

## 2018/19 Team Evolution Commitment Agreement

**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 2018 – April 2019. In return, Team Evolution staff are committing to work with a fixed team of athletes, and 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.**

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. For 2018/19 £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. The bond contributes towards shared programme costs, equipment costs such as service benches and start waxes, as well as team registration and insurance with SnowSport England, and covers costs for UK visits, Sport Weekends and Programme / School meetings. Finally, this Commitment Bond also allows us to reduce costs by negotiating and financing in advance.

Team kit is also included in the Commitment Bond, and new Adidas and EnergiaPura kit will be available to all athletes once paperwork has been received at the Signing-On Weekend.

### 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. This will be covered at the Signing-On Weekend.***
- 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 10 weeks of training between May 2018 and April 2019, based around individual athlete needs and specific peer group programmes.

### From Team Evolution, we provide:

- The option of **“Full Time”** or **“Part Time”** programmes to suit different athletes' requirements, with fixed costs to allow for better budgeting.
- All athletic training and educational programming within the specified programmes.
- Maximum ratios for both coaching and tutoring of 1:8, within strong peer groups.
- Access to externally sourced staff throughout the duration of the year, including strength & conditioning coaches, sports psychologists & physiotherapists.
- Individual fitness programming and athletic support across a 12-month period.
- Year-round support to athletes at specific UK events, during and outside of the Minimum Commitment period, where arranged as part of individual programmes.
- 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 we feel 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, in the ski room, when traveling, or out at restaurants. Trainees will be expected to wear Team Evolution uniform (t-shirts, polo shirts or sweatshirts) 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 of any age 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, their team-mates and their relative programmes. Trainees are expected to respect the decisions of the coaches & house-parents, 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 2018/19

As part of accepting a place on the Team Evolution programme for the 2018/19 season, I acknowledge and agree to commit to either a **“Part Time”** or **“Full Time”** programme, for a minimum period of 10 weeks, between May 2018 and April 2019. Following discussions with Team Evolution staff, a personalised programme based around these weeks will be confirmed.

I will be invoiced 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 understand that this Commitment Agreement, or contract, falls under regulation 28 of Consumer Contracts Regulations 2013 as a supply of services related to leisure activities for a specific period of performance, and that I have 14 days from signing to leave the contract.

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.

Name of athlete:

Parent / Guardian:

Date:

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Signed by Athlete:

Signed by Parent / Guardian:

Signed by Team Evolution:

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Programme Commitment: Full Time

Part Time

**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 2018/19 Programme Proposal document, this season we will be offering multiple costings of programmes, aimed at suiting two levels of commitment – “**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**” Programmes is budgeted to allow athletes to ski upwards of 14 weeks per year at a reduced total cost, with payment made via 11 Direct Debit payments at the start of each month from June 2018 – April 2019. The seasonal cost of these programmes is £17,050 or £18,500 and does not reduce below £11,500 if athletes do less weeks later in the season or leave the programme.
- 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. Training blocks at base are £1200 per week, while camps away from base are likely to cost more.
- 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 30<sup>th</sup> April 2019 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.
- In line with the Consumers Contracts Regulations 2013, athletes and parents should be aware of their cancelation rights and cancelation notice, which allows the athlete 14 days to leave the programme from date of signing the Commitment Agreement, without charges. Any departure after this 14-day period will require Core Costs to be paid. It should also be noted that by signing the Commitment Agreement parents and athletes confirm that they agree that the programme falls under Regulation 28 as the supply of services related to leisure activities, as the programme provides services for a specific period of performance.

