

FOCUS GROUP MEETING AT SPORT WALES NATIONAL CENTRE ON 14TH AUGUST 2011

NAME	REPRESENTING
Phil Brailey	SQW Chairman
Mike Workman	Squash Wales
Sue Evans	Squash Wales
Greg Tippings	Coach (Newport)
David Evans	Coach/Player (Pontypool)
Chris Rees	Coach/Squash Wales Development Officer
Richard Makin	Parent/Headteacher (Aberdare)
Joel Makin	Junior Player (Aberdare)
Matthew Crowley	Player/County Representative - Gwent
Ian Fenner-Evans	Coach/County Representative - Gwent
Rob Luke	Parent (Vale of Glamorgan)
Chrissie Luke	Parent/Teacher (Vale of Glamorgan)
Rob Luke	Junior Player (Vale of Glamorgan)
Chris Powell	Coach/Player (Rhiwbina)
Byron Lloyd-Lewis	League Organiser - South Glamorgan
Paul Barrell	Referee/Referee Tutor/Player/Teacher (St Mellons)
Paul Thomas	Referee/Referee Tutor/County Representative - Mid Glamorgan
Chelsea Thomas	Junior Player (Dysynni)
Tracy Thomas	Parent (Dysynni)
Christopher Horton	Junior Player (Vale of Glamorgan)
Peter Creed	Professional Player (Rhiwbina)
Meirion Evans (by e-mail)	County Representative - North East Wales
Peter Harlow (by e-mail)	Parent/County Representative - Eryri
Arwel Jones (by e-mail)	Parent/Coach/Gwynedd County Council
John Batty (by e-mail)	Coach (Dysynni)
Ian Blackburn	Sport Wales

GOVERNANCE	DEVELOPMENT	PERFORMANCE
<p>Engagement of Board in Focus Group and generally</p> <p>Board will discuss and make recommendations on Focus Group suggestions.</p>	<p>Do development tournaments work? Are players moving into optional/graded tournaments? Is there a reduction in numbers at optional/National tournaments?</p> <p>Grassroots tournaments are child friendly process for young shy children and parents with no knowledge of squash to be exposed to competitive squash.</p> <p>Numbers of children in compulsory events is mainly due to the host club, some clubs have a larger junior base and this married up with a large percentage of the 90 children in the national excellence programmes. The location and friendliness of a club is also a factor.</p> <p>Optional events are very regionally based and the entries were lower last season. This is mainly due to the busy competition calendar where players are continually searching for the best competition by travelling to UK and European events.</p>	<p>Disappointing to hear profile of squash not higher amongst Sport Wales priorities</p> <p>Sport Wales support SQW at every level of the performance player pathway but for Sport Wales there is a greater focus on Olympic sports and those that are more likely to achieve medals at an Olympic and/or Commonwealth level. The focus for Sport Wales is led by the Welsh Assembly who are looking for the maximum number of medals to be achieved at the highest possible level.</p>

<p>Responsibilities of tiers in structure – limited company/management committee/counties</p> <p>A review of the Articles of Association is currently being undertaken and one of the areas that will be covered are the reporting lines/responsibilities of all tiers in the SQW structure.</p>	<p>Sponsors – keep asking</p> <p>We continue to advertise for sponsors and have found a sponsor for the Welsh junior closed and 2 out of 5 sponsors for the Welsh junior open.</p>	<p>Need to continue to drive squash through “bottom up” not “top down” – funding will follow</p> <p>SQW continue to review the player pathway looking for gaps. This season a junior to senior transition programme of squad coaching, individual coaching, competition and fitness testing/monitoring/advice will be made available.</p>
<p>Reporting lines/reporting back to Counties – regular meetings – possibly quarterly with County reps</p> <p>The Director of Coaching & Development meets with all Counties on at least an annual basis and all Counties are invited to the SQW AGM so there are at least 2 points of contact per year. A proposal will be put to the AGM for discussion on whether more regular meetings should be organised.</p>	<p>Adult/Junior Intro League on County basis – may be 3 or 4 teams at one venue</p> <p>West Glamorgan and Cardiff have junior leagues on an informal basis and Gwynedd is scheduled to start in Oct. We plan to explore the possibility of junior leagues in the other counties this season</p> <p>Currently we have an annual senior inter-county competition which is well supported.</p>	<p>Work with all 22 local authorities to attract funding to line up more children to pick squash as their sport – funding will follow</p> <p>We plan to work with the LAs to deliver school visits.</p> <p>Last season we worked with Newport, Monmouthshire, Bridgend, Carmarthenshire, South Powys.</p>
<p>Detail quorums for meetings</p> <p>This is included in the Articles of Association and will be looked at during the current review.</p>	<p>Clash between County Closed event & U17/U19 – swap with U13/U15 weekend</p> <p>The squad has been changed</p>	<p>“Piggyback” all benefits of squash – health benefits, nutrition, cardiovascular to underline holistic value of squash – funding will follow</p> <p>SQW plan to make enquiries in these areas for the 2012/2013 season.</p>

