

## **Wheelchair Performance Pathway (WCPP) Elite Programme Selection Policy 2022**

### Purpose

The WCPP Elite Programme is for our highest performing players who are achieving major tournament success and have the potential to consistently win Grand Slam titles and Paralympic Medals.

## **1.0 CONSIDERATION FOR SELECTION (SHORTLISTING)**

To be considered for selection, players must:

- a) meet one of the following:
  - i. the shortlisting ranking criteria, or
  - ii. receive a LTA Coach Nomination, or
  - iii. be currently (2021) receiving support through the WCPP Elite Programme

And

- b) meet the Eligibility Criteria set out below.

### Eligibility criteria

Players are only eligible to be considered for selection onto the WCPP Elite Programme provided the following is true:

- i. He/she is eligible to compete for Great Britain at the Paralympic Games (i.e. is a British Passport holder and meets ITF Rules relating to Paralympic Games participation); and
- ii. He/she is not currently serving a suspension for a doping violation and/or a breach of the anticorruption rules\*

\*Where a player is serving such a suspension but the suspension is due to end during the period for which selections are being made, the Selection Panel may, at its discretion, choose to consider the player for selection. Should the player be selected, they would only be part of the WCPP Elite Programme once their suspension has ended.

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

### **1.1 Shortlisting ranking criteria**

Any players who have met the following singles ranking criteria at any point between the 1<sup>st</sup> of January 2021 and the Monday of the week of the selection meeting (inclusive) will be considered for selection. These shortlisting targets have been established using multiple evidence sources to determine likely competitive performances at Grand Slams, Paralympic Games and Super Series level events. For the avoidance of doubt, players who have met the ranking targets but do not meet the eligibility criteria outlined will not be shortlisted.

Division	Shortlisting Criteria
Women's	7
Men's	7
Quads	7

All players who have met these criteria will be automatically considered for selection.

### **1.2 LTA Coach Nomination**

Players can be nominated by an LTA Wheelchair National Coach. 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, evidence of ranking / game progression over the last 12-24 months, as well as why they believe the player should be considered for the Elite Programme taking into consideration the shortlisting ranking criteria and the type 1 criteria as outlined in 2.2.

### **1.3 Players currently 'on programme'**

Players who are currently supported via the WCPP Elite programme (for the 2021 year) will be automatically shortlisted for Elite Programme selection.

### **1.4 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 3 consecutive months of the 2021 season, outside the period of which Professional and International Junior Tennis was suspended, then they must supply in writing to the Performance Operations Coordinator - WCPP (via email [Lucie.Dornan@lta.org.uk](mailto:Lucie.Dornan@lta.org.uk)), by 5pm on Thursday 18th November:

- 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 Head of Perf Operations & WCPP, the WCPP Performance Lead and WCPP Head Coach (or their nominees), will then consider the evidence and impact of the injury or issue and decide whether this factor alone prevented the player from meeting the shortlisting targets. Evidence will include match observations, progress against a players Individual Development Plan (IDP) and ranking progress in 2021. Where this is not available, match observations from the previous 12-24 months will be considered together with their ranking profile and ranking trajectory for their age and years in the sport prior to the period of absence.

If it is deemed to be the case that the impact of the injury or issue was the factor that prevented the player from meeting the shortlisting targets, 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 the ranking targets or have received a LTA Coach Nomination. Players will be informed by Monday 22<sup>nd</sup> November if they have or have not been shortlisted due to exceptional circumstances.

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

## **2.0 THE SELECTION PROCESS**

### ***2.1 The Selection Panel***

The LTA delegates authority for selection to the WCPP to the Selection Panel. The Selection Panel will consist of at least four of the following:

- Head of Performance Operations and Wheelchair Performance Pathway (or their nominee) (“The Chair”)
- Wheelchair Performance Pathway (WCPP) Head Coach
- WCPP Performance Lead
- WCPP National Coach; or WCPP National Age Group Coach
- Physical Performance Manager – WCPP

The Head of Performance Operations and WCPP, or their nominee, will chair the Selection Panel and will retain the right of a casting vote in the case of a tie should this be required. The Chair may nominate an additional member(s) of the LTA’s Wheelchair Performance Pathway Team to the Selection Panel to provide further relevant expertise from time to time, but this person shall not have voting rights.

