objectives set and agreed with the LTA that must be met by the mid-year review point of year two as a minimum

Progress against these objectives will be discussed in the annual end of year one performance review, including the likelihood of achieving RPDC core model funding by the end of year two

- High accountability for attracting players into the programme of the relevant selection level by the end of the first year. Working with 10U Performance Programmes as a talent recruitment pathway for players and developing 'from within' to grow player numbers of the appropriate level
- Acknowledging that the player base is in its infancy, the RPDC must establish a core group of players that progress at a rate above the national average trajectory to meet the minimum threshold within the two-year period

Should a centre still be assessed to be in development at the mid-year review point of year two the following steps will apply as outlined in (i):

- (i) A provisional decision will be communicated following the year two mid-year check in (which will also act on this occasion as the contract review point for 'in development centres'). The provisional decision will articulate the intention to activate transition away from the RPDC network for the programme for a period of one year, from the upcoming September-to-August year unless the programme could proactively demonstrate the specific changes which have led to the imminent loss of RPDC status. Final confirmation of this transition would be provided in August
- If an RPDC 'in development' does not achieve the objectives set in the two-year term, a parachute payment of £50k for one year (year 3) will be given to ensure the current players are smoothly exited from the RPDC without impact during the transition period. This 50k will be ringfenced for coaching provision (specifically the Head RPDC Coach role). No further in-development assessment will be made during this year three transition and a centre/operator would need to re-apply at an appropriate time if it wished to re-enter the RPDC network.



7.0 RPDC REVIEW PROCESS

THERE WILL BE THREE REVIEW POINTS:

- 1 ▶ Bi-annual contract reviews
- 2 ▶ Formal annual end of year performance review
(combined with the contract review every second year
for RPDC core and RPDC enhanced programmes)
- 3 ▶ Annual mid-year check in review.





8.0 RPDC PLAYER SELECTION

This selection process will take place once a year with the longlist produced by the LTA National Performance Pathway (NPP) Team. The selection process, selection, and communication of selection/non selection into a specific RPDC being the responsibility of the RPDC in question.

9.0 SAFEGUARDING

The LTA strives to ensure that all children, young people, and adults at risk are safeguarded from abuse and have an enjoyable tennis experience. Everyone who is involved in tennis has a shared responsibility to support this by promoting the welfare of all children, young people, and adults at risk.

A strong commitment to safeguarding is a key element of any application for an RPDC and it should be clearly evidenced how the safeguarding of players is prioritised, and how it will be delivered and evaluated. Centres are expected to create an inspiring environment where the safety and wellbeing of players is the highest priority and embedded within its culture and operations.

Each centre is required to be and maintain their status as an LTA registered venue and, in addition, to meet the LTA Safeguarding Standards for Performance Venues. Centres are required to fully engage and comply with the safeguarding audit process conducted by the LTA Safeguarding Team and implement any actions and recommendations within a set timeframe.



10.0 RPDC TEAM ROLES AND RESPONSIBILITIES

As part of the application process each RPDC will be required to present/outline a leadership and operating structure for their RPDC. The following roles and responsibilities must be included. For context, since the Network was formalised, experience has shown that these are critical to the successful operations and delivery of an RPDC.

Full-time Head Coach:

The Head Coach role should be fully immersed in the driving and delivery of the RPDC, and this should be the priority focus for this individual. This is expected to be a full-time role with 100% time focused on the RPDC. Any deviations from this would need to be discussed and agreed in advance with the LTA.