<p>Keep information on website up-to-date.</p> <p>Done to the best of our ability and time constraints.</p>	<p>Consistent junior/senior county & regional structure</p> <p>A proposal from Gwent has gone to South Glam and Mid Glam with a view to having a regional structure, which would result in having a senior S. East county team in the England S&R Inter-County competition. SQW endorses the proposal.</p>	<p>Increase take-up, increase tournament entries, increase chance of elite player development – funding will follow</p> <p>The Welsh senior Closed entries increased by 40% last season due to the introduction of prizes not trophies and the monrad format.</p>
<p>Review of policies and procedures on a regular basis.</p> <p>Reviewed and updated regularly by staff, management and board.</p>	<p>More compulsory tournaments for seniors including County Closed</p> <p>A SQW criterion for senior selection has been increased to 3 senior compulsory tournaments. The Welsh Closed, North East Wales Open and the Newport Open.</p> <p>County Closed tournaments were held by Gwent, Mid Glam, South Glam and West Glamorgan.</p>	<p>Doubles for Commonwealth Games – preparation & training needs to start now. How important are doubles to squash? Are we constrained by the environment?</p> <p>SQW has been informed by Sport Wales to produce a 3 year plan to prepare the players for doubles in the commonwealth games. We have been informed there would be funding made available.</p>
<p>Include details of Assurance website – check on governance standard.</p> <p>Updating the Assurance website is one of the obligations that SQW has to comply with in order to receive funding from Sport Wales and serves as a guide to best practise which SQW management committee are fully committed to.</p>	<p>Need to set objectives eg World No. 1, 1,000 U10's playing with timeframe and review period</p> <p>SQW Management will meet in November with the new appointed coach panel and discuss.</p>	<p>Squash Wales Vision & Sport Wales targets do not match</p> <p>SQW Management will meet in November with the new appointed coach panel and discuss.</p>

<p>Need to produce a concise document detailing the changes that are to be made to the plans/programmes following conclusion of the consultation. This is the basis of change.</p> <p>This document details some of the changes that will be made and these changes will be highlighted within the relevant plan/programme documentation.</p>		
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Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p>Coach Education – re more strength & conditioning</p> <p>Players on Elite Cymru would gain access to the above support services. A case can be put forward on an individual basis for talented players in the transition.</p>	<p>Fast track opportunities for coaching awards</p> <p>In the Plan to discuss fast track opportunity with UKCC awarding body '1st4sport'</p>	<p>Parents not from squash playing backgrounds so don't understand commitment – information about tournaments/rankings explained in a leaflet available at clubs, development events, website – focus on U11 & U13</p> <p>Excellent idea. Will design a leaflet and distribute to clubs, leisure centres and tournaments. Place on website and available to download.</p>	<p>e-mail messages to league players eg invitations to events, information</p> <p>This is an excellent idea which will enable Squash Wales to increase its database knowledge, but would depend on the cooperation of squash team captains in Wales responding to a request to supply e mail details of team players.</p>	<p>Increase numbers</p> <p>This is one of the main objectives in the referee plan which includes details of how this will be achieved.</p>

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<p>Definition of "World class player"?</p> <p>The definition is subjective in many respects but Sport Wales want partners to set "unreasonable ambitions" (A Vision for Sport in Wales). Squash Wales "unreasonable ambition" is to have a World Top 20 player.</p>	<p>Quality assurance – are UKCC Level 2 and higher coaches of required standard?</p> <p>MW has qualified as an Internal Verifier with awarding body '1st4sport'. He verifies assessors and examines 25% of portfolios to ensure quality and consistency of assessments. Candidates who do not attain competency are AP'd and reassessed after being mentored.</p> <p>Coaches who work within the Squash Wales structure receive coach mentoring and free coaching workshops are offered to all members. As a small organisation we do not have the resources to compel people to attend but hopefully coaches will always want to keep up to date and will take advantage of any mentoring opportunities that are offered.</p>	<p>More development events in North Wales</p> <p>Hopefully from September 2011 a development officer will be in post in North Wales. Development events are planned for Gwynedd, Wrexham and Denbighshire.</p>	<p>Value for money</p> <p>Junior and adult membership provides personal accident insurance, and reduced tournament entry fees but if members would like additional or different benefits suggestions are always welcome.</p>	<p>Increase standard</p> <p>This is the other main objective the referee plan will aim to address.</p>

