



TALENT PATHWAY

2 0 2 5 - 2 0 2 6



Foreword

It's my pleasure to introduce the England Squash Talent Pathway guide, which we hope will become a vital resource designed to inspire and support our next generation of squash players, and the dedicated coaches, parents and clubs who all play a crucial role in a player's development.

Our mission is to create environments that enable talent to flourish and provide young athletes the opportunity to develop into world-class competitors able to represent England on the international stage at junior, and eventually senior, competitions. Our Talent Pathway is central to this vision, offering a clear and progressive framework that aligns with long-term athlete development principles whilst remaining flexible enough to support individual journeys.

The Talent Pathway supports players of all levels and aspirations, with training opportunities for players aged 9-18 years and an equal number of spaces available to male and female players. In addition to our focus on developing squash-specific skills, we also seek to nurture individuals who embody the values of respect and fairness, competing with integrity at all times.

Whether you are new to the performance environment or are already competing nationally or internationally, this resource aims to provide relevant information to support your journey. The success of our talent pathway relies on collaboration between players, families, coaches, and the wider support network. With your passion, dedication, and ongoing commitment, we can continue to elevate English squash and empower our athletes to reach their full potential on and off the court.

Thank you for being part of our Talent Pathway community.

Stuart

Stuart Crawford
National Coach

1. TALENT PATHWAY MAP



2. SQUAD SELECTION CRITERIA



