

V5 | JUNE 2024

# JUNIOR TALENT PROGRAMME

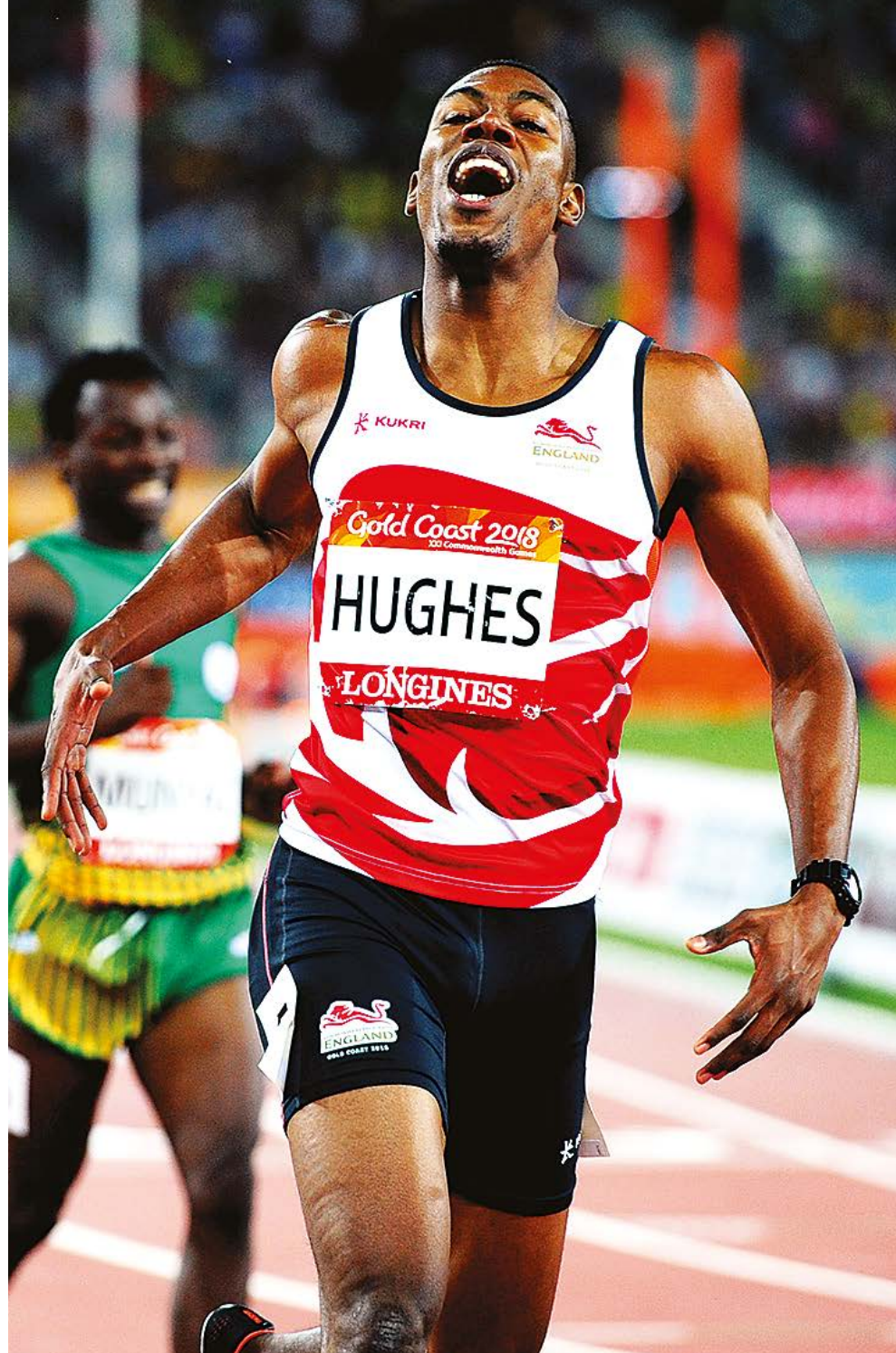


A GUIDE FOR ATHLETES  
AND COACHES

  
ENGLAND ATHLETICS

# CONTENTS

• Our vision, aims, goals and principles	3
• The talent pathway	4
• Introduction to the programme	5
• Key programme objectives	5
• Delivery and support	6
• Benefits of the programme	7
• Profiling the needs of each athlete	8
• Individual athlete plans	9
• Supporting the personal coach	10
• Talent hubs	11
• Eligibility and selection	12
• Programme expectations	13
• Clean athletics	14
• Welfare and safeguarding	15





## OUR VISION

That every talented athlete in England has fulfilled their potential, being supported through a pathway of high-quality experiences to enable them to achieve senior success.

