
TEAM ENGLAND SELECTION: SENIOR POLICY AND PROCEDURE 2023-2024

(Revised October 2023)

Introduction

This policy covers all senior 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. 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 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 'Player Code of Conduct' (Appendix 2). During the selection process, attention will be given to a player's adherence to the Code.

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

Selection

A timeline of dates for selection will be communicated by the National Coach, Head of Performance Operations, 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 Chairman of Selectors will select teams for the 2023-2024 season.

The members of the panel are:

- Chair - Mark Jeffreys
- Head of Performance Operations - Chris Robertson
- Selection Panel Member - Victoria Kemp

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

- Ranking
- Current form
- Nature and type of competition
- Standards of behaviour on and off court

Rankings

Rankings (PSA) will be considered.

Current Form

The selection panel will consider 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 performances in the events listed below will also be considered.

- British National Championships
- Performances in England representation team events
- PSA World Tour Platinum competitions, Gold, Silver & Bronze and PSA Challenger tour events

The panel will consider results and the manner of victories and defeats - for example, whether a player concedes defeat easily or fails to apply themselves in defeating a much lower ranked opponent. Periods of injury, as well as current fitness, will be considered in addition to any assessment of results and performances.

Nature and type of competition

This will include:

- the format of the competition
- how a player operates in a team environment

Consideration may be given to the required profile for the England team to be selected at the discretion of the selection panel. This could include issues related to the age and experience of the players to be selected. This may mean that a lower ranked or less experienced player may be selected over a more experienced or higher ranked player for experience or developmental reasons.

Standards of behaviour on and off court

All players must have returned a signed copy of (and subsequently adhered to) their athlete agreement and commitment to clean sport statement. Signing and adhering to these documents 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 either agreement 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.

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 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 National Coach, supported by a selection summary document including a profile for each player under consideration. Each selection summary document will include the latest PSA ranking at time of selection, a list of results from PSA events or British National Championships, an assessment of the player's behaviour and commitment levels and any other relevant information that will assist the panel.

The National Coach will compile the selection summary document and make his recommendations for selection to the ratification panel identified earlier.

The agenda for ratification selection meetings will identify the competitions for which teams are to be selected and will comprise:

- Conflicts of interest
- Selections 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 National Coach. In the absence of the National Coach, 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.

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 levels, (i.e., those selected directly by and directly representing England Squash) as well as teams nominated by England Squash.

Introduction

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.

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 - Competitions for which the selection policy will be used: SENIORS

- World Team Championships
- World Cup
- European Team Championships
- World Games
- European Individual Championships
- Any other Team England representative invitations

Appendix 2 - Player Code of Conduct

Code of conduct is available to view/download via

www.englandsquash.com

Appendix 3 - Independent Appeal Panel Members (three selected from the list in the event the appeal panel is convened).

- Martin Barradell - Development Officer, Youth Sports Trust
- Rich Ramsdale - Head of Talent, British Canoeing
- Kate Thornton Bousfield - Head of Physical Education and Achievement, Youth Sports Trust