

2016/17 Team Evolution Commitment Agreement

All athletes joining the Team Evolution programme are required to sign a Code of Conduct and Minimum Commitment Agreement, alongside paying a Commitment Bond of £999. The Commitment Bond covers each trainee's Team clothing, including Ski Jacket, Pants & Softshell, along with Adidas Fitness & Travel kit. It also contributes towards shared programme costs such as service benches and start waxes, as well as Team registration and Insurance with SnowSport England, and covers costs for School visits, Sport Weekends and Programme meetings. Finally, £250 of the bond is held as a deposit on training fees, which is deducted from the final invoice of the season providing the Commitment Agreement has been honored and the Code of Conduct has not been breached. This Commitment Bond also allows us to reduce costs by negotiating and financing in advance.

The purpose of this Commitment Agreement should be very clear to athletes and parents. Athletes are committing to join the Team Evolution programme for the duration of the season, from May 2016 – April 2017. In return, Team Evolution staff are committing to take into consideration the best interests of these athletes before making decisions on any factors relating to the structure, organization or future plans of the Team Evolution Programme.

From the athlete, Team Evolution expects:

- A signed Code of Conduct and Minimum Commitment Agreement.
We expect trainees to not only read and sign these documents, but to understand and abide by the requirements within each document, discussing them with staff where necessary.
- A Commitment Bond of £999. Places on the Team Evolution Programme are only secured on receipt of the Minimum Commitment Agreement and Commitment Bond.
- A Commitment to the core costs of either a **“Full Time”** or **“Part Time”** programme, with a minimum 8 weeks of training between May 2016 and April 2017, based around individual athlete needs and specific peer group programmes.

From Team Evolution, we provide:

- The option of **“Full”** or **“Part”** time programmes to suit different athletes' requirements.
- Maximum ratios for both coaching and tutoring of 1:8, within a strong peer group environment.
- Access to externally sourced staff throughout the duration of the year, including strength & conditioning coaches, sports psychologists & physiotherapists, where possible.
- Individual fitness programming and support across a 12 month period.
- Year round support to athletes at UK events, during and outside of the Minimum Commitment period, where arranged as part of each programme.
- Adidas Team Training & Travel Kit.
- Team Evolution Training Jacket, Pants & Soft Shell when ordered before 1st May
- Access to offers and equipment from Team Evolution sponsors



Code Of Conduct

All athletes are required to sign a Code of Conduct before accepting their place on the Team Evolution programme.

Trainees should remember that they are training in a professional environment ***“In Pursuit of Excellence”***. We are striving to create an elite peer group and will not settle for less in areas that will contribute to success. The following code is designed to help trainees achieve their goals, and should be seen as a tool to increase the chances of success.

“Good discipline in an athletes’ personal life breeds good discipline in their chosen profession.”

Dress

Athletes are expected to dress in an appropriate manner at all times, be it on the hill, when traveling, or out at restaurants. Trainees will be expected to wear Team Evolution uniform (t-shirts, polo shirts or hoodys) when traveling, training, competing and at official functions such as prize giving, and to dress smartly at meal times.

Behaviour

All trainees are expected to be pleasant, polite and respectful towards each other, along with restaurant, hotel, airline, and ski area staff, at all times. Bullying will not be tolerated and will result in a suspension, ultimately leading to dismissal from the programme.

Accommodation

It is each athlete’s responsibility to keep their own room tidy and switch off the lights when not in the room. Trainees will respect members of the opposite sex and their privacy, and while we encourage trainees to interact and work together, entering another athletes’ room without permission is not acceptable. Athletes will not enter the room of athletes of the opposing sex without permission from staff.

Personal Belongings

Trainees should keep all important documents and valuables in a secure place or give them to a member of staff for safekeeping. Any personal belongings brought on trips are brought at the athletes’ own risk and athletes should respect their teammates’ possessions.

Curfews

The coaches and houseparent’s will set curfews; they will reflect the age and needs of each trainee and their relative programme. Trainees are expected to respect the decisions of the coaches & houseparents, and respect their teammates’ rights to rest.

Smoking / Alcohol / Drugs

Team Evolution fully supports the UK laws governing the use of Alcohol, Tobacco, Snus and drugs. We are not flexible on this point, and any use of the above will result in permanent dismissal from the programme.

