

tass 

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2020 TASS Athlete

**TALENTED ATHLETE SCHOLARSHIP SCHEME
ENGLAND TALENT PROGRAMME
NOMINATION POLICY 2021/22**

England Talent Programme Nomination Policy 2021 -2022

1. Talent Programme Purpose

Our programme purpose is to support talented athletes, coaches and clubs to be the best they can be, to support success in paddling & life, leaving all those who pass through the programme in a better place.

Competitive sport isn't a zero sum game. Participation at every level in our pathway presents numerous opportunities and challenges that can have a significantly positive impact on our aspiring athletes in the long term, regardless of their eventual level of achievement within the sport. We want to identify and nurture promising athletes whilst ensuring the overall experience is positive and rewarding for all. It is hoped that some paddlers will become world class performers, however for those who do not, we aim to support their development and build a level of competence and enjoyment of the sport in a way that has a positive impact on their development as a person.

For more information relating to the England Talent Programme visit our website [HERE](#).

2. Talent Athlete Scholarship Scheme

The Talented Athlete Scholarship Scheme (TASS) is a government backed partnership between talented athletes, educational institutions and National Governing Bodies of sport. It aims to support English athletes to fulfil their sporting potential and to meet their academic and vocational goals, through a dual process which creates a genuine balance between sport and education.

The England Talent TASS programme is primarily intended to support athletes that are just outside the World Class UK Programme stages of the performance pathway, supporting those athletes in Further or Higher Education in order to support their progression onto the World Class Programmes (WCP) within the next 2-3 years.

The England Talent Programme has been awarded 20 places for 2019-2020. This is a combined total for Olympic and Paralympic disciplines. This policy document outlines the process by which athletes will be nominated to TASS for the 2021-22 academic year by the England Talent Programme. Following this nomination, TASS themselves will consider the application for support on a case by case basis.

3. Eligibility

To be eligible to apply for TASS funding an athlete must:

1. Compete in a Canoe Slalom, Canoe Sprint or Paracanoe event;
2. Be eligible to represent England, i.e. be an English member of British Canoeing and:
 - have been born in England or;
 - have a parent who was born in England or;
 - have been resident in England for over three years;
3. Hold a British Passport;
4. Be 16 or over by 1st September 2021;
5. Be undertaking an 'Eligible Learning Programme' at a recognised institution in England (see link [HERE](#)) and demonstrate that they will be able to access TASS services delivered at a TASS Delivery Site ([Map](#));
6. Must not have been selected to be part of the WCP from 1st January 2022, or be receiving support from another programme that would present a conflict of interest or duplicate TASS provision;

For the avoidance of doubt, it is not anticipated that the TASS programme will support an athlete for longer than three years.

4. Nomination Criteria

The TASS Performance Matrix below provides an overview of performance standards and defines the priority order of performance standard ranking from A (highest) to D (lowest). Achieving a Matrix result does not automatically result in a TASS nomination nor is nomination based on the Matrix in isolation. The Matrix does however present a primary first filter which will be considered in conjunction with the additional factors listed below.

Priority	2021 TASS Performance Matrix		
	Canoe Slalom	Canoe Sprint*	Paracanoe
A	Final at U23 World Championship or final at Junior/U23 European Championships	A final at Junior/U23 World Championships	Achieve 125% or below of Gold Medal Time** for respective classification at a National Regatta by the end of the season
B	Semi final at U23 World Championship or semi final at Junior/U23 European Championships	Selected onto the Great Britain U23 World Championships team	
C	Selected onto the Great Britain U23 World/European Championships team or selected onto the Junior European Championship team	Selected onto the Great Britain Junior World Championships team	
D	Named reserve for Great Britain U23 World/European Championships team or named reserve on the Junior European Championship team	Selected onto the Great Britain Olympic Hopes team	
		By the end of the season achieve a top 5 finishing position in a single boat class at a domestic regatta (within either a Senior or U23 event, or Mens/Womens B or above, or Canoe Mens/Womens C or above).	

* All events subject to assessment of strength and depth of the start line.

** Standards listed in Appendix 1

When considering an application, those athletes who achieve 'A' band priority performances will be given precedence over those that achieve 'B' band priority performance, who in turn will be given precedence over those that achieve a 'C' band priority performance with those achieving a 'D' band performance given the lowest level of priority. The order of precedence within a band will be determined by overall ranking.

Additional Factors

As well as considering an athletes Performance Matrix results, the following three factors will be considered when appraising an application:

- 1) **Progression.** The extent of any significant and worthwhile progression (within the events defined within the performance matrix) year on year.
- 2) **TASS Utilisation.** The value adding impact that TASS would have on the athlete's development opportunities considering their particular circumstances, specifically their ability to access service provision from one of the TASS Delivery Sites (A key measure of our success is the extent to which athletes nominated to TASS engage with its support services). This assessment will take into account an athlete's engagement in training opportunities, commitment and investment into the programme of development available to them (and if applicable, their past engagement with TASS opportunities will be considered).
- 3) **Class Strategy.** Places are allocated reflective of class strength and depth throughout the pathway as a whole and the need to achieve a balanced inclusion.

5. Notes

The nomination policy has been written to set out the principles, and create a transparent process to nominate athletes for TASS support. While the principles will be adhered to, there may need to be some flexibility in this policy to ensure the creation of effective training squads, take account of differing levels of biological development as well as any other exceptional circumstances, including but not limited to, injury or significant illness. The review of racing standards between women and girls Kayak compared to men and boys Kayak may also be considered as will be the parity between Kayak and Canoe standards. In this regard, flexibility may be applied within the application of this criteria in order to ensure a fair and equitable treatment across genders and classes.