A member of the LTA’s legal team may attend meetings of the Selection Panel to advise on procedural issues and adherence to the Policy but shall not have voting rights. A member of the LTA Performance Operations Team may also be invited by the Chair to attend to take notes and record the selection decisions but shall not have voting rights.

If more players meet the selection criteria than there are places available and budget allows, a priority order will be applied to establish a rank order of candidates and the distribution of budget.

If players are tied on the number of criteria they have met and there are more players than there are places (and budget) available the Chair will have the casting vote. In doing so, the Chair will consider, taking into account the evidence presented to and the deliberations of the Selection Panel and which players he or she believes are most likely to achieve the objectives of the Elite Programme

The Selection Panel may also set conditions and targets for each player on the Elite Programme as part of their Individual Development Plan (IDP). Progress against these will be reviewed and monitored within the quarterly IDP meetings and twice-yearly reviews in order to maintain their place on the Elite Programme.

At the start of the Selection Meeting the Selection Panel members will declare any potential conflicts of interest. The Chair will decide if there is a conflict of interest. If there is, that Selection Panel member must leave the meeting during the consideration of that player.

## **2.2 Selection criteria**

All players shortlisted for the Elite Programme will be considered by the Selection Panel in a formal selection meeting during the week commencing 22<sup>nd</sup> November 2021. Each player will be considered against the following criteria:

- Type 1: a set of performance-based criteria which take into account the player's overall profile, programme and development opportunities and likelihood of winning Grand Slam titles and/or Paralympic Medals

*To meet the selection criteria a player must achieve at minimum 5 of the Type 1 criteria as outlined below.*

*Type 1:*

The following Type 1 criteria will be applied with consideration to the purpose of the Elite Programme:

- **1<sup>st</sup> Contact / Starting the Point**
  - Ability to create pressure consistently when serving and returning
- **Optimal Gamestyle – Weapons**
  - Ability to build pressure & create opportunities
  - Ability to convert opportunities
- **Optimal Gamestyle – Physical Attributes**
  - Maximising mobility and power to support "weapons" and court coverage
  - Physical attributes and profile which positively impacts execution of their optimal gamestyle
- **Matchplay Competitor**
  - Ability, skills & behaviours to adapt & thrive in matchplay situations & the competition environment
- **Go Long**
  - Ability to sustain high level performance in matches, through competitions and thrive on tour
- **Optimal Training**
  - The player has a consistent and optimal training and competitive programme
  - They are proactive and open to learning both in a self-directed way & with the support of their team

## **2.3 Using evidence and expert opinion to support decision making**

The following sources of evidence and expert opinion will be used to inform the decision making during the selection meeting:

- Match reports captured by the LTA WCPP Team;
- Match footage and statistics from video captured by the LTA Performance Analysis Team, LTA WCPP Team, or other verified sources (e.g. ITF / IBM etc.);
- WCPP Head Coach and WCPP National Coaches expert judgement;
- Consideration of a ranking trajectory against What it takes to win (WITTW) model for Grand Slam success and Paralympic medallists, which establishes a level of probability that a player

- will reach a certain ranking in future based on their years in the sport, current age and ranking; and
- LTA Physical testing data and relevant match / training monitoring information.

This will be based on WITTW data and peer-to-peer comparison (top 10 singles world ranking)

In the case of a tie as to whether a particular criterion has been met, the Chair will have the casting vote.

#### ***2.4 Calculating the level of support***

Once selection decisions have been reached, the Selection Panel will consider the level of financial grant and length of contract that will be offered to each successful player.

