Talent Hub Selection Policy 2020-21

(updated 7th August 2020)

Introduction to Talent Development Hubs

In 2020 - 2021, the aim is to evolve the existing talent pathway activity into a structured UK network of Talent Development Hubs running programmes that provide a holistic pathway for athletes aged 16-21+ years. The Hub structure will be developed in partnership with universities, schools, colleges and clubs and to be supported by England Athletics. There will be three phases to each Talent Development Hub; a Talent Confirmation' programme (Youth Talent Programme) for athletes aged 17-18 year, leading to a Talent Development programme (Junior Talent Programme) for athletes aged +19 years linked to a University and a Senior talent programme. To feed these programmes, the aim is to build a network of talent development accredited club and school environments providing high quality coaching through a national athlete development curriculum based on the Athletics 365 programme.

Two pilot Talent Development Hubs were established in Leeds and Birmingham in October 2019 in partnership with British/England Athletics, TASS, London Marathon Events, Leeds Becket University and University of Birmingham. This document outlines the selection policy and process for athletes who wish to attend a Talent Hub. To give athletes and parents/legal guardian enough time to prepare for the start date of each of the programmes this process will commence in June 2020.

LONDON MARATHON EVENTS

London Marathon Events will provide funding support specifically for the development of 1500m plus endurance events at The Talent Development Hub. The aim is to support athlete and coaches to progress and transition from Junior to Senior success at global championships.

London Marathon Events with enter into a partnership with British Athletics and England Athletics and the University's, for the delivery of the agreed KPIs.

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Eligibility

To be considered for a place at a Talent Hub athletes must be eligible to represent the Home Nations and Great Britain and have met the requisite performance level requirements, and for the Youth Talent Programme also meet the eligible age criteria.

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Eligibility to represent the Home Nations and Great Britain

Athletes must either hold a British passport (and be eligible to represent Great Britain) or be eligible for a British passport. Athletes who do not currently hold a British passport but are eligible for one will be asked as part of their application to provide: 1) evidence on how they are eligible for a British passport; and 2) where they are in the process of obtaining it.

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Performance level requirements

All of the following, as well as any other factors that may be deemed relevant, will be considered as performance level requirements;

- Athlete's performance profile (should be rising at least equal to or steeper rate than the event trend);
- Athlete's position on the relevant Performance Funnel;
- Athlete's major competition performances including, specifically, performances at the current and last seasons international and domestic Championships;
- UK Power of 10 ranking including previous years results/rankings;
- Event trends/progression.
- Engagement of athlete and/or coach on other programmes

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All eligible athletes who have been selected for at least one national pathway programme in 2019 will be considered by the selection panel for a place at the Talent hub if they receive a minimum of two nominations from the following individuals:

- British Athletics Performance Programme
- England Athletics Event Leads
- London Marathon Events
- Talent Hub Director of Athletics
- Talent Hub Head Coach

- The Nominating individuals will put forward athletes who they believe have the potential to be selected for a Talent hub place, with nominations based on observations at events and/or activity between 1st January 2020 and 31st August 2020 (the nominating window):
- After the nomination window has closed, the selection panel will convene to confirm those athletes who will be considered for selection. Only athletes who will be considered for selection will be notified.

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Communication of athletes considered for selection

- Each athlete who will be considered for selection will receive formal notification in writing, with a Talent hub application pack by the end of September 2020. If an athlete does not receive an application pack by the end of September 2020 then they have not been shortlisted to be considered for a place at a Talent hub in year 2 of the programmes.
- This pack will include information on each Hub, which will be arranged by each Talent hub in partnership with England Athletics. It is recommended that all athletes (along with their parents/legal guardian) who have been shortlisted and have an interest in attending a Talent hub visit both sites to inform their decision making (virtual visits are available via the hub managers on request).
- Visiting each Talent hub will also provide the opportunity for athletes and parents/legal guardian to meet the Talent hub Coaching team. The Talent hub Head Coaches will also attend targeted events across the season which will give athletes and parents/legal guardian the opportunity to do the same. The current Covid-19 situation may mean hubs use virtual meetings until clarity on face to face meeting are agreed.

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Confirmation of athlete interest

Having had the opportunity to visit both Talent Hub sites (virtually if requested), athletes in consideration for selection (and parents/legal guardian) must then decide if they would like to apply for a place at a Talent Hub. If they choose to do so, they must complete the Talent Hub application by August 2020. For the Youth Talent Programme applications will be need to be completed by September 30th 2020.

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Selection Process

Once athletes have confirmed their interest in being selected for a Talent Hub, athletes will be evaluated by the selection panel.

Selection Panel

- The selection panel will consist of some of the following (or their nominees):
- England Athletics event leads and Coach and Athlete Development Manager (NGB)
- BA Performance Pathway Manager/Director (NGB)
- London Marathon Events Representative
- Director of Athletics at the Hub and Talent Hub Managers
- Youth Talent programme Lead Coaches
- BA Pathway Coaching Lead
- Athlete Representative
- At the discretion of the National Governing Bodies, the selection panel may also have an independent professional athletics expert. A member of the NGB will chair the meeting.

Late applicants

Only athletes who were considered for selection will be eligible to make a late application. This may include athletes who were on the shortlist but chose not to confirm their interest and apply, or athletes who only applied to one of the Talent Hubs but were not awarded a place due to more athletes applying to that programme than there were places available. If more athletes re-apply than there are places available, then the selection panel will consider all late applicants and use their expert judgement of those most suitable for a place at a Talent hub. The NGB may make referrals throughout the season based on performances.

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Suspension and termination of membership

If an athlete or coach is in breach of the Talent Hub Agreement, at its discretion England Athletics or British Athletics may suspend membership until such time as the athlete or coach remedies such breach or its otherwise deemed appropriate to end the suspension. In the event that an athlete is in material breach of the Athlete / coach Agreement, England Athletics or British Athletics reserves the right in its absolute discretion at any time to terminate the membership upon notice in writing (which shall include email).

Amendment

British Athletics or England Athletics reserves the right to amend this Selection Policy at its discretion and will make any amended version publicly available. An athlete's continuing membership of the talent hub shall be deemed as continued acceptance of this Selection Policy as amended from time to time.

All dates and potentially selection criteria are subject to change based on the recent corona virus situation.

Selection Activity Timeline

Date. PLEASE NOTE THAT THE CORONA-19 MAY IMPACT ON THESE DATES AND WE WILL BE GUIDED BY GOVERNMENT ON CERTAIN DATES.	Activity
September 2019	Youth Talent Programme (YTP) athletes shortlisted selected
June 2020	Selection Policy published
	YTP selections confirmed
February 2020	National Age Groups Indoors – Hub activation
June 2020	Talent Hub Applications Open
Summer 2020 TBC	Talent Hub Open Days
Summer 2020 TBC	National Championships – Hub activation
August 2020	Deadline for athletes applications to be submitted
August 2020	UKA Talent Hub network meeting – shortlist selections
18th September 2020	Panel meeting – athlete selections made
Week commencing 21st September 2020	Selection confirmed with athletes
30th September 2020	Selected athletes confirm they will accept their Talent Hub place
October 2020	Talent Hub Programme Starts

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