

## TABLE TENNIS ENGLAND YOUTH SQUAD ATHLETE AGREEMENT

THIS AGREEMENT is made on the **DAY** day of **MONTH** 2014

BETWEEN:

Table Tennis England, Norfolk House, 88 Saxon Gate West, Milton Keynes, MK9 2DL ("Table Tennis England" the NGB); and

**YOUR NAME** ("you").

This Agreement is written to explain to you both the benefits and responsibilities of being a member of the England Youth Squad for the 2014-15 Season, from 20th September 2014 to 31st July 2015 (the "selection Period").

Your selection as an England Youth Squad Member is conditional upon you entering into this Agreement and observing its terms and conditions.

This Agreement operates for the duration of the Selection Period.

### Eligibility:

1. You are only eligible for selection to Table Tennis England's England Youth Squad if you:
  - 1.1. Are affiliated to Table Tennis England, holding a valid Table Tennis England Player Licence and in good standing
  - 1.2. Are eligible to represent England in ITTF and ETTU approved competitions and have a valid British Passport
  - 1.3. Are not currently under disqualification or suspension under the rules of Table Tennis England or ITTF & ETTU.
  - 1.4. Are not currently serving any sanction for an anti-doping rule violation under any relevant anti-doping rules.
  - 1.5. Have notified Table Tennis England that they wish to be considered for this Squad by 4th August 2014 by returning a signed application form. Athletes are required to notify Sandra Pelizzoni (performance@tabletennisengland.co.uk) in writing or by email that they wish to be considered for selection by this date;
  - 1.6. Have signed and returned a copy of this Agreement (by 12th September 2014)
  - 1.7. Have attended the required Table Tennis England assessment day, or had mitigating circumstances accepted in advance by the selection panel.

### General Obligations:

2. As a Squad Member you agree to:

- 2.1. Observe and comply with this Agreement and the criteria contained within the Entry/ Eligibility Forms issued by the Table Tennis England, ETTU, ITTF and all other applicable rules;
- 2.2. Comply with directions given to you by Table Tennis England Performance Staff, the Head of Coaching & Performance and/or any person appointed by him or her;
- 2.3. Behave in a proper manner so as not to bring yourself, Table Tennis England, the ITTF and ETTU, the England Youth Squad or any other member of the Squad into disrepute;
- 2.4. Travel to and from designated training and competitions events that Table Tennis England has organised for you or that arise out of this Agreement. You will also travel in the clothing that Table Tennis England has asked you to wear; and
- 2.5. Attend any Squad functions as advised by the Head of Coaching & Performance.

## **Media and Photography**

3. There may be some media interest in the Squad and its performance. If you are asked by the Table Tennis England's Media Officer to speak to the media, you agree to:
  - 3.1. Wear Table Tennis England clothing only (to be advised by Head of Coaching & Performance);
  - 3.2. Not make any comment that could bring you, the sport, the Squad or Table Tennis England into disrepute;
  - 3.3. Make every effort to project the best possible image of the Squad and your own participation as a representative of Table Tennis England;
  - 3.4. Not make any adverse comments on the performance or prospects of any Squad Members or Table Tennis England Staff;
  - 3.5. Not comment or behave in any way which may prove damaging, humiliating or defamatory to the Squad, a Squad Member, Table Tennis England, Table Tennis England Staff or any other team or competitor. You should always act in the best interests of the Squad collectively whilst respecting all individual Squad Members;
  - 3.6. Not refer to any commercial organisation which is not a Table Tennis England Sponsor or Partner unless you have obtained Table Tennis England's express prior approval;
  - 3.7. Not denigrate any Table Tennis England Sponsor or Partner.
4. The Head of Coaching & Performance or delegate, will be the spokesperson on all matters concerning the Squad and the programme.
5. You agree to comply with the Table Tennis England Social Media Policy (<http://tabletennisengland.co.uk/wp-content/uploads/2013/01/Table-Tennis-England-Social-Media-Guidelines.pdf>). In particular, you shall not be permitted to post publicly on social media any personal photographs or videos taken within the Squad programme, or use them for any commercial purposes.
6. You consent to your performance being filmed and recorded by or on our behalf whilst you are training, competing or otherwise carrying out any activity as part of the England Youth Squad. You expressly agree that these films and all rights in them will be our property and may be used by Table Tennis England only for training and coaching purposes and/or purposes consistent with those laid out in in clauses below.
7. You agree to engage in a maximum of 5 full days of Appearances in any year of the Selection period. This obligation shall apply to each Year of the England Youth Squad programme. Depending on the start of your selection period the number of appearances will be pro-rata but shall not be pro-rata where your membership has terminated at some point during the Year. Table Tennis England will pay

the costs associated with these days and will require you to wear Squad clothing. Appearance days may be used to create you Image for use by Table Tennis England or its Sponsors and Partners in an advertising campaign.