## OUR GUIDING PRINCIPLES

- We aspire to excellence
- We put the athlete at the centre of the programme
- We enhance the athletic and life experience of the athlete
- We strive to make the pathway as inclusive as possible
- We ensure culture and behaviours are at the heart of the programmes
- We ensure coaches and all involved in the programme have opportunities to develop skills, knowledge and experience relevant to the athletes they are working with in the talent pathway

## OUR AIMS

The England talent pathway aims to increase the number of talented athletes who have the skills, competencies, knowledge, and resilience to progress to World Class Programmes, succeed at Senior Championships and gain a positive life enhancing experience from the journey. It will aim to do this across all events.

## OUR GOALS

1. Increase the number of athletes reaching finals or equivalent performance at the European age group and World U20 level
2. Increase the number of athletes reaching finals or equivalent performance at senior championship level
3. Increase the number of athletes that meet the performance and behaviour standards required to progress onto the World Class Futures or World Class Programmes
4. Retain more athletes in the talent pathway and sport

# THE TALENT PATHWAY

England Athletics has worked closely with UK Athletics (UKA) to plan a long-term strategy for Talent Development.

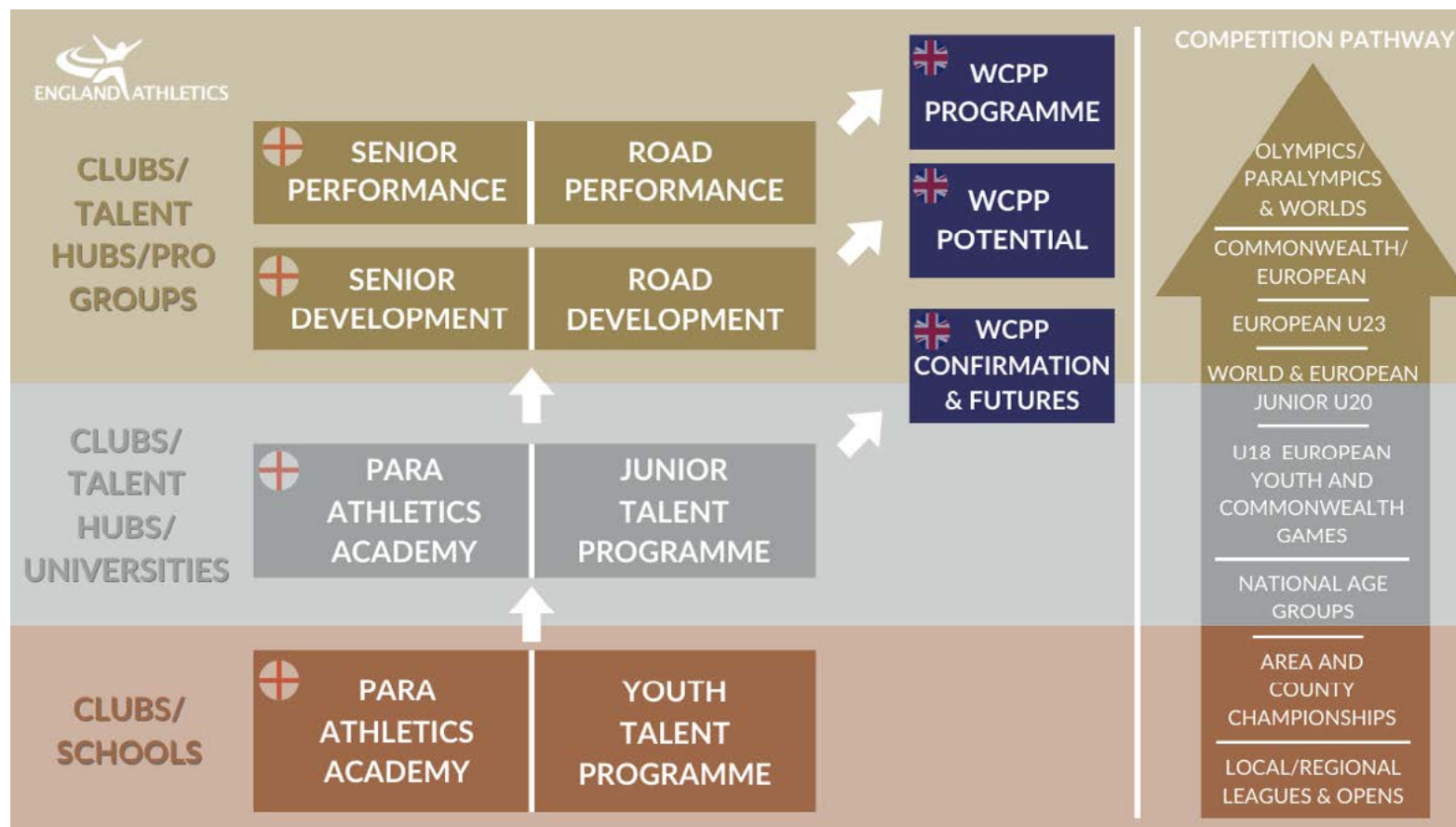
The Talent Pathway Programme is focused around developing a dual career for the athlete, through fulfilling their potential within the sport and also in their education and employability.