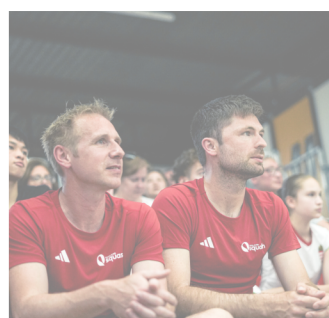
3. ASPIRE ELIGIBILITY



4. TALENT PATHWAY SEASON PLANNER



5. ROAD TO SELECTION



6. FAQ'S

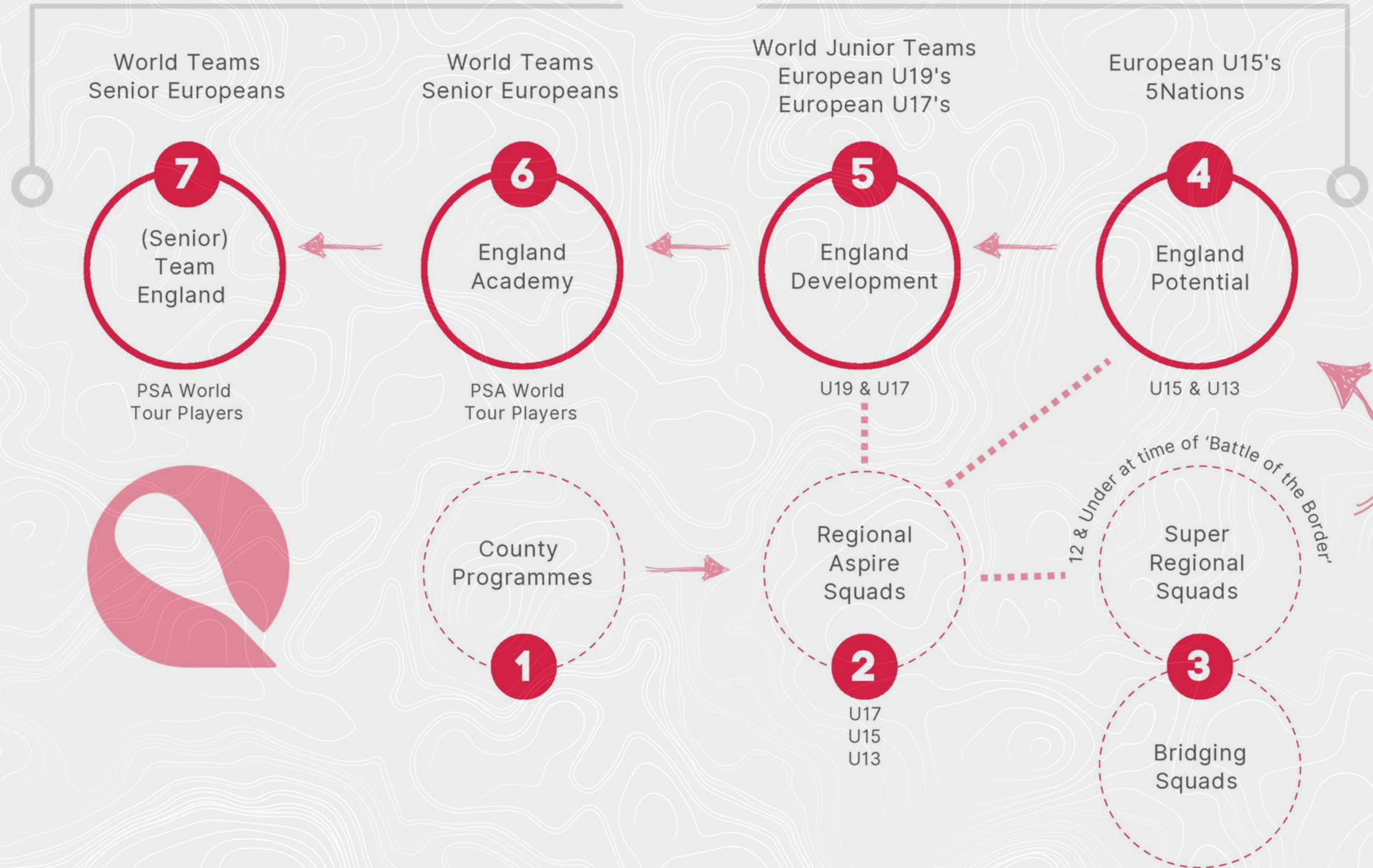


7. JUNIOR SELECTION POLICY



England Squash Talent Pathway Map

Team England Selection Opportunities



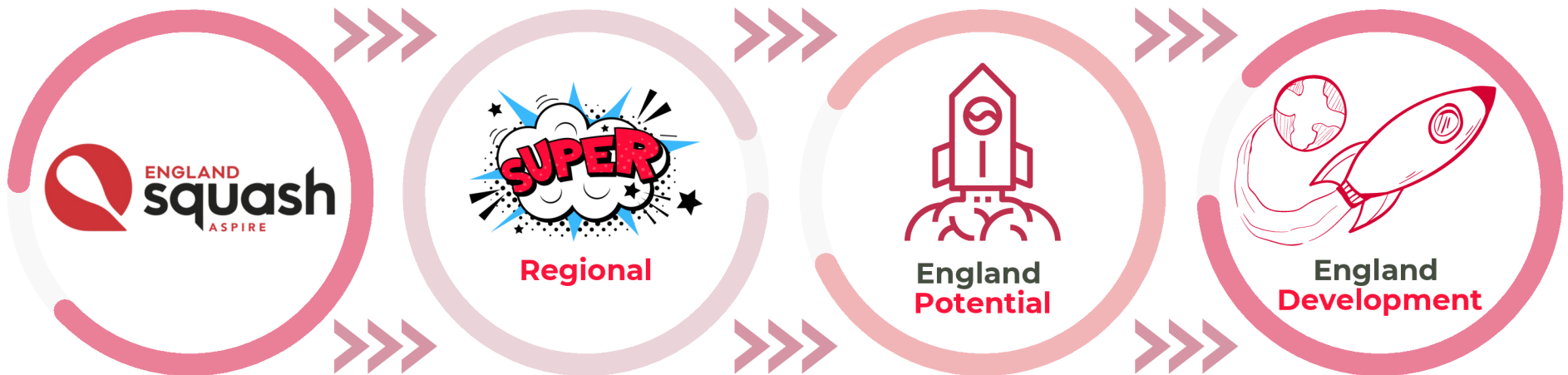
Updated July, 2025

Squad Selection Criteria 2025/2026

Talent Pathway squads are important steps on our player pathway. They support our best young players helping to prepare them to represent Team England at World, European & 5 Nations Junior competitions.

There is no lower age limit for squads. The age bands outlined complement the current junior pathway structure and reflect the relevant England representation events that our squads prepare players for.

Squad selections are made on a squad-by-squad basis, approximately four weeks prior to the squad. England Squash reserves the right to remove selection should a player fail to demonstrate the required expectations. All selection notifications will be communicated by the Performance Operations Manager via email.



Any player aspiring to represent England, is expected to demonstrate the highest standards of professionalism, both on and off-court. This includes a demonstrable commitment to England Squash, the performance programme, competition pathway and appropriate behaviour towards coaching staff, teammates, colleagues, spectators, officials, referees, and opponents.

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.

england development

MAX. 16 SPACES AVAILABLE
AGE EIGHTEEN & UNDER

Squad Selection Criteria 2025/2026

Updated July, 2025

Squad selection is regarded as the second highest honour behind representing Team England.

Players are expected to attend all squads to which they are invited and sign the squad commitment form.

