

## **DRAFT – AMENDED AFTER THE 2019 AGM – PLEASE FEEDBACK TO COMMITTEE**

### **BEDALE TENNIS CLUB SELECTION POLICY SEPTEMBER 2015**

#### **AIMS**

- To create a clear and transparent policy **which is reviewed by Bedale Tennis Club at every AGM**
- To create a process which, if followed, ensures that decisions are made fairly and openly and adhering to the rules and spirit of the HDTL
- To ensure, that if concerns are expressed by members concerning selection, there is a process in place by which concerns can be expressed and matters resolved fairly and transparently.

**SELECTION COMMITTEE:** The selection committee will comprise: the captains of the mixed doubles Harrogate and District League – to be selected by the tennis committee during the first meeting following the AGM - and one or two members of Bedale Tennis Club responsible for overall selection of the teams, to be nominated at the AGM by Bedale Tennis Club members. Whilst the Selection Committee will not make decisions to favour any one team and decisions made by the Selection Committee will aim to be in the interests of the whole club, a player's first loyalty should be to Bedale Tennis Club, rather than one team within the club.

#### **SELECTION PROCESS**

At the start of the season all members will be asked to complete a form which is **emailed** to the Secretary of the Tennis Club, informing the secretary that they wish to play in the mixed doubles teams and indicating dates they are unavailable in April/May.

All members who express an interest in playing will be invited to attend the pre-season match practices and the first few club nights.

The selection committee will then meet to decide a squad for the first three matches of the year. The best available players (three men/three women) will be invited to play for the first team, the next best available players will play for the second team and the next best available players will play for the third team. The selectors will apply the criteria described below for their definition of "best". If any players selected for the first three matches are unavailable to play any match, players will automatically "play up", thus ensuring that as many members as possible are invited to play in matches. A player's first loyalty is to Bedale Tennis Club, not a particular team within the club.

No player can be guaranteed to play in all the matches during the tennis season.

If a player refuses to play for a higher team if selected, the player might not be selected to play in a lower team if the match is on the same night.

The selection committee will keep under consideration the rules concerning eligibility and tying players to higher teams and, if at all possible, members from a lower division will not be tied to a higher division.

When teams are playing on the same night of the week, if there is a shortage of available players, the lowest team(s) will play with two pairs as permitted by the rules in the Harrogate and District League. The exception to this will be during the last three matches of the season when flexibility of the policy will be shown if required.

The process will be repeated after the first three matches and the selectors/ captains will meet to select team members for the rest of the season. After this, the team captains will correspond as required throughout the season to determine who will play in their respective teams. Any issue that cannot be resolved between the captains will be referred to the Selection Committee and their decision will be final.

### **CRITERIA FOR SELECTION**

- Membership
- Players most likely to win
- Ability
- Availability
- Establishing successful partnerships

### **COMPLAINTS PROCEDURE**

If any player feels they are being treated unfairly concerning the selection process, they are asked to inform any committee member of their concerns, (preferably in writing), and the committee member will ensure that the complaint is discussed by the committee within 10 days following the complaint. One of the selection committee will then discuss the concerns with the member and explain the reasons for selection decisions and aim to find a speedy resolution to the complaint.

If the member is still unhappy with the decision, the member may then discuss the issue with the Chair of the club who will check that this policy has been followed correctly and again try to resolve the issue.

### **EVALUATION OF POLICY**

At the end of the season, the Tennis Club committee will discuss how the policy has worked and, if necessary, suggest amendments to the policy at the next AGM. Once the policy is adopted by the club at the AGM, it is agreed that the policy can only be amended at the following AGMs.

Selection Policy adopted at Bedale Tennis Club AGM - 2015 **Reviewed – Jan 2020**