The aim is to ensure the journey of the athlete and coach reaches its full potential.

The Talented Athlete and Coach Pathway provides a progressive support structure for athletes and coaches to develop skills and competencies with the aim of moving athletes on to representative honours at England and GB & NI Level.

The Pathway aims to identify c220, 17-year-old athletes and supports them through a minimum 5-year dual career pathway (sport and education) to 21 years of age. **This support will be differentiated, dependent upon individual progress and event.**

We will ensure the pathway is inclusive and enables athletes to access it at any stage. Success and retention of athletes in the pathway and in the sport is a key metric.



# INTRODUCTION TO THE PROGRAMME

The Talent Pathway programme is focused around developing a dual career for the athlete, through fulfilling their potential within the sport whilst pursuing their education and employment.

The aim is to ensure the journey of the athlete and coach reaches its full potential.

Following completion of the Youth Talent Programme (YTP) or through direct selection, English athletes will have the opportunity to transition onto the Junior Talent Programme.

Places on the JTP are limited due to the capacity of the team to deliver the programme ambitions. England Athletics manage a selection process based on application to the programme on an annual basis.

Decisions on the level of support/programme an athlete will receive are taken at the selection stage.

## KEY PROGRAMME OBJECTIVES



### SUPPORT

To add value to the athlete and coach plan and help understand self, developing a broad range of skills, abilities and behaviours needed for senior success.



### EMPOWER

Athletes as independent learners to understand the holistic development principles to help transition into a successful senior athlete and also for a career outside of athletics.



### TRANSITION

On to the next stage in the, Olympic, Commonwealth, Club pathway and/or transitioning into university or work.



### ACHIEVE

Reach maximum potential for all, retention in the sport with enjoyment and experience of Athletes, Coaches and parents at the core.

## DELIVERY & SUPPORT

The Junior Talent Programme will be delivered through practical training sessions, virtual and practical workshops and individual support (via Talent Hubs, where applicable)

Practical training sessions are designed to create a competitive and supportive training environment with likeminded athletes and a community of practice for coaches, facilitated by the England Athletics Talent Event Leads.

For those on JTP individual support sessions will allow access to performance support practitioners such as nutrition, strength and conditioning and sport psychology, through the Talent Hub network (where applicable)

Educational curriculum of workshops/ sessions are designed to provide athletes and coaches with the necessary knowledge and skills to develop into a senior international athlete.

Topics covered include:

- Physical Preparation
- Performance Nutrition
- Psychological Demands of Athletics (inc. Mental Health and Wellbeing)
- Performance Lifestyle
- Performance Analysis
- Anti-doping

## PROGRAMME 2024-25

<b>Philosophy</b>	The Junior Talent Programme aims to select athletes who are showing the ability to achieve the European Junior Selection Standard during their time on the programme
<b>Age</b>	18-19 years on selection
<b>Year of Birth</b>	2005 and 2006
<b>Duration</b>	One Year Programme duration from October 2024 to August 2025
<b>Commitment</b>	Engagement of athlete and coach in the JTP Athlete/ Coach willingness to share and engage with wider support team such as point of contact and Talent hub staff
<b>Programme Contact</b>	Individual Athlete Planning (IAP) with identified point of contact. Regular contact with point of contact
<b>UK Camps</b>	Two annual camps domestic camps
<b>Support Services</b>	Where applicable support service available via appointed Talent Hub
<b>Athlete Education</b>	Invitation to applicable athlete workshops
<b>Coach Education</b>	Access to all camp opportunities and EA Coach Development workshops and webinars

