



Introduction

Devon Tennis have carried out a review of our adult and senior teams and the selection process for the teams.

We want to introduce a more open, transparent and inclusive selection policy with objective criteria for selection rather than based on subjective factors that can be influenced by personal feelings and prejudices.

These changes do not mean wholesale changes in what we are currently doing but more of a refinement and improvement on the current process. For example, we will now record all of the results in the match play sections of our team practices which will form one of the tools to help with the final selection of the team.

We want anyone in the County who wishes to, to be able to put themselves forward for selection knowing that they will be considered fairly and objectively.

Devon Tennis Men's and Ladies' Adult Teams

Here in Devon, we strive to make sure that we give everyone a chance of representing our county as part of it's Men's and Ladies' adult teams.

It will always be our aim to field the strongest possible teams in all competitive competitions including both Summer and Winter County Cups.

However, we also want to make our team selection process open, transparent, and above all fully inclusive.

If you wish to be considered for selection, then please contact the Men's or Ladies' captains via the County Office; email - devoncountytennis@gmail.com or phone – 01752 892664.

The current Ladies' Captain is - Jo Louis
The current Men's Captain is - Oskar Wynne

Selection Process

The Team Captains are selected by the Devon Tennis Management Executive and their appointments are ratified at the county's AGM. The captains are selected from current and previous county players or county coaches.

Captain's Requirements/Duties:

- Highly organised

- Good communicator
- Highly motivated
- Good Leader
- Inspirational
- High level of integrity and fair play
- Be an ambassador for Devon Tennis
- Provide Match Reports and photos after each match
- During matches do regular social media posts
- Chair Selection Committee
- Organise team practices (minimum 2 per season)
- Always adhere to Devon Tennis's Safeguarding policy

Team Selection Committee:

Team Selection is carried out by a small selection committee consisting of:

- The Team Captain (Chair Selection Committee)
- The Team Vice Captain
- The County Performance Manager (currently Will McNally)

This committee will meet either in person or by video conference to select the final team or players for any event (County Cups or practice/selection sessions)

Selection Criteria:

- LTA Ranking / World Tennis Number
- Open results over the last 6-month period
- Must be playing competitive league tennis
- Must be playing LTA or ITF sanctioned tournaments
- Must, if possible, play in the Devon Tennis County Championships
- Current player's results and performance in the previous two County Cups
- Current player's successful established partnerships in the previous two County Cups
- Must Participate, if possible, in team practice / selection sessions
- Results from the match play section of the practice sessions are recorded to help with final team selection
- Availability for a competition or event
- If two or more players are competing for a place in the team and they cannot be separated by any of the previously listed criteria above, then a play-off will be organised for those players

Practice / Selection Sessions:

The team captains are responsible for arranging a minimum of one team practice and selection session. One ahead of the Summer County Cup and one ahead of the Winter County Cup.

Devon Tennis Men's and Ladies' Seniors Teams

Here in Devon, we strive to make sure that we give everyone a chance of representing our county as part of its Men's and Ladies' seniors' teams.

National Inter-County Championships teams selected and entered by Devon Tennis in age groups from 40 for Women and 45 for Men up to the 75-age group. These championships run from April to the finals in November.

Men's and Women's 35 Inter-County Championships are played over three-day weekends in August each year.

It will always be our aim to field the strongest possible teams in all competitive competitions. However, we also want to make our team selection process open, transparent, and above all fully inclusive.

If you are interested and would like to be considered for selection, then please contact our County Seniors Organisers to discover what is available for you within Devon. Each County has a County Seniors Organiser who is able to advise what competitions are available to you locally.

To contact the Men's and Ladies' County Seniors Organisers you can contact them via the County Office; email - devoncountytennis@gmail.com or phone – 01752 892664.

The current Ladies' County Seniors Organiser is - Catriona Batty (standing down at AGM)
The current Men's County Seniors Organiser is - Ken Jones

Selection Process

The Seniors Organisers are selected by the Devon Tennis Management Executive and their appointments are ratified at the counties AGM. They are selected from current and previous County players or County coaches.

