



Approved by the PE Board 23.6.18

National Performance Panel ('NPP')

Terms of Reference 2018

1. Incorporation of Pétanque England

1.1 The broad terms of reference for the NPP were set out in the incorporation documents for Pétanque England ('PE').

1.2 The NPP was described in those documents as follows:

7.1 National Performance Panel

7.1.1 The composition of the National Performance panel will comprise a chair appointed by the Board, the chair of the Coaching Commission and such other persons as may be appointed at the discretion of the Board.

7.1.2 The National Performance Panel will be responsible for the selection, management and performance of England representative teams.

7.1.3 The coaching and development of elite players.

7.1.4 The appointment, training and monitoring of England team managers.

7.1.5 Organising travel and accommodation for England teams at international events.

7.1.6 The National Performance panel will meet at least once each calendar year to review past performance and plan future activities.

7.1.7 The chair of the National Performance Panel shall be responsible for advising the Board on all policy matters relating to England representational competitions; Submitting a plan of activities for each year to the Board for its approval; Submitting a report to the Board at the conclusion of each year on past performance and activities; Submitting minutes or notes of all meetings of the Panel or of any sub-groups to the Board.

2. Composition

2.1 In addition to the Chair appointed by the Board (Martin Hughes), the Chair of the Coaching Commission (Colin Roper - also appointed by the Board) and the National President of PE (Martin Eggleton - ex officio), the following membership for 2018 will apply:

- (a) Lead member for Senior Men – Martin Hughes;
- (b) Lead member for Senior Women – Nic Baxter;
- (c) Lead member for Espoirs Men – Simon Bird;
- (d) Lead member for Espoirs Women – Paul Lancaster;
- (e) Lead member for the National Youth Squad (NYS) – Toni Gates;
- (f) Lead member for Veterans (55+) – Glenn Floyd;
- (g) Lead member for international events (logistics) - vacant.

2.2 The Board may appoint further members should the need arise to cover specific functional areas of responsibility. It is possible that one individual could cover more than one Lead Member role, but the objective is to appoint an individual to each role.

3. Selection, Management & Performance of England Representative Teams

3.1 Each Lead member for each category (Senior Men, Senior Women, Espoirs Men, Espoirs Women, NYS and Veterans) is responsible for the selection of representative teams.

Espoirs/NYS

3.2 At present, the Espoirs and NYS use selection days and activities which result in players being chosen to participate in international tournaments and other development/playing opportunities.

3.3 These selection days and activities were used to identify the England representative teams for the World Youth Championships in China and the European Espoirs Championships in France.

3.4 In 2018, the NYS and Espoirs used the same process to select representational teams for their respective European Championships.

3.5 In future, Lead Members for NYS and Espoirs will be responsible for making a recommendation to the NPP on the selection of the respective teams. The recommended selection will be the subject of peer review by the NPP, with the Lead Members outlining the results of the selection process and presenting the rationale for the preferred selection.

- 3.6 The peer review may lead to a request by the NPP for a further review of the selection recommendation by Lead Members, but the ultimate decision resides with the Lead Member concerned. In reaching a selection recommendation, the Lead Member may involve assistants and advisers to arrive at his/her recommendation, but ultimately the responsibility lies with the Lead Member concerned.
- 3.7 Appropriate playing opportunities to prepare the selected teams for the respective European Championships in 2018 will be sought.
- 3.8 At the 2018 end of year review Lead Members for the NYS and Espoirs will put forward their plans for selection of the respective teams and also how they will involve the NPP in peer reviewing their recommendations. This may necessitate an additional early meeting of the NPP in 2019 to carry this out.

Senior Women

- 3.9 In 2017, the Senior Women's representational team for the World Championships in China was selected by reference to a National Rankings table where ranking points were gained at a series of national competitions covering all forms of the sport: precision shooting, singles, doubles and triples. The selection of the player that competed in the Precision Shooting was also based on an assessment of performance in relevant and comparable precision shooting competitions and was made by the 2017 team manager.
- 3.10 The Top 16 women in the 2016 rankings were given the opportunity to represent the country at an international tournament in Belgium in 2017. The Top 16 in the 2017 rankings will be given the same opportunity in 2018. At its 2018 Annual Review, the NPP will review whether it remains appropriate to send 16 players to an international tournament in 2019.
- 3.11 In 2018, the same series of national competitions (as outlined in the 2018 Playing Programme issued in February 2018) will be used to find the National Rankings and final placings will be used in making the final selection for the Women's European Championships in France. It does not necessarily follow that the top four ranked women will be selected, as the balance and dynamic of the team needs to be carefully assessed along with other factors (see Appendix A for selection criteria and performance assessment).
- 3.12 The National Rankings and specific performance in the Singles format competitions will be used in making the final selection for the Women's European Singles Championship in Italy.
- 3.13 The Lead Member for Women will be responsible for making a recommendation to the NPP on the selection of the team for the Women's European Triples Championship and the European Singles Championship. The player that is recommended to compete in the Precision Shooting in the Triples Championship is a matter for the team manager, although this will be discussed with the Chair of the NPP prior to confirmation. The selection will take place as soon as possible after the conclusion of the final rankings

