



TENNIS TEAM SELECTION POLICY

1 Overview

- 1.1 A key task of the Men's, Ladies', and Mixed Team Committees is to select players for teams. This policy sets out the guidelines to be followed. The team selection process incorporates the key values of the Club, namely inclusiveness, transparency, and fairness.

2 Definitions

- 2.1 For the purposes of this policy the Men's, Ladies and Mixed Club Captains are referred to as the Tennis Captain.
- 2.2 The submission deadline is the date by which team captains' names need to be passed to the Surrey league organiser and is usually the 1st March and 1st September.
- 2.3 A full player is a player who commits to playing the majority of the five matches during the course of the season.
- 2.4 A reserve player is a player who wishes to play occasionally if required.

3 Guidelines

The process to be followed should include the following steps.

- 3.1 All eligible players in the club should be asked if they would like to play in the team competition by the Tennis Captain.
- 3.2 Prior to the league submission deadline the Tennis Captain invites each of the team captains from the previous season, the club's senior coaches, and the Chair of Tennis to a selection meeting.
- 3.3 Prior to the meeting the individual team captains are advised by the Tennis Captain which of the players from their team wish to be considered for selection and the Tennis Captain asks the team captain to rank these players based on their performance from the previous season's team matches.
- 3.4 At the meeting the team captains are asked to explain their rankings.
- 3.5 A ranked list of players is produced by the Tennis Captain that takes into account the team captains' assessments as well as any other relevant information such as tournament results.
- 3.6 The Tennis Captain places new players on the list based on prior feedback from those that have seen the new player perform.
- 3.7 At this juncture the Tennis Captain may remove players from the list of those wishing to be full players if they haven't played in the majority of matches due to unavailability. These players will be assigned to the reserve list.
- 3.8 The team sizes then need to be decided.
- 3.9 The size of a team is based on achieving a balance between ensuring that all those in a team are able to play in the majority of matches, whilst at the same

time enabling the team captain to have enough players within his team to mean that finding players outside the team for a match is an exception rather than commonplace.

- 3.10 Once the list of full players has been ranked and the team size has been decided, players are assigned to teams by the Tennis Captain based on their ranking. The highest ranked players are assigned to the Club's first team which will in turn play in the highest division for that season that the Club has allocated to it and so on.
- 3.11 When assigning players to teams the Tennis Captain decides whether the performance of the highest ranked player(s) in a lower team means they deserve to be moved up a team in place of the lowest ranked player(s) in the team above. This is achieved in consultation with the team captains involved.
- 3.12 Once all the team positions have been discussed a preliminary team list is decided and the Tennis Captain appoints team captains. A team captain is chosen based on their suitability to lead and organise a team. The Tennis Captain may decide to continue with the team captain from the last season if the player is still in the same team and provided the maximum tenure is not exceeded.
- 3.13 It is not uncommon for the selection meeting to end with one or two decisions that require further consideration by the Tennis Captain before the team lists are finalized. After the selection meeting Tennis Captain may consult amongst others the new team captains on their preliminary team composition and ask for feedback. However within one or two days of the selection meeting the Tennis Captain will finalize the teams.
- 3.14 The Tennis Captain will publish the new teams to all team players and submit the names of the team captains to the Surrey LTA Representative responsible for the Surrey league entries. Reserves are not attached to a specific team and are available to all captains however the Tennis Captain will suggest teams they should be considered for next to their names.

4 Team Captain Tenure

- 4.1 A team captain is appointed for one season only.
- 4.2 It is beneficial for the Club to rotate these positions amongst members who are suitable to act in this capacity.
- 4.3 The maximum tenure is three years for a team captain in a league and five years in the exceptional circumstances of a suitable replacement not being available. This is in line with Club policy. For the avoidance of doubt, this guideline is league specific, i.e. it is possible for a player to be a team captain of a men's team and a mixed team at the same time and if the tenure on the men's team is reached the player can still be a team captain of the mixed team until the tenure is reached or a change is determined by the Mixed Tennis Captain.
- 4.4 Once a player has had a break from being a team captain for one year they become eligible to act as a team captain again if they are agreeable and requested by the Tennis Captain.

Authorised by: Club Committee

Date: 11th March 2015