

TEAM ENGLAND SELECTION - POLICY AND PROCEDURE
(2022 COMMONWEALTH GAMES)

(JUNE, 2021)

The information in this selection policy is accurate as of June, 2021 but remains subject to change. As a result of the unique and extenuating circumstances caused by COVID-19 and the subsequent impact on domestic and international sporting calendars and world rankings England Squash will closely monitor this selection policy to determine if subsequent changes are necessary. All changes/updates specific to player selection will be communicated via email to long listed players. This selection policy has been agreed by England Squash and Commonwealth Games England.

1. Introduction & Context

- 1.1 Due to the unique nature of the Commonwealth Games, with both a singles and doubles competition, it is necessary, through this policy, to provide clarity regarding how decisions on selection will be made for the Commonwealth Games.
- 1.2 Due to the stipulations determined by the Birmingham 2022 organising committee regarding athlete accreditations, Commonwealth Games England have confirmed there are nine athlete spaces available to squash.
- 1.3 In maximising opportunities for the strongest medal performances, selection will focus on maximising the potential for winning medals.
- 1.4 England Squash will select the maximum number of players allocated to us by Commonwealth Games England and will deploy the selected players accordingly to maximise our medal potential across all events. This could in some instances mean players will be selected to play in three events (singles, mixed doubles and women's or men's doubles).
- 1.5 England Squash has been nominated as the selecting body by Commonwealth Games England. All players selected by England Squash must have their eligibility and selection subsequently ratified by Commonwealth Games England. In addition, all athletes must sign up to the Commonwealth Games England Team Members Agreement (TMA), sign the CGF Entry and Eligibility form, hold a British Passport and complete appropriate UK Anti-Doping (UKAD) education and training.
- 1.6 A selection panel chaired by the Chair of Selectors will select the team for the Commonwealth Games in Birmingham 2022. The panel comprises;

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| Chair | Tom Duggan |
| Selection Panel Member | Chris Robertson |
| National Coach | David Campion |
| Independent Observer | British Athletes Commission Member |

2. Commonwealth Games Objectives

- 2.1 To select nine players that enable Team England to produce the strongest medal performances in the singles and doubles competitions.

3. Games Competition Format

- 3.1 Men's singles competition (maximum three athletes per country).
- 3.2 Women's singles competition (maximum three athletes per country).
- 3.3 Men's doubles competition (maximum two teams per country).
- 3.4 Women's doubles competition (maximum two teams per country).
- 3.5 Mixed doubles competition (maximum two teams per country).

4. Selection – Commonwealth Games

4.1 *Commonwealth Games – Singles Competition*

- 4.1.1 England Squash will maximise opportunities to medal in the singles competition and as a result, will utilise all six available singles spots (three men and three women).
- 4.1.2 As a consequence, when selecting the squad for the Commonwealth Games, England Squash will select the six singles players first.
- 4.1.3 The two highest ranked men and women players based on the PSA world rankings (https://psaworldtour.com/rankings/world_tour?g=men https://psaworldtour.com/rankings/world_tour?g=women) as of April 01, 2022 will be guaranteed singles selection. The third spot (men and women) will be selected using a combination of results and ranking. Due to the potential for inaccurate rankings resulting from the COVID-19 global pandemic and the potential absence/disruption of PSA events, England Squash reserves the right to host additional domestic events to aid final selection (for all spots) and amend the list of third party events used for selection in the event of continued disruption to the PSA tournament calendar. All long listed players will be informed via email if an event will be included for consideration for selection.
- 4.1.4 The British Athletes Commission will sit on the selection panel as an independent observer of the process.

