

MEN'S AND WOMEN'S PROGRAMME SCHOLARSHIPS SELECTION POLICY FOR PLAYERS 16+

1. INTRODUCTION

The Men's & Women's Programme (MWP) provides a range of player support to players aged 16+ 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 Fed Cup teams.

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

1. Men's & Women's Programme Scholarships for players 16+
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 16-22 who are predicted to meet the selection criteria for the PSP within 1-2 years. 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
- Rank order of selected players as detailed in section 6

Players are expected to be playing a full tournament schedule to be eligible, subject to Covid-19 restrictions. However, if they have graduated from a UK or US University in 2019 or 2020 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 a 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 (as linked above).

Please note selection for the MWP Scholarships will normally only be available to players aged 16+, (those who are 14 or 15 but who meet the 16+ ranking criteria as outlined in 5.1 will also be shortlisted). This is due to the National Academy programmes having started in autumn 2019.



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. There is however a fixed budget which will determine the number of players who are selected. The Selection Panel are not obliged to allocate in full the budget available.

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 16 and 22 (inclusive) on 31/12/20 (unless they have graduated from US / UK university in 2019 or 2020 in which case players aged 23 on 31/12/20 will also be eligible); or
- Players aged 14 or 15 on 31/12/20 who meet the ranking criteria outlined at 5.1; and
- Players are eligible to represent Great Britain

To reflect the impact of the COVID-19 pandemic, for 2021 only, all players at the end of their MWP agreement in December 2020 will automatically be given an extension of one year, regardless of their age, unless they have a long term injury or illness which means they are unable to return professional or junior tennis, as such they are unable to return to a full training and competitive tennis schedule relevant for a MWP player of their age and stage. As part of this extension the funding levels may be reviewed in line with 6.3.

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 sophie.disley@lta.org.uk by 27 November 2020 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 either
 - i. the shortlisting ranking criteria (5.1); or
 - ii. receive a LTA Coach nomination (5.2)

and

- b) meet the minimum physical standard (5.3).

Only players who fulfil the requirements of a) and b) will be considered by the Selection Panel unless there are exceptional circumstances (5.4).

5.1 Ranking criteria

Players aged 16-22 inclusive who have met the following ranking criteria at any point between 31 July 2020 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 5.3. The ages referred to in the tables below are the age of the player on 31 December 2020. The ranking thresholds will remain the same for 2021 despite the rankings freeze as a result of the Covid-19 pandemic due to the introduction of clause 5.2.

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 2020 is only applicable to those who have graduated from a US or UK University in 2019 or 2020.

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, for 2021 selections only, 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. 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 2020 (international and/or relevant domestic events) and, if relevant, consideration of ranking / game progression over the last 12-24 months (including significant ranking progress upon tour resumption 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 Physical requirements to be considered for selection

All players 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. This 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 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 27 November 2020. Testing slots will be available on Monday afternoons from now until the 23 November 2020. Players should contact Chris McLeod (chris.mcleod@lta.org.uk) to arrange a date for testing to take place, please note it is the player's responsibility to arrange a testing date. Players should also notify Chris if they are unable to make any of the proposed testing dates to see if it is possible to arrange an alternative date. 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.

5.4 Exceptional circumstances

- a) If a player has had a long term injury / illness (minimum of 3 consecutive months) during 2020, or has missed a minimum of consecutive 3 months of the 2020 season, outside the period of which Professional and International Junior tennis was suspended, then they must supply in writing to the Performance Operations Manager (by 5pm on 27 November 2020 via e-mail to sophie.disley@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.
- b) In addition, if an eligible player lives and trains abroad and due to the Covid-19 pandemic travel and quarantine rules has been unable to travel back to the UK to compete in the domestic events, or be seen by the National Coaches, should contact Sophie.disley@lta.org.uk with details outlining their circumstances.

The LTA National Coaches and the Head of Science and Medicine (or their nominees) will then, during the week commencing the 30 November 2020, 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 5.3.

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

5.5 Players who meet the eligibility criteria for the MWP in December but are at a National Academy will have their eligibility for the MWP deferred until the National Academy selection meeting, normally in April. Full details of this will be confirmed in the National Academy Selection Policy which will be published in due course.



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 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 shows good court movement / speed and stamina / endurance as required; or
 - b) demonstrates physical strengths by meeting the A standard in one of the three functional area tests (as defined in appendix 3 and 4) 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 14 or 15 on 31/12/20.

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 2020 and the selection date;
 - Existing scouting data, match and training reports from observations in 2020;
 - 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.
 - Players who have met the criteria will then be placed in a rank order based on the number of criteria they have met.
 - Where players have met the same number of criteria, players will be placed in rank order taking into consideration the evidence presented during the selection meeting.
 - Should it be required, the Chair will have the casting vote to determine the rank order taking into consideration which players they believe are most likely to meet the selection criteria for the PSP in the next 1-2 years.

The Selection Panel will meet during the week commencing the 7 December 2020 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 in writing 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 5.4) 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 normally in January. 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 Sophie Disley (Sophie.disley@lta.org.uk).

10. KEY DATES

- Players with exceptional circumstances to submit their applications by 27 November 2020 at 5pm.
- The exceptional circumstances will be considered the week commencing 30 November 2020.
- Non British passport holders to email information by 27 November 2020
- All physical testing to be completed by 27 November 2020.
- The Selection Panel will meet the week commencing 7 December 2020 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 – Description and protocol for the LTA Physical Profiling Tests including the LTA Shuttle test (linked to Physical requirements for shortlisting section 5.3)

The LTA Shuttle test is described and completed as follows:

- The athlete begins the test stood behind the baseline
- When ready they complete 10 court lengths as quickly as possible.
- They must always turn towards the centre of the court and the outside leg must go past each baseline
- After completing 10 lengths the athlete takes 90 seconds rest
- This is completed 3 times
- Each repetition time is recorded and added together to give a total shuttle time.