These factors will be assessed on an individual basis on the criteria in this policy and each case will be considered on its own merits and does not create precedent for future cases.

This policy is not created in isolation and has been published based upon the current situation and guidelines operating within the United Kingdom, and in particular the need to fight to combat and contain the spread of Covid-19. Changes may be required that could impact on the specific detail laid out in this document. The intention is to be as fair and transparent as possible but there may need to be some flexibility to ensure that these principles remain applicable and relevant to future circumstances as they emerge.

If an athlete is accepted onto TASS they will be ineligible to receive a 2022 SportsAid Award. Athletes who have received a SportsAid Award in 2021 are still eligible to apply for TASS support in 2021 – 22.

Sprint athletes should submit an application prior to the deadline, ahead of knowing their end of season ranking. Athletes may be nominated to TASS subject to them achieving the performance standards listed within this policy by the September Regatta.

Current WCP athletes are encouraged to submit an application prior to the deadline ahead of understanding their WCP status from 2021-2022. Current WCP athletes may be nominated to TASS subject to them achieving the performance standards listed within this policy and not being on WCP from 1st January 2022.

6. Nomination Process

Any athlete wishing to be considered for TASS support for 2021-22 is invited to register their interest by completing the [TASS application form](#) by 23:59pm on Sunday 1st August.

The selection of those athletes to be nominated to TASS for inclusion will be led by the Talent Operations Coordinator in consultation with the Head of Talent and both Canoe Sprint and Canoe Slalom England National Talent Leads.

Slalom Athletes will be informed whether or not they have been nominated for a TASS programme place by 24th August 2021. Sprint athletes will be informed of their nomination application outcome by 10th September 2021.

If any nomination to TASS is unsuccessful and there are sufficient athletes that achieve the required Performance Matrix result, the England Talent Programme may choose to nominate another athlete that was not initially nominated. Priority to take up any unfulfilled places will be allocated as per the process detailed in the Nomination Criteria section of this Policy.

7. Review

We hope that having read this policy, an applicant will understand why and how a decision has been made. However, should an applicant remain dissatisfied with the decision not to nominate them to TASS, then a written request for a review should be submitted, in the first instance, by the Athlete or Parent/Guardian to the Talent

Operations Coordinator who will carry out a review of the decision and the process by which it was made. This request must be submitted within 48 hours of the nomination being formally announced to the athlete.

Within 5 working days the Talent Operations Coordinator will advise in writing the outcome of the review and the decision reached.

8. Appeals

Following the conclusion of the review stage detailed in paragraph 7, should an applicant wish to formally appeal the decision of the Talent Operations Coordinator an appeal can be bought on any (either individually or cumulative) of the following grounds:

- The decision was not in accordance with this Policy (as published);
- The Policy has been misapplied and/or applied in circumstances where the application of the Policy was unfair;
- The Talent Operations Coordinator has shown bias or the appearance of bias or the decision has otherwise been demonstrably unfair;

To bring a formal appeal, the applicant should submit a Notice of Appeal to the British Canoeing Head of Talent within 48 working hours of the outcome of the review detailed in paragraph 7 being communicated to them. The Notice of Appeal should set out the grounds of the appeal and should include full details of which ground(s) detailed above the appeal is based upon and the manner in which the ground(s) have been met.

Having considered the Notice of Appeal the Head of Talent will either uphold the original decision or conclude that the application for nomination to TASS should be reconsidered. By entering the appeal process the applicant is accepting that the decision of the British Canoeing Head of Talent will be final and binding. The British Canoeing Head of Talent will advise the applicant in writing of the outcome of the appeal within 5 days of receipt of the initial Notice of Appeal.

9. Policies

For the avoidance of doubt this nomination policy operates in conjunction with all relevant British Canoeing policies including but not limited to, Equality Policy, Anti-Doping Policy, Anti Bullying Policy and Anti Bribery Policy.

10. Data Protection

British Canoeing is a privacy conscious organisation and is strongly committed to an individual's right to privacy. All data gathered during the course of any nomination consideration process will be processed and stored in compliance with the British Canoeing Data Protection Policy and in accordance with all applicable Data Protection laws in effect at the time of publication of this document, including but not limited to, the UK GDPR and the Data Protection Act 2018.

Further information on British Canoeing's approach to privacy and data protection, including our privacy notices, policies and contact details, can be located in our Privacy Centre (<https://www.britishcanoeing.org.uk/about/privacy-centre>). Should an individual wish any data we hold relating to them to be deleted at any point, they should contact us at GDPR@britishcanoeing.org.uk.

11. Contacts

Talent Operations Coordinator: daniel.thompson@britishcanoeing.org.uk

Head of Talent: richard.ramsdale@britishcanoeing.org.uk

END

Appendix 1 Paracanoe Performance Standards (125% of Gold Medal Time)

Class	Classification	Performance Standard (125%)	Gold Medal Time (GMT) World Best ever time in official competition
Men K1	KL3	47.63	38.10
	KL2	50.88	40.70
	KL1	56.78	45.42
Men V1	VL3	59.28	47.42
	VL2	64.60	51.68
Women K1	KL3	58.58	46.86
	KL2	59.34	47.47
	KL1	64.79	51.83
Women V1	VL3	71.03	56.82
	VL2	70.13	56.10