tournament on July 1, 2018. The same process as outlined at 3.5 above will be followed.

- 3.14 Appropriate playing opportunities to prepare the selected team for the Women's European Championship will be sought.

Senior Men

- 3.15 In 2017, the Senior Men's representational team for the European Championships in France was not based on selection but on the results of a triples tournament of two rounds plus a finals day of the top 8 teams (transacted in 2016).
- 3.16 The same format of National Rankings as used for the Senior Women was introduced for the Senior Men in 2017. The results obtained were used to identify the Top 16 ranked players who have received an invitation to represent the country at an international tournament in Belgium in 2018. At its 2018 Annual Review, the NPP will review at its whether it remains appropriate to send 16 players to an international tournament in 2019.
- 3.17 In 2018, the same series of national competitions (as outlined in the 2018 Playing Programme and issued in February 2018) will be used to find the National Rankings and final placings will be used in making the final selection for the Men's World Championships in Canada. It does not necessarily follow that the top four men will be selected, as the balance and dynamic of the team needs to be carefully assessed along with other factors (see Appendix A for selection criteria and performance assessment).
- 3.18 The National Rankings and specific performance in the Singles format competitions will be used in making the final selection for the European Singles Championship in Italy.
- 3.19 The Lead Member for Men will be responsible for making a recommendation to the NPP on the World Championship selection and the European Singles as soon as possible immediately after the conclusion of the final rankings tournament on July 1, 2018. The player that is recommended to compete in the Precision Shooting in the Triples Championship is a matter for the team manager, although this will be discussed with the Chair of the NPP prior to confirmation. The same process as outlined at 3.5 above will be followed.
- 3.20 Appropriate playing opportunities to prepare the selected team for the Men's World Championship will be sought.

World Singles, Doubles and Mixed Doubles

- 3.21 In 2017, the selection of two women and two men to compete in this multi-format tournament was based on the results of the National Rankings (in the case of the Women) along with the results of specific individual tournaments directly related to the respective formats. The format of the tournament meant that it was not possible to simply select all of the players that had won the respective national format tournaments.

- 3.22 There is no World Singles, Doubles and Mixed Doubles in 2018, but it is expected that this will take place in 2019. Again, the results of the 2018 National Rankings along with the results of specific individual tournaments directly related to the respective formats will be used in informing a selection.
- 3.23 The Lead Members for Men and Women will be responsible for making a recommendation to the NPP on the selection of two women and two men to represent England as soon as possible after the details of the tournament are confirmed by the FIPJP. The same process as outlined at 3.5 above will be followed.

Veterans (+55)

- 3.24 In 2017, the national representative team in the CEP Veterans Championship in Denmark was selected on the basis of winning a single day's tournament comprising player-selected teams. Teams were required to enter as a four although whether the fourth player was involved in any play was a matter for the team.
- 3.25 This was the only national representative team selected in this fashion and it is recognised by the EPA Playing Commission at its 2017 annual review that this is not fit for purpose.
- 3.26 There is no CEP Veterans Championship scheduled in 2018 and the NPP will make a decision on the format for selection of the England Veterans Team later in 2018 for implementation in 2019. The Lead Member for Veterans will make a recommendation to the NPP.

4. Coaching and development of elite players

- 4.1 It is the responsibility of the Lead Members in conjunction with the Coaching Commission to identify the coaching and development needs of individual players.
- 4.2 In addition to working with elite players on specific skills, tactics and mental performance, Lead Members and/or Team Managers will seek to identify international coaching and playing opportunities, especially in preparation for international tournaments.
- 4.3 The NPP will consider international coaching input where appropriate and take steps to make the necessary arrangements.