In exceptional circumstances where a player is unable to attend a squad, they must submit their rationale for non-attendance (in advance of the squad) to the Talent Pathway Manager/appropriate Head Coach for consideration using the squad absence form.

Poor commitment to squads and/or a breach of the code of conduct MAY result in a player not being selected for England representation and/or grant nominations (e.g. Backing the Best, Sports Aid, TASS etc).

The aim of the England Development programme is to guide and support long term player development towards representing Team England at U19 European and World Team and Individual Championships.



Priority is given to players eligible to represent at the U19 Euros and/or World Juniors over players aging out of either event.



Players are required to display key performance indicators including but not limited to hard work, commitment, respect and display high levels of personal behaviour.



Players must demonstrate a high level of commitment to the Road to Selection process.



Players are selected based on a combination of performances and results in last season's selection events and road to selection events in the current season. It is a continuous, rolling assessment.



Players are required to have completed various forms prior to squad attendance.



Players must continually demonstrate commitment to England Squash and actively participate in squads.

england potential

MAX. 16 SPACES AVAILABLE
AGE SIXTEEN & UNDER

Squad Selection Criteria 2025/2026

Updated July, 2025

Squad selection is regarded as the second highest honour behind representing Team England.

Players are expected to attend all squads to which they are invited and sign the squad commitment form.

In exceptional circumstances where a player is unable to attend a squad, they must submit their rationale for non-attendance (in advance of the squad) to the Talent Pathway Manager/appropriate Head Coach for consideration using the squad absence form.

Poor commitment to squads and/or a breach of the code of conduct MAY result in a player not being selected for England representation and/or grant nominations (E.g., Backing the Best, Sports Aid, TASS etc).

The aim of the England Potential programme is to develop players for future England Development selection and towards representing England at the U15/U17 European Team Championships, and the 5Nations Team Championships.



Priority is given to players eligible to represent at the 5Nations and/or U15/U17 Euros over players aging out of either event.



Players are required to display key performance indicators including but not limited to hard work, commitment, respect and display high levels of personal behaviour.



Players must demonstrate a high level of commitment to the Road to Selection process.



Players are selected based on a combination of performances and results in last season's selection events and road to selection events in the current season. It is a continuous, rolling assessment.



Players are required to have completed various forms prior to squad attendance.



Players must continually demonstrate commitment to England Squash and actively participate in squads.

regional

AGE TWELVE & UNDER
MAX. 32 SPACES AVAILABLE
(16 NORTH & 16 SOUTH)

Squad Selection Criteria 2025/2026

Updated July, 2025

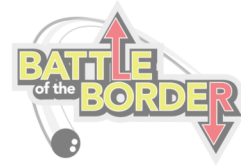
Super Regional squads are the link between our Aspire programme and our England Potential programme. The programmes' goal is to further support developing U13 and U11 players that demonstrate a strong trajectory towards England Potential squads. The Super Regional programme culminates with a 'Battle of the Border' event at the end of the season where the north squad competes against the south squad.

Selections are led by the Talent Pathway Lead. They are supported in their selections by the north and south Super Regional Head Coaches.

The Super Regional Programme is made up of the following:

North – North West, North East, West Midlands, and East Midlands Aspire Regions

South – East, South East, South and South West Aspire Regions



Priority is given to players eligible to represent at 'Battle of the Border' over players aging out.



Players are required to display key performance indicators including but not limited to hard work, commitment, respect and display high levels of personal behaviour.



Players must demonstrate a high level of commitment to the Road to Selection process.



Players are selected based on a combination of performances and results in last season's selection events and road to selection events in the current season. It is a continuous, rolling assessment.



Players are required to have completed various forms prior to squad attendance.



Players must continually demonstrate commitment to England Squash and actively participate in squads.



ENGLAND squash ASPIRE

AGE SIXTEEN & UNDER
programme

Squad Selection Criteria 2025/2026

Updated July, 2025

Aspire is the first step on the England Talent Pathway, for younger developing players. The programme aims to feed the Super Regional and England Potential programme, preparing players for the Aspire Team Championships at the end of each season, whilst supporting player development.

Selections are lead by the Aspire Head Coach for each region. They are supported in their selections by their assistant coach, county head coaches and further key coaches in the region. Selection remains continual ensuring equal opportunity for selection for all players across the season preventing date of birth bias as to where players peak due to maturity in the season.

Key selection events for Aspire squads are Aspire Regional Championships, Bronze, Silver and Gold events.

The following regions are part of the Aspire Programme:

North West, North East, West Midlands, East Midlands, East, South East, South and the South West.