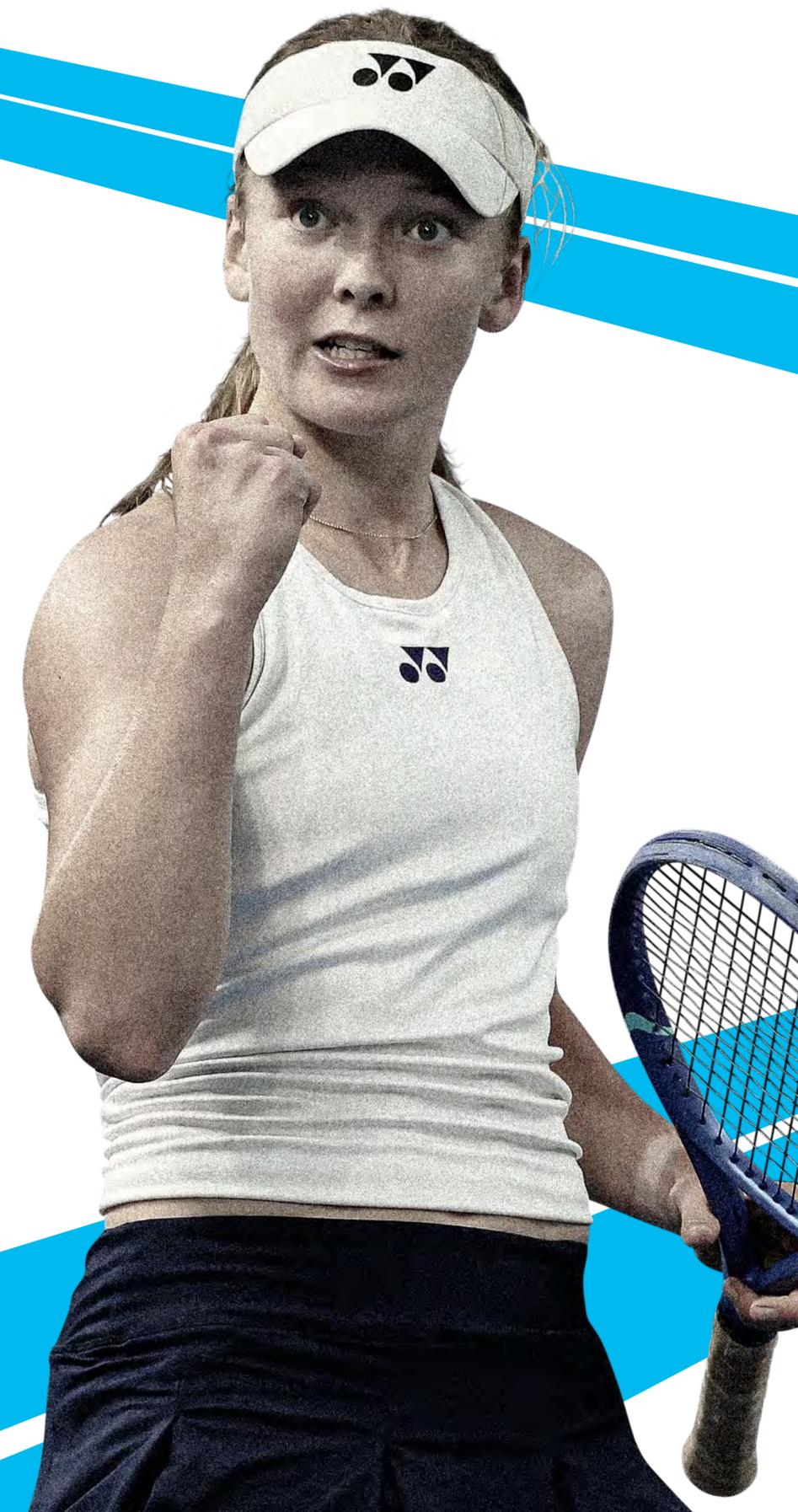
- To provide world class coaching, leadership, and management to the RPDC coaching team, players, and parents at base and on the road
- To develop a clear vision and set standards for how the RPDC will deliver against the purpose and outputs of the RPDC programme. Developing, planning, and implementing a clear player development philosophy; in addition to individual player development plans (IDPs) and tournament schedules which are fully integrated within the RPDC team

- To provide inspirational and world class coaching to all players within the RPDC programme and take individual responsibility and accountability for the coaching and development of a number of identified players within the RPDC
- To lead, manage, and be accountable for all RPDC player development; including weekly programming and day-to-day development/delivery of the RPDC programme
- To work closely with the LTA case manager and be fully engaged in, and provide, reports and feedback for the mid and end of year review meetings held with the LTA.

Assistant Coach(es):

Minimum one full time Assistant Coach if RPDC core model; minimum two full time Assistant Coaches if RPDC enhanced model (minimum 13 full time players); and minimum three full time Assistant Coaches if RPDC enhanced model (minimum 17 full time players).

- To provide inspirational and high-quality coaching to all players within the RPDC programme and take individual responsibility and accountability for the coaching and development of a number of identified players within the RPDC. This will include coaching individual players, squads, and groups throughout the year at base and at tournaments (domestic and international), and developing, planning, and implementing individual player development plans (IDPs) and tournament schedules which are fully integrated with the RPDC team
- Assist the Head Coach in driving and implementing the RPDC values and player development philosophy across the programme to successfully achieve the RPDC purpose/outputs
- Deputise for the Head Coach at base when required.





Strength and Conditioning Coach:

- Develop and deliver the RPDCs athletic development strategy which meets the needs of the RPDC Players, to optimise the physical preparedness and long-term athletic development of the RPDC Players
- Devise and implement effective tracking and monitoring protocols and processes for all players, ensuring this data informs the day to day and longer-term planning/delivery and intern athletic development and robustness of the players
- Full integration with the coaching team to agree and deliver to the aims of the player's IDP, in a multidisciplinary manner which is player focused.

Operations and Administration:

Clearly defined roles which include an operation and/or admin lead. Alternatively, the responsibilities can be broken down and covered within other role remits within the RPDC team;

- Safeguarding and welfare officer
- Coordination and administration of the RPDC programme as a whole; including communicating and liaising with the staff, players, and parents
- Coordinate and support the Head Coach with the RPDC selection and reselection process. Ensuring a clearly communicated RPDC selection process and criteria, including the communication pre, during and post selection and completion of player agreements
- Ensure all policies and procedures are up to date, adhered to, and visible
- Monitor and manage quarterly financial reports, detailing expenditure, and financial forecasts for the RPDC and be responsible for monitoring and working to designated annual budget.

11.0 COACH DEVELOPMENT AND SHARED LEARNING

HEAD COACHES

The LTA will run a yearly CPD programme for the Head Coaches in the RPDC, which is compulsory for all Head Coaches to attend.

ASSISTANT COACHES

The LTA will run a yearly CPD programme for the Assistant Coaches in the RPDCs. This is strongly encouraged to attend, and we expect the RPDC Head Coach to encourage and provide the flexibility to enable attendance.

QUARTERLY UPDATES

Based on feedback from the consultations, the LTA will look to ensure regular updates for the RPDCs. This will include National Coach visits and a virtual quarterly call to discuss and update on activity in the three months ahead.

PHYSICAL PREPARATION CPD

The LTA will also run a yearly CPD programme for the Physical Preparation leads in the RPDCs. This is compulsory to attend, and we expect the RPDC Head Coach to encourage and provide the flexibility to enable attendance.



**FOR MORE INFORMATION
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