AVON PADEL JUNIOR SELECTION POLICY

For the UK Padel County Cup

Author: Hilary Damant (Padel Action Team)

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Review Frequency: Annually

Role	Name	Signature	Date
Chair	Carol Weeks	Carol Weeks	14th October 2026
Representative of the Padel Action Team	Hilary Damant	Hilary Damant	14th October 2026

1. PURPOSE

The purpose of this policy is to establish the principles and standards that govern the selection of junior players from the Avon Padel Junior Squad to represent Avon Tennis at the UK Padel Junior County Cup.

The policy aims to:

- identify and develop players who have the potential for success in inter-county competitions (namely LTA County Cup).
- select the strongest possible team to compete successfully.
- ensure a fair, transparent, and consistent selection process.
- support long-term player development within the county pathway.
- recognise both individual ability and the needs of a team;
- undertake all activities with appropriate consideration for safeguarding and player wellbeing

This policy applies to all players, coaches, parents/guardians, volunteers and employees of Avon Tennis who are involved with junior selection process.

2. ELIGIBILITY

Players will be considered for selection if they meet the following criteria:

- eligible to represent Avon in accordance with Rule 66 of the LTA Rules (a junior must have been born in Avon or have lived permanently in Avon for at least six consecutive months immediately before the competition).
- eligible to meet the age requirements for the listed competition.
- not suspended for a doping violation and/or a breach of the anti-corruption rules.
- not currently disqualified or suspended under the rules of the LTA or any other recognised federation.
- agrees to comply with LTA Code of Conduct.
- holds a current LTA Advantage membership or player profile
- has been accepted an invitation to join the Avon Padel Junior Squad by the specified deadline.

3. TEAM COMPOSITION

Team composition is defined by the competition organiser and may vary each year.

Year	Event	Age Group	Format	Number of Teams	Indicative Nominations	Final Nominations
2026	UK Padel Junior County Cup	U14	2 boys + 2 girls	At least 1	30th Oct 2026	14th Nov 2026
2026	UK Padel Junior County Cup	U18	2 boys + 2 girls	At least 1	30th Oct 2026	14th Nov 2026

It may be possible for the county to enter more than one team in an age category once Final Nominations have been submitted.

4. SELECTION CRITERIA

Selections will be made in accordance with the purpose outlined in Section 1. The Padel Action Team will ensure that all selections are made in a way which ensures that there is no discrimination in relation to any Protected Characteristic under the Equality Act 2010.

All decisions will be evidence-based, free from bias, and reflect fair consideration of all eligible players. Taking the following into consideration:

4.1 Competition Profile

Junior ranking data in padel remains limited. Ranking information will be considered where it exists, but the absence of a ranking will not automatically disadvantage a player.

The following provides a guide to the competitive experience normally expected:

Age Group	Competitive Experience
U12	Competing at club level and entering county junior events. No ranking required.
U14	Two or more external LTA-sanctioned events in the preceding 12 months, or a clear reason why not.
U16	Three or more external LTA-sanctioned events, with a current ranking where available.
U18	Three or more external LTA-sanctioned events, with a current ranking where available.

A player who has played fewer events because of injury, a late start in the sport, cost, or a lack of accessible events should explain this on their acknowledgement form. This will be taken into account when assessing their competitive record.

Players wishing additional results to be considered should provide the event, date, grade and result when accepting the invitation to join the squad.

4.2 Key Performance Factors

Players are assessed by the Head Coach and any Assistant Coaches against five broad areas:

Area	What assessors look for
Head	Reads the point, chooses the right ball under pressure and adapts when a pattern is not working.
Heart	Competes on every point, recovers from errors and demonstrates effort in training as well as matches.
Legs	Movement, change of direction, recovery after the wall and fitness to play a full day.
Hands	Control and variety at the net, including volley, bandeja, víbora and touch, and the ability to absorb pace.
Partner	Communication, court coverage, adaptability to different partners and support for a partner who is struggling.

Coaches will also consider developing padel-specific habits, including:

- wall play, including recovery from the back glass and use of the side wall;
- transition from baseline to net and defending that transition;
- lob quality and response to being lobbed;
- choosing the bandeja over the smash at the appropriate moment;

- serve placement and first-volley position; and
- getting out of defensive positions effectively.

These are assessed as developing skills rather than finished shots. A younger player may therefore demonstrate stronger selection potential through movement, decision-making and communication even if some technical shots are still developing.

No player is expected to be equally strong in every area.

4.3 COUNTY CUP SELECTION AND TRAINING SESSIONS

Junior players from the Avon Padel Junior Squad will be invited to attend County Cup selection and training sessions where their standard of play will be assessed alongside other players to enable the coaches to select the strongest team to enter the Junior County Cup.

A safeguarding plan will be put in place prior to each session to ensure all necessary safeguarding practises are adhered to.

Each session will be **90 minutes**.

Players who cannot attend must send an email to padelactionteam@avontennis.org.uk in advance. A no-show without notice will be treated as a withdrawal.

Activity	Duration	What is assessed
Warm-up and technical	15 min	Technique, wall play, net position and movement
Rotated-pairs play	40 min	The five assessment areas across at least three different partners
Competitive sets	30 min	Match behaviour, response to pressure and scoreline management
Close and next steps	5 min	Availability, commitment and what happens next

Players should arrive changed and ready **15 minutes before the start**.

Partners will be rotated deliberately. Players are therefore assessed on their ability to adapt to different partners as well as their performance with a familiar partner.

Individual player conversations may take place outside the 90-minute session, either before or after the session or by phone during the following week.

Availability and commitment may be assessed separately from on-court performance.

Each coach will score every player against the assessment areas during the session.

4.4 Playing Up

Players may be considered for the age group above where they meet at least one of the following:

- a national ranking inside the top 100 in their own age group;
- a county ranking inside the top 6 in their own age group;
- attendance at a regional or national padel camp; or
- a place on the national padel pathway.

Meeting one of these thresholds provides consideration, not an automatic place.

A player's own age group remains the primary age group for development. Playing up should not be used where it is likely to reduce development or match opportunities in the player's own age group.

Playing up will normally only be considered where:

- the older age group lacks sufficient depth; and
- the younger player is performing strongly in their own age group and is of an appropriate standard for the older age group.

Where two players are of a similar standard, the older player within the relevant age band may be selected.

5. SELECTION PROCESS

5.1 Selection Panel Meeting

The Avon Tennis Selection Panel will make all final selection decisions. The panel may consult with other coaches, County, and LTA staff to inform their assessment.

The Panel will consist of a minimum of three voting members:

- Head Coach
- Assistant Coach
- A member of the Padel Action Team

Panel members must declare any conflicts of interest.

Following team selection, the Head Coach will determine:

- pairings;
- order of play; and
- reserve arrangements.

These decisions will take account of form, player strengths, match-ups, condition, tactical requirements and the overall needs of the team.

Pairings and order of play are not open to negotiation during an event.

5.2 Communication of Selection

All players considered for selection to join the team will be told the outcome of the selection meeting prior to the submission of Final Nominations.

5.3 De-Selection (after initial selection)

A player may be removed from a selected team in the following circumstances:

- They are no longer eligible (see Section 2);
- They breach what is set out in the signed Player Agreement (see Section 6) and/or the LTA Code of Conduct;
- Their condition or performance is no longer consistent with selection standards;
- They fail to disclose an injury, illness, or fitness concern.

Any decision to de-select a player will be communicated directly and clearly by the Avon County Selection Panel.

6. PLAYER AGREEMENT

All players must accept an invitation to join the squad and confirm that they have read and understood the information set out in this policy.

Players must agree to abide by the Avon Padel Junior Squad Rules.

7. PARENT & GUARDIAN GUIDANCE

The LTA welcomes the support of parents and guardians and seeks to ensure that their involvement enhances, rather than disrupts, the team experience.

Parents/guardians are encouraged to:

- Promote responsibility and independence in their child
- Support the authority of coaches, staff and county volunteers
- Demonstrate respectful behaviour
- Trust LTA and County appointed personnel to make decisions in the best interests of all players

During the training sessions and the Junior County Cup, parents/guardians must comply with the Avon Tennis Photography and Filming policy, in particular:

- Adhere to any restrictions or instructions on photography and filming at training sessions and events.
- Obtain permission from both the child and their parent/carer before sharing photos or videos featuring other children.
- Not post images or videos that could put a child's safety or privacy at risk, including revealing their location or personal details.
- Report any concerns about inappropriate photography or filming to Avon Tennis or the venue's Welfare Officer.

Where parental conduct is deemed to compromise the team environment or player wellbeing, the County and Island Association reserve the right to take appropriate action, including access restrictions or eligibility review.

8. APPEAL PROCESS

Appeals may only be made on procedural grounds (i.e., the policy was not correctly followed). You can send an email to padelactionteam@avontennis.org.uk. An appeal can only be made on one or both of the following grounds:

a. There has been a failure by the selection panel to follow this selection policy (i.e., there has been a procedural defect); or
b. The decision has been reached on the basis of an error of fact.

It can be decided either:

1. To set aside the selection panel's decision as it was based on an error of fact or procedurally flawed and remit the matter to the selection panel; or
2. To uphold the selection panel's decision. Should a decision be set aside and be re-considered by the selection panel which then has an effect on a selection decision taken in relation to another player, that decision in relation to the other player may also be re-considered and changed if necessary.

All appeals will be reviewed and decisions made and communicated back to the player with 30 days of the appeal being received.

9. POLICY REVIEW

This policy review will consider:

- feedback from players, parents, coaches and assessors Padel Action Team
- the effectiveness and transparency of the selection process;
- participation and development of junior players;
- any changes to LTA or competition requirements; and
- lessons learned from representative competition.

Any significant changes to the policy will be approved through the appropriate Avon Tennis governance arrangements.