The 10m Speed test is described and completed as follows:

- Timing gates are placed at 0, 10 and 20m
- Timing gates are to be separated by 3m and are to be put at a height of 1m.
- The athlete starts in a 2 point position with their front foot 30cm behind the start point.
- The athlete is instructed to run as quickly as possible through the 20m mark.
- 3 trials are allowed with adequate rest ensuring the athlete is fresh for each trial.
- The rep with the fastest 10m is taken.

The Change of Direction modified 5-0-5 test is described and completed as follows:

- Timing gates are placed at the centre service line
- Timing gates are to be separated by 3m and are to be put at a height of 1m
- Athlete is to warm up with 2 trial sprints each side
- The athlete starts in a 2 point position with their front foot 30cm behind the start point
- The athlete is instructed to run as quickly to the opposite doubles side line and back through the centre service line (Their foot must go at least touch the line)
- 3 trials are allowed each side with adequate rest ensuring the athlete is fresh for each trial*
- The rep with the fastest time is taken each side
- For the rep to count the athletes initial split (from start to mid court must be <60% of their 10m time (this to ensure the test is at the adequate intensity to test CoD ability)
- The test should be filmed from side and front and key positions captured (see below)

The Lower Body Power test is described and completed as follows:

- Zero Force decks platforms
- Ask Athlete to assume starting position with hands on hips
- Weigh Athlete
- Click Start Recording
- Ensure Athlete is completely stable (>2 sec) before and between each rep
- Perform 3 countermovement jumps, keeping the hands on the hips at all times and pausing for between each rep

- * Don't instruct any phase of the jump, allow for self-determined strategy to be adopted.
- Click Finish Recording
- Review that reps and test type have been detected correctly (if not, you can change test type and/or manually select trial ranges)

Click Analyse and Save (to move directly to next athlete) or click Analyse (to review results)

Appendix 2 – Explanation of physical tests

Using the LTA's physical testing protocol, all players who are being considered for selection will be evaluated against their testing results in three functional areas. These are as follows:

1. Repeated power control
2. Speed / court coverage and efficiency
3. Endurance

The tests that are part of the LTA's testing protocol are described in the table below. The table links each test to the functional area, how the test will be measured, the rationale for it and the reliability of the measure / test:

Tennis description	Physical area	Test	Measure	Rationale	Reliability
Repeated power control	Potential to generate force	Counter movement jump	Peak power / BW (W/kg)	The counter movement jump profiles the athlete's maximal leg extension power. This physical quality underpins explosive activities such as acceleration, deceleration and change of direction	ICC \geq 0.98 and CV \leq 9.4%, 2.3, (Hori et al,2009)
		Drop jump	RSI (Flight time / contact time)	The drop jump shows the ability of the athlete to develop maximal amount of force in the minimal amount of time. Given the nature of tennis movement this is crucial in underpinning acceleration and deceleration performance (Lockie et al, 2011, Young et al, 2015)	ICC \geq 0.967 (Flanagan, 2008) and CV = 3.0%, 9Markwick et al, 2015 *)
Speed / Court coverage and efficiency	Potential for speed and change of direction	10m speed	10m speed (secs)	The ability to accelerate is a fundamental element of tennis performance. Data suggests that elite male tennis players may approach speeds of 7 m/s when running to a drop shot (Male, Hawkeye data) which means that would need to have a 10m score of approx. 1.7 – 1.8	0.02 s SEM and ~1% CV (Earp and Newton, 2012)
		Modified 5-0-5 change of direction	5-0-5 time (secs)	The ability to change direction is key element in tennis performance. The 5-0-5 test will assess the athlete's ability to perform a maximal 180° turn. While not tennis specific movement, research has been done which validates the 180° performance as a valid predictor of any change of direction >90° (Jess 2014, Final year theses). Data suggests that elite male players reach speeds of 6–7 m/s before they change direction by as much as 180° (Hawkeye data, Dunn, unpublished data, Whiteside et al, 2012). These speeds are consistent with data during the 5-0-5 (unpublished EIS data) and further validate the use of this test within tennis.	ICC = 0.951. Smallest detectable difference 3.97% (Barber et al, 2016)
Endurance	Ability to repeat speed and change of direction	LTA shuttle test	Total time (secs)	Research suggest that during and after a match there are reductions in running speed, maximal force production and leg stiffness (Reid and Duffield, 20140) due to repeated change of directions. The purpose of the test is not to replicate match play but to assess a players ability to repeat high intensity change of directions at speeds relative to match play.	ICC = 0.83, CV% = 3.2 (90% confidence limits), White et al, 2015 (Taken from 300yd shuttle test)

* Note - caution must be taken when comparing DJ results between individuals and squads due to large discrepancies between actual drop height and platform height, Costley, 2017

Appendix 3 – A and B standards for physical testing

Based on the testing described in appendix 3, the table below shows by gender the level / score that the player needs to achieve to reach the A or B standard in each of the 3 functional areas:

		Repeated power control		Speed / Court coverage and efficiency			Endurance
		Potential to generate force		Potential for speed and change of direction			Ability to repeat speed and change of direction
		CMJ (PP/BW)	RSI	10m Speed	5-0-5 (Left)	5-0-5(Right)	Total Shuttle time
Female	A Standard	50	3	1.97	2.5	2.5	< 163 seconds
	B Standard	43	2.7	2.05	2.6	2.6	< 170 seconds
Male	A Standard	52	3	1.87	2.4	2.4	< 148 seconds
	B Standard	45	2.7	1.98	2.5	2.5	< 160 seconds