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# TEAM ENGLAND SELECTION: POLICY AND PROCEDURE

(Revised September 2017)

## 1. Introduction

1.1. This policy covers all teams selected by England Squash for all WSF and ESF team events, as well as those teams England Squash are required to nominate players for, such as the Commonwealth Games. The current list of championships for which selection would be relevant is attached at Appendix 1. 1.2. Selection of any England team will be at the discretion of the selection panel, who shall take account of all the stated criteria. Discretion will be exercised professionally, using the expertise of the panel and will be fair and unbiased at all times and in all cases.

## 2. Background

2.1. Representing your country is the highest honour that can be bestowed on a sportsman or sportswoman. Any player who aspires to represent England, is expected to demonstrate the highest standards of professionalism, both on and off-court. This includes demonstrable commitment to England Squash, the programme, appropriate behaviour to coaching staff, teammates, colleagues and opponents.

2.2. Membership of the England Performance Programme is not a prerequisite for selection for Team England. However, selection of any player is conditional upon them having formally agreed to abide by the England Squash 'Performance Player Code of Conduct' (attached for information at Appendix 2). During the selection process, attention will always be given to a player's adherence to the Code.

## 3. Eligibility

3.1. A player is eligible for England selection if they meet the World Squash Federation's eligibility (section K of WSF regulations) requirements and those of the Commonwealth Games Federation.

## 4. Juniors

4.1. It is the policy of England Squash that the principal objective with regards to performance is to consistently be the worlds best at senior level. This has implications for junior squash in that this necessarily requires that success at junior level is to some degree developmental i.e. part of the process that will help to deliver the primary (senior) objective.

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4.2. To that end in the selection of junior national teams (listed in Appendix 1), while teams will always be selected to perform as well as possible, consideration will always be given to the longer-term objective, where appropriate.

## 5. Selection

5.1. A timeline of dates for selection will be communicated by the Performance Director (or any other nominated member of the Performance department) via email at the start of the season and form part of the selection policy for each relevant event.

5.2. A selection panel chaired by the Chair of Selectors will select teams.

The members of the panel are:

- Chair – Paul Millman
- National Coach – David Campion
- Lee Drew - National Junior Coach
- Tania Bailey - High Performance Coach

The panel will consider the following criteria when selecting a team:

### 5.3. Nature and Type of Event

5.3.1. This will include:

- the format of the event
- the expectations of England's performance in the event
- the size of the team and squad
- the number of matches to be played
- likely opponents at any given stage
- the scoring method to be used
- whether the event will be played on glass or conventional courts

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5.3.2. Consideration in this category will be given to the required profile for the England team to be selected, including issues of the age and experience of the players to be selected. This may mean that, when in the opinion of the selection panel the overall performance and prospects of an England team is unlikely to be adversely affected, a lower ranked or less experienced player may be selected over someone more experienced and higher ranked.

#### 5.4. Rankings

5.4.1. PSA rankings and an individual's ranking trajectory will be taken into account, in conjunction with :

#### 5.5. Current Form

5.5.1. An assessment will be made of the recent performances of players under consideration. It is possible that a player's ranking is not a true reflection of their current playing standard and more recent performances will also be taken into account.

5.5.2. Consideration will also be given to the manner of victories and defeats - for example, if a player concedes defeat too easily or fails to apply themselves in defeating a much lower ranked opponent.

5.5.3. Periods of injury as well as current fitness will be considered in addition to any assessment of results and performances.

#### 5.6. Results

5.6.1. A player's results in the following events in the twelve months preceding selection will carry most weight:

##### 5.6.2. Seniors

- Both – PSA World Series
- Both – British National Championships
- Both – performances in England teams

##### 5.6.3. Juniors

- Performances in England teams
- British Junior Open
- British Junior Closed
- Selection Silver Events
- English Junior Closed
- Senior British National Championships

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## 6. Selection of National Teams - Procedure

6.1. The selection panel will carry out the selection of all national teams. Selection is at the discretion of the selection panel and discretion will be exercised when taking into account the stated selection criteria. The discretion of the panel will be exercised professionally, fairly and in an unbiased manner.

6.2. Each meeting will consider selection from long lists for events and / or long listing for future events. In each case, recommendations are made by the relevant coaching staff, supported by a summary profile of each player for consideration. Each summary will include rankings, assessment of current form and any other information that may be of assistance to the panel. The coach responsible for coordinating this process will also attend and present to the meeting.

6.3. In the instances of selection for Junior National Teams, the National Junior Coach, High Performance Coaching team or other coach responsible for leading the team at the event, will compile the player summaries and make their recommendations for selection to the overarching selection panel identified in 5.2.

6.4. The agenda will identify the events for which teams are to be selected and will comprise:

- Selection of teams
- Long listing for future events
- Other relevant business

## 7. Conflict of Interest

7.1. In line with England Squash policy on Conflict of Interest, all panel members will be asked to declare any interest that they believe may conflict with any part of their participation in decisions. Where such conflict is declared, the Chair shall decide the approach to be taken. It is customary, for example, that where a member has a family relationship with a player under consideration, that member will have no part in the recommendations from coaches, compilation of player summary or of any discussion concerning the merits of that player.

## 8. Consideration of Players

Each player shall be considered in turn and strengths and weaknesses discussed fully and the team selected or long list developed accordingly.

8.2. It is the intention that the decisions of the selection panel shall be unanimous. In the event of dispute, the Chair shall lead the process of reconciliation and shall have a casting vote where required.

## 9. Final Selection

9.1. Once a long list of players has been agreed, the decision will be taken as to the process for final selection.

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It may be that a formal meeting is not required, in which case a conference email or call will be arranged and the final selections made. This would be the case for example where a number of players stand out from the remainder on the list or a player or players are no longer available through illness or injury.

9.2. After selection, all the players concerned including those selected and not selected will be contacted within 72 hours of the selection panel meeting in writing or phone call by the person most appropriate to the event under consideration.

9.3. Players who are not selected will be given the opportunity to discuss this with the most relevant coach either in person, or over the phone. 9.4. Additionally, a player who hasn't been selected is able to discuss their situation with the British Athletes Commission who are able to offer assistance and support.

## **TEAM ENGLAND SELECTION - APPEALS POLICY AND PROCEDURE**

### **10. Selection Appeals – Policy & Procedure**

10.1. The following procedure has been adopted by England Squash in consideration of any request for review made by or on behalf of any player wishing to appeal against his or her non-selection for a representative national team. For the purposes of the procedure, this shall include WSF and ESF Individual and Team Championships at senior and junior levels, (i.e. those selected directly by and directly representing England Squash) as well as teams nominated by England Squash (e.g. Team England at the Commonwealth Games)

### **11. Introduction**

11.1. The procedure does not cover the nomination for participation in other events within the World Class international competition programme such as PSA tour events for which financial support may be provided through the programme. This is dealt with as part of the ongoing process of Player Review within the Performance department.

11.2. The review procedure concerns itself solely with the process of selection. It makes no provision for consideration of the actual decisions of the selection panel. In other words, a review panel specifically does not sit as a new, higher, selection panel and has no brief to assess the relative merits of players under consideration. Rather, the review considers the approach taken by the panel and its assessments in reaching its decisions, and specifically in its employment of:

11.2.1. the published criteria for selection;

11.2.2. other specific basis for assessment;

11.2.3. any other relevant factors.

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11.3. The Procedure is designed to ensure that matters can be dealt with in an efficient and timely fashion. It is expected that a Review decision will be made and communicated within 7 days of the original selection decision.

## **12. The Procedure**

12.1. A player (which for this purpose includes the player's parents/carers or authorised representative) seeking review of the selection for a given event must notify the Chief Executive in writing (request for review) within 48 working hours of the notification of selection made to the players concerned. Athletes will be notified of Commonwealth Games (Gold Coast) selection on Monday January 15th 2018 and therefore a request for review (in writing to the Chief Executive) must be received no later than Wednesday January 17th 2018, 17:00hrs.

12.2. The request for review must set out in full the basis upon which the player wishes to appeal against the decision of the relevant selection panel.

12.3. On receipt of the request, the Chief Executive shall convene a review panel, normally comprising the Chief Executive, the Chair of the Board and an independent representative either from, or associated with the British Athletes Commission.

12.4. The request for review shall be sent to the Chair of the selection panel, who has the opportunity to provide written comments to the Chief Executive within 24 hours of receipt.

12.5. The review panel members shall be sent the request for review, papers of the selection panel, comments from the selection panel Chair and any other relevant supporting documentation.

12.6. The review panel shall convene, either by conference telephone call, or in person within 2 working days of receiving the relevant documentation.

12.7. During the review panel meeting, the player, or their representative, will be given the opportunity to articulate their request for review personally if they wish to, either in person, or by conference telephone call to the panel.

12.8. Once the review panel has reached its decision, the Chief Executive shall notify the player concerned of the decision within 24 hours in writing.

12.9. The decision of the review panel is final, against which there is no further right of appeal.

## **Appendix 1 – Championships for which the selection policy will be used:**

### **Seniors - Women**

- World Team Championships (Bi-Annual)
- European Team Championships (Annual)

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- Commonwealth Games (4 yearly)
  - World Games (4 yearly)
  - European Individual Championships (Annual)
  - Any other Team England representative invitations

### **Seniors – Men**

- World Team Championships (Bi-Annual)
- World Cup (Bi-Annual)
- European Team Championships (Annual)
- Commonwealth Games (4 yearly)
- World Games (4 yearly)
- European Individual Championships (Annual)
  
- Any other Team England representative invitations

### **Juniors – Girls**

- World Championships – Team and Individual (Bi-Annual)
- European Championships U19 – Individual (Annual)

### **Juniors – Boys**

- World Championships – Team and Individual (Bi-Annual)
- European Championships U19 – Individual (Annual)

### **Juniors – Mixed**

- European Championships U19 – Team (Annual)
- European Championships U17 – Team (Annual)
- European Championships U15 – Team (Annual)
- 5 Nations Championship U13 – Team (Annual)

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- 5 Nations Championship U15 – Team (Annual)

## Appendix 2 – England Junior Representation

To help add clarity to the published England Squash Selection Policy, the following information relates specifically to England junior representation.