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<p data-bbox="107 164 479 236">Too focused on Top 20 player.</p> <p data-bbox="107 280 539 587">This focus is approved by Sport Wales in line with Sport Wales and SQW aspirations. We will still be focussed on players below this level who will be considered for selection to represent Wales.</p>	<p data-bbox="571 164 947 196">We need more coaches</p> <p data-bbox="571 240 1003 627">Targets have been met for 2010/2011 season. coach activators recruited 78 - Leaders & Teachers 42 - Level 1 31 - Level 2 5 - Level 3 We also anticipate hitting our targets for the next 3 years.</p>	<p data-bbox="1034 164 1323 272">Need to avoid tournaments over Christmas</p> <p data-bbox="1034 320 1379 509">Have planned calendar for 2011/2012 season to hopefully avoid the snow.</p>	<p data-bbox="1417 164 1742 470">Something for nothing – monthly draws for members (racket/ball), FREE coaching session for new members plus FREE grip when you turn up</p> <p data-bbox="1417 515 1720 703">Plan to trial free 'coaching' benefit for new junior members from 2011/2012 season</p>	<p data-bbox="1780 164 2056 236">Two referees per match (Premier)</p> <p data-bbox="1780 280 2119 978">When a referee seeking progression reaches a standard capable of taking charge of a premier match they will be accompanied by a higher level referee at an assigned premier match as part of the mentoring programme. The mentor will then advise and provide feedback throughout on how they are performing.</p> <p data-bbox="1780 1023 2119 1369">The league would need to mandate that teams and players cannot object to the referee taking charge of any matches Squash Wales assign to the referee.</p>

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<p>Challenge players to achieve their "best" which is best they can be</p> <p>Players are now identified at 7+ and recruited into the U11 squad system. They progress through Excellence squads, Development, Optional, Compulsory events, Training Nights, English Inter County. This Plan ensures Squash Wales facilitate their development to enable them to be the best they can be, if they desire it.</p>	<p>Target those who have time/inclination</p> <p>Squash Wales have recruited Excellence players with leadership qualities and posted them onto Leaders and UKCC courses. Senior players and masters players are encouraged to contribute their experience to coaching squash.</p>	<p>Inter-Counties are best competition without going abroad especially at U13/U15 level</p> <p>Squash Wales recognises the importance of IC competition and has entered 12 teams for the 2011/2012 season @ a cost £140 per team.</p>	<p>Publicise on website, etc</p> <p>Will advertise all membership benefits on the web site from Sept 2011.</p>	<p>Increase progression by pestering people</p> <p>The Referee Coordinator will contact all referee course candidates several times to offer them opportunities to be assessed.</p>
<p>Increasing numbers at development level to increase chance of finding Top 20 player</p> <p>Mini Squash has and will continue to introduce the concept of squash to pupils in schools. All school visits are signposted to exit routes in clubs.</p>	<p>Need to get information out there - what are the Coach Activators doing about this?</p> <p>CCA's are visiting clubs and leisure centres to recruit players, parents and volunteers to attend Leaders and UKCC awards. CCA's explain the pathway and direct candidates to the procedure.</p>	<p>Improvements in Squash Wales website are awesome.</p> <p>The introduction of a SQW press officer from Jan 2011 has proved very successful.</p>	<p>FREE taster sessions</p> <p>Currently clubs and leisure centre generally offer free tasters sessions to many school children post festivals and mini squash school visits and we will continue to encourage this.</p>	<p>Increase confidence, knowledge and awareness of dealing with difficult situations eg conduct</p> <p>Free referee workshops will be offered for the 2011/2012 season. These will be delivered at clubs to encourage attendance.</p>

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<p>Different levels of support for different levels – Top 100 gets certain support, Top 50 more support, etc</p> <p>Sport Wales funding is currently in 3 tiers as per the following criteria: Sportsaid Wales– U13 Talent Cymru– U15/17/19 Elite Cymru – U19, Senior The criteria will be placed on the web.</p>	<p>How to attract players/parents to be coaches – get their information/e-mail</p> <p>Forms will be available at Squash Wales events for players, parents and volunteers to give their contact details so that information about coaching courses can be sent to interested parties.</p>	<p>Racketball – good for learners, females and older people</p> <p>Squash Wales will apply to Sport Wales for a racketball development officer, to start from Jan 2012 as part of our strategy to introduce racketball to all potential participants.</p>	<p>Link coaching/ volunteering in clubs with Duke of Edinburgh Award or other education programmes</p> <p>Squash Wales will be forming a partnership with Sports Leaders UK (SLUK) in August 2011 which will provide access to SLUK’s database of candidates.</p>	<p>Workshops for player awareness – included in squads as well as matches being refereed</p> <p>Residential National squads U13/15 & U17/19 will receive referee workshops</p>

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<p data-bbox="107 164 495 312">B2B does not mention what will be done/given/help to non Top 20 target</p> <p data-bbox="107 357 539 778">Not sure what “non Top 20 target” means as the players from 7+ will all have the opportunity to develop. The players who progress to Excellence, then to National squad status will be in the frame to achieve the criteria and receive Sport Wales support.</p>	<p data-bbox="571 164 990 389">As much publicity as possible – ALWAYS. Strap line WE NEED MORE COACHES – DO YOU WANT TO HELP – CONTACT</p> <p data-bbox="571 434 1003 699">Squash Wales advertises on its website and in the Coach Cymru newsletter and will continue to do this. Suggestions for other appropriate media are always welcome.</p>	<p data-bbox="1034 164 1384 272">Promote online entries – more convenient & greener</p> <p data-bbox="1034 357 1384 544">On line entries will be available for all SQW sanctioned tournaments from Sept 2011.</p>	<p data-bbox="1417 164 1742 312">Promote benefits of health & fitness aspect of squash, lifestyle</p> <p data-bbox="1417 357 1753 1209">The health benefits of Squash should be promoted by media e.g. press, local radio, etc. so that the general public (aged 5-80) will become aware of the fact that it’s a great workout for your heart and lungs, improves body strength, increases endurance, hand-eye coordination and flexibility. Squash also improves concentration, social skills and determination.</p>	<p data-bbox="1780 164 2116 233">Plant seed for future interest</p> <p data-bbox="1780 357 2130 778">Keep the referee point for county and south wales leagues. Give clubs/teams/counties the right message. Delivery of workshops at Junior Squads will stimulate interest for the future.</p>