Priority is given to players eligible to represent at the Aspire Team Championships over players aging out.



Players are required to display key performance indicators including but not limited to hard work, commitment, respect and display high levels of personal behaviour.



Players must demonstrate a high level of commitment to the Aspire squad programme.



Selection is a continuous, rolling assessment.



Players are required to have completed various forms prior to squad attendance.



Players must continually demonstrate commitment to England Squash and actively participate in squads.

ASPIRE REGIONS

North West Cheshire, Cumbria, Lancashire & Merseyside

North East Durham & Cleveland, Northumbria & Yorkshire

West Midlands Herefordshire, Staffordshire, Shropshire, Worcestershire & Warwickshire

East Midlands Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire

East Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk & Suffolk

London & South East Kent, Middlesex, Surrey & Sussex

South Berkshire, Buckinghamshire, Hampshire, Oxfordshire & Wiltshire

South West Avon, Cornwall, Devon, Dorset, Gloucestershire & Somerset



PASSION. PURPOSE. PERFORMANCE.

ASPIRE TEAM CHAMPIONSHIPS SELECTION CRITERIA

- Players must have attended at least 2 of the 4 England Aspire Squads during the current season.
- Players must be under 17 years of age at the time of the Championships (June 27, 2026)
- Players must not have represented England at European level or above in the current season.
- Players attending the England Development squad programme are ineligible.
- Initial selections will invite the following players to compete.
 - x4 U13 Boys & x4 U13 Girls
 - x4 U15 Boys & x4 U15 Girls
 - x4 U17 Boys & x4 U17 Girls

ENGLAND ASPIRE SQUAD SELECTION CRITERIA

- Players must reside or be educated in a county from that region.
- Players must be actively participating in the National Junior Competition Pathway.
- Players must be under 17 years old at the time of the Aspire Team Championships. (June 27, 2026)

ASPIRE REGIONAL CHAMPIONSHIPS CRITERIA FOR ENTRY

- Players must reside or be educated in a county from that region.
- Players must be within the age category for the duration of the championship.
- Players may only enter one age group for the championship.

2025-2026 TALENT PATHWAY SEASON PLANNER

September

26-28: Gold 01, Chichester
Selection: U13, U15, U17 & U19

October

* 11/12: Regional Closed

* 18: Super Regional Squads

* 18/19: England Dev. Squad

* 18/19: Eng. Potential Squad

30-02: British Junior Champs, Sheffield
Selection: U13, U15, U17 & U19

November

* 15/16: Aspire Squads

21-23: Gold 02, Surrey
Selection: U13, U15 & U17

December

* 06: Super Regional Squads

* 06/07: England Dev. Squad

* 06/07: Eng. Potential Squad

12-14: Gold 03, Pontefract
Selection: U13, U15 & U19

* 20/21: Bridging Squads

January

02-06: British Junior Open, Birmingham
Selection: U13, U15, U17 & U19

* 17/18: Aspire Squads

February

07/08: English Junior Champs, TBC
Selection: U13, U15, U17 & U19 (Euro's)

* 21: Super Regional Squads

* 21/22: England Dev. Squad

* 21/22: Eng. Potential Squad

March

06-08: Gold 04, East Region
Selection: U13, U15, U17 & U19 (Worlds)

* 14: Super Regional Squads

* 14/15: England Dev. Squad

* 21/22: Aspire Squads

April

* 11/12: Bridging Squads

* 18: Super Regional Squads

* 18/19: Eng. Potential Squad

28th-31st
European
U19 Individuals

2nd-5th
European
U19 Teams

10th-12th
5Nations

May

* 09/10: Aspire Squads

* 30: **BATTLE OF THE BORDER**

7th-10th
European U17
& U15 Teams

June

* 06/07: Aspire Prep Squads

* 13/14: Eng. Potential Squad

* 27/28: England Dev. Squad

* 27/28: Aspire Team Champs

July

20th-31st
World Junior
Championships

SQUADS

* Aspire

* Super Regional

* Bridging

* England Potential

* England Development

selection

ROAD TO



Season 2025-2026

Updated July 2025

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.

Road to Selection is an objective, points-based selection system allowing players, parents and coaches to track progress towards England selection throughout the season.

The information in this document is accurate as of July 2025 but remains subject to change. All changes/updates specific to player selection will be communicated to appropriate players.

Please note the following.

A player must be an active member of the squad programme and Road to Selection to be considered for representation.

