



YORKSHIRE TENNIS

YORKSHIRE TENNIS – YORKSHIRE PLAYER DEVELOPMENT CENTRE INITIATIVE

INTRODUCTION

This initiative is aimed at Clubs who have large Coaching Programmes and who continue to produce junior players capable of competing at County, Regional and National level. These Clubs are mainly the large Indoor Clubs though smaller Indoor Clubs and outdoor Clubs with large Coaching programmes may also apply.

We invite Clubs who feel they meet these criteria to apply to become a Yorkshire Player Development Centre for which they will receive financial support based on incentivisation's linked to Key Performance Indicators. This paper describes how the scheme will work.

PURPOSE OF YORKSHIRE PLAYER DEVELOPMENT CENTRES

The primary purpose of Yorkshire Player Development Centres (YPDCs) is to provide a pathway for children over the age of 7 to over time reach their full potential. We want YPDCs to work with Yorkshire Tennis to help players achieve their full potential and produce future County Players, County Champions and for the more talented players to progress to the Regional Player Development Centre (RPDC).

We also want YPDCs to work with and support Yorkshire Tennis in other ways such as Increasing participation, Implementing Community outreach and School links, Support inclusivity and the Open Court Programme, develop Coaches and deliver quality Coaching programmes, Support County Training and organise Club Competitions such as Graded events, Play your way to Wimbledon etc.

In addition, we want YPDCs to improve performance in some key areas which align with priorities linked to County Cup outcomes, County Championships and our Regional Player Development Centre.

We already have Clubs who are delivering many of these things, and we believe it is right to incentivise these Clubs to further improve as well as encourage other Clubs to achieve these same high standards. This initiative aims to do this.

BENEFITS FOR YORKSHIRE TENNIS

1 Help Yorkshire Tennis achieve its aims and objectives including a top 3 position in the County Cup Race

- 2 Increase the number and quality of players entering the County Championships
- 3 Provide a consistent supply of players to the Regional Player Development Centre
- 4 Help Yorkshire Tennis achieve its LTA Key Performance Indicators
- 5 Help contribute to achieving actions and targets in our Business Plan
- 6 Develop mutually beneficial relations with Key Clubs

BENEFITS FOR YORKSHIRE PLAYER DEVELOPMENT CENTRES

- 1 Recognise their contribution by awarding them Yorkshire Player Development Centre Status which is linked to financial reward
- 2 Financially reward YPDCs for developing junior players who compete in our County Cup Teams
- 3 Financially reward YPDCs for supporting our County Championships through their player entries
- 4 Financially reward YPDCs for their players achieving success at our County Championships
- 5 Financially reward YPDCs who produce full time players that progress to the Regional Player Development Centre
- 6 Help raise YPDC standards and provide recognition of their achievements

THE SCHEME

We will aim to appoint up to 8 YPDCs who will each receive a Retainer payment and will be financially incentivised to deliver Five Key Performance Indicators which are outlined later in this document.

A Key Performance Indicator dashboard will be produced so that we can compare the performance of all our YPDCs. After the first year we will hold performance reviews with YPDCs to discuss their performance and will hold reviews at least annually thereafter.

It is planned that the Scheme will run for a minimum of 3 years and potentially longer. An annual review of the scheme will take place and If the expected benefits are not evident YTL could decide to end or revise the Scheme. If, however, the Scheme is beneficial, but one or two Clubs fall short of the required standard then these YPDCs could lose their YPDC status which would then provide an opportunity for new YPDCs to be selected.

In addition, YTL may terminate the agreement of any YPDC who in its view has behaved in a way that is not compatible with YPDC status. Examples may include Safeguarding issues, gaming the system and any other behaviour likely to bring the YPDC or Yorkshire Tennis into disrepute.

YPDC SELECTION PROCESS

There are minimum standards to be met to achieve YPDC status which will be via an application process. A YPDC Panel will consider the applications and decide which Clubs are awarded YPDC status. Once designated each YPDC will receive a financial Retainer and will be incentivised to earn additional funds based on their contribution to Key Performance Indicators. An agreement will be drawn up for YTL and the YPDC to sign.

KEY PERFORMANCE INDICATORS

The following describes each of our five Key Performance Indicators, along with the incentivised payments, performance measures and expected outcomes.

Key Performance Indicator 1 – Deliver key LTA and YTL priorities

Each YPDC will receive a retainer payment of £2000 per annum for delivering as a minimum the following:

Junior Coaching programme

Coach Development programme

Community Outreach programme

School Links programme

Inclusivity programme including Open Court participation

Hold regular LTA Competitions including Play your way to Wimbledon

High Safeguarding Standards

Work Closely and Cooperatively with Yorkshire Tennis

Other desirables such as entering teams in the Dunlop Yorkshire Doubles League, and providing Coaches who are County Captains may also be highlighted in the application

Maximum 8 YPDCs = 8 x £2000 = **£16000 maximum pot**

How Measured – Applicant Club to explain how they meet all the above criteria as part of the application process and YTL to monitor

Expected Outcome – To be an exemplar of good practice to Clubs and raise outcomes and standards

Key Performance Indicator 2 – Juniors entering County Championships

YPDC to be incentivised by rewarding them for the number of Junior players who enter the County Championships singles events plus one doubles event (where one exists) as follows:

Over 10 Players - £250

Over 15 Players - £500

Over 20 players - £750

Over 25 Players - £1000

Over 30 Players - £1250

How Measured – Name of YPDC specified by competing player at entry and confirmed by Referee

Expected Outcome – To significantly increase the number of juniors entering the County Championships singles and doubles events

Key Performance Indicator 3 – County Championships Singles Winners and Runners Up

YPDC to be incentivised to encourage their best players to enter the County Championships singles events as follows:

Boys and Girls 8 and under singles winners and runners up – YPDC to receive £100 per winner and £50 per runner up = £300

Boys and Girls 9 and under singles winners and runners up – YPDC to receive £100 per winner and £50 per runner up = £300

Boys and Girls 10 and under singles winners and runners up – YPDC to receive £150 per winner and £75 per runner up = £450

Boys and Girls 11 and under singles winners and runners up – YPDC to receive £150 per winner and £75 per runner up = £450

Boys and Girls 12 and under singles winners and runners up - YPDC to receive £200 per winner and £100 per runner up = £600

Boys and Girls 14 and under singles winners and runners up – YPDC to receive £200 per winner and £100 per runner up = £600

Boys and Girls 16 and under singles winners and runners up – YPDC to receive £250 per winner and £125 per runner up = £750

Boys and Girls 18 and under singles winners and runners up – YPDC to receive £250 per winner and £125 per runner up = £750

Men's and Ladies singles winners and runners up - YPDC to receive £300 per winner and £150 per runner up = £900

How Measured – Name of YPDC specified by winner and runner up at entry and confirmed by Referee

Expected Outcome – To significantly Increase the quality of entries in the singles events

Key Performance Indicator 4 – Juniors representing Yorkshire in County Cup Competition

YPDC to be incentivised to produce players capable of representing Yorkshire County teams from 8 and under to 18 and under as follows:

There are around 100 juniors representing Yorkshire at County Cup. For each unique player from a YPDC who plays in a County Cup Team the YPDC will receive £100.

How Measured – Name of YPDC where the junior is coached at and confirmed by the player

Expected Outcome – To enhance our County Cup Race prospects

Key Performance Indicator 5 – Junior full-time players progressing to the Regional Player Development Centre

YPDC to be incentivised to produce players capable of progressing to the Regional Player Development Centre as follows:

£1000 per player from a YPDC who progresses to the RPDC

How Measured – Name of YPDC where the junior is coached at and confirmed by the player

Expected Outcome – To develop players of RPDC standard leading to more being developed

ESTIMATED TOTAL EARNINGS AMOUNT

YPDC Retainer - £16000

Juniors entering County Championships - £4000

County Championship Singles Winners and Runners Up - £4000

Juniors representing Yorkshire in County Cup Competition - £7500

Juniors progressing to the Regional Player Development Centre - £6000

End of year Bonus Pot - £2500

Estimated Total - £40000 per annum

Please Note:

- 1) Budget £40000 per annum x 3 years = £120000 over 3 years
- 2) Average earnings per YPDC is £5000 per annum (£40000 divided by 8 YPDCs = £5000) with some YPDCs earning more and others earning less
- 3) A maximum earnings cap of £7500 will apply to each YPDC

END OF YEAR BONUS POT

If at the end of the year all the £40000 budget is allocated there will be no end of year bonus pot. However, if there is a sufficient underspend within the budget then a £2500 Bonus Pot will be made available for YPDCs to share at the end of the year based on performance. Points will be allocated depending on where YPDCs end up in respect of each Key Performance Indicator. For example, a YPDC with the highest earnings will receive 8 points and the YPDC with the lowest earnings will receive 1 point. Points will be added in respect of each Key Performance Indicator to determine the overall

position. YPDCs will then receive a bonus depending on where they finish on the final dashboard as follows:

Bonus Pot

First – 8 points - £600

Second – 7 points - £500

Third - 6 points - £400

Fourth – 5 points - £300

Fifth – 4 points - £250

Sixth – 3 points - £200

Seventh – 2 points - £150

Eighth – 1 point - £100

TOTAL - £2500 Maximum Pot

PAYMENT

The Retainer is to be paid at the beginning of the year, and the incentivised payments at the end of the year.

SCHEME FLEXIBILITY

This YPDC model is flexible and can be adapted annually in terms of the number of YPDCs, Key Performance Indicators, incentivisation, quantum, budget etc.

TIMESCALE

Application Form circulated Monday 24th February

Application Form returned by Monday 17th March

Panel meet to consider applications and agree the YPDCs – w/c 17th March

YPDCs appointed and agreement signed by Monday 31st March

YPDC Scheme Commences - April 2025

An application form is attached with a deadline date for submission of Monday 17th March 2025.

Please forward your application to: secretary@yorkshiretennis.org.uk and Copy in Nick Fitzpatrick at – performance@yorkshiretennis.org.uk

If anyone has any queries regarding the scheme they should contact one of the following:

Nick Fitzpatrick – Head of YT Performance – performance@yorkshiretennis.org.uk

Chris Day – Vice Chair Yorkshire Tennis – chris.day5819@outlook.com