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<p data-bbox="107 164 524 272">Top 50 is a more realistic target - must still work with these players</p> <p data-bbox="107 320 533 544">This target is more realistic at present but Sport Wales are facilitating partners to set "unreasonable ambitions". Hence top 20.</p>	<p data-bbox="571 164 1003 233">Publicity not just to people who are already involved</p> <p data-bbox="571 320 1003 584">Advertisements exist in universities and colleges but will be expanded to schools, community councils, local authorities, and community centres for the forthcoming season.</p>	<p data-bbox="1034 164 1317 193">Other UK events?</p> <p data-bbox="1034 240 1393 624">We have provided a link to the tournament area on the England Squash & Racketball website on our own website and will post entry forms for British Closed and British Open to gold members.</p>	<p data-bbox="1417 164 1704 312">Better exit routes for juniors who outgrow mini squash</p> <p data-bbox="1417 360 1753 1174">Mini squash provides exit routes to junior sessions in clubs, leisure centres and 8 Squash Wales development events. Squash Wales introduced the Under 11 squad structure 3 seasons ago with 6 squads of 4 hours plus the Fun Series. In July 2011 Squash Wales successfully piloted taking 5 top boys and 5 top girls to an English event so that they would gain experience.</p>	<p data-bbox="1780 164 2101 352">At tournaments get both players to referee the next match (referee & marker)</p> <p data-bbox="1780 400 2123 1254">Tournaments organisers will be advised to adopt this process and provide feedback on how successful it is and whether or not players think this is a good idea. Elite juniors are already experiencing this at tournaments and prefer the format. A debrief on the role of the marker and referee system would need to be delivered to players at the start of a tournament to ensure all are aware of how they work.</p>

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<p data-bbox="107 164 448 231">Creating daily environment – how?</p> <p data-bbox="107 279 546 1053">Assume this applies to senior players who do not have day jobs. We do not have enough senior players in this position to justify a daily academy. But Squash Wales are starting Training nights for U23/Senior Players in September, which would provide a weekly environment. Hopefully, players will take up this opportunity. Players also need to take responsibility for creating their own daily environment – help and advice is always available from Squash Wales.</p>	<p data-bbox="571 164 974 231">Colleges and universities for recruitment</p> <p data-bbox="571 279 981 1013">Have recruited students from Glyndwr who have helped in a schools programme in Wrexham and have qualified as UKCC Level 1's. Have recruited students from UWIC who helped in SWNC schools programme. Have first Level 1 in Bangor University March 2012. Have staged Leaders courses in Swansea college, but plan to lobby more colleges and universities and increase the programme in all regions in Wales.</p>	<p data-bbox="1034 164 1393 470">Need stricter rules for players who pull out – submit doctors note & harsher warning to players/parents eg sanctions – short ban if accumulate 10 points</p> <p data-bbox="1034 518 1384 1173">Squash Wales has introduced a 3 point penalty for drop outs at the play back stage if a player drops out without informing the Tournament Director and/or providing a medical certificate. The points will be added to the Conduct and Disciplinary procedure. This has been added to the Tournament Guidelines.</p>	<p data-bbox="1417 164 1713 422">Racketball gives people options – can move backwards and forwards between squash and racketball</p> <p data-bbox="1417 470 1713 622">The Racketball programme is scheduled to start Jan 2012.</p>	<p data-bbox="1780 164 2094 311">Juniors – Workshops/courses outside of tournaments</p> <p data-bbox="1780 391 2116 582">Discussing the possibility of inviting excellence children of all ages to attend junior workshops</p>

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<p>Needs to be a focus not on elite level but on our capacity to bring junior players through to play from grassroots level through to club level adult players</p> <p>We really need to focus on players of all ages and abilities and we believe we have programmes in place that will achieve this in the longer term. Squash Wales recruits children at Key Stage 2 in Primary schools and guides them to clubs. The promising U11's are then invited to join the U11 squad system. Children also play in development events and progress to optional and compulsory events. We also encourage beginners of every age to become club players, should they not want to follow the elite pathway.</p>	<p>Courses in holidays</p> <p>Squash Wales spreads Leaders and UKCC awards at weekends throughout the season which includes half terms, readers' weeks, Easter and summer vacation in North and South Wales.</p>	<p>Stricter rules on refereeing matches at tournaments – both players should referee/mark next match. If refuse don't go through to next round. Refereeing helps knowledge.</p> <p>This is a good idea and will be piloted this season. The Tournament Referee will be made aware at the start of each tournament and signs will be put up at every event.</p>	<p>Stalls at festivals – eg Big Cheese, Eisteddfod</p> <p>Squash Wales has attended the Big Cheese but we will form partnerships with external bodies such as the Eisteddfod to further awareness of squash amongst the audience.</p>	<p>Squash Wales to support cost</p> <p>SQW already subsidises all referee courses and have plans to offer free referee education to junior players.</p>

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<p data-bbox="107 164 546 272">National Squad – mixed approval – stage not age or age not stage – ask GT</p> <p data-bbox="107 320 517 507">Junior National Squads selected on Age 13/15 & 17/19 to coincide with representation and SQW LTAD plan.</p>	<p data-bbox="571 164 987 196">Prior info on mini squash</p> <p data-bbox="571 320 994 584">Not sure “prior” to what? But would be good practice for candidates booked on UKCC awards to attend a school visit or school festival prior to the course.</p>	<p data-bbox="1034 164 1339 272">Need more juniors who are qualified referees</p> <p data-bbox="1034 320 1346 544">Plan to target elite Juniors at National squads and excellence squads and possibly junior tournaments.</p>	<p data-bbox="1417 164 1675 272">Need racketball league & tournaments</p> <p data-bbox="1417 320 1711 544">Domestic competition and tournaments will form part of the 3 year Racketball strategy.</p>	<p data-bbox="1780 164 2123 233">Advertise at National Squads</p> <p data-bbox="1780 280 2130 584">Flyers will be distributed at National squads, coaching courses & tournaments for both adult and junior courses and workshops.</p>
<p data-bbox="107 635 539 743">Good for girls to train/mix with boys at training nights</p> <p data-bbox="107 791 533 1094">Because this programme has worked so well we have extended the mixed training night from 32 to 48 weeks a year and plan to introduce a training night for U23/Adults from September 2011.</p>	<p data-bbox="571 635 987 667">Target Excellence players</p> <p data-bbox="571 746 981 938">Older excellence players will be given an opportunity to attend leaders and UKCC level 1 courses.</p>	<p data-bbox="1034 635 1317 743">SQW website to advertise English tournaments</p> <p data-bbox="1034 791 1361 823">This has been done.</p>	<p data-bbox="1417 635 1711 743">1% increase in membership per annum is realistic</p> <p data-bbox="1417 791 1756 1015">This is the target for membership; however this target may increase when we introduce racketball.</p>	<p data-bbox="1780 635 2101 743">Need suitable matches – younger players</p> <p data-bbox="1780 791 2130 1366">Where possible tournament scheduling will look to have players refereeing matches in the age group below their own. Developing knowledge and confidence in rules and refereeing may address the concerns of marking matches involving older players and adults.</p>

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<p data-bbox="107 164 510 272">Transition juniors/young adult players needed desperately</p> <p data-bbox="107 320 528 975">Squash Wales is aware that some players “disappear” when they reach 19, for various reasons, but relocating to university plays a major role. We have instigated an U23 structure to provide opportunities for Over 19’s by introducing Excellence Squads, National Squads, Training Nights, U23 events and Test Matches. Squads will be in Reading Week, and vacations, when universities have a break.</p>	<p data-bbox="571 164 969 272">Need more elite coaches and better qualified elite coaches.</p> <p data-bbox="571 320 1005 587">The UKCC level 4 course is still in draft format. Ideally funding should also be made available for National Squad coaches to attend a UK coaching conference annually.</p>	<p data-bbox="1034 164 1361 236">Racketball development events</p> <p data-bbox="1034 320 1370 432">This will form part of the 3 year racketball strategy.</p>	<p data-bbox="1417 164 1742 236">Junior league as well as adult league</p> <p data-bbox="1417 284 1747 818">Juniors are encouraged to join the adult leagues as soon as able. West Glam and Cardiff run small informal beginner junior leagues but there is scope for organising a tier of junior leagues for players who bridge the gap between beginner and elite.</p>	<p data-bbox="1780 164 2092 272">Standard of club player referees not good enough.</p> <p data-bbox="1780 320 2123 587">We will offer workshops and courses on a regular basis. Clubs will also be targeted from Oct 2011 to encourage attendance.</p>

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<p data-bbox="107 164 448 231">Fitness training/core fitness essential</p> <p data-bbox="107 320 533 544">Squash Wales is employing the services of 'Elite Fitness' and has implemented such from the 2010/2011 season for 3 years.</p>	<p data-bbox="571 164 963 391">Active Young People Department (AYPD) – Local Authorities/ Local Authority Partnership Agreements (LAPA's)/priority sports</p> <p data-bbox="571 435 996 624">Squash Wales have formed partnerships with LA's and delivered school programmes and qualified coaches.</p>	<p data-bbox="1034 164 1366 231">Racketball leagues – family teams</p> <p data-bbox="1034 320 1377 429">This will form part of the 3 year racketball strategy.</p>	<p data-bbox="1417 164 1724 269">Club and County – benefits of being a member?</p> <p data-bbox="1417 320 1747 780">County benefits are associated with team affiliation, but we need to look at whether there should also be a "club affiliation" whereby a club/leisure centre pays an affiliation to Squash Wales in return for benefits.</p>	<p data-bbox="1780 164 2072 231">Knowledge needs refreshing</p> <p data-bbox="1780 276 2128 780">Registered referees will be encouraged to attend refresher sessions as the rules and how they are implemented change over time. If achieving a bonus point for being a referee their knowledge should be up to date and current.</p>

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<p>Supporting education – cross-training, sports psychology, sports nutrition</p> <p>Squash Wales provides some nutritional advice but do not yet have funding approved for psychology.</p> <p>Education on fitness, skills and officiating is provided in squads. Cross training forms part of the player’s training diary and is the responsibility of the player to fulfil.</p>	<p>Is it sexy?</p> <p>No?</p> <p>SQW plan to increase the profile - press/posters of coaches working at the ‘cutting edge’ of the coaching structure Nat squads, training nights and Excellence squads – role models well turned out/corporate uniform.</p>	<p>Junior team leagues – below adult leagues – county basis? Not frighten children playing grumpy old men! Transition – junior leagues</p> <p>Good idea to promote mixed junior teams in a league to bridge level between absolute beginners and elite players who play for senior teams.</p>	<p>No interest and no benefit – non-playing parents, other activities</p> <p>There are many parents who do not play sport and will not be interested in taking up squash etc. and we can’t force people if they aren’t interested. However, we will continue to publicise our sport as much as possible and hope that we will attract some converts or engage some people who have not really been interested before – racketball may be one of the answers.</p>	<p>Awareness needs to be raised within clubs</p> <p>Workshops and courses will be delivered at clubs with the club helping to promote these. Captains will be targeted with mail shots about courses, workshops and assessment opportunities to pass on to members.</p>

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<p data-bbox="107 164 439 196">More training nights</p> <p data-bbox="107 320 546 663">Done. We have extended the training nights from 32 to 48 weeks, from June 2011. Also plan to introduce a fitness module to the session and training diaries which will be monitored weekly.</p>	<p data-bbox="571 164 965 236">Quality assurance at top end (Level 4)</p> <p data-bbox="571 320 1010 663">Currently there is no UKCC level 4 but we do have some Squash Wales Level 4 coaches. If and when a UKCC Level 4 course becomes available we will look for our highest level coaches to achieve the qualification.</p>	<p data-bbox="1034 164 1370 352">Mini squash – club/inter-school competitions and junior leagues in leisure centres/clubs</p> <p data-bbox="1034 400 1393 975">2010/2011 SQW visited 49 schools/7,400 school children and delivered 5 mini squash festivals in leisure centres to 580 children. Pupils were signposted to exit routes in clubs. 2% took up the invitation and 1% became members. The base of our pyramid has never been wider.</p>	<p data-bbox="1417 164 1753 272">For lots of people it's just for fun – don't want structure</p> <p data-bbox="1417 320 1753 1174">The Sport Wales ethos is to "have every child hooked on sport for life" but Squash Wales appreciates that many people need a recreational sport and squash can be that sport. The mini squash schools programmes raise awareness amongst pupils, parents and teachers. As well as "hooking" children, squash also provides the opportunity for families etc. to play informally.</p>	<p data-bbox="1780 164 2085 236">DVD Workshops to every club</p> <p data-bbox="1780 284 2116 627">DVD's are being developed for use at workshops and courses. Real footage will provide better examples of decisions and stimulate discussion and debate.</p>

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p data-bbox="107 164 504 196">Better squads overnight</p> <p data-bbox="107 240 533 467">Residential Mixed Junior National squads have been a success including workshops on the Saturday evening and will be continued..</p>	<p data-bbox="571 164 981 272">Explore distance learning – online methods of education</p> <p data-bbox="571 277 974 547">1st 4 Sport awards are practically orientated which makes distance learning difficult. But Squash Wales will make enquires to the UKCC awarding body 1st4sport.</p>		<p data-bbox="1417 164 1749 236">People don't want to pay</p> <p data-bbox="1417 240 1736 663">People in general want something for nothing, but membership contributions are part of the funding mechanism for Squash Wales. We are focussed on delivering value for money at all levels.</p>	<p data-bbox="1780 164 2072 196">Focus on practical</p> <p data-bbox="1780 277 2101 627">Practical assessments will be offered at all SQW junior and adult tournaments. A communication will be sent to all county/team captains.</p>
<p data-bbox="107 675 450 707">Good training diaries</p> <p data-bbox="107 786 539 1409">National Junior Squads have provided education, monitoring and feedback of training diaries. Also diaries are sent to Elite Fitness by e mail monthly for 1 to 1 feedback. For the 2011/2012 season training diaries will be introduced to excellence players and be mandatory for National squad players. Training diaries will also monitored at the weekly training nights.</p>	<p data-bbox="571 675 909 746">Core modules across sports awards.</p> <p data-bbox="571 786 999 898">1st 4sport have explored this idea and are currently mapping the awards.</p>	<p data-bbox="1034 675 1393 746">Tournament structure is great</p> <p data-bbox="1034 786 1379 1329">Thank you for the praise. The Domestic Calendar has grown to include 3 compulsories, 6 optional, the Welsh Junior Open, 3 senior compulsory, Junior and Senior English IC, Excellence Squads, National Squads, Training Nights and coaching courses.</p>	<p data-bbox="1417 675 1738 818">Facilities – don't look inviting, poorly maintained eg Vale v Rhiwbina</p> <p data-bbox="1417 866 1742 1409">The Squash Wales Charter monitors club/leisure centre facilities, but has no authority to impose improvement. This is a matter for owners/local authorities/health and safety bodies. Squash Wales will provide advice and support where it can.</p>	<p data-bbox="1780 675 2123 786">Go to clubs – players won't attend courses outside</p> <p data-bbox="1780 834 2112 946">From Oct 2011 SQW will target clubs in 3 regions.</p>

