



**GREAT BRITAIN TABLE TENNIS**

## **GB Table Tennis Selection Policy**

V3.2 (last updated 27/09/2021)

### **GB Junior Squad**

#### **1. Purpose**

The GB Junior Squad is designed to support and develop players capable of reaching the Olympic Podium, who within the next three to five years will have reached the GB Academy standard. These standards are currently being defined as part of the GB performance matrix. This matrix will in future shape all the GB Squad selections.

#### **2. Eligibility**

British Table Tennis Federation will only consider athletes for selection who:

- i. Are affiliated to a Home Nation Table Tennis Association, holding a valid Home Nation Table Tennis Association Player Licence and are in good standing;
- ii. Are eligible to represent GB in Olympic events and have a valid British Passport;
- iii. Are aged 19 or younger on 31/12/22;
- iv. Are not currently under disqualification or suspension under the rules of any Home Nation Table Tennis Association or ITTF or ETTU;
- v. Are not currently serving any sanction for an anti-corruption or anti-doping rule violation under any relevant anti-corruption or anti-doping rules;
- vi. Have provided GB Performance Director with a signed Acknowledgement, notifying an intention to be considered for selection, by the date set out at the end of the Selection Policy in section 11;
- vii. Have signed and returned the squad members agreement and code of conduct before their selection is announced.

#### **3. Scope**

The GB Junior Squad will be selected using the process set out below. Achieving the criteria does not convey selection, it merely enables the player to be considered by the panel, subject to compliance with the rest of this policy.

- i) Selection period: Unless deselected (see point 10) or otherwise noted players will be selected for a minimum of 12 months from the date of selection.
- ii) Players may be considered at any time provided they have met the minimum criteria set out below (point 4).
- iii) Once players are selected, they will be required to achieve the performance objectives agreed with them, which may differ from the criteria set out. Provided they have achieved their agreed objectives (and remain eligible) they may be selected for a subsequent 12-month period(s).
- iv) GB Junior Squad members will be given at least six weeks' notice of their future selection outcome.

## 4. Criteria

The GB Junior Squad has two tiers

- i) Performance Squad
- ii) Development Squad

Each Squad has different criteria for consideration and a different support level. There is also a different timescale for the initial selections.

### a) Performance Squad

Eligible athletes will be considered for the Performance Squad if they have achieved at least ONE of the following:

- i. Hold a top-50 WTT or ITTF Junior or Cadet ranking for two or more months within the last 12-month period;
- ii. Reached at least the Q-Final of a WTT Youth Star or Star contender (or ITTF Youth event) competition within the last 24 months.

The selection panel will review all eligible players and, in considering which (if any) players to select, will consider the following (non-exhaustive) factors and criteria, giving such weight to such factors as it sees fit in its discretion:

- (i) Performances in international competitions
- (ii) Two best wins as defined by the opponents ranking at the time of competition (these wins will only be accepted in WTT/ITTF ranking point events).
- (iii) Performances in WTT or ITTF ranking events
- (iv) WTT/ITTF ranking profile
- (v) Player's development potential and ability to represent GB at future Olympic Games
- (vi) Team engagement and commitment to team competitions as experienced by the selection panel
- (vii) Any other information that the selection panel may deem relevant

## **b) Development Squad**

Eligible athletes will be considered for the Development Squad if they have achieved ALL of the following:

- i. Nominated by their Home Nation lead coach AND
- ii. A member of a Home Nation Squad at the time of nomination and remain a member for the duration of their membership of this Squad AND
- iii. The GB Head Coach (or representative) has endorsed the nomination by the Home Nation lead coach.

On receipt of a signed selection policy, each player will be sent a video request to submit to the GB Head Coach for consideration for endorsement.

Development Squad applicants will then attend the assessment camp on 20-21 November 2021 in Nottingham. Accommodation and food costs will be covered.

## **5. Selection Panel**

A selection panel (all with voting rights) will be established comprising:

- i. GB Performance Director (Chair)
- ii. GB Head Coach
- iii. Table Tennis England Head of England Performance
- iv. Table Tennis Wales National Coach
- v. Table Tennis Scotland Director of Performance
- vi. Table Tennis Ireland National Coach (or similar as agreed by Table Tennis Ulster)

An independent observer(s) (non-voting) will attend the selection meetings and ensure the selection process follows the requirements of this policy.

Additional experts may be asked to provide evidence and/or advice to the selection committee, at the request of the Chair.

In the event of any conflict of interest for any member, the British Table Tennis Federation conflict of interest policy should be adhered to. Any member with a conflict of interest shall not be entitled to vote on that issue.

## **6. Kit**

If a suitable partner is found, players will be expected to wear GB kit when attending GB training, however in the absence of it, they should wear their HN kit.

## **7. Programme Requirements**

### **a) Performance Squad**

- i) Members of the GB Junior Performance Squad will be required to agree their annual plan and goals with the GB Performance Director, GB Head Coach and HN National Coach. These will be reviewed on at least a quarterly basis. Support for these squad members will be agreed within this annual plan and subject to available funding and progress against the annual plan. Players will identify their lead coach or chose to nominate the GB Head Coach as their Coach.
- ii) Performance Squad players who chose to nominate the GB Head Coach as their lead coach will be expected to be base their training at the GB Training Base at University of Nottingham as much as is practical. The volume of this will be agreed as part of the annual plan. They will also be expected to attend the GB Junior Squad Camps.
- iii) For Performance Squad players who chose to work independently, they will be able to attend the training base for GB camps and at other times to be agreed with the GB Head Coach.

