



WALES SQUASH & RACKETBALL NATIONAL REPRESENTATION SELECTION POLICY AND PROCEDURE

Introduction

This policy covers all teams selected by Wales Squash & Racketball (WSRB) for all WSF and ESF team events, as well as the Welsh team selections for the Commonwealth Games. The current list of Championships for which the policy will be applied is attached at Appendix 1. This list is subject to regular review.

Background

Representing your country is the highest honour that can be bestowed on a sportsman or sportswoman. Any player who aspires to represent Wales, is expected to demonstrate the highest standards of professionalism, both on and off-court. This includes demonstrable commitment to WSRB, the training and development programme, appropriate behaviour to coaching staff, team-mates, colleagues and opponents.

Membership of the training and development programme is a precondition for selection for Wales. However, selection of any player is also conditional upon them having formally agreed to abide by the WSRB 'Code of Conduct & Commitment' (attached for information at Appendix 2). During the selection process, attention will always be given to a player's adherence to the Code.

Juniors

It is the policy of Wales Squash & Racketball that the principal objective with regards to Performance is consistently to be the world's best at senior level. This has implications for elite junior squash in that this necessarily requires that success at junior level is to some degree developmental i.e. part of the process that will help to deliver the primary (senior) objective. To that end in the selection of junior national teams, while teams will always be selected to perform as well as possible, consideration will always be given to the longer term objective, where appropriate.

Selection

Teams will be selected by the High Performance Coaches (HPC's). The HPC's will consider the following criteria when selecting a team:

(1) Nature and Type of Event

This will include:

- * the format of the event
- * the expectations of Wales performance in the event
- * the size of the team and squad
- * the number of matches to be played
- * likely opponents at any given stage
- * the scoring method to be used
- * whether to be played on glass or conventional courts
- * financial considerations/implications

Consideration in this category will be given to the required profile for the Welsh team to be selected, including issues of the age and experience of the players to be selected. This may mean that, when in the opinion of the HPC's the overall performance and prospects of a Welsh team is unlikely to be adversely affected, a lower ranked or less experienced player may be selected over someone more experienced and higher ranked.

(2) Rankings

PSA and WSA rankings will be taken into account, in conjunction with;

(3) Current Form

An assessment will be made of the recent performances of players under consideration. It is possible that a player's ranking is not a true reflection of their current playing standard and more recent performances will also be taken into account. Consideration will also be given to the manner of victories and defeats – for example, if a player concedes defeat too easily or fails to apply themselves in defeating a much lower ranked opponent.

(4) Results

A player's results in the following events in the twelve months preceding selection will carry most weight:

Seniors

- * Men – PSA Events
- * Women – WSA Events
- * British Open, National Championships
- * Performances in Welsh teams
- * Welsh National Closed
- * North East Wales Open
- * Newport Open

Juniors

- * Performances in Welsh teams
- * Welsh Junior Open
- * Welsh Junior Closed
- * North Wales Junior Open
- * British Junior Open
- * British Junior Closed
- * British U23 Closed
- * European Super Series Events
- * BSPA Events
- * Senior National Championships
- * Inter-County Championships
- * National Squad attendance

(5) Senior Wild Card

In addition the selection panel will have the option to select a 'wild card'.

A 'wild card' is a player who does not completely fulfil the commitment and selection criteria.

All HPC's have to agree.

There can be up to 2 'wild cards' for men and 1 'wild card' for women.

Procedure for Selection of National Teams

Selection of teams will be carried out by the High Performance Coaches.

The current HPC's are:

Greg Tippings
Andrew Evans
Nic Birt
David Evans

The current age groups are:

- * Under 13
- * Under 15
- * Under 17/Under 19
- * Over 19

For each event, recommendations with rationale are made by the HPC with responsibility for the relevant age group. The rationale will include information that either justifies the selection of a particular player or the reasons why a particular player has not been recommended.

Conflict of Interest

To avoid a conflict of interest any HPC who declares or is known to have any interest which may conflict with any part of their participation in decisions will have no part in the recommendations, rationale or discussion relating to the selection of that team.

Final Selection

It is the intention that the decisions of the HPC's will be by majority. If a 2/2 outcome is reached, the HPC of that particular age group will have the final decision. Team selections will then be forwarded to the Management Committee for ratification. The members of the Management Committee are:

WSRB Chairman
WSRB Operations Manager
WSRB Director of Coaching & Development
WSRB Finance & Office Manager
Sport Wales Liaison Officer

After selection, all the players concerned will be contacted by letter by the Director of Coaching & Development confirming their selection.

After selection, if there are any queries or questions, please contact the HPC Age Group Coach.

Note, there is no right of appeal.

**Appendix 1 – Championships for which the selection policy will be used.
Teams/players may not be entered in all of these events:**

Seniors – Women

World Team Championships – bi-annual
World Cup – bi-annual
European Team Championships – annual
Commonwealth Games – 4 yearly
World Games – 4 yearly
European Individual Championships – annual

Seniors – Men

World Team Championships – bi-annual
World Cup – bi-annual
European Team Championships – annual
Commonwealth Games – every 4 years
World Games – every 4 years
European Individual Championships – annual

Juniors – Girls

World Championships – Team and Individual – bi-annual
European Championships U19 – Individual – annual

Juniors – Boys

World Championships – Team and Individual – bi-annual
European Championships U19 – Individual – annual

Juniors – Mixed

European Championships U19 – Team – annual
European Championships U17 – Team – annual
European Championships U15 – Team – annual
5 Nations Championship U13 – Team – annual
5 Nations Championship U15 – Team – annual

Appendix 2 – Wales Squash & Racketball Code of Conduct & Commitment for Home and Away Events

This Code of Conduct & Commitment applies to:

National Squad Players and Teams

Academy Squad Players

Performance Squad Players

Players/Teams representing Wales

Squad/Team Coaches/Managers

For clarification, the Responsible Person referred to in this document is a Manager, Coach, Chaperone or Parent/Guardian, as appropriate.