5. The appointment, training and monitoring of England team managers

- 5.1 Recommendations on team managers (coaches) will be made to the NPP by Lead Members. The NPP will have delegated authority to appoint team managers for CEP/FIPJP tournaments and will seek to make appointments as soon as possible after national team selections have been made. This will enable team managers to work with respective teams in the lead up to international tournaments.
- 5.2 All team managers should be of suitable coaching standard and/or possess appropriate international playing experience.

- 5.3 Training of team managers (including prospective future managers) will be the joint responsibility of the NPP and the Coaching Commission who will involve international specialist input where appropriate.
- 5.4 Monitoring of team managers will also be undertaken by the NPP and input will be sought from Heads of Delegation as well as consideration of reports from team managers. Players feedback will also be gathered as part of the process.
- 5.5 The appointment of Heads of Delegation is a matter for the PE Board.

6. Organisation of travel and accommodation at international events

- 6.1 The Lead member for international events (logistics) will work with Lead Members on the organisation of travel and accommodation as well as playing kit.
- 6.2 The NPP will monitor the overall playing budget and Lead Members will present their individual budgets for annual activities. Liaison as appropriate will take place with the National Treasurer.

7. Meetings & reporting

- 7.1 In 2018, the NPP will convene as soon as possible after the final Ranking competition to review the selection recommendations of Lead Members for Men and Women.
- 7.2 The NPP will meet as soon as possible after the final international tournament of the calendar year to review playing performance and its own activities. Forward planning will also be undertaken including the following year's playing calendar (in liaison with the PE Events Group) for ratification by the PE Board. Part of the review will be to decide whether there needs to be changes to the Rankings system used and/or the basis for selection. Formats for Ranking competitions are the responsibility of the Events Group, but these will be reviewed by the NPP and appropriate input will be made.
- 7.3 Individual budgets from Lead Members will be presented to the NPP as part of the end of season forward planning meeting and an integrated overall budget covering all England representative teams will be formulated for ratification by the PE Board. Performance against budget will be reviewed at appropriate junctures by the NPP.
- 7.4 Expenses incurred by Lead Members and team managers which are directly related to international playing or preparation should be sent for approval to the Chair of the NPP. Expenses incurred by the Chair of the NPP should be sent to the National President for approval.
- 7.5 Other meetings will be organised as required if there are special reasons to do so outside of transacting the selection decisions and reviewing the year's international playing performance results and the NPP activities (both past and future for the forthcoming year).

- 7.6 Should the need arise for a vote at NPP meetings, this will be done on the basis of a simple majority of members present. The voting members are those identified at 2.1 above. In the event of tied vote, the Chair will have the casting vote.
- 7.7 The Chair of the NPP will be responsible for reporting the PE Board on the Panel's activities and any decisions.

Appendix A

1. National Selection Criteria

1.1 EPA/PE has collected data over the years which has given clear indications as to the level of playing performance which is required to succeed at international level. PE also has a clear view of the required personal qualities of players at a technical, tactical and mental level and therefore PE looks for the following in its international elite players:

- Highly developed skill base;
- Ability to achieve and sustain performance levels in shooting and pointing that are competitive at international elite level;
- Consistency in performance both in terms of different competitions and formats, but also throughout tournaments, especially when these are conducted over several days and over protracted competition days;
- Ability and commitment to undertaking a specialist role in a team with the flexibility and skill level to perform all roles in a team should play or tactical circumstances require it;
- Preparedness to take on whatever role is necessary to ensure that the team wins;
- Possession of the necessary skills to be able to perform on all surfaces, but especially surfaces encountered typically at international elite level which require boule to boule shooting and lob pointing;
- In-depth knowledge of the rules of the sport;
- Tactical nous and experience of the various options that might be available in any given game situation;
- Strong tactical decision-making, thrives in highly pressurised situations;
- High levels of personal motivation and competitive instinct – a will to win and always looking to apply maximum effort;
- Displays optimism, enthusiasm and a positive outlook;
- Takes responsibility for behaviour and actions;
- Personal characteristics that show high levels of determination and ability to sustain focus and concentration;
- Self-confidence – inner belief in winning at the highest level;
- Resilience – mental strength which leads to the player performing at his/her best under pressure and ability to react positively to setbacks;
- High levels of emotional intelligence, composure and adaptability;
- Demonstrates personal integrity - places a high premium on respect for opponents and other players as well as being an ambassador/role model for the sport both domestically and internationally;
- Driven and committed to improvement through training/practice and competitive play with a willingness to learn and address mistakes/shortcomings;
- A responsive, supportive and honest team player that places the team first above all else and never engages in blaming teammates or claiming superiority in the team;
- ‘Coachability’ – works positively and productively with team coaches and takes feedback on board. Recognises that the coach is fully part of the team and acts accordingly;

- Takes nutrition and hydration seriously as well as demonstrating the levels of fitness required to cope with long and consecutive competition days;
- Disciplined in time keeping and meeting training and playing obligations.

