

NEWLANDS LTC – Programme Standards

Team Selection & Individual Lesson Policy (Mini & Junior)

At Newlands, our programme is built upon well-defined standards, a robust club culture, and a commitment to long-term player development. These core principles guide every aspect of our approach. Team selection, squad placement and individual lesson allocation reflect both performance and character and are guided by the values that underpin our programme.

Programme Philosophy

Newlands follows a **programme-first approach**. Decisions related to training, squad placement, individual lessons, and team selection prioritise the long-term development of players and the health of the overall programme.

We strive to foster an environment in which players are both challenged and supported, enabling them to grow as athletes and as individuals.

Squad placements are periodically reviewed by the coaching team, with decisions based on player development needs, the training environment, and the overall balance of the programme.

R.A.L.L.Y Values

All coaching activity operates in line with our **R.A.L.L.Y values**:

R – Respect

We treat teammates, opponents, officials and coaches with respect both on and off the court.

A – Attitude

We bring a positive attitude and coachability to every session and match.

L – Learning

We commit to improvement and respond constructively to feedback.

L – Leadership

We support teammates and represent the club proudly.

Y – Your Best

We strive to give our best in training, competition and behaviour.

These values underpin our training environment and guide programme decisions.

Our goal is to establish strong teams, uphold clear standards, and cultivate a positive, ambitious club culture. By combining performance with commitment and character, we aim to provide an environment where players thrive individually while contributing positively to the wider Newlands community.

Key Programme Expectations (Summary)

To be eligible for team selection and individual lessons, players are expected to:

- Attend their allocated squad sessions regularly
- Be actively engaged in the club's coaching programme
- Represent Newlands positively in competition
- Demonstrate the R.A.L.L.Y values
- Represent their own age group when selected before playing up
- Use individual lessons to complement squad training

Squad placement, lesson availability and team selection decisions are made at the **coaches' discretion**, in the best interests of player development and the overall programme.

Core Programme Standards

Attendance & Engagement

Players should:

- Regularly attend their allocated squad session(s)
- Be actively engaged in the club's coaching programme
- Demonstrate consistent effort and coachability

Squad participation is foundational to both **team selection** and **individual lesson eligibility**.

Representation of the Club

Players are expected to:

- Compete with integrity
 - Show respect to teammates, opponents and officials
 - Contribute positively to team culture
 - Uphold the reputation of Newlands both on and off the court
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Demonstrating our R.A.L.L.Y Values

Selection and lesson allocation consider how consistently a player demonstrates:

- Respect in behaviour and communication
- A positive attitude in training and matches
- Commitment to learning and development
- Leadership through example
- The effort to give their best in all environments

Playing ability is important, but **talent alone does not guarantee selection or lesson priority**.

Team Selection Standards

Team selection reflects performance, commitment and alignment with our programme values.

Player Development & Team Selection

While competition is an important part of development, team selection will not always prioritise short-term results. At times, decisions may reflect player development priorities, team balance or the wider needs of the programme.

Our aim is to support the **long-term development of players** while maintaining a positive and supportive team environment.

Age Group Representation & Playing Up

Players wishing to compete in an older age group must:

- Represent their own age group when selected and available
- Show commitment to supporting their primary team
- Maintain regular squad attendance

Playing up is considered a **privilege rather than an automatic right**.

If a player chooses not to represent their own age group, this may affect their eligibility to compete in older age groups.

Selection to older teams will only occur where:

- The player has demonstrated commitment to their own team
- It supports both teams strategically
- It aligns with long-term development planning

All decisions regarding age-group movement remain with the coaching team.

Squad Attendance & Selection

Regular squad attendance is expected of players wishing to be considered for team selection, regardless of playing standard.

This reflects our belief that:

- Squad training develops tactical understanding and partnerships
- Attendance demonstrates commitment to teammates and the club
- Programme culture is built through consistent engagement
- Selection should reflect alignment with the R.A.L.L.Y values

Exceptional circumstances should be discussed and agreed in advance with the coaching team.

Selection Process

- Coaches select the wider team pools for each age group
- Allocated Team Captains are responsible for weekly match selection
- Coaches are available to advise and support selection decisions
- Where selection decisions are formally questioned, the final decision rests with the coaching team

All decisions are made in the best interests of:

- The team
 - The wider programme
 - Long-term player development
 - The culture and standards of Newlands
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Individual Lesson Standards

Individual lessons are designed to enhance development within our structured programme.

They are intended to **complement squad training rather than replace it.**

Eligibility for Individual Lessons

Players receiving individual lessons are expected to:

- Represent Newlands in league competition when selected and available
- Attend a minimum of one allocated squad session each week
- Be actively engaged in the programme
- Demonstrate commitment to the R.A.L.L.Y values

Lesson availability will prioritise players who are **fully engaged in the programme.**

Purpose of Individual Lessons

Individual lessons are designed to:

- Reinforce learning from squad sessions
- Support targeted technical and tactical development
- Accelerate progress within the club pathway

They are not intended to replace **squad training or matchplay development.**

Individual lesson availability within the programme is limited and prioritised for players who are actively engaged in squad training and representing the club in competition. The coaching team will recommend individual lessons where they believe they will have the greatest developmental benefit for the player.

Programme Integrity

To maintain fairness and a strong team culture:

- Players joining solely for individual lessons without engaging in squads will not be prioritised
- Lesson allocation reflects overall programme commitment
- Coaching time is managed in a way that supports the wider player group

All decisions regarding squad allocation, team selection or individual lesson remain with the coaching team.

Parent & Family Expectations

The development of young players is most successful when coaches, players and families work together to create a positive and supportive environment.

Parents and guardians play an important role in helping players enjoy tennis, develop confidence and build the habits that support long-term improvement.

We ask families within the programme to support the following principles.

Support a Positive Environment

Parents are encouraged to:

- Promote enjoyment of the game and a love of learning
- Encourage effort, resilience and positive attitude
- Support all players within the team environment
- Help create a respectful and welcoming atmosphere at training and matches

A positive environment helps players develop confidence and perform at their best.

Trust the Coaching Process

The coaching team is responsible for decisions relating to:

- Squad placement
- Team selection
- Individual lesson allocation
- Player development planning

We ask parents to respect these decisions and support a **programme-first approach**, recognising that choices are made in the best interests of both the individual player and the wider programme.

Reinforce the R.A.L.L.Y Values

Families play an important role in helping players demonstrate the values that underpin the programme.

Parents are encouraged to reinforce the importance of:

Respect for coaches, teammates, opponents and officials

Attitude towards learning and training

Learning through effort and coachability

Leadership in supporting teammates

Your Best in both behaviour and performance

By working together, we help create a culture where players are encouraged to grow not only as athletes, but also as individuals.

Support Player Independence

As players progress, developing independence and ownership of their development becomes increasingly important.

Parents can support this by encouraging players to:

- Communicate directly with coaches where appropriate
- Take responsibility for their effort and preparation
- Focus on improvement rather than short-term results

This helps players build confidence and maturity within the programme.

Communication with the Coaching Team

We encourage open and respectful communication between families and the coaching team. Where questions arise regarding squad placement, team selection or player development, we ask that parents speak directly with the head coaches.

To ensure consistency within the programme, coaching decisions are discussed collectively within the coaching team and communicated through the head coaches.

A positive partnership between players, parents and coaches is central to creating the environment we want at Newlands.