# BENEFITS OF THE PROGRAMME

Support on the Junior Talent Programme will be differentiated by ability and managed need:

- **TALENT** – Achieving European and World Age Group Selection Standards  
(European U20/U23 championships, World U20 Championships and World University Games)
- **NATIONAL** – Medals at England Athletics Age Group Championships
- **REGIONAL** – Finalists at England Athletics Age Group Championships/BUCS Championships

## EDUCATION

- Educational workshops based on performance factors with topics to include:
  - Physical Preparation
  - Performance Nutrition
  - Performance Lifestyle
  - Performance Psychology
  - Anti Doping

## ATHLETE DEVELOPMENT

- Access to performance support services via Talent Hubs (where applicable):
  - Leeds
  - Birmingham
  - Loughborough
  - London (St Marys)
- Competition Opportunities (where appropriate)
- Access to coaching expertise
- Train in a competitive environment with peers
- Develop relationships; coaches and athletes

## COACHING

- 1:1 Coach Mentoring
- National Coaching Network
- Access to support via point of contact



# PROFILING THE NEEDS OF EACH ATHLETE

The Junior Talent Programme uses profiling to provide a comprehensive overview of individual athletes and their development needs, whilst tracking and support progress through the pathway journey. The profiling process looks at a range of factors, including:

## ATHLETE

### • Person

This looks at the athlete as an individual, focusing on their home life, education, work, post athletic career, finances, positive distractions and coach/athlete relationships.

### • Psychological

Psychological characteristics of developing excellence (PCDEs) are a range of mental skills and behaviours that have been identified across performance domains that support the athlete journey through the various transitions, equipping them with the necessary characteristics to be successful in whatever domain they choose.

### • Capacity

Capacity offers the opportunity to understand the athletes over a range of factors pertaining to maturation. This is information helps build a picture of the sort of experiences an athlete may have had and therefore inform the type of experience you may want them to have. Factors include injury history, relative age, sporting and training history.

## PERFORMANCE

### • Performance on the day

Carrying out of specific physical routines on the day of competition. Performance is influenced by a combination of physiological, psychological, and socio-cultural factors.

### • Preparation for performance

The physical, lifestyle attributes and behaviours that are necessary to ensure sustainable daily preparation to support development and performance. The act of preparing – getting ready, planning, training, or studying with an goal in mind.

### • Technical Excellence

The key technical requirements for the event that are necessary to execute in preparation and performance.

### • Event Profile

The yearly performance progression profile in the event, taking into consideration position on the relevant performance funnel; major competition history, consistency in performances and national/ international event trends/ progression.





# INDIVIDUAL ATHLETE PLANS

The Junior Talent Programme uses a number of tools to assess and improve performance. Key to this process are Individual Athlete Plans for each athlete, which are developed with the personal coach.

## Individual Athlete Plan

- Identify and agree long term goals in the sport
- Work up a plan to deliver on identified agreed goals

## Success Factors

- Technical, Tactical, Physical, Lifestyle, Nutrition, Psychological & Environment

## Necessary Conditions for Progress

- What can the Hub or venue put in place to support existing infrastructure?

## Athlete and Coach Review

- Utilise National event specific days/camps to review technical performance supported by England Athletics Event Group Team



## The Review Process

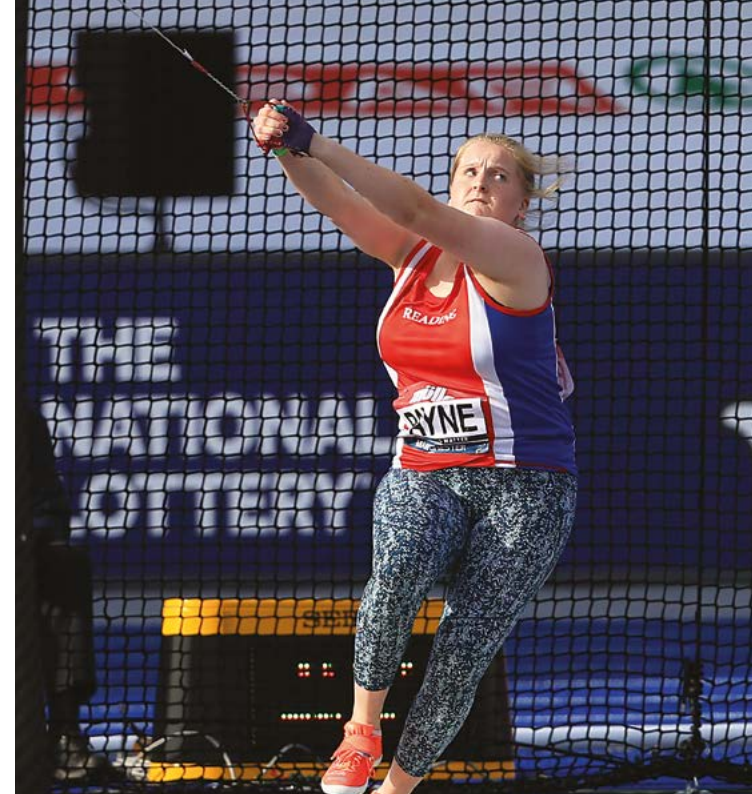
A review process will take place at the end of each year with the athlete and coach. At the end of three years the athlete has a number of potential avenues:

- If progression is continuing towards an elite level the athlete may be selected to continue on the programme or, if accelerating, may be considered by the British Athletics World Class Programme.
- The athlete continues to work with their personal coach and makes access to the regional and national level activities organised by England Athletics as well as competing for their club at national and international level.

# SUPPORTING THE PERSONAL COACH

The Junior Talent Programme aims to support coaches of selected athletes with a range of continuing professional development (CPD) opportunities.

- The key process to enable this is the athlete and coach review processes which are an opportunity for coaches to identify both their athletes and their own development areas.
- National and Regional networks are being established with the aim that coaches can support each other and share the expertise currently existing
- Specific workshops and topic areas will be highlighted to coaches with the aim that they can access them in person or online.
- Athletes and coaches attached to Talent Hubs will benefit from the support of the professional coaching staff and support personnel, to develop skills and knowledge and support the progress of the athlete they coach.
- Regional, National, and international camps will offer further opportunity to network and develop.
- All coaches on the programme are asked to sign Programme agreements which cover the UKA Codes of Conduct and Clean Sport requirements. If travelling Team and/or Camp agreements are put in place.





# TALENT HUBS

The talent hubs provide environments to support aspiring high-performing athletes and their coaches. Four Talent Hubs have been established and supported by England Athletics in Leeds, Birmingham, Loughborough and St Mary's London. There are plans to develop the network.

The Hubs aim to support athletes and coaches on the Talent Pathway but also to provide training bases for World Class athletes and connection to club athletics, athletes and coaches. The Hubs, in partnership with the linked university, will aim to provide an environment that supports elite training, education and personal development for athletes, 17 to 23+ years.

Individual coach support, access to training facilities, sport science and medicine specialists will be part of their provision. Wider coach development and community club and school engagement are an integral part of the Hub aspirations.

**University of  
Birmingham**



**Leeds  
Beckett  
University**





# ELIGIBILITY & SELECTION

Places on the Junior Talent Programme (JTP) are limited due to the capacity of the team to deliver the programme ambitions. England Athletics manage a selection process based on application to the programme on an annual basis. Decisions on the level of support/programme an athlete will receive are taken at the selection stage.

## ELIGIBILITY

- Athletes are eligible to compete for England at the Commonwealth Games
- Athletes hold a British Passport and are eligible to compete for Great Britain & Northern Ireland at an international Championships, the Olympics or Paralympic Games

## SELECTION PROCESS

### STAGE 1: PATHWAY EVENT REVIEW

### STAGE 2: SELECTION PANEL

The purpose of the selection panel is to prioritise athletes who have highlighted potential aligned to the below criteria and are deemed to have shown signs of progressing onto the next stage of the pathway (e.g. UKA Futures, England Athletics Senior Talent Programme)

The selection panel will comprise of the following:

- EA Head of Talent Development (Chair)
- EA Talent Pathway Manager
- EA Event Group Lead Speed (or representative)
- EA Event Group Lead Endurance (or representative)
- EA Event Group Lead Jumps & Combined Events (or representative)
- EA Event Group Lead Throws (or representative)
- EA National Talent Event Leads (or representatives)

### STAGE 3: INDUCTION

Inductions will take place in November and will be confirmed in selection information. Athletes selected onto the Pathway will be allocated to a Talent Hub if it is appropriate. Inductions into a particular Hub will take place in early October.