2. National Selection Process

- 2.1 The primary consideration in selecting senior players for England representation will be the comparative performance of players in the National Rankings competitions. The competitions and the rankings points allocation are set out separately in the National Playing Rules.
- 2.2 The process is intended to be merit based and is not a ‘pure selection’ where selectors simply look at a wide pool of available layers and make judgements that may not place any significant weighting on performance achieved in the rankings results.
- 2.3 The National Rankings competitions generally take place in the same year as the relevant FIPJP/CEP international tournaments and are concluded within 3-5 months of the international tournament taking place. This means that this gives the best prospect of selecting players that are in form and performing to their best ability. In the period between selection and the tournament, the selected team will participate in training and playing opportunities.
- 2.4 The rankings will be our prime indicator of domestic form and with due regard for format (singles, double, triples), they will be the starting point for all our selection processes. It is the policy of PE always to take four players to triples championships as to do otherwise will limit tactical options and fail to provide for potential injuries, underperformance or fatigue. For tournaments with other formats such as singles, doubles and mixed doubles, the primary basis for selection will also be performance in the National Rankings, and the performance of players in the most relevant format competitions within the Rankings series will be given due weighting in reaching a selection decision.
- 2.5 Steps will be taken by the National Performance Panel (NPP) to collect data and analyse individual players where possible either through direct observation or through video recordings. Such data and analysis will be considered in situations where additional information is needed to separate candidates.
- 2.6 The selection for individual categories (Youth, Espoirs, Men, Women & Veterans) is the primary responsibility of the Member appointed to be the Lead for that category. The Lead Member may involve other suitably qualified coaches or experienced players in arriving at a selection, but in any event, all selections will be subject to peer review by the members of the NPP.
- 2.7 Peer review means that the Lead Member’s recommendation will be presented and reviewed by all of the members of the NPP. This is the opportunity for independent scrutiny of the reasoning behind the selection including why alternative players were not put forward. The Lead Member will give detailed reasons and respond to questions raised. If, after consideration of the recommendations, the peer review reveals substantial reasons why the recommendation should be reviewed by the Lead Member,

this will be undertaken either at the meeting or as soon as possible after. The decision of the Lead Member is final.

- 2.8 Discussions around the strengths and weaknesses of individual players are confidential matters and will not be shared externally by members of the NPP. It is the responsibility of the Lead Member to communicate the decision to the successful players and also to give feedback to those who may have just failed to secure selection. Situations may arise where the confirmation of the final selection will be subject to confirmation of certain matters around availability or ability to compete in the international tournament concerned.
- 2.9 Whilst the following is not an exhaustive list, factors or circumstances which will lead to a lower ranked player being selected than a higher ranked player might include:
- Inability to participate in the FIPJP/CEP tournament, including travelling out to tournament to participate in any pre-tournament preparation/training;
 - Team optimisation or balance issues to ensure that the required specialist roles in a team are covered;
 - Inability or unwillingness, without good reason (such as work commitments, educational commitments; illness, family or extenuating personal matters) to participate in any preparatory training or tournaments which have been specifically identified for the team. As a matter of principle, national representational playing opportunities identified as part of FIPJP/CEP tournament preparation will take precedence over domestic, regional or club playing commitments. Team coaches/PE will give as much notice as possible of such training/playing requirements so that players can make the necessary arrangements;
 - Breach of player contracts or other PE policies/regulations including timely payment of player financial contributions.
- 2.10 Although not formally part of the Rankings series, the results of the Mixed Doubles at National Titles weekend will be included if a selection is required for a FIPJP/CEP tournament which includes a mixed doubles format.
- 2.11 In terms of those FIPJP/CEP tournaments which include Precision Shooting, the selection of the player to compete will be a matter for the coach of the team for that tournament, who will discuss the intended selection with the Chair of the National Performance Panel prior to confirmation. If the Chair considers that the decision requires peer review, this will be referred to the NPP. Results achieved in the Shooting (Rankings) and other high-level Precision Shooting competitions will be considered where comparisons between players can be made.