

The Talent & Performance Committee (hereafter ‘the committee’) shall be a Sub Committee of Table Tennis England (‘TTE’), responsible to the Board.

The Committee shall be appointed by the Board, following consultation with the Chair of the Committee.

Purpose

The purpose of the Committee shall be to:

- Provide strategic oversight of the Table Tennis England Talent and Performance Programmes (including Sport England funded talent pathway) through the tracking of strategic priorities;
- Advise and make recommendations to the Board regarding Talent and Performance Programmes of work;
- Provide support and critically evaluate the progress of the Table Tennis England Talent and Performance Programmes;
- Ensure there is alignment between the strategic and operational plans of the Table Tennis England Performance teams;
- Recommend a set of objective Key Performance Indicators (KPIs) for the Talent and Performance Programmes for approval by the Board.
- Monitor and support the England Talent and Performance Programmes and provide independent, objective challenge in relation to the agreed KPIs and risk register.
- Ensure there is synergy and connectivity with the British Table Tennis Programme, via the Great Britain Performance Group (GBTG) and the Great Britain Table Tennis Committee (GBTTC), while respecting the Home Nations’ independent positions.
- The Committee will receive, request and/or evaluate reports, draft policies and recommendations from the performance staff who lead on the delivery of the agreed Talent and Performance Programmes.

The delegated responsibilities of the Committee shall be to:

- Establish Table Tennis England Talent and Performance Programmes’ KPIs against agreed strategic priorities and funding investment for Board approval;
- Monitor Table Tennis England Talent and Performance Programme Plans against agreed strategic priorities, principles and KPIs.
- Approve Table Tennis England Selection Policies.
- Provide scrutiny of budgets and budgetary priorities against delivery of strategic objectives and KPIs of the Talent and Performance Programmes and/or talent pathway.
- Ensure synergy throughout the talent pathway

Composition

The Board shall appoint the Board Director with the most relevant experience as Chair of the Committee.

All members of the Talent and Performance Committee will be appointed by the Board following consultation with the Chair of the Committee. All Committee members will have experience or expertise in one or more of the following areas:

1. Talent development
2. Performance sport
3. High level competitive play or coaching.

Members

The Members of the Committee shall be:

- Chair - the TTE Board Director with the most relevant experience of and/or expertise in high-performance table tennis;
- Additional TTE Board Directors with relevant experience or expertise in high performance table tennis, talent development or high level competition or coaching in a domestic and/or international environment;
- Head of TTE Performance team or other senior performance team member;
- Up to two co-opted individuals with relevant experience in talent development and/or high-performance playing or coaching table tennis to complement other skills and experience. Individuals may be co-opted by the Board upon recommendation following an open and transparent recruitment process conducted by the Chair of the Committee and two members of the Nominations Committee (including at least one independent director);
- Chief Executive Officer of Table Tennis England;
- The Chair of the Board of Table Tennis England has the option to be a member of the Committee;
- Other members of the Table Tennis England performance staff may attend the committee meetings, provide input to discussions and present recommendations, as suggested by the Chair or the Committee;

All members of the Committee shall adhere to the Nolan principles of Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

Meetings

The Committee will report to the Table Tennis England Board at each Board meeting, providing Talent and Performance Programmes updates, identifying risks and successes, and making recommendations.

The Committee shall meet a minimum of four times a year. These can be virtual or physical meetings.

The quorum of the meeting shall be a majority of the Committee including at least one Director (who is not the Chief Executive Officer). At any meeting of the Committee at which the Chair is not present the other members of the Committee shall agree a Chair for that meeting.

Minutes of each meeting shall be produced, maintained and presented to Board. A summary of the minutes will be published on the Table Tennis England website.

Committee members shall be entitled to claim from Table Tennis England such out of pocket expenses as are legitimately incurred in furtherance of agreed committee business, in line with the Table Tennis England volunteer expenses policy.

Other Responsibilities:

- Assist, advise and oversee the development and implementation of a 'Player Development Programme'.
- Nominate individuals for roles on relevant talent and/or performance for ETTU or ITTF committees, or candidates for ETTU or ITTF talent and/or performance courses.;
- Oversee anti-doping and integrity regulations and advise on risks for the Talent and Performance Programme;
- Advise and support Performance Staff in delivering an inclusive Performance Programme with athlete welfare at its core.

Performance:

Monitor and report to the Board on the culture and environment in the performance team and programmes;

Monitor athlete progress within the performance squads;

Create a forum to share ideas, best practice and learnings that will positively impact on the development of the performance culture.

Talent:

Monitor progress against the objectives agreed with Sport England;

Monitor progress against the Table Tennis England strategy and KPIs as agreed with the Board;

Review the progress of the talent pathway.