4.2 *Commonwealth Games – Doubles Competition*

- 4.2.1 Due to the absence of a world doubles tour or official ranking system, selection for Commonwealth Games doubles is complex. It is necessary to bring clarity to how decisions will be made. In the absence of events, performances at invitational doubles squads and competitions will be considered to determine selection.
- 4.2.2 The national coaching team has organised an extensive programme of doubles preparation to allow as many opportunities, as practically possible to see partnerships in practice. It is at the discretion of the national coaching team (using all relevant data gathered) as to how the partnerships will be configured in these preparation squads and subsequently for any competitive opportunities e.g. World Doubles and invitational doubles events.
- 4.2.3 With six players selected for singles, there are a maximum of three additional spots for 'doubles specialists'.
- 4.2.4 Doubles selection will consider a range of factors, the following elements will take precedence when selecting players for doubles (no particular order);
 - 4.2.4.1 Doubles form, including performances in preparation squads, test matches and the World Doubles.
 - 4.2.4.2 Physical robustness and ability to compete over an intense period of time.
 - 4.2.4.3 Current singles form and results (refer to 4.1.3).
 - 4.2.4.4 Doubles performances at previous Commonwealth Games.
 - 4.2.4.5 Doubles performances at previous World Doubles.

5. Withdrawals & Replacements

- 5.1 If injury/illness/disciplinary occurs to a player following selection a replacement from the long list will be selected following consultation with Commonwealth Games England and in accordance with the Commonwealth Games Federation Late Athlete Replacement Policy.
- 5.2 Significant consideration will be afforded to the doubles partnership and the role of the withdrawing player as opposed automatically selecting the next best player in terms of singles ranking.

6. Selection Appeals Policy & 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 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).

6.1 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.

6.2 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 10 working days of the original selection decision.

7. The Procedure

7.1 Players will be formally notified of selection decisions in writing (via email). A player (or for this purpose the player's parents/carers or authorised representative) seeking review of the selection must notify the Chief Executive in writing via email; mark.williams@englandsquash.com (request for review) within 48 hours of the notification of selection made to the player(s) concerned.

7.2 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. Accepted grounds of appeal (recommended by UK Sport) are as follows;

7.2.1 There has been a failure to follow the applicable Selection Policy; or

7.2.2 The selection panel (or any member of it involved in making the relevant selection decision) has demonstrated actual bias when making the decision; or

7.2.3 The selection panel reached a decision on the basis of an error of fact; or

7.2.4 The decision is one that no reasonable decision maker could ever have reached.

7.3 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 Athletics Commission.

7.4 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.

7.5 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.

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

7.7 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.

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

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

8. Selection Timeline (PROVISIONAL dates)

Due to the potential for inaccurate rankings resulting from the COVID-19 global pandemic and the potential absence/disruption of PSA events, England Squash reserves the right to host additional domestic events to aid final selection and amend the list of third party events used for selection in the event of continued disruption to the PSA tournament calendar. All long listed players will be informed if an event will be included for consideration for selection.

*Denotes a selection event

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| June 01, 2021 | Selection Policy and Timeline Published. |
| July, 2021 | World Doubles (Postponed)* |
| August, 2021 | Doubles Preparation Squad* |
| August, 2021 | British National Championships* |
| August, 2021 | Allam British Open* |
| August, 2021 | Manchester Open* |
| September 2021 - March 2022 | All PSA events* (Link to PSA calendar) |
| September, 2021 | Doubles Preparation Squad* |
| October, 2021 | Doubles Preparation Squad* |
| November, 2021 | Doubles Preparation Squad* |
| November, 2021 | AJ Bell England Squash Challenge* |
| December, 2021 | Doubles Preparation Squad* |
| January, 2022 | Doubles Preparation Squad* |
| January, 2022 | AJ Bell England Squash Challenge* |
| February, 2022 | Doubles Preparation Squad* |
| March, 2022 | AJ Bell England Squash Challenge* |
| March, 2022 | Doubles Test Match (TBC)* |
| April 01, 2022 | PSA World Rankings Published for Selection. |
| W/c April 11, 2022 | Commonwealth Games Selection Panel Meeting. |
| W/c April 18, 2022 | Selected and non-selected players notified under embargo subject to appeals. |
| W/c May 09, 2022 | Selections announced by Commonwealth Games England. |