

Purpose

The purpose of the Committee shall be to advise and make recommendations to the Board and Executive team on strategic matters relating to the Talent and Performance programme ensuring it is aligned to *Table Tennis United* and specifically the pledge to commit to culture change across the pathway that inspires world class performances and medal success.

The Committee shall be outcome focused and provide Board oversight on Talent and Performance matters to include but not be limited to, player progression and development, coach education and learning, coaching development, domestic competition, team championships and selection criteria, medals and duty of care.

Scope of Responsibilities

Programme Governance

Provide support and critically evaluate the progress of the Table Tennis England Talent and Performance programme in respect of strategic objectives;

- Provide guidance and advice to the Head of Performance Development in drafting the annual strategy implementation plan, including the impact measures, for the Competition programme for approval by the Board.
- With the Head of Performance Development, review the long term financial forecast, annual budget and H2 forecast for the Pathway and Performance programme prior to presenting to the Board
- Monitor the Risk Register in relation to the Performance team
- The Committee may receive, request and/or evaluate reports, draft policies and recommendations from the Head of Performance Development who is responsible for the Talent and Performance programme.
- Ensure there is alignment with the Great Britain Performance Programme and Great Britain Table Tennis, while respecting the Home Nations' independent positions.

Pathway Development

- Assist, advise and oversee the development and implementation of a Pathway Development Programme
- 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
- Review the progress of the talent pathway

Performance Development

- 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.

Delegated Authority

- To appoint Tier 2 Sub Committees to the Talent & Performance Committee, and the respective Terms of Reference, and any 'start and finish' Steering Groups as required where a focus on a specific strategic matter, requiring particular expertise, may be needed.

Composition of the Talent & Performance Committee

1. The Chair shall be a member of the Board of Directors and appointed by the Board of Directors
2. One additional member of the Board of Directors may become a member of the Committee at the discretion of the Chair of the Board of Directors
3. If a Board member is a member of a committee and they cease to be a member of the Board of Directors, they cease to be a member of the committee.
4. Head of Performance Development &/or The Head of Pathway Development
5. Up to four additional members of the Talent & Performance Committee with relevant and demonstrable experience relevant to the identified outcome(s)
6. Other relevant skills or expertise may be co-opted from time to time to support a specific matter
7. The recruitment of Committee members will be undertaken by the CEO/Chair of the Organisation, an Independent Director & an Elected Director (one of which will be the Chair of the Committee) and recruitment will be based on the required skills/expertise required to fulfil these Terms of Reference, working with the Chair of the Talent and Performance Committee. The Board of Directors will approve all appointments.
8. The Chair of the Board and the Chief Executive shall be ex-officio members of the Committee

Talent & Performance Committee Procedures

1. The Board may refer strategic matters to the Committee
2. At the start of the business year, and in reference to the annual implementation plan, the Committee shall identify the focus areas for the Committee and present to the Board for approval
3. The Committee shall be responsible to the Board, and at each Board meeting, provide reports and updates, the identification of risks, its successes, and any recommendations
4. The Committee shall meet a minimum of four times a year. These can be virtual or physical meetings.
5. The quorum of the meeting shall be a majority of the Committee.
6. Every endeavour will be made to reach decisions on the basis of consensus, but where a matter needs to be put to the vote it shall be by show of hands and a decision shall be on the basis of a simple majority. All members of the Committee shall have one vote and the Chair shall be entitled to cast both a deliberative and, if necessary, a casting vote.
7. 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.

8. 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.
9. The Committee is expected to work alongside and in support of the Executive Team to support the delivery of Table Tennis England's strategic priorities.
10. 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.
11. Proactively ensure equality, diversity and inclusion is included into the composition, activity and thought leadership of the Committee.
12. All members of the Committee shall adhere to the Nolan principles of Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership.
13. The composition, structure and business of the Committee will ensure, where appropriate, that it is compliant with the Code for Sports Governance.
14. All members may serve for a maximum tenure of four years and be reappointed for a maximum of two terms. Members will be eligible for reappointment after a four-year break.
15. During this first cycle members will be appointed on a two, three or four year term (dependent on the number of volunteers), to provide continuity and ensure not all members stand down at the same time.

Note: This will be undertaken alphabetically with the volunteers surname closest to 'A' being the shortest term. Then on re-appointment will be for a four year term if they, and the Committee, wish them to continue.

Reporting

The Committee shall report to Board of Directors, with update reports provided by the Head of Performance Development / Head of Pathway Development. Items of a strategic nature will be referred to the Board of Directors for its consideration.