Team Captains

Each year everyone wishing to be an age group captain (irrespective of being a captain in the previous year) must submit their name for selection along with the Age Group they wish to captain, Email Address, and Mobile Number to the county office: email - devoncountytennis@gmail.com or phone – 01752 892664.

Team Captains will be selected by the Team Captains selection committee made up of the County Chair, the County Performance Manager, Seniors Coach and the County Seniors Organiser who will Chair the meeting.

Captains Selection Criteria & Person Specification:

- Highly organised
- Good communicator
- Highly motivated

- Good Leader
- Inspirational
- High level of integrity and fair play
- Be an ambassador for Devon Tennis
- Preferably with experience of being a team captain.
- Preferably been a County Player in the past
- Playing captains must meet the Player Selection Criteria and must be one of the strongest players available to play in the team. Non-playing captains do not need to meet these criteria

Captain's Requirements/Duties:

- Names are registered with the LTA via County Office
- Chair Team Selection Committee
- Arrange a minimum of two practice/selection sessions before the season starts (Excluding the Ladies' 60s, 65s, and 70s Captains – see section on Practice & Selection Sessions). When arranged pass the dates to the County Office so they can publicise.
- Book Venue and Courts
- Liaise with opposition captains
- Arranging dates of matches
- Organise Accommodation (some away matches)
- Organise travel arrangements
- Organise meals/refreshments
- When the match dates are fixed by the end of April submit them to the county office to publish in "Up and coming events"
- Provide Match reports home and away plus interesting photos
- Submit expenses claims by the end of September
- Always adhere to Devon Tennis's Safeguarding policy
- Each captain will be given a guide-sheet to act as an aid memoir for all their duties

Last Season's Captains 2022				
35s	Men's	?	Ladies'	Kate Brown
40s	Men's	Nick Bond	Ladies'	No Team
50s	Men's	Nigel Little	Ladies'	Nell Clotworthy
55s	Men's	Linden Hardisty	Ladies'	No Team
60s	Men's	Richard Jackson	Ladies'	Sue Norman
65s	Men's	Max Goodison	Ladies'	?
70s	Men's	John Chidgey	Ladies'	Joanna Lloyd
75s	Men's	Ken Jones	Ladies'	Ann Louis

Current Season's Captains 2023				
35s	Men's	Adam Tapp adamtapp274@LIVE.CO.UK	Ladies'	TBC
40s	Men's	TBC	Ladies'	TBC
50s	Men's	TBC	Ladies'	TBC
60s	Men's	TBC	Ladies'	Wendy Smith
65s	Men's	TBC	Ladies'	TBC
70s	Men's	Ray Armstrong ray2422@btinternet.com	Ladies'	Barbara Robillard
75s	Men's	TBA	Ladies'	Ann Louis

Team Selection Committee:

Team Selection is carried out by a small selection committee consisting of:

- The Team Captain (Chair of the selection committee)
- The Team Vice Captain (Selected by Team Captain & County Seniors Organiser)
- The County Seniors Organiser or Seniors Coach (Men's Linden Hardisty – Ladies TBA)

This committee will meet either in person or by video conference to select the final team or players for any event (County Cups or practice/selection sessions)

Selection Criteria:

- LTA Ranking / World Tennis Number
- Open results over the last 6-month period
- Must be playing competitive league tennis
- Must be playing LTA or ITF sanctioned tournaments
- Must, if possible, play in the Devon Tennis County Championships
- Current player's results and performance in the previous two seasons
- Current player's successful established partnerships in the previous two seasons
- Must Participate, if possible, in team practice / selection sessions
- Availability for matches or events
- If two or more players are competing for a place in the team and they cannot be separated by any of the previously listed criteria above, then a play-off will be organised for those players

Player Recruitment and Selection Session:

These sessions are for potential new players to come along and play with existing county players, so they can assess the minimum required standard. They are currently organised by the Men's County Seniors Organiser (Ken Jones) and the Men's Seniors Coach (Linden Hardisty)

- Both men and ladies 45 to 75 (ladies from 40) attend the sessions
- Once a year there are 3 recruitment and selection session, one each in:
 - Nuffield, Plymouth, South Devon
 - ARC, Bideford, North Devon
 - Exeter Uni, Exeter, Mid Devon or Torquay TC, Torquay, South Devon
- Devon Tennis promotes these events with the clubs, on social media and on the website
- They are attended by Men's County Seniors Organiser (Ken Jones), Ladies County Seniors Organiser (TBA) Men's Seniors Coach (Linden Hardisty), Ladies Seniors County Coach (TBA) and Team captains where possible. ARC, Exeter Uni and Torquay TC are sometimes asked to provide a coach if the Seniors Coaches are not available
- Dates are co-ordinated with the Ladies Seniors Organiser
- Dates are also co-ordinated with the men's and ladies' captains
- Players are charged £7 to attend (amount to be reviewed each year)
- New players and existing players attend the sessions
- During the match play section of the session, players are split into age groups if numbers allow.
- Results during the match play session are recorded to help with future team selection
- After the sessions all the names are passed to the captains including any new players

Practice / Selection Sessions:

Men's 35s, 40s, 50s, 55s, 60s, 65s, 70s, 75s and the Ladies' 35s, 40s, and 50s

The Team Captains for these age groups are responsible for organising a minimum of two Practice/Selection sessions before the season starts. They must find venues & courts for these to take place. They also need to be self-funding so the attending players will need to be charged to cover the cost of the courts and the balls

Once arranged the dates and location for these practices must be passed to the County office for them to be put on the website and social media

At these sessions results of match plays are recorded to help with the final team selection

Ladies' 60s, 65s 70s & 75s

Run regular match play sessions which are organised by Ann Louis (currently at Exmouth Tennis Centre

- The session is run by the Team Captains, The Ladies County Seniors Organiser, The Ladies Seniors County Coach (TBA) and Ann Louis
- Captains are expected to attend these sessions if possible
- During these match play sessions results are recorded and are passed to the team captains to help with final team selection

- The sessions last for two hours
- They are booked in blocks of 10 sessions at a time
- 4/3 Courts are booked for each session
- These sessions are for existing players and new players who are interested in playing for the County in these age groups.
- When the dates are fixed, these are circulated to all the players who are eligible to play in these age groups (currently 47 players)
- These players then come back with their availability
- When the dates are fixed these will be shared on the County website and social media inviting anyone interested in playing for the County and wanting to join these sessions to contact the County Office. Their details will then be passed on to Ann
- Once Ann has all the players availability including any new players, she organises a rota of 16 players to play in each session with up to 10 reserves for each session
- The 16 is made up of 4 from each age group (60s, 65s & 70s) if the numbers allow.
- The top county players are selected first plus any new players
- Once the rota for the 10 sessions is finalised this is published to all the eligible players and passed to the county office to be published on the website and social media
- Each player attending the sessions is currently charged £10 to cover the cost of the courts and the balls (this will be reviewed each year)
- Each of the 16 players selected for each session must pay on arrival (this will be reviewed in the future)
- If a player cannot attend a session, they are booked on they must still pay, and it is their responsibility to find a replacement from the reserves. Once they have found a replacement, they can then get their money back directly from the replacement.

Devon Seniors Expenses Policy

This will follow when finalised

Devon Tennis Seniors Captains Guide Sheet

This will follow when finalised

Summary

Devon Tennis would like to encourage anyone interested in representing the County to come forward with their details and to join any of the selection sessions detailed in these notes.

Devon Tennis is striving to be totally inclusive, open, and transparent so you will be welcomed if you attend any of these session. If you are hesitant about putting yourself forward, you might just like to come along to any of the matches or training sessions just to

watch to see what you think. The dates and location of all matches and training sessions are publicised on the County website and in our County social media.

We cannot guarantee that you will get into a team as this is a competitive process and as stated in these notes the County will always try to field the strongest team possible. However, we still want to encourage anyone to give it a go.

If you do come along and for any reason you do not experience a welcoming friendly and inclusive experience, then I (County Chair) really want to know about this so that we can strive to improve what we are doing.

Contact Details:

Email: devoncountytennis@gmail.com
Phone: 01752 892664

David Vinall
Devon Tennis Chair & LTA Councillor
November 2022 – (to be reviewed in August 2023)