8. Table Tennis England may now and in the future wish to use your name, photographs and/or footage taken of you at Squad activity for its own purposes. You agree that Table Tennis England may use your name and/or likeness free of charge for any such purposes.
9. You also agree that any Table Tennis England Sponsor or Partner may use your name and/or photograph for their own commercial purposes without needing to obtain any further consent from you. Any such use will make clear that you a member of the England Youth Squad or show you with other England Youth Squad athletes. Clauses 8 and 9 shall survive the termination of this Agreement.

### **Squad Clothing**

10. You may receive a number of items of Table Tennis England clothing from Table Tennis England and its Sponsor, currently Butterfly. You agree to wear the Squad clothing at all relevant times which may include but not limited to when you are selected to represent England at the competition venues; in competition; at award ceremonies; at photo sessions/press conferences and interviews as well as during official training camps or other England Youth Squad Programme activity.
11. You agree to keep all official Squad clothing in good condition and not to modify it or them in any way. You agree not to use any Squad clothing for any promotional or commercial activity and will not allow anyone else to use it for such purposes. You must not sell or attempt to sell any item of official Squad clothing.

### **Gambling**

12. You agree not to appear in, participate in or permit your picture, name, image or other personal attribute to be used for or in connection with the endorsement, promotion or marketing of any gambling agency.
13. You agree to comply with the IOC Code of Ethics (<http://www.olympic.org/content/footer-pages/documents/code-of-ethics/>) and, in particular, not to participate in or assist any gambling or betting activities associated with the staging of, or any performances at Table Tennis England, ETTU, ITTF or IOC activity.

### **Anti-doping**

14. You must comply with the Anti-Doping Rules at all times (including before this Agreement was entered into). This is your personal responsibility, which you cannot delegate to anyone else;
15. You must not be involved in any criminal offence involving drugs

### **Data Protection**

16. You consent to your personal details (including your name, date of birth etc.) Being provided by Table Tennis England to event organisers as necessary. You further agree that Table Tennis England can include your personal details (excluding address, contact details etc.) In any Squad Handbook and on Table Tennis England's official website.

## **Minors (those under 18 years of age)**

17. If you are under 18 years of age at the date of entering into this Agreement you agree that this Agreement is for your benefit. Your participation in the Team is conditional on your parents or guardians also signing this Agreement.
18. Table Tennis England has implemented a safeguarding policy which exists for athletes who are under the age of 18 under the Table Tennis England's control and applies to protect the welfare of those athletes. A copy of the Table Tennis England's safeguarding policy is available to all on request.

## **Payment**

19. Payment of £1555 is to be made to Table Tennis England for the Table Tennis England Youth Squad programme
20. You will agree a payment schedule with Table Tennis England but one of the following:
  - 20.1. Either in full at the start by credit card or bank transfer
  - 20.2. Quarterly payment of £388.75 by credit card or bank transfer by each of the following:
    - 1<sup>st</sup> October 2014,
    - 1st January 2015,
    - 1st April 2015 &
    - 1st July 2015
  - 20.3. Monthly payment of £155.50 by credit card or bank transfer by each of the following:
    - 1st October 2014
    - 1st November 2014
    - 1st December 2014
    - 1st January 2015
    - 1st February 2015
    - 1st March 2015
    - 1st April 2015
    - 1st May 2015
    - 1st June 2015
    - 1st July 2015.
21. Should you leave the programme before the end of the Selection period for any reason- Table Tennis England will require full payment for all outstanding amounts and any already committed funding. This must be paid immediately by Credit Card.
22. Should you leave the programme before the end of the Selection period, Table Tennis England will endeavour to return any uncommitted funds.
23. You agree to provide Table Tennis England with a valid Credit Card number and your authorisation to deduct the full amount should you leave the programme or not make regular payments against the amount outstanding. Table Tennis England will hold this only as security.
24. Table Tennis England reserve the right to apply sanctions and bans to you should you not make payment as set out here that may result in your withdrawal from Table Tennis England sanctioned or entered events

## Squad Programme

25. If you are selected to the England Youth Squad you are committing yourself to attending the following training camps, venues are to be confirmed but as a base Lilleshall will be used:
  - 20-21 September 2014
  - 28-31 October 2014
  - 15-16 November 2014
  - 6-7 December 2014
  - 17-18 January 2015
  - 16-19 February 2015
  - 6-9 April 2015
  - 2-3 May 2015
  - 30-31 May 2015
  - 13-14 June 2015
  - 29 June- 2 July 2015
26. You acknowledge that these dates may be subject to change by Table Tennis England but that Table Tennis England will endeavour to communicate these as promptly as possible.
27. Between each camp one of the three National Staff will meet with you at least once with the objective of supporting your local training and talking through with you the progress you are making. You will be assigned a particular contact coach who will provide this support.
28. Your training programme is completed at your own expenses unless otherwise agreed with Table Tennis England and a minimum of 10 hours training per week is required from each member of the Squad
29. You will be required to complete weekly records of your training, submitted regularly to Matthew Stanforth in electronic form providing details of your training and competition including physical training completed that week.
30. If selected you will be required to compete in the following events:
  - Your age group National Championships during the selection period
  - At least 2 4\* competitions during the selection period
  - Relevant Masters (if selected and age group applicable)
31. Players will be required to agree the rest of their competition programme with their support coach and submit competition reviews following each event.
32. The costs for these competitions are your responsibility unless other wise agreed with Table Tennis England.
33. You should be available for selection for a number of international competitions where relevant for your age group including:
  - Home 6 Nations (potentially funded)
  - Cadet 6 Nations (potentially funded)
  - European Youth Championships (funded)
  - World Junior Championships (self funded)
  - European Minis (self funded)