Public Perception

Team Evolution staff and athletes are proud to be part of an elite and successful performance programme. Any complaints should be first discussed with Team Evolution staff “in house” and not aired in public, by athletes or parents, regardless of concern.



Minimum Commitment Agreement 2016/17

Between:

TEAM EVOLUTION

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As part of accepting a place on the Team Evolution programme for the 2016/17 season, I acknowledge and agree to commit to a pre arranged programme, for a minimum period of 8 weeks, between May 2016 and April 2017. Following discussions with Team Evolution staff, a personalised programme based around these weeks will be confirmed.

I will be invoiced at the start of each month, either as part of a monthly payment scheme for the total cost of the year or for the cost of each camp, depending on if I have committed to the "**Full Time**" or "**Part Time**" programme. I understand that even if I leave the programme or change the number of weeks that I complete, I will still be accountable for the costs of my original planned programme, regardless of the time, or reason, of my departure. I understand that staff will contact me prior to any decision that could lead to the termination of this agreement. Core costs on the "**Full Time**" programme amount to a minimum of £11,500 and Core costs on the "**Part Time**" programme a minimum of £9,600.

I have read, and agree to abide by, the attached Code of Conduct and understand the conditions of the £999 Commitment Bond. I accept that staff will inform parents / guardians regarding athlete status should the Code of Conduct be violated, and that this could lead to suspension from certain activities, including skiing or for multiple breaches, dismissal from the programme. I understand that any sanctions will be discussed with both athlete & parent, and if an athlete is dismissed from the programme they will still be liable for all costs.

I understand that the Team Evolution training programme is for athletes "**In Pursuit of Excellence**", and that the programme requirements will reflect this. In all instances, the decision of the Team Evolution Programme Director is final.

Signed by Athlete & Parent / Guardian:

Signed on behalf on Team Evolution:

**Please return completed forms and cheque payable to T I Brands Ltd to:
Team Evolution, 6 The Putterills, Thompson Close, Harpenden, Herts, AL5 4DZ**



Notes

- As explained in the 2016/17 Programme Proposal document, this season we will be offering multiple different costings of programmes, aimed at supplying two levels of programmes – **Full Time** and **Part Time**. The aim of these programmes is to reduce the costs for those who complete a high number of training weeks, while adding increased flexibility for those unable to commit to as much time on snow.
- The yearly cost of the Team Evolution **“Full Time”** Programme is budgeted to allow FIS & U16/U14 athletes to ski upwards of 12 weeks per year at a reduced total cost, with payment made via 10 Direct Debit payments at the start of each month from June 2016 – March 2017. The seasonal cost of this programme is £15,750 and does not reduce if athletes do less weeks later in the season.
- The fixed costs of the Team Evolution **“Part Time”** Programme are split equally between athletes attending each camp, and will be invoiced for prior or during each training block that **“Part Time”** athletes attend. The individual camp cost does not reduce if athletes decide to do additional weeks later in the season.
- In the event of an injury or departure from the programme, Team Evolution will invoice for fixed costs incurred as part of the original planned programme. This means that if an athlete is injured or leaves the programme mid season, they will be accountable for their percentage of fixed costs for the remaining period of the season, regardless of the reason for leaving. For **“Full Time”** trainees, this means paying up to the core costs of £11,500, and for **“Part Time”** trainees it means paying up to the core costs of £9,600. By signing this Commitment Agreement the parent / guardian accepts responsibility for paying these costs. If an athlete is injured, Team Evolution staff will do all they can to support this athlete through rehab and back onto the programme. **We strongly advise that each athlete has Personal Insurance in place, to cover such eventualities. For further clarification on this, please contact a member of staff.**
- **Any athlete who has not cleared their outstanding invoices by the 30th April 2016 will lose their £250 Commitment Bond.**
- New trainees will be required to attend a minimum of 2 individually standing training camps prior to final confirmation of a place on the Team Evolution programme. This is to ensure that athletes are happy within the Team Evolution training environment.
- Reselection to the Team Evolution programme is done based on coaches’ assessments, backed up with progress data from testing done at the start, during and at the end of each season. Athlete progress will be monitored throughout the season and discussed with parents to highlight any risk of non-selection for the following seasons.