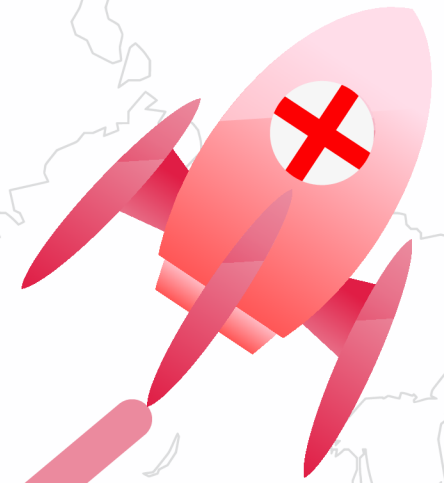
01

02

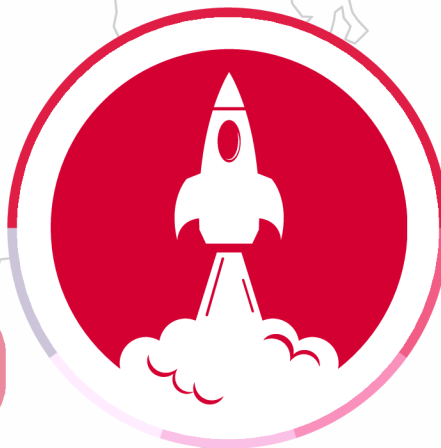
Results achieved in events not included in Road to Selection or results from a different age group will not be considered. We wish to encourage players to seek competition amongst peers in their own age group.

03

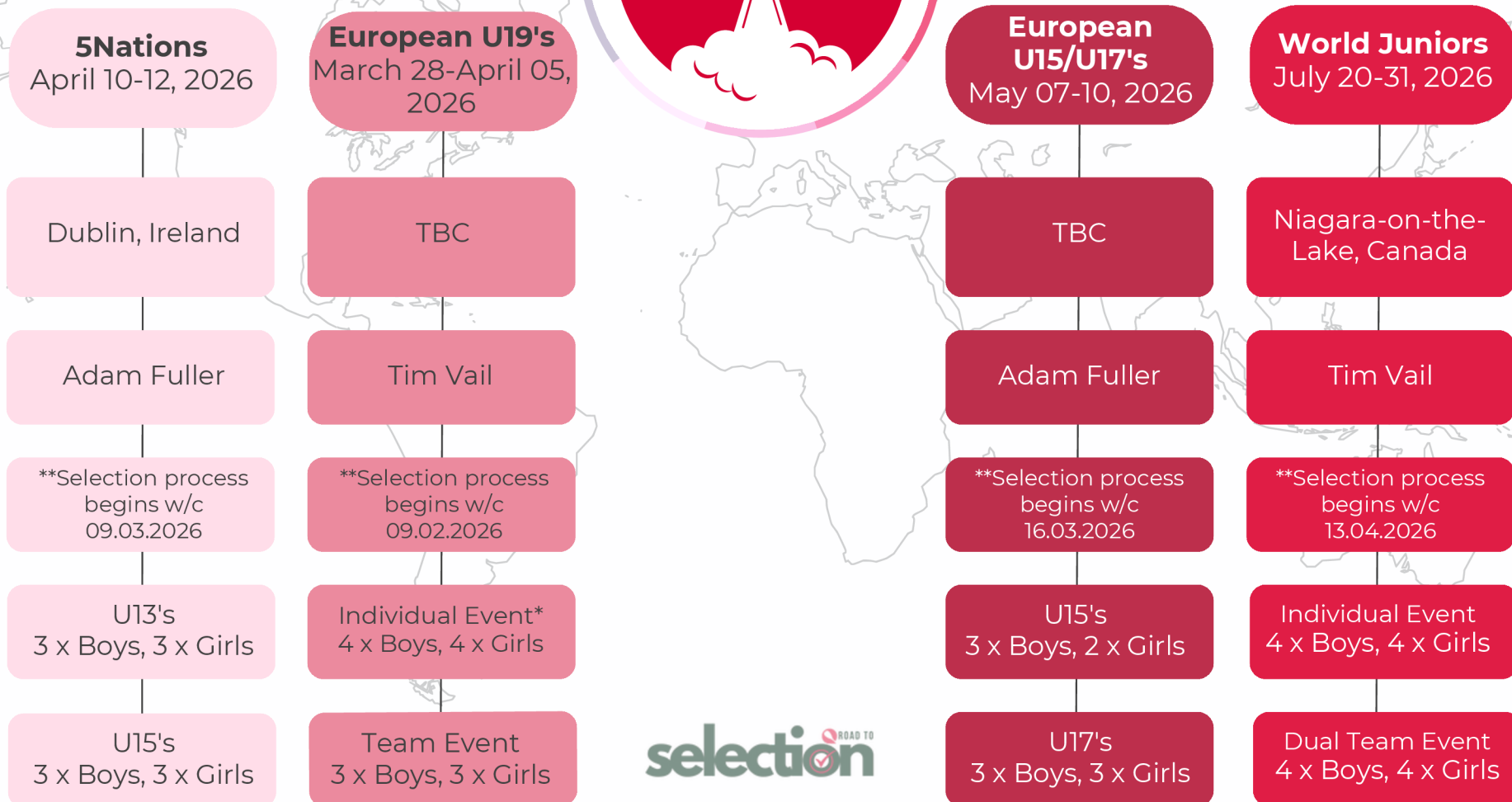
We welcome open communication from any player/parent who wishes to discuss the selection process.



