

**tass** 

SUPPORT LEVEL



SPORT ENGLAND

LOTTERY FUNDED

 **BRITISH  
CANOEING**



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2018 TASS Athlete.

**TALENTED ATHLETE SCHOLARSHIP SCHEME  
CANOE SLALOM AND CANOE SPRINT  
NOMINATION POLICY 2019/20**

## Talented Athlete Scholarship Scheme

### Canoe Slalom and Canoe Sprint Nomination Policy 2019-2020

#### 1. Overview

Our programme purpose is to support talented athletes to be the best they can be and to prepare them for entry to the Olympic and Paralympic World Class Programmes.

Competitive sport isn't a zero sum game. Participation at every level in our pathway presents a host of 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. It is the very real desire of every member of staff that works within the England Talent Programme that we not only identify and nurture promising athletes, but make the overall experience positive and rewarding for all. It is hoped that some paddlers will become world class performers, however for those who do not, through supporting their development, we hope to build a level of competence and enjoyment of the sport and to have a positive impact on their development as a person.

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. It is an integral part of how the England Talent Programme helps to support its athletes to realise their full potential as a high performing person.

The England Talent TASS programme is positioned primarily to support athletes that are between the England National Talent Squad and the World Class UK Programme stages of the performance pathway, supporting those athletes in Further or Higher Education in order to help them make the progression onto the World Class Programmes 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 disciplines across Slalom and Sprint.** This document sets out the criteria to nominate athletes to TASS to be considered for support for the September 2019 – September 2020 academic year.

#### 2. Eligibility

1. Compete in a Olympic or Paralympic discipline event in Canoe Slalom or Canoe Sprint
2. Be eligible to represent England, i.e. be an English member of British Canoeing and:
  - have been born in England or;
  - either parent have been born in England or;
  - have been resident in England for over three years.
3. Hold a British Passport

4. Be 16 or over by 1<sup>st</sup> September 2019.
5. Have received an offer of a place and/or been registered on a TASS recognised education or training programme that is pursued during the 2019-20 academic year i.e. a programme which is:
  - delivered by an institution based in England;
  - consists of a minimum learning time/commitment – greater of 300 hours/30 credits or 50% of FTE (full-time equivalent) learning time;
  - Is an accredited qualification or industry-recognised programme.
6. Demonstrate that they will be able to access TASS services delivered at a TASS Delivery Sites ([Map](#)).
7. Not be a current member of the British Canoeing UK Sport Lottery funded World Class Programme.
8. It is not anticipated that the TASS programme will support an athlete for longer than 3 years.

### 3. Nomination Criteria

#### 3.1. Performance Matrix

The Performance Matrix detailed below provides an overview of performance standards and how they are prioritised in order to be **nominated** to TASS for inclusion. The Performance Matrix also defines the priority order of performance standard ranking from A (highest) to E (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 considered in paragraph 3.2.

Priority	2019 Performance Standard	
	Canoe Slalom	Canoe Sprint
A	Achieved a UK Programme Performance Matrix result.	Top 18 placing at U23 World Championships Top 15 placing at Junior World Championships
B	Individual Semi Final at Junior/U23 World or European championships.	Top 15 placing at U23 European Championships
	Top 3 U23 GB Team selection overall.	Top 12 placing at Junior European Championships
C	Top 3 boat in Junior GB Team selection overall.	Junior and U23 GB Championships Team Member
D	Top 10 boat in Junior or U23 GB Team selection overall.	Top 5 crew boat senior selection
E	Ranked within top 25% of class in Prem*	Top 10 single boat in Junior or U23 GB Team selection.

\*Ranking as of 11<sup>th</sup> August 2019

Where more athletes achieve a Performance Matrix result than the number of places that are available in 2019-20, priority will be given to athletes that have achieved a higher priority Performance Matrix result. In the event that this does not differentiate priority then individual

placing at the event or overall ranking (in the case of domestic ranking) will be considered. All results are subject to an assessment of strength/depth of start line.

Any athlete achieving a “Priority A” Performance Matrix standard in 2018 will be considered for nomination in 2019 but this consideration will be after those athletes that have achieved a “Priority A” Performance Matrix standard in 2019. “Priority A” Performance Matrix standards that are achieved in 2018 will be considered ahead of those athletes that have achieved “Priority B” Performance Matrix standards or below in 2019.