## CRITERIA

The following information, as well as any other factors that may be deemed relevant, will be considered by the panel when assessing selection for the programme and the level of support received (see below tiers). Athletes and coaches will be expected to show commitment to the programme and consideration will be given to evidence submitted in the application, in the areas detailed below:

- The Junior Talent Programme aims to select athletes who are showing the ability to achieve the relevant International age group championship selection standard during their time on the programme.
- Performance ranking
- Yearly progression profile and consistency in performances
- Major competition history
- Lifestyle and training environment

# PROGRAMME EXPECTATIONS

Athletes and coaches on the programme engage, attend the training camp days where appropriate, and complete the relevant work with the EA Talent Event Lead/mentor.

Athlete performance will be monitored as will training data. The expectation is that the athlete and coach will be on the programme for up to three years, but are expected to apply through the annual selection process. Athletes stepping off the pathway or being deselected can re-enter the pathway and our stated aim is that all will be retained within the sport.

Athletes and coaches are expected to:

- Strive for personal progression (dual career)
- Engage with the programme and maintain communication with the point of contact, programme mentor or regional leads, number of sessions and attendance requirements.
- Complete feedback requirements as requested:
  - Individual Athlete Plan (IAP)
  - Individual Coach Plan (ICP)
  - Minimum 6-month review and End of year review
  - Annual survey at end of year
  - Initial survey post selection for inclusion and programme knowledge
- Agree to and sign up to the programmes Codes of Conduct
- Clean Sport
- Teams and Camp Member agreements.



# CLEAN ATHLETICS – ANTI DOPING

## MEDICATION

If you need to use a medication (prescribed OR over the counter) you MUST check its status on the Global DRO website [www.globaldro.com](http://www.globaldro.com) If the result on Global DRO is anything other than “Not Prohibited” get in touch with Clean Athletics for further guidance.

The prohibited list maintained by the World Anti-Doping Agency (WADA), is updated on a regular basis. Athletes, coaches and support personnel are encouraged to regularly check the website:

[www.wada-ama.org/en/prohibited-list](http://www.wada-ama.org/en/prohibited-list)

## TESTING

As a “pathway” athlete there is an increased likelihood that you may be selected for an “In-competition” or an “Out of Competition” drug test. You need to know the procedure and be aware of your rights and responsibilities. Watch the video on the following link to ensure that you understand the process for a urine test

[www.uka.org.uk/governance/clean-athletics/what-happens-during-a-sample-collection-procedure](http://www.uka.org.uk/governance/clean-athletics/what-happens-during-a-sample-collection-procedure)

## SUPPLEMENTS

As a governing body, UKA has adopted a Supplement Policy. You must understand that there is “NO 100% guarantee that any supplement is free from prohibited substances”.

To understand the policy and how it applies to you, check out the following link

[www.uka.org.uk/governance/clean-athletics/uk-athletics-supplement-position-statement](http://www.uka.org.uk/governance/clean-athletics/uk-athletics-supplement-position-statement)

If in doubt about any of the above, please get in touch at

[enquiries@cleanathletics.org.uk](mailto:enquiries@cleanathletics.org.uk) or use the following link for direct phone and email contact details,

[www.uka.org.uk/cleanathletics/contact-us](http://www.uka.org.uk/cleanathletics/contact-us)



**CLEAN**  
ATHLETICS



## WELFARE AND SAFEGUARDING

The primary aim is to make athletics Safe and Fun. To achieve this, the team robustly manage a UK Athletics bespoke licensing system that is inclusive of police DBS checks on all our coaches, technical officials and support staff. We additionally process all complaints regarding unacceptable behaviour/conduct within the sport. We continue to provide support, advice and education to athletes, coaches, staff and clubs in relation to mental & physical wellbeing matters. All Policies (including the UKA whistleblowing policy) are available online:

[www.uka.org.uk/governance/policies/](http://www.uka.org.uk/governance/policies/)

### CONTACT DETAILS:

[safeguarding@uka.org.uk](mailto:safeguarding@uka.org.uk)

## EQUALITY, DIVERSITY & INCLUSION

Through our Values, we are committed to being a diverse and inclusive sport. We aim to demonstrate support for all of our athletes, staff, volunteers and officials; valuing each individual's contribution regardless of age, gender, gender identity, sexual orientation, marital status, civil partnership status, disability, race, religion or belief.

We are committed to providing equal opportunities to our athletes, staff, volunteers and officials and to taking steps to ensure they are protected from discrimination.

**ALL PERSONAL COACHES SHOULD AT ALL TIMES  
ENSURE THEIR COACHING LICENCES ARE VALID AND  
UP TO DATE**

## FOR FURTHER DETAILS PLEASE CONTACT:

### Shani Palmer

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### Nick Ridgeon

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