Representation Events 2025/2026



*For the European U19 Individual Championships the minimum number of players is stated. Additional players may be selected based on Road to Selection standing, commitment, behaviour and available budget. This decision is entirely at England Squash's discretion.



**Please refer to page three.

Junior Selection Events 2025-2026

13

15

17

19

Gold 01, Chichester
Sep 26-28, 2025

Gold 01, Chichester
Sep 26-28, 2025

Gold 01, Chichester
Sep 26-28, 2025

Gold 01, Chichester
Sep 26-28, 2025

BJC, Sheffield
Oct 30-Nov 02, 2025

BJC, Sheffield
Oct 30-Nov 02, 2025

BJC, Sheffield
Oct 30-Nov 02, 2025

BJC, Sheffield
Oct 30-Nov 02, 2025

Gold 02, Surrey
Nov 21-23, 2025

Gold 02, Surrey
Nov 21-23, 2025

Gold 02, Surrey
Nov 21-23, 2025

Gold 03, Pontefract
Dec 12-14, 2025

Gold 03, Pontefract
Dec 12-14, 2025

Gold 03, Pontefract
Dec 12-14, 2025

BJO, Birmingham
Jan 02-06, 2026

BJO, Birmingham
Jan 02-06, 2026

BJO, Birmingham
Jan 02-06, 2026

BJO, Birmingham
Jan 02-06, 2026

EJC, Nottingham
Feb 06-08, 2026

EJC, Nottingham
Feb 06-08, 2026

EJC, Nottingham
Feb 06-08, 2026

EJC, Nottingham
Feb 06-08, 2026

Gold 04, East
Mar 06-08, 2026

****Gold 04, East
Mar 06-08, 2026**

Gold 04, East
Mar 06-08, 2026

Gold 04, East
Mar 06-08, 2026

*European U17's

* European U19's
*World Juniors

selection ROAD TO

*5Nations

*5Nations
*European U15's

*Representation Opportunity
**Selection event specifically for World Juniors

Points will be awarded depending on a players finishing position in selection events as outlined below.

