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# TEAM ENGLAND SELECTION: JUNIOR POLICY AND PROCEDURE 2023-2024 (Revised October 2023)

## Introduction

This policy covers all junior teams selected by England Squash for all World Squash Federation (WSF) and European Squash Federation (ESF) team competitions, and teams England Squash are required to nominate players for, such as the 5Nations. The current list of competitions for which selection would be relevant is included in Appendix 1. Final selection of any England team will be at the discretion of the selection panel, who will apply the selection criteria outlined in this policy. Discretion will be exercised professionally, using the expertise of the panel and will be fair and unbiased at all times and in all cases.

## Background

Representing your country is the highest honour that can be bestowed upon 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 Performance Programme, appropriate behaviour to coaching and support staff, teammates, colleagues, and opponents.

Membership of the England Performance Programme including national squad attendance is a prerequisite for selection for Team England. Selection of any player is conditional upon them having formally agreed to abide by the England Squash 'Player Code of Conduct' (Appendix 2) and 'Squad Commitment' agreement (Appendix 3). During the selection process, attention will be given to a player's adherence to the 'Player Code of Conduct' and 'Squad Commitment' agreement.

## Eligibility

A player is eligible for England selection if they meet the requirements of the relevant international federation, in this instance: the World Squash Federation's eligibility requirements (section K of WSF regulations).

[WSF eligibility requirements \(section K\): http://www.squash999.com/worldsquash/wp-content/uploads/2013/04/130401\\_Championship-Regulations-V5.3.pdf](http://www.squash999.com/worldsquash/wp-content/uploads/2013/04/130401_Championship-Regulations-V5.3.pdf)

## Selection

A timeline of dates for selection will be communicated by the Junior Talent Pathway Manager or other nominated member of the Performance team via the England Squash website at the beginning of the season.

A selection ratification panel chaired by the Chair of Selectors will select teams for the 2023-2024 season.

The members of the panel are:

- Chair - Mark Jeffreys
- Selection Panel Member - Chris Robertson
- Selection Panel Member - Victoria Kemp

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

### Criteria for Selection

#### Commitment

- Current member of England Squash. Being a member of England Squash is a prerequisite requirement to being considered for selection.
- Current and active member of the England Squash Talent Pathway. Being an active member (attending squads) is a prerequisite requirement to being considered for selection.
- Has returned a signed copy and subsequently adhered to the 'Squad Commitment' agreement (Appendix 3). Committing to squads is expected by all players wishing to be considered for national selection. Unauthorised absences may result in players losing their eligibility for selection to future squads and Team England representation if they decide not to attend a squad to which they have been formally invited. Specifically, any player missing a squad must submit an absence request form clearly stating the reason for absence. This form must subsequently be signed off by the coaching staff to ensure any absence is not viewed as a lack of commitment. An assessment of every player's commitment to squads will be discussed during each selection meeting.

#### Behaviour

- Has returned a signed copy and subsequently adhered to the 'Player Code of Conduct' (Appendix 2). Signing and adhering to the 'Player Code of Conduct' is expected by all players wishing to be considered for national selection. An assessment of each player's behaviour will be discussed at each selection ratification meeting. If a breach of the code of conduct occurs, minor offences will be dealt with by the performance team. Significant offences will be reported and dealt with formally via the England Squash discipline process.

#### Road to Selection

- Has gained sufficient points in Road to Selection events leading to the required finishing position in the Road to Selection standings.
- If an eligible player is defending U19 European or World Junior Champion, they will be considered for selection if legitimate reasons (i.e. injury) have prevented that player from playing in selection events to gain automatic selection.
- In the event two players finish on the same Road to Selection points, their next best points score will be used as the deciding selection criteria.

## Selection of National Teams – Procedure

Final selection is at the discretion of the ratification selection panel and will consider the stated selection criteria. The judgement of the panel will be exercised professionally, fairly and in an unbiased manner. Any declarations of interest will be made at the outset of the ratification selection meeting and any conflict of interest will be managed according to the England Squash Conflict of Interest policy.

Each meeting will consider recommendations made by the relevant coaching staff, supported by a selection summary document including a profile for each player under consideration. Each selection summary document will include the player's finishing position in the Road to Selection standings and an assessment of the player's behaviour and commitment levels. Furthermore, any other relevant information that may assist the panel may be added.

The Junior Talent Pathway Manager in conjunction with the national coach and lead coach responsible for leading the team at the event will jointly compile the selection summary document and make their recommendations for selection to the ratification selection panel identified earlier.

The agenda for selection meetings will identify the competition(s) for which teams are to be selected and will comprise:

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

Each player under consideration will be discussed in turn and the team subsequently selected accordingly.

It is the intention that the decisions of the selection panel shall be unanimous. Where the decision is not unanimous, the Chair shall have the casting vote.

Following selection, all players considered including those not selected will be contacted within 72 hours of the ratification selection panel meeting in writing or via telephone by the Junior Talent Pathway Manager. In the absence of the Junior Talent Pathway Manager, an appropriate individual will be authorised to make contact.

Players not selected will be afforded the opportunity to discuss this with the most relevant coach either in person or via telephone/video call.

### Conflict of Interest

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 panel member has a family relationship with a player under consideration, that panel member will have no part in the recommendations from coaches, compilation of player summary information or in any discussion concerning the merits of that player.

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## TEAM ENGLAND SELECTION - APPEALS POLICY AND PROCEDURE

### Selection Appeals – Policy and Procedure

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 junior levels, (i.e., those selected directly by and directly representing England Squash).

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The procedure does not cover the nomination for participation in other events within the Performance 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 reviews within the Performance Programme.

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 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 panel considers the approach taken by the selection panel and assessments made in reaching its decisions, and specifically in its employment of the published criteria for selection.

The procedure is designed to ensure that matters can be dealt with in an efficient and timely fashion. Unless otherwise notified due to exceptional circumstances, a review decision will be made and communicated within ten working days of the original selection decision.

#### The Procedure

A player (or for players U18, the player's parents / carers or authorised representative) seeking to appeal against a selection decision for a given event must notify the Chief Executive in writing via email within two working days of the notification of selection (this is referred to as a 'request for review'). The request for review must set out in full the basis upon which the player wishes to appeal against the decision of the selection panel.

On receipt of the request, the Chief Executive shall convene an Appeal Panel, comprising three independent members not employed by England Squash and not involved in the original selection decision.

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

The appeal panel members shall be sent the request for review, the information considered at the original selection panel, the comments from the Chair of the selection panel and any other relevant supporting documentation.

The appeal panel shall convene, either by conference call, or in person within two working days of receiving the relevant documentation outlined above.

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During the appeal 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 call to the panel.

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

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

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

- WSF World Junior Championships – Team and Individual
- European Championships U19 – Individual
- European Championships U19 – Team
- European Championships U17 – Team
- European Championships U15 – Team
- 5Nations Championship U15 – Team
- 5Nations Championship U13 – Team
- Any other Team England representative invitations

### **Appendix 2 – Player Code of Conduct**

Player Code of Conduct is available to view/complete via <https://englandsquash.typeform.com/tppcoc>

### **Appendix 3 – Squad Commitment Agreement**

Squad Commitment Agreement is available to view/complete via <https://englandsquash.typeform.com/squadagreement>

### **Appendix 4 – Road to Selection 2023-2024**

Road to Selection 2023-2024 document is available to view via <https://www.englandsquash.com/performance/team-england/team-england-selection-policy>