### **3.2. Additional Factors**

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

- 1) **Progression.** Has there been a significant and worthwhile progression year on year (as defined by progression in the performance standards listed in the matrix above).
- 2) **Performance behaviours.** Athletes that take a proactive role in their development, are deliberate and focused with their practice (including being prepared to challenge themselves and work on targeted areas of weakness) and ultimately take ownership over their own personal development.
- 3) **TASS Utilisation.** The value adding impact that TASS would have on the athlete’s development opportunities considering their specific 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).
- 4) **Talent Development Strategy.** The need to ensure a balance across classes and genders in all Olympic events.

### **4. 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 we create effective training squads, take account of differing levels of biological development as well as any other exceptional circumstances including injury or significant illness.

This 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.

### **5. Nomination Process**

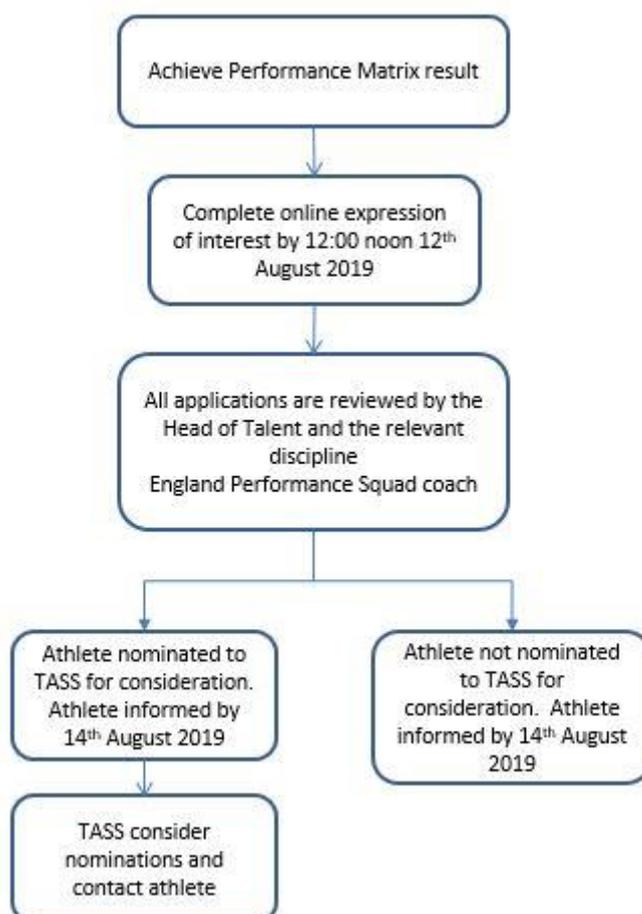
Any athlete wishing to be considered for TASS support for 2019-20 is invited to register their interest by completing the TASS application form [HERE](#) by 12 noon on 12<sup>th</sup> August 2019.

The selection of those athletes to be nominated to TASS for inclusion will be led by the Head of Talent in consultation with both Slalom and Sprint England Performance Squad coaches.

Athletes will be informed whether or not they have been nominated for a TASS programme place by 14<sup>th</sup> August 2019. 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.

## Overview



## 6. 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 Head of Talent 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 Head of Talent will advise in writing the outcome of the review and the decision reached.

## 7. Appeals

Following the conclusion of the review stage detailed in paragraph 6, should an applicant wish to formally appeal the decision of the Head of Talent 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 Head of Talent 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 Head of Performance Operations within 48 working hours of the outcome of the review detailed in paragraph 6 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 Performance Operations 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 Performance Operations will be final and binding. The Head of Performance Operations will advise the applicant in writing of the outcome of the appeal within 5 days of receipt of the initial Notice of Appeal.

## **8. Policies**

For the avoidance of doubt this inclusion 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.

## **9. 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 application 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 GDPR and the Data Protection Act 2018 which came into effect on 25th May 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](mailto:GDPR@britishcanoeing.org.uk).

## **10. Contacts**

Head of Talent: [richard.ramsdale@britishcanoeing.org.uk](mailto:richard.ramsdale@britishcanoeing.org.uk)

Talent Admin Officer: [daniel.thompson@britishcanoeing.org.uk](mailto:daniel.thompson@britishcanoeing.org.uk)

Head of Performance Operations: [andy.maddock@britishcanoeing.org.uk](mailto:andy.maddock@britishcanoeing.org.uk)

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