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# TEAM ENGLAND SELECTION: POLICY AND PROCEDURE 2020-2021

## (Revised May 2020)

### 1.Introduction

1.1. This policy covers all teams selected by England Squash for all World Squash Federation (WSF) and European Squash Federation (ESF) team competitions, as well as teams England Squash are required to nominate players for, such as the Commonwealth Games. The current list of competitions for which selection would be relevant is included in Appendix 1. 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.

### 2.Background

2.1. 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.

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 'Player Code of Conduct' (Appendix 2). During the selection process, attention will 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 requirements of the relevant international federation, either: the World Squash Federation's eligibility requirements (section K of WSF regulations) or those of the Commonwealth Games Federation (Article 25 of CGF 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)

Commonwealth Games Federation requirements: <https://thecgf.com/sites/default/files/2018-02/constitution2014.pdf>

### 4.Juniors

4.1. The principal objective, with regards to England performance, is to consistently achieve success at senior level. This has implications for junior squash in 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.

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

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## 5. Selection

5.1. A timeline of dates for selection will be communicated by the National Coach, Director of Sport or other nominated member of the Performance team via the England Squash website at the beginning of the season.

5.2. A selection panel chaired by the Chair of Selectors will select teams for the 2020-2021 season.

The members of the panel are:

- Chair – Yawar Abbas
- National Coach – David Campion
- Director of Sport – Mark Williams

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

### 5.3. Nature and Type of the Competition

5.3.1. This will include:

- the format of the competition
- the expectations of England's performance in the competition
- 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

5.3.2. 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.

### 5.4. Rankings

5.4.1. Rankings (PSA and/or England Squash junior rankings) will be taken into account.

### 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 recent performances will also be taken into account.

5.5.2. Consideration will be given to the manner of victories and defeats - for example, if a player concedes defeat 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.

5.5.4 A player's results in the following competitions preceding selection will be considered with more recent performances carrying a greater weighting. Competitions are listed in no particular order.

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Seniors:

- PSA World Tour Platinum competitions
- British National Championships
- Performances in England teams
- Other significant competitions sanctioned by WSF, ESF or PSA

Juniors:

- Performances in England teams
- British Junior Open
- British Junior Closed
- English Junior Closed
- Gold Events
- Silver Events
- Other England Squash Sanctioned events e.g. Intercounties
- Other significant competitions sanctioned by WSF, ESF or PSA

## **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 who will apply the selection criteria outlined in this document. The discretion of the panel will be exercised professionally, fairly and in an unbiased manner in accordance with the conflict of interest policy.

6.2. Each meeting will consider selection from long lists for events and / or long listing for future events. In each case, recommendations will be 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 rankings, assessment of current form and any other information that will be of assistance to the panel. The coach responsible for coordinating the selection summary document will present it to the panel.

6.3. In the instances of selection for Junior National Teams, the coach responsible for leading the team at the event will compile the selection summary document and make their recommendations for selection to the selection panel identified in 5.2.

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

- Conflicts of interest
- 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 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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## 8. Consideration of Players

8.1 Each player under consideration will be discussed in turn 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 a 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 selection panel will meet to confirm the final selection. Selection panel meetings will either be face-to-face or via conference call

9.2. After selection, all the players on the long list including those 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 competition 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 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.

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 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:

11.2.1. the published criteria for selection;

11.2.2. other specific basis for assessment;

11.2.3. any other relevant factors.

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.

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## 12. The Procedure

12.1. A player (or for this purpose 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.

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 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 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 in writing within 24 hours.

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

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

### **Seniors**

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

### **Juniors**

- World Championships – Team and Individual
- European Championships U19 – Individual
- European Championships U19 – Team
- European Championships U17 – Team
- European Championships U15 – Team
- 6 Nations Championship U15 – Team
- 6 Nations Championship U13 – Team

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

Code of conduct is available to view/download via  
[www.englandsquash.com](http://www.englandsquash.com)