The level of the financial grant will take into account all the evidence presented to the Selection Panel with specific consideration being given to the player's singles ranking based on current age and years in the sport, and the expert judgement of the Head of Performance Operation and WCPP, WCPP Head Coach and WCPP Performance Lead. In addition, consideration will also be given to the players training and competition plan (and commitment to this plan) and the overall WCPP budget. The level of support available may therefore only be confirmed after the player's IDP has been discussed and agreed (please see 3.2). Based on all of the above, the level of support available may differ from player to player.

All selected players will be offered an initial 1-year term.

In addition, all agreements will be subject to annual review against agreed IDP targets.

#### ***2.5 Reselection and non-renewal of existing Elite players***

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

1. The performance-based selection criteria as outlined in section 2.2; and
2. A player's progress against their IDP.

As per the player's contract, funding levels may be reviewed as part of this process. All decisions will be recorded, and players notified as outlined in section 4.0.

### **3.0 ELITE PROGRAMME INDUCTION AND INDIVIDUAL DEVELOPMENT PLAN (IDP)**

Once decisions have been communicated, successful candidates will be invited to a WCPP induction, which is a mandatory condition of accepting Elite Programme support.

### **3.1 Induction**

The induction for new players will normally take place during December/January and is mandatory for all players. This will be a multi-disciplinary induction lead by the WCPP Team. This will clearly explain the relationship the LTA would like to have with the player and their support team for the duration of the player's involvement on the programme and all parties' expectations. It will also explain what players and their support teams should expect from the LTA Wheelchair Performance Pathway Team as well as provide important information on areas such as safeguarding, wellbeing & player representation. Players are expected to attend the induction.

### **3.2 Individual Development Plan (IDP)**

At the end of each year (normally November/December) each player, together with their team and an assigned LTA Wheelchair Performance Pathway National Coach, will be required to meet in order to develop and agree an IDP. This should have a minimum of three clearly defined and detailed development goals and ranking targets for the following year. This will form the basis for allocating and finalising support, as well as tracking and monitoring progress during the year.

## **4.0 NOTIFICATION OF SELECTION DECISIONS**

Each decision to select or not to select will be recorded on a Selection Record Form.

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

The decisions that will be formally notified to athletes are:

- (i) Confirmation of selection onto the WCPP Elite Programme
- (ii) Confirmation that an existing WCPP Elite Programme player has not been selected
- (iii) Confirmation that a shortlisted player has not been selected

## **5.0 APPEALS**

Shortlisted players who have not been selected by the Selection Panel are entitled to appeal against the Selection Panel's decision. Such an appeal is to be made in writing (with full reasons and supporting evidence) within 7 days of the applicant receiving his/her selection decision to the nominated member of the LTA Executive Team or their nominee (the Appeal Chair) but only on one or both of the following grounds:

- a) There has been a failure by the Selection Panel to follow this selection policy (i.e. there has been a procedural defect); and / or
- b) The decision has been reached on the basis of an error of fact.

The Appeal Chair can decide, based on the written appeal and any supporting written evidence provided, to either:

- 1. To set aside the Selection Panel's decision as it was based on an error of fact or procedurally flawed and remit the matter to the Selection Panel for reconsideration; or
- 2. To uphold the Selection Panel's decision.

The applicant will be informed of the appeal decision in writing.

Should a decision be set aside and be re-considered by the Selection Panel which has an effect on a selection decision taken in relation to another player, that decision in relation to the other player may also be re-considered and changed if necessary.

For the avoidance of doubt, players who are not shortlisted for any reason, including exceptional circumstances (as outlined in 1.4) or not receiving a LTA National Coach Nomination (as outlined in 1.2) are not eligible to appeal.

## **6.0 CHANGES AND AMENDMENTS TO THIS PROCEDURE**

The LTA will be entitled to amend this procedure from time to time and such amendments will take effect from the first date of publication of the complete amended procedure on the LTA website.