### **b) Development Squad**

- iv) Members of the GB Junior Development Squad will be required to submit their annual plan and goals to the GB Performance Director, GB Head Coach and HN National Coach. These will be reviewed on at least a quarterly basis. GB support for these squad members will be agreed within this annual plan and subject to available funding and progress against the annual plan. Players must nominate their lead coach or request support from the GB Coaching Team.
- v) Development Squad players must continue to attend their Home Nation Squad programme.
- vi) Development Squad players will be expected to attend GB camps unless a Home Nation camp or competition takes priority.

## **8 Injury, Illness and Pregnancy.**

- i) It is highly likely that players will, at some point in their career, suffer a performance limiting injury or illness (either physical or mental). Throughout a player's membership of the GB Junior Squad, rehabilitation from injury/illness will be managed by the GB medical team (working with an athlete's own external practitioners where relevant), in conjunction with their HN Coach, the GB Head Coach (or equivalent) and GB Performance Director. Provided a player makes every effort to adhere to their rehab/prescribed treatment and follow medical advice (and not do [or fail to do] anything which may jeopardise their recovery/return to performance), their Squad membership (and associated

support) will continue at its current level until the players selection year is ending as outlined in 3iv.

- ii) At this time, the Squad membership of athletes affected by a significant performance limiting injury or illness in any given selection year will be afforded a certain amount of protection.
- iii) Athletes who are unable to satisfy their agreed objectives or the criteria set out in this policy due to significant injury/illness in the current selection year may be retained by the Selection Panel for a subsequent 12-month period.
- iv) In retaining an athlete on the GB Junior Squad who has not met their agreed objectives or the Criteria set out in this policy due – either in full or part – to a performance limiting injury/illness, the Selection Panel may add return-to-fitness (relative to the specific injury or illness) performance conditions to that player’s membership that they will be expected to meet in order to be retained for the whole year, or in future years. These conditions may explicitly require a player to engage with appropriate science/medicine staff to support any ongoing medical or illness issues, and engage in any testing/monitoring as reasonably required
- v) Athletes who are NOT currently a member of the GB Junior Squad will not be afforded the same protections relating to performance limiting injury/illness as described above. Potential new members who are offered Squad membership may be expected to undergo a medical screening/profiling process prior to their place being confirmed. Should they have a current performance limiting injury/illness at the start of their year, the prognosis of which is deemed likely to have an impact on the athlete’s ability to progress GB TT reserve the right to withdraw their place on the Squad.
- vi) **Pregnancy:** In the event that player does become pregnant during their selected year, the player would be expected to agree a reasonable and appropriate training and competition programme with the GB Performance Director and Head Coach (or equivalent) that would timetable and plot the return of the player after childbirth to full competitive level, allowing them to satisfy the aims of the GB Junior Squad (i.e. progress to future Academy and then Olympic Podium).

Provided the player adheres to this reasonable and appropriate training and competition plan throughout pregnancy (and for the agreed period after childbirth), the athlete’s Squad status (and the associated support) will be protected. Should the player struggle to adhere to this plan with our ongoing support or change their mind about their continued membership of the Squad, and/or they otherwise fail to satisfy the required criteria in the selection policy, their membership of the GB Junior Squad will end at the end of their current selection year (or after a 3-month transition period, whichever comes later).

## 9. Media & Communication

All selected athletes are required to adhere to the Social Media guidance which can be found on GB Table Tennis website [here](#).

All athletes, whether selected or not are required to keep the notification of their selection or non-selection confidential until directed by the GB Performance Director or representative.

## 10. De-Selection

GB Table Tennis retains the right to deselect any selected athlete under any of the following circumstances:

- i. The player is no longer eligible for selection;
- ii. The player does not adhere to the code of conduct or Squad members agreement;
- iii. Any exceptional circumstances exist which in the reasonable opinion of the Selection Panel justify the non-selection or de-selection of the athlete concerned.

Any player who is de-selected will immediately be notified of the decision and the reason.

## 10. Appeals

- i. Eligible players will have the right of appeal through the GBTT Selection Review Process which can be found [here](#).
- ii. The review request procedure is restricted to either non-selection or de-selection. The purpose of providing an eligible player with a right of review against non-selection is to provide the machinery for the correction of an error and is therefore limited.
- iii. The only grounds for review are selection policy has not been followed or the principles of natural justice have not been respected.

## 11. Timeline

Initial squad selections are made according to the timescale set out below.

	Performance Squad Deadline	Development Squad Deadline
Signed policy received by	15/10/21	31/10/21
Nominated by HN Lead Coach by		31/10/21
Endorsed by GB Head Coach by		30/11/21
Assessment weekend		20-21/11/21
Players notified by	29/10/21	17/12/21
Squads Announced by	5/11/21	10/01/22

Following the initial selections, players who meet the criteria set out in this document and return a signed policy can be considered at any time. Players should allow up to eight weeks for Development Squad applications and four weeks for Performance Squad applications to be considered.

This policy will be reviewed annually.

## 10. Acknowledgement

Each athlete shall acknowledge that they have read, understood and accepted these Selection Criteria by signing this acknowledgement and returning it to the GB Performance Director by email ([performance@britishtabletennis.org](mailto:performance@britishtabletennis.org)) or in writing by to Bradwell Road, Loughton Lodge, Milton Keynes, Buckinghamshire, MK8 9LA. For any Under 18 athletes, a parent or guardian will also be required to sign the returned copy. Athletes should retain the second copy for their own records.

GB Table Tennis

GB Junior Squad Selection Policy

Version: 3.2

Acknowledged by:

Name \_\_\_\_\_ Signed \_\_\_\_\_

Date \_\_\_\_\_ (Athlete)

Name \_\_\_\_\_ Signed \_\_\_\_\_

Date \_\_\_\_\_ (Parent)