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p data-bbox="107 164 465 196">Elite fitness in squads</p> <p data-bbox="107 240 544 544">Elite Fitness has been testing squads and the results have been used to produce a training plan for 12 to 15 and 16 to 19 year olds for the 2011/2012 season and beyond..</p>	<p data-bbox="571 164 996 272">Link with/promote with existing schemes eg Duke of Edinburgh.</p> <p data-bbox="571 320 1008 663">Sports Leaders UK in partnership with NGB's are writing a Leaders Award which will be underwritten by Sport Wales. There will be 2 core modules with a specific bolt-on for each sport. Hockey Wales are piloting the award.</p>	<p data-bbox="1034 164 1370 236">Realistic numbers as target in events.</p> <p data-bbox="1034 280 1384 469">Realistic numbers for optional events is 50+, compulsory 60+ and Development Days 40+</p>	<p data-bbox="1417 164 1753 316">Can we find out how many people actually play? (info from LA's?)</p> <p data-bbox="1417 360 1753 778">Participation figures are available from some but not all local authorities so we may not be able to work out exactly how many people play. When we have some information we will make it available.</p>	<p data-bbox="1780 164 2101 316">Referees need to explain decisions – knowledgably and using correct terms</p> <p data-bbox="1780 360 2116 975">Workshops and courses will help improve knowledge and the type of explanations that should be given. For referees looking to progress and higher level referees workshops focusing on how to conduct yourself when refereeing and keeping control of matches will be made available.</p>

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p data-bbox="107 164 483 236">Squad on standard not age</p> <p data-bbox="107 320 539 624">Junior National Squads are selected on Age 13/15 & 17/19 to coincide with representation and SQW LTAD. Subjectivity on standard could lead to problems with players and parents.</p>	<p data-bbox="571 164 972 236">Produce short, clear info on pathways for coaches</p> <p data-bbox="571 320 1003 427">Squash Wales will produce a flyer and distribute to all clubs.</p>	<p data-bbox="1034 164 1335 312">Evidence of good practise in other countries (stealing ideas).</p> <p data-bbox="1034 360 1379 584">We will always use good ideas from outside Wales but we do already have a good structure in place.</p>	<p data-bbox="1417 164 1747 467">Members at clubs in leisure centres see membership of Squash Wales as an optional extra as they cannot see any benefits associated with membership</p> <p data-bbox="1417 515 1747 1015">Recreational players do not want to become part of a structured National Governing Body. Therefore membership would hold no attraction. Players in club teams become members of Squash Wales through county affiliations.</p>	<p data-bbox="1780 164 2123 427">Workshop ideas – How referees conduct themselves as well as knowledge to back up decisions. Managing the match effectively</p> <p data-bbox="1780 515 2123 855">WSF have workshops developed already covering these topics. As Roy Gingell was involved in creating the content of the WSF course he can deliver these in Wales.</p>
<p data-bbox="107 1066 506 1137">U23 transition – training programme</p> <p data-bbox="107 1185 506 1366">Squash Wales are introducing U23 Excellence, National Squads, Training Nights, U23 Events in 2011-12.</p>	<p data-bbox="571 1066 898 1137">Highlight benefits of coaching for players</p> <p data-bbox="571 1185 994 1479">Not sure what this means. It is accepted that coaching is beneficial for players. There are different elements of coaching which should be pursued for particular players.</p>	<p data-bbox="1034 1066 1391 1209">Times only for first matches and full draw on morning of tournament</p> <p data-bbox="1034 1265 1368 1479">A good idea, which has been included in the Tournament Guidelines and implemented for events in 2011-12.</p>		

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p>U23 events/ internationals/test matches</p> <p>The Home Countries currently have U18/20 Test matches annually. A proposal to include an U23 age group will be made to the other home countries.</p>	<p>Target appropriate juniors (career/personality/squash play)</p> <p>Plan to target older players in the excellence programme and offer coach education opportunities – Leaders and UKCC.</p>	<p>Mini Dragons are great idea</p> <p>U11 talent ID players were invited to play in the Tewkesbury Junior Open – a successful trip with all players gaining valuable experience away from home.</p>		
<p>Increase junior numbers</p> <p>Squash Wales have held taster days in primary schools throughout Wales from 2008 using mini squash walls as teaching aids. In 2010/2011 we visited 49 schools/7,400 school children and delivered 5 mini squash festivals in different leisure centres throughout South Wales. We introduced 2% to exit routes and 1% remained.</p>		<p>Send more U11/U13 teams to English tournaments – need buy-in from parents re travel involved</p> <p>A link has been added to the tournament site to sign post English tournaments.</p>		

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p data-bbox="107 164 499 233">Review rankings – start off the same.</p> <p data-bbox="107 280 539 1209">Last season the Premier players suggested that team members should receive different ranking points depending on their position in the team. E.g. Number 1's get more than number 2's on a progressive scale down to number 5's. Hence the better players would vie for the top ranking and couldn't be usurped by lower players. So results would level out without an initial weighting system which is employed on the present system. The software wouldn't be able to service this but Mike Howe has offered to pilot it manually for the 8 teams in the Premier League.</p>		<p data-bbox="1032 164 1391 312">County/National rankings should be on notice board in clubs/leisure centres</p> <p data-bbox="1032 400 1368 584">Clubs can access the website and print off updated rankings to put on their noticeboards.</p>		

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p>More compulsory events</p> <p>Assume this means senior events. There are three compulsory adult tournaments planned for 2011/12 season:</p> <p>N.East Wales Open Welsh Nat Champs Caffreys/Newport Open</p> <p>Welsh Open needs a sponsor which has not been forthcoming to date.</p>				
<p>Seeding done from rankings, if reviewed</p> <p>The Rankings are used as a guideline only and this will continue to be the case. This information is available on the website.</p>				
<p>Goal too high – needs to be broken down male/female.</p> <p>Sport Wales aspire to top 20. This is a target and does not mean we won't be focussed on players progressing through the rankings.</p>				

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p>Transition – 21/23/young adult.</p> <p>As above.</p>				
<p>Test matches/competition</p> <p>The home countries currently have U18/20 Test matches annually. A proposal to include an U23 age group will be made to the home countries.</p>				
<p>Off court support</p> <p>Not sure what this means, but we believe we provide the appropriate support to players at all levels</p>				
<p>Senior elite players travel with junior teams</p> <p>The cost of sending players would be costly. However this is a good idea and if possible, within current budget constraints, it will be implemented.</p>				

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p>"A" & "B" squads</p> <p>If numbers dictate only one squad but with the inclusion of U23's may be viewed as A and B Feasibility of this will be considered.</p>				
<p>More senior tournaments/opportunities – juniors generally well catered for</p> <p>Always a good idea. Having 3 compulsory this season may improve numbers, which were prohibitive in seasons past.</p>				
<p>Vision and Sport Wales targets do not match?</p>				

Back to Basics	Coaching	Domestic Competition	Membership	Referees
<p>Individual Senior 4 x 2 days – Transition (U23) 4 x 2 days Individual coaching – weekly Environment – daily?</p> <p>From Sept 2011 implementing U23 Transition programme</p>				
<p>Training night is right way forward – extend to transition/senior players?</p> <p>Implemented from Sept 2011</p>				
<p>Transition academy – possibly north & south?</p> <p>Will be considered</p>				
<p>Funding for players to train outside Wales in other training groups</p> <p>Will be considered</p>				

<u>Back to Basics</u>	<u>Coaching</u>	<u>Domestic Competition</u>	<u>Membership</u>	<u>Referees</u>
<p data-bbox="107 242 548 432">Interesting and honest but is out of date and details failure. What changes have been made and are they working?</p> <p data-bbox="107 475 519 703"><u>This is just a starting point. The plan will be monitored on an ongoing basis and where appropriate changes will be made.</u></p>				
<p data-bbox="107 790 542 1369">Focus should be on grassroots development not on a limited number of top class players. Players of all ability should be helped to better their game and have 20 or 30 years enjoyment playing at whatever level. Out there; there is a youngster who has never picked up a racket who may be a World no. 1 and adults who just want a game.</p> <p data-bbox="107 1412 526 1481"><u>We have always focussed on players at all levels</u></p>				

and will continue to do so.				
<u>Back to Basics</u>	<u>Coaching</u>	<u>Domestic Competition</u>	<u>Membership</u>	<u>Referees</u>
Should SQW have funding provision in the plan for an exceptional young talent aged U13 to U17? This is covered by SportsAid and Talent Support funding.				
Back to Basics	Coaching	Domestic Competition	Membership	Referees
Competition and squads are seen as very much South Wales driven. Needs to be more visible signs of inclusion – more squads in North Wales, more visibility of Squash Wales staff in North Wales. Maybe insoluble due to geography but do other Governing Body’s have a model we could use? We will ask the other governing bodies based at the Sport Wales National Centre if they have the same problem and, if so, how they overcome it.				