- Hungarian Youth Open (potentially funded)
- French Youth Open (potentially funded)
- Spanish Youth Open (potentially funded)
- Other competitions or events may be added

## **Communications**

34. You and your personal coaches are expected to communicate regularly with your support coach and to engage in an open and honest manner with them. This is the basis of the support that this programme can offer and failure to do so may result in your de-selection.

## **Medical**

35. At the time of your selection, you may have your medical and/or musculoskeletal status confirmed by a nominated Table Tennis England Medical adviser. You may, at any other time, be required by the Head of Coaching & Performance (and/or his delegate) to undergo fitness or medical assessments to ensure that you have maintained an adequate level of fitness to perform to the best of your ability. The Head of Coaching & Performance (and/or his delegate) will specify the process by which you are to confirm your continued health and fitness, which might include participating in certain events or undergoing fitness tests;

## **Suspension & termination**

36. We may, at our absolute discretion, terminate or suspend this Agreement and your membership of the England Youth Squad at any time and with immediate effect by written notice to You if:

- 36.1. Our Funding substantially changes
- 36.2. You fail to adhere to the Table Tennis England Code of Conduct
- 36.3. You no longer meet the eligibility criteria;
- 36.4. You, in accepting membership of the Table Tennis England, have made a declaration (whether to us) that is untrue;
- 36.5. You breach the Anti-Doping Rules
- 36.6. You fail to complete the make payments to Table Tennis England for the England Youth Squad programme.
- 36.7. You are charged with or found guilty of (before or during the term of this Agreement) a criminal offence;

37. Your membership on the Table Tennis England may be suspended or terminated as a consequence of a disciplinary offence or for performance related reasons. Where suspension or termination relates to your performance we will ensure (as a minimum) that you are given early warning of the possibility of removal from the England Youth Squad and information on the steps or results reasonably required of you to avoid such action. You will be given sufficient time following notification for the necessary improvement to be made (in the case of a performance related decision) and for us to have time to reasonably make an assessment.

38. In the following cases where membership is terminated, we will give you three months written notice of termination;

- 38.1. Table Tennis England funding (or part of it) is suspended or terminated;
- 38.2. Unsatisfactory performance

39. You are entitled to terminate your membership of the England Youth Squad at any time subject to discussing your intentions with the Head of Coaching & Performance (or delegate) beforehand and giving written notice to the Head of Coaching & Performance.
40. Where you do terminate this Agreement it will cease to apply to you immediately upon our acceptance of your termination of your membership of the Table Tennis England.
41. Consequences of Termination
- 41.1. On termination of your membership of the England Youth Squad for any reason you shall:
  - 41.2. Immediately cease to be a member of the England Youth Squad;
  - 41.3. Immediately pay to us (without deduction) that proportion of any unpaid fees or expenses from the period up to your termination date as per this Agreement;
  - 41.4. Immediately pay to us (without deduction) that proportion of any unpaid fees or expenses that are already committed and non refundable as per this Agreement;
  - 41.5. Deliver to us or make available for Our collection (as we require) all the property or information which was provided or made available to you under this Agreement (and in the case of NGB Confidential Information destroy or delete it from any computer or other information storage device);
  - 41.6. If requested, return to us any clothing or equipment provided by us
  - 41.7. Complete any outstanding Appearance Days for the Year.

This Agreement shall be governed by the laws of England and Wales. Any dispute relating to it will be managed under Table Tennis England dispute procedures.

Once you have read and understood this Agreement you should sign and date both copies and return one to us. If you are under 18 when you sign, your parent(s) or guardian(s) must also sign both copies. A signed copy of this agreement must be returned to the Table Tennis England no later than 12<sup>th</sup> September 2014. You should keep the second copy for your records.

If you have any questions, please do not hesitate to ask.

Signed by:

\_\_\_\_\_  
Signature (Athlete)                      Print Athlete Name                      Date

\_\_\_\_\_  
Signature of Witness                      Print Witness Name                      Date

(or parent/guardian, or person with parental responsibility, if Athlete is under the age of 18)

Relationship to the Athlete: \_\_\_\_\_