

PERFORMANCE DIRECTORATE

POLICY GUIDANCE

British Judo Performance Institute – Selection Policy

BACKGROUND

The purpose of this document is to clearly lay out the procedures for designated players selected for APA funding to be considered for selection, invitation and relocation to the British Judo Performance Institute at Dartford. With the confirmation by UK Sport of lottery funding in early 2009 to the British Judo Performance Programme for the London 2012 Olympic cycle, the importance of accountability for medals has never been greater.

As with all funded sports the importance of implementing robust performance structures, which can deliver performance and Olympic and Paralympic medals, will be monitored regularly through the cycle by the M2012 processes set up by UK Sport. The high level targets agreed with UK Sport to secure the funding for British Judo, is 3 medals apiece for the Olympic and Paralympic programmes.

Therefore to meet these medal requirements it has been essential to establish a British Judo Performance Institute, where all the major resources such as coaching, sports science and sports medical expertise can be focused. The centralisation of these resources will help ensure the acceleration and development of individual player's learning to win medals at the highest level – this is an absolute priority.

An important factor is the requirement for GB Head Coach, Patrick Roux, the coaches and sport science and sports medical staff, to clearly identify performance goals for each funded player and to be able to deliver coaching and support, which not only maximises every performance percentage, but also minimises any risk factor. 'Performance monitoring' of the players and the work of the coaches-support staff is essential, in order to effectively evaluate player learning, development and performance in competition. Performance systems need to be accountable so that all work delivered can become 'measurable'. This is not possible where there is limited day to day contact with players and coaches.

The work needed to win Olympic and Paralympic medals can only be undertaken in a highly effective managed programme and within a truly performance focused and interdisciplinary environment. The BJPI is becoming the 'nucleus of excellence' from which to deliver a truly centralised training programme.

BRITISH JUDO PERFORMANCE INSTITUTE

The BJPI will strive to combine the best players, the best coaches, cutting edge technical programmes, the latest equipment and high level support services to give our elite players the best possible chance to medal at world and Olympic/Paralympic levels. This structure will form the top of our performance pyramid and will have a strong influence at all other performance levels.

The BJPI will provide a range of services and support for different levels of players and coaches. There will be an elite group of players training full time at the facility, training camps, (particularly a focus on inviting foreign elite players and teams wherever possible) and daily visits by other judoka for randori, plus other training. Performance coach education will be directed and delivered out of the BJPI. Other initiatives will also be initiated which can impact on performance, such as the implementation of the performance cells in the in the network.

The purpose of this document is to explain how the selection of the full time Elite Training group members will be accomplished and how this will fit in with other judo training environments in the country.

It is intended that almost every player with Olympic and Paralympic medal potential who can *benefit* from the BJPI will be asked to live and train full time at the BJPI. It is envisioned there will be between 20 – 30 full time funded players at any given time, plus other elite players who can contribute to being part of a performance training group – with an appropriate spread across weight categories and genders.

SELECTION PRINCIPLES AND CONSIDERATIONS

There are some key principles on which all player relocation decision-making will be based:

1. Medal Potential – players that are selected will/MUST have World and Olympic/Paralympic medal potential.
2. Performance Impact – those players that need to have increased contact time and benefit from the expertise of the GB Head Coach, coaching staff and support at the BJPI.
3. Stage in the Performance Player Pathway / Engagement Curve – a player may be required to train full time at the BJPI if they are at a certain stage of their development; particularly young transitional players, developing elite senior players and those senior elite players who are able to maximise their training and development in the BJPI environment. A model has been developed (this is an indicator) that indicates which age groups are likely to gain the most benefit from engagement with the central elite centre and for how many hours per week. A player may be directed to train full time in Dartford from the ages of 19-26 and then at that point may want to scale back this engagement and train part time at Dartford and part time somewhere else. The exact age will depend on the physical and technical maturity of the individual. The Performance Directorate

staff will agree the arrangements that are best for that player. This model is one which UK Sport has previously endorsed.

4. Team balance – It is also important that there is an appropriate balance across weight categories and genders; this will be taken into consideration during the selection process.
5. Resources – there are only a certain amount of resources in terms of money, equipment, staff, and facility time available, so the day-to-day training group at Dartford will be a select and relatively small group. Therefore it is important to recognise that it is not possible to allocate resources elsewhere in the network and they are not diluted in any way.
6. Network – the BJPI is intended to be the pinnacle of a performance player’s pathway, but it is essential to establish a strong support network in all four home countries to underpin British Judo’s Olympic and Paralympic ambitions. We will consider all elite training environments in the Home Countries. The relative strength or weakness of each will be a major consideration when considering a player’s individual situation and the appropriate time to relocate.
7. Overall Performance Rational – when all of the above factors and other variables are considered a final decision can be made as to whether a player will be requested to relocate to the BJPI, Dartford. The Performance Directorate intend to re-locate the best 20-30 players to the BJPI, after careful evaluation against all of the above.
8. Selection Process for Milestone and other Events – it is likely that most of the players eligible for selection for milestone events will be training at Dartford but to note all selection processes will be open and transparent. However if there is a world class player who refuses to leave the training environment of the ‘family club’ but happens to be the best player in the country s/he will be assessed based on their medal potential. A player cannot be forced to go to the BJPI, Dartford – but it would be unlikely that someone who is asked to go and refuses would be considered for APA funding.

SELECTION PANEL

The selection panel will be comprised of the GB Head Coach, Senior Coach Men’s (Development Coach will substitute, until position is filled), Senior Coach Women’s, Lead Development Coach, Performance Operations Manager and the Performance Director. This six person team will work closely with the player’s support personnel (coaches, parents, etc) to compile a complete picture of the player and assess the potential based on the principles above, prior to making a final decision.

DE-SELECTION POLICY

The selectors reserve the right to de-select a player at any time. Players will be reviewed quarterly and will be kept up to date with personal objectives identified in their Learning Contract and also the progress against those objectives. When a player is de-selected, the decision should not come as a surprised or be a sudden decision (unless a serious disciplinary or misconduct issue arises). All players will be given every opportunity to succeed and will only be de-selected when it becomes obvious over a period of time that their medal prospects and development as an elite player is limited and s/he is not likely to meet the necessary performance benchmarks required.

CONCLUSION

The Selectors are committed to having the BEST possible prospects for judoka training at the BJPI in the future. This will require continuous evaluation of the available talent – both at the BJPI and also throughout the performance network across the UK.

We look forward to engaging with all parties to ensure we deliver medals systematically at all future Olympiads and Paralympiads and that all elite players and coaches have the best opportunity to grow and progress along the 'performance player/coaching pathway' to the very highest levels.