1. CODE OF CONDUCT

1.1 Personal Appearance

1.1.1 This shall be appropriate to the circumstances, and as indicated by the Responsible Person

1.1.2 Team kit and equipment as issued, shall be worn as directed by the Responsible Person when competing and training, when assembling or travelling, at official team functions or other occasions as notified.

1.2 Attendance

1.2.1 Accommodation and transport as allocated by the Responsible Person must be used.

1.2.2 Members must attend all ceremonies, parades, meetings and other functions as directed by the Responsible Person.

1.2.3 Punctuality on all occasions is essential, and any curfew must be observed.

1.3 Behaviour and Personal Conduct

1.3.1 Behaviour and personal conduct must, at all times, be of a high standard, and designed to reflect favourably on the sport. Any other behaviour is totally unacceptable.

1.3.2 Language in public, or relevant group situations, must always be appropriate and socially acceptable. You must not use swear words or bad language.

1.3.3 The consumption of alcohol and smoking is forbidden for players under age as defined by the law of England and Wales. Alcohol must not be consumed by team/squad members whilst on route, prior to and during an event.

1.3.4 Discrimination of any kind including bullying, which can take the form of physical, verbal or emotional abuse, will not be tolerated, and appropriate action will be taken as necessary against the person or persons committing the abuse. You should report any unacceptable behaviour you witness to a Responsible Person.

1.3.5 The Responsible Person must approve all media interviews, and be present or represented where and when appropriate. It is recognised to be in the best interest of the sport, and of individual players, that a good working relationship be established with the media. All interviews should be designed to reflect favourably on the sport.

1.3.6 It is important that information on all medication currently being taken, should be reported to the Responsible Person who will pass it on to the relevant medical personnel, as appropriate.

1.3.7 With regards to Performance Enhancing Drugs, Wales Squash & Racketball retains a list of banned drugs, details of which will be distributed to team/squad members on request. Use of drugs on this list is prohibited, including use by coaches/managers.

1.3.8 With regards to Illegal/Social Drugs and Substances, the use of these drugs and substances, (even though they may not appear on the official banned substance list in respect of performance enhancing drugs), is not permitted.

1.3.9 I agree to submit myself to be tested for illegal/social drugs and substances at any time and place in accordance with the Wales Squash & Racketball Anti-Doping Rules, a copy of which is available on request.

1.3.10 I will not engage in sexual or criminal activities.

1.3.11 I will not leave any venue during an event unless agreed by the Responsible Person or enter any accommodation block other than my own.

1.3.12 I will not criticise my opponent, their parents, a coach or referee to the other players. If you are not happy about someone you should talk to a Responsible Person.

1.3.13 I agree that I will not use my mobile phone to take inappropriate photographs of other people at any event or squad and I will not upload any inappropriate photographs or offensive or abusive comments to the internet including social networking sites.

2. STATEMENT OF COMMITMENT

2.1 Agreement for Consultation

2.1.1 Wales Squash & Racketball, in consultation with technical staff, agrees to arrange consultation in advance on matters of programme planning, selection for competition/squads and training. Discussions will also be initiated on any other matters, considered applicable for the development of the sport with the following:

- Squad Coach/Team Manager, on an individual basis
- Team/Squad coaching management and support services, on a group basis
- Team/Squad members, through team/squad captains, and individuals, as required or requested
- The personal coaches of individuals, as required or requested
- The appropriate coaches through regions, as necessary
- Notice to Players/Coaches

2.1.2 Wales Squash & Racketball undertakes to inform with adequate notice, squad/team members, and appointed staff, of all relevant squads/training programmes, and levels/competitions and tournaments necessary for selection procedures, and the criteria for selection.

2.2 Commitment from Players

2.2.1 Wales Squash & Racketball requires the following commitment from players, coaches and Responsible Persons, on acceptance of selection to squads and teams.

- Compliance with instructions or guidance which is given to you by a Responsible Person for the duration of each event.
- Acknowledgement that you are an ambassador for your family and/or your sport and that you take full responsibility for your actions when attending an event.

- Participation/attendance in the relevant National Championships
- Participation/attendance in other events, designated for selection purposes and development
- Participation/attendance in other representative events for which selected e.g. County, regional, International, club
- Participation/attendance at squad/team sessions and meetings/training camps as required
- Notification of relevant health and fitness conditions, which may affect anticipated performance objectives in any competition for which selected.
- Adequate notification of any factors that may necessitate declining to participate in any element of the programme for which selected, or eligible for selection. This may involve education, employment situations or previous commitments.
- Willingness to attend, wherever possible, any promotional or public relation projects on behalf of Wales Squash & Racketball.
- Willingness to adopt, develop and sustain a positive attitude towards personal and team objectives in training, competition and social situations.
- Willingness to co-operate with other team/squad members and staff, in training and competition, to achieve team objectives.

3. Breach of Conduct

3.1 Breaches of the Code of Conduct above shall be dealt with in the following manner:

Firstly, by the Team Manager/Coach/Responsible Person

Secondly, by the Management Committee - depending on the seriousness of the breach

Thirdly, by a Disciplinary Panel, for breaches involving performance enhancing drugs, illegal drugs and substances, and gross misconduct/safeguarding and protecting children issues