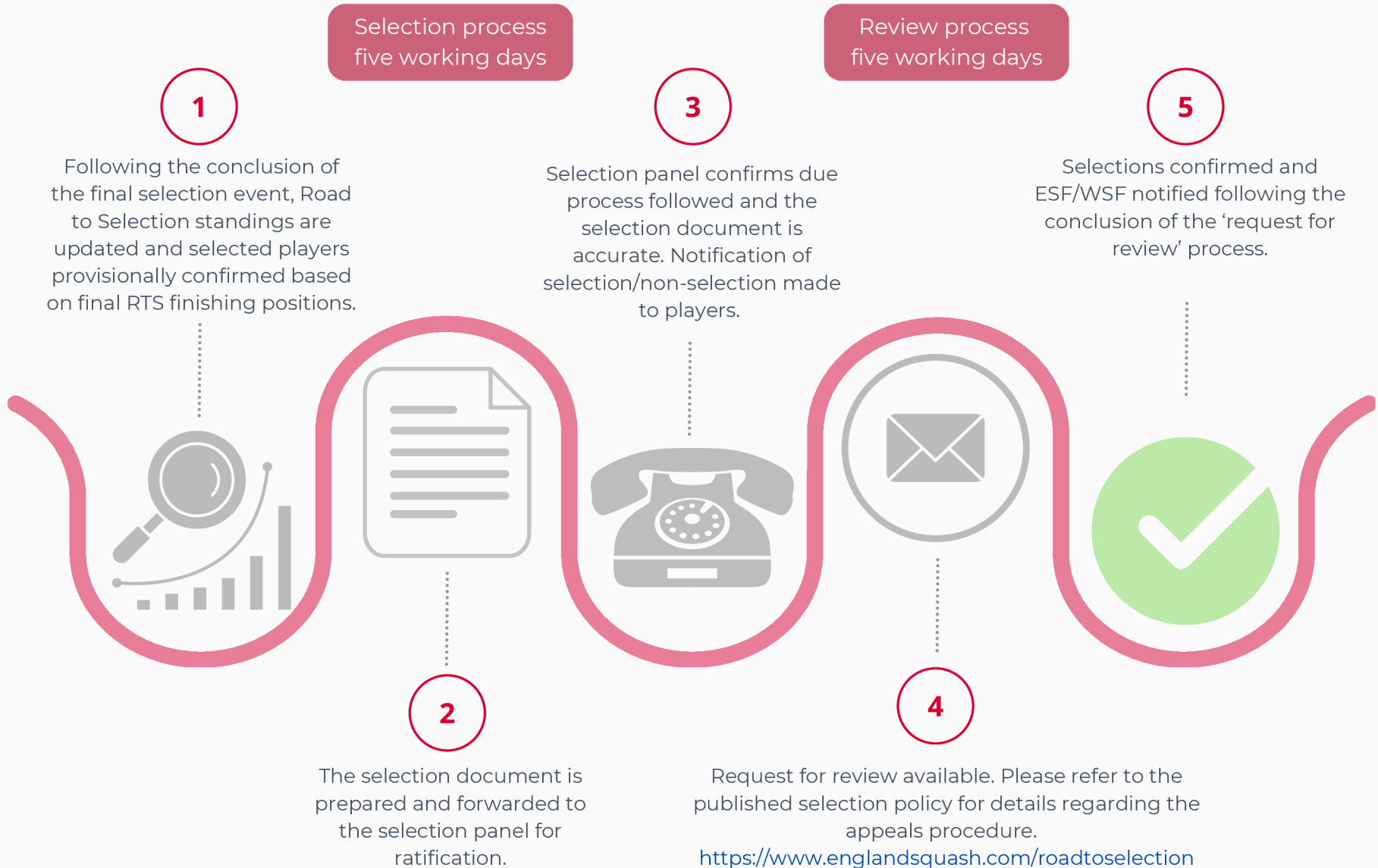
The divisor will be the best 4 results from 7 selection events for U13 and U15s, 3 from 6 for U17s, 3 from 5 for U19 Europeans and 3 from 6 for World Junior Championships.

Finishing Position	Platinum Selection Events Points Awarded	Gold Selection Events Points Awarded	Finishing Position	Platinum Selection Events Points Awarded	Gold Selection Events Points Awarded
1	1000	750	17	30	23
2	800	600	18	25	20
3	640	480	19	21	18
4	512	384	20	19	16
5	410	307	21	17	14
6	328	246	22	15	12
7	262	197	23	13	10
8	210	157	24	11	9
9	168	126	25	10	8
10	134	100	26	9	7
11	107	80	27	8	6
12	86	64	28	7	5
13	69	52	29	6	4
14	55	41	30	5	3
15	44	33	31	4	2
16	35	26	32	3	1

A Road to Selection standings table will be published following each selection event. This will include the top eight players in each age group. Players aging out will be removed from the next release of the standings.

Selection Timeline

*Selection occurs approximately six weeks prior to the event to allow for completion of the selection process and (any) subsequent appeals to be considered/resolved. Flexibility might be required to accommodate ESF/WSF tournament entry deadlines.



selection

ROAD TO

frequently asked questions

'Road to Selection' is used to select England teams for junior representative competition allowing players, parents and coaches to track progress towards selection throughout the season.

Points achieved from selection events will continue to be collated and a 'Road to Selection' standings table released following each event. Each player qualifying for a top 8 position per age group, will be listed including players 'ageing out' before the selection deadline. We will employ larger differences in the allocated points, enabling us to clearly define the positions for the published top 8 players.'

How does this differ to the current ranking system? Does using a separate system devalue junior rankings?

From a performance perspective we have always used results from the beginning of the season (September) through to the various selection deadlines we have in February, March and April. (Deadlines differ each year according to representation event dates).

Points and results accumulated in April/May/June, can't affect selections as deadlines have passed.

Using the traditional rankings, the difference in points available at Silver/Gold/Platinum levels make missing an event a greater challenge depending on the event missed (e.g if you're unable to play a platinum you miss the opportunity to earn larger points compared to playing all silver/gold events).