The selection panel only ever consider ranking within the context of the wider criteria highlighted in points 5.3 – 5.6 in the aforementioned selection policy. **England teams are not selected solely on ranking.**

### Selection Events

For the 2017-18 season a series of 8 mandatory selection events have been identified. Any player who wishes to be considered for England junior selection must play each of the following events;

1. British Junior Nationals (27th / 28th / 29th October, 2017)
2. British Junior Open (2nd / 3rd / 4th / 5th / 6th January, 2018)
3. English Junior Closed (9th / 10th / 11th March, 2018)
4. Silver #1 (9th / 10th September, 2017)
5. Silver #2 (7th / 8th October, 2017)
6. Silver #3 (25th / 26th November, 2017)
7. Silver #4 (3rd / 4th February, 2018)
8. Silver #5 (21st / 22nd April, 2018)

If injury or illness is cited as a reason for not competing at a compulsory event, a medical certificate will be required to enable this to be taken into account when making England selections. This needs to be completed and sent to the performance department via post or email ([louise.pickford@englandsquash.com](mailto:louise.pickford@englandsquash.com)) within a week of the completion of the event.

If a player is in the process of transitioning in to the England Academy, then exemption may be given from Silver events, but it remains the expectation that a player still plays the British Junior Nationals, English Junior Closed and British Junior Open.



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## Playing 'Up' Age Groups

For the purposes of England selection, players have to achieve notable performances. It is recognised that for a small number of players, there is benefit to playing up an age group at certain domestic and international events.

If a player is considering playing 'up' they have to be confident that they can achieve notable results in their 'true' age group first and foremost. They then have to be capable of competing at the older age group in order to achieve notable performances.

Consequently, where a player has a realistic chance of representing England at a higher age group, a player may be permitted to play 'up' at Silver events.

To give a player the chance of selection in their 'true' age group, players must play the following events in their true age category;

1. British Junior Nationals
2. British Junior Open
3. English Junior Closed\*

\* In exceptional circumstances, where a player has dominated an age group, then dispensation may be given to that player to play 'up' at the English Junior Closed.

A notable performance in the context of a players 'true' age group is considered as winning the event and in some instances, finishing as runner-up. If a player finishes as runner-up, it is advised the player consults with the National Coaching team when planning future events.

It remains the policy of England Squash that the principal objective with regards to performance is to consistently be the world's best at senior level. It is important that points 4.1 and 4.2 of the selection policy are understood.

## England Junior Representation (Revised September 2017)

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### Priority Selection Events

- It will be stated; which Selection Events have an impact on England representational competition.

For the 2017-18 season a series of 8 selection events have been identified. Any player who wishes to be considered for England junior selection must provide sufficient performances at the following events;

Selection Event Name	Date of Event	Part of Selection Process for Named Event			
		U13/15 5 Nations (Approximately April 2018)	U19 European Individual & Team Championships (24th March-1st April 2018)	U15/17 European Championships (10th-13th May 2018)	U19 World Individual (18th-23rd July 2018) & Boys Team Championships (24th-29th July 2018)
Silver 1	9 <sup>th</sup> /10 <sup>th</sup> September	✓	✓	✓	✓
Silver 2	7 <sup>th</sup> /8 <sup>th</sup> October	✓	✓	✓	✓
British National Championships	27 <sup>th</sup> /28 <sup>th</sup> / 29 <sup>th</sup> October	✓	✓	✓	✓
Silver 3	25 <sup>th</sup> /26 <sup>th</sup> November	✓	✓	✓	✓
Silver 4	3 <sup>rd</sup> /4 <sup>th</sup> February	✓	✓	✓	✓
English Junior Closed Championships	9 <sup>th</sup> /10 <sup>th</sup> / 11 <sup>th</sup> March	✓	✓	✓	✓
Silver 5	21 <sup>st</sup> /22 <sup>nd</sup> April	✗	✗	✗	✓
Silver 6	19 <sup>th</sup> /20 <sup>th</sup> May	✗	✗	✗	✓

It is the player's responsibility to decide which events need to be played and whether they sufficient results/performances to earn England Selection for the relevant Team England Representational Event.

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As of February 2017, the England Squash performance team will no longer seed 'mandatory selection events' due to recent reductions in workforce. Seeding will now be based solely on the current ranking list.

Only occasionally, in exceptional circumstances will the performance team adjust the seeding of an event.

Exceptional circumstances include but are not limited to:

- A player of England representative quality who due to injury, has missed a significant amount of time and therefore their current ranking is not reflective of their playing level.
- A player who is deemed good enough to play up an age group and is competing for England Selection.
- A player who has performed exceptionally at either the British Junior National Closed, British Junior Open or English Closed Championships.

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