The road to selection system allows the opportunity to gain greater points in all selection events to specifically support selection. The current ranking system has a different purpose and timeframe. Road to Selection is not a ranking, it is a list of the top 8 players in each age group vying for England selection.

Can representation events be moved to a different time of year as some players will always miss out due to birthday cut-off?

The European and world tournament calendars are determined by the European and World Squash Federations respectively and competing nations have no input. Representation events are traditionally held towards the end of each season.

Why is the divisor different for different age groups?

The divisor will be the best 4 results from 7 selection events for U13 & U15s, 3 from 6 for U17s, 3 from 5 for U19 Europeans and 3 from 6 for World Junior Championships. Recent analysis discovered that our younger age groups often play a minimum of 4 events due to their developmental motivations, whilst our older age groups play a little less. Therefore, we positioned the divisor a little lower in the older age groups to support the ambitious U17 & U19 player aiming for both age groups, whilst recognising the U19 player entering PSA events for their development.

Is there any space for discretionary selections due to extenuating circumstances (injury, severe cost of living issues etc)?

The divisor is reduced to account for extenuating circumstances. It is the best 3/4 events from 6/7, therefore all players will have the opportunity to demonstrate their talents throughout the season. The points structure allows players to recoup sufficient points even if a couple of events are missed. 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.

How does the U17/U19 split selection work?

It is becoming increasingly apparent that players have the ambition and talent to represent at the European U17s, European U19s and World Junior Championships. To support this, we have nominated different selection events for the U17 & U19 age groups. This provides the opportunity for players to play sufficient U17 events and 'play up' in specific U19 events to gain road to selection points in two age groups.

Will coaches also consider head-to-head results as well as the final Road to Selection standings?

No, this system is completely objective in terms of selecting players on road to selection points. It is fair to assume if you have a good head to head record against a player you would gain more points at selection events, and therefore earn a higher road to selection position. The coaching team will consider behaviour and commitment of all players. If either fall below the standard expected no player is guaranteed selection irrespective of their position in the Road to Selection system.

What happens when foreign players enter selection events? This reduces the opportunity for English players to gain selection points.

We think the fairest and simplest way is to use the points you finish with. Of course, some events may attract more foreign entries than others, but this adds to the excitement and unpredictable nature of competition. If you beat a foreign player who subsequently beats a rival of yours, you will gain the benefit of that situation in the points awarded to finishing positions.

Will players who are ineligible due to age be included in the 'Road to Selection' standings?

All players playing in selection events will gain Road to Selection points and have the opportunity to feature on the Road to Selection standings (we will publish the top 8 players in each age group). When a player ages out, they will be removed from the next release of the standings and eligible players will move up.

Will this only encourage players to play in selection events and not support the wider competitions calendar?

Unfortunately this is a familiar issue and a bi-product of identifying events as 'selection events'. The number of selection events is similar to previous years so we hope the competitions calendar isn't adversely impacted. It is important for players to continue to play in non-selection events throughout the season to support their development.

What happens to points when players transition to the next age group?

Road to Selection points are only valid towards the age group that you play in. For example if you play the British Junior Championships at under 15, you will gain under 15 Road to Selection points. If you play a selection gold at under 17, you will gain under 17 Road to Selection points. No points are eligible to be carried forward.

How will seeding and draws be made as this will directly impact road to selection points?

The Competitions & Events department are responsible for draws and seedings in all sanctioned competitions. Performance has confidence in their processes and ability and believes the best players in the draw(s) will demonstrate their ability to progress at the end of each event. Information regarding draws and seedings is available via the following web link <https://www.englandsquash.com/competitions/competition-rules-and-regulations>

Will selection events be evenly distributed around the country?

We have worked closely with the competitions and events team to ensure a fair spread of events (where possible) across the country.

selection  **ROAD TO**

TEAM ENGLAND SELECTION: JUNIOR POLICY AND PROCEDURE 2025-2026 (Revised August 2025)

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 2025-2026 season.

The members of the panel are:

- Chair – Chris Robertson
- Selection Panel Member – Victoria Kemp
- Selection Panel Member – TBA

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.
- Road to Selection finishing positions determine Team England selection. Team order is at the discretion of England Squash.

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 contributing 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 junior levels, (i.e., those selected directly by and directly representing 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 via email and 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. Please use the template form located at the end of this document.

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 – 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>

England Squash Selection Request for Review

Player Name:	
Representation Event:	
Selection Criteria Area (<i>Highlight Selected Area</i>):	Commitment / Behaviour / Road to Selection
Date of Selection Notification:	
Date of Request for Review Submission:	

Please clearly outline where the published selection policy was not followed correctly: