

<p>Mark Pendleton 1</p>	<p>How much are you reducing the budget for European tournament support by? Over £12,500 was spent in this area last year and I have a reduced budget of £4000 for this season. With budget cuts imposed for the next 3 years, further reductions may be necessary in the years to come.</p>
<p>Mark Pendleton 2</p>	<p>Which European tournaments are you looking to support? Coach support only will be in place for the Belgium Junior Open and possible subsidy support will be considered by the coaches panel for the Swiss, French and maybe the German if it becomes a Super Series event.</p>
<p>Mark Pendleton 3</p>	<p>Will the National Coach be taking a more active role with the Elite Juniors in North Wales? Yes, the National Coach will play a more active role in the junior programme in Wales as a whole with more contact and direction in all the programmes outlined. It is planned for the National Coach to make periodical trips to North Wales to monitor and evaluate any programme running in the North.</p>
<p>Mark Pendleton 4</p>	<p>You need to see the North Wales players and have contact with them. We think you should be seen more often at major North Wales events, both senior and junior, and not rely on Andrew Evans feedback and tournament results. I see the North Wales junior players play and compete on a regular basis in North Wales events. Since North Wales has had the North Wales junior Open and Welsh Closed only 3 times I have been unable to attend. These occasions were due to senior coaching commitments elsewhere. On all those occasions other Squash Wales coaches I respect have attended in my absence. This is a policy that I feel has worked well at a busy time of the year. An attempt is made every year to attend as many National Squads as possible in Cardiff to have contact with the south and north players together in a squad environment. This has proved to be a more beneficial use of time. With regard to attending the North Wales Senior Open this event must offer a quality field and again take priority over other work commitments. Last year for instance I was running a coaching course in Cardiff when the North Wales Senior Open was held but Nic Birt our Ladies National Coach attended critical matches and fed back some excellent information. Squash Wales hopefully added to this quality field by funding some senior players to attend. With so many events on the weekends clashing eg- National Junior squads etc, a priority will be made with the junior Compulsory events a priority. The feedback I get back from Andrew Evans is first class and has continually offered an accurate and honest reflection of how the north players have competed.</p>

<p>Debbie Thomas 5</p>	<p>We appreciate there will be cutbacks when you are looking for the top 20 player in the world and would like to make the point "we don't need you – you need us". How do you keep us interested. The interest we offer all players is that Squash Wales creates and operates the structure for National Selection and gives the platform for any child to play for Wales if good enough and all criteria is met. The new programmes will offer an opportunity for the player to improve and enhance their level of play. If any player or parent does not feel Squash Wales offers them what they deserve or require then obviously they will be free to not attend and not conform to any programme. I am confident we have provided a structure that is value for money and time and definitely feel these added programmes enhance this claim.</p>
<p>Arwel Jones 6</p>	<p>Is this the direction Sport Wales are taking for all sports across the board? The reduction in funding over 3 years is a National funding cut and affects all sports. The amounts may vary, but we are not privy to such information. Sport Wales is most definitely applying emphasis to all Governing Bodies on senior transition rates and quality of player at the top etc. We must recognise this direction from Sport Wales and look to be pro-active in our recovery.</p>
<p>Arwel Jones 7</p>	<p>Have you canvassed feedback from existing junior and senior elite players to find out why players are not making the world top 20 especially after we have gained junior European medals? I have done extensive research myself in evaluating and assessing our senior players and along with Greg Tippings we have compiled numerous reasons. The medal success we have largely gained has been based on strength in depth and also at some junior girl levels, which can expose the weaknesses of other European countries. The other major reason is that we are producing too many juniors who have fundamentals flaws in pivotal areas. These flaws have not been addressed early enough, the player/parent etc- may not have bought into such changes and consequently the senior game exposes such weak areas. Some players have progressed quite nicely over the years and then found the continual hard work or financial gains an issue and then stopped.</p>
<p>Chris Wallace 8</p>	<p>What targets is your future funding from Sport Wales based on? Is it purely on a top 20 player? No, not entirely. It is difficult to say as Sport Wales have not informed me of the breakdown, but they have made it clear that as a Governing Body we need to be aware that we are competing with other sports for funding levels and we need to be producing at the top end-ie; senior squash. It is hoped that a progressive and improving junior programme will always be supported as it offers much more than just Senior players, but senior players consequently will come from such a solid programme.</p>

Chris Wallace 9	Do you have any player from the current junior crop who is going to make it to the top 20 in the world? It is honest to assume currently that we do not have many that signal such intentions are indeed good enough. Some exist and do have the potential in certain areas, but until the programmes are up and running and exposure is given to the best juniors, I must hold my judgement on that.
Alison Davies 10	When do we, the parents or the junior players, find out what is going to happen this season? The National squads are listed in the calendar and invites are per squad this season. The training nights, individual coaching programmes will look to commence in mid October onwards. The coaches' panel has some pivotal meetings in September to discuss these areas. The junior European support programme will involve possible subsidy for the Swiss in December, with coach support in place for the Belgium Junior Open if players wish to travel.
Chris Wallace 11	How accurately can you predict a top 20 player in the world? Are there any signs? What are they? Unfortunately, there is no secret formula to use. Fitness wise, I am confident we can come up with some data, results etc that will pinpoint the potential athlete that squash requires. Technically and tactically squash must be subjectively judged by the best coaches in Wales. Looking at results, history may indicate that finishing highly in the British Junior Open is a good indication that you have world class potential, as does winning the u/19 European Championships at the Individual level. World Junior results are also a barometer; with top 8 another key indicator.
Mark Pendleton 12	Do you think we have coaches of a high enough standard to enable the junior elite players to reach their full potential? Yes, I feel Wales has a core of Elite coaches who have experience in all the areas that allow us to coach, assess and direct the players at the critical time. What is required is for those coaches information to be followed and endorsed otherwise; the coach's expertise cannot be put to the test. In the past Wales have had 3 players all in the Top 20 in the World at the same time, and another in the Top 30. This evidence should give all parties some confidence going forward.
Usama Kamel 13	Do you think we have a large enough Junior base across Wales to identify a world top 20 player? Mike Workman has worked very hard and successfully in widening the player base to its highest level so far. This can only be good for identification of the next star and provide much needed exposure to more players at an earlier age.

Chris Wallace 14	Do you think you are going to place so much emphasis on searching for a top 20 player that the other players will be ignored? No, I feel we appreciate that a top 20 player/potential will not be plentiful, but we need aspiration and culture change to unearth such a player. The programmes will embrace all players of Elite level that want to improve and subsequently the top 20 player will emerge from this group. Then extra focus and attention must be given to them.
Mark Pendleton 15	With the emphasis on fitness levels are you going to communicate this from National Squads down to Excellence level? The initial plan is for the fitness programme to support and benefit the National Squad players. I will need to have discussions with Simon Harling as to his view, but if cost effective it would make sense to affect as many potentially elite juniors as possible.
Debbie Thomas 16	Will there be a nutrition advice programme for juniors in the squads like England Squash have? It is not part of the original programme which is fitness testing and training, but Simon has indicated that more personalised approach is likely with the older age squads. I will enquire about such advice.
Mrs Kamel 17	Junior players need quality coaching early on in their career starting at club level. Would this be possible? This was not included in the plan, but alongside the elite junior programmes we are constantly trying to improve and upskill the coaches who work with the players at the inception level.
Lica Pendleton 18	Have you thought of using the skills of senior players to educate the juniors? No we have not, but the idea is a good one and one that I can look into. The senior players traditionally want payment for their time and commitment but I will investigate the option.
Arwel Jones 19	Would geography be a consideration for junior elite players from North Wales? The location of any regional programme is a consideration. What is also considered is the court requirements and coach requirements.
Mark Pendleton 20	Why do all National Squads need to be in Cardiff? The squads are required to be in Cardiff for a number of reasons. Firstly, the National Centre is based in Cardiff, the office and infrastructure of Squash Wales is in Cardiff and we are encouraged to use the centre as a National training facility. Secondly, we have the grant aided facility that offers on site court usage and accommodation if available. Next, the facility has 4 courts and hall usage which fit in the fitness testing programme planned. Furthermore, the facility offers room usage which plays a part with the squad having an extra session in the evening. Finally, with 3 of the 4 coaches for the Squads from the south along with the fitness co ordinator the location is best suited.

Chris Wallace 21	Will there be flexibility for North Wales players and parents attending National Squads? There is a provisional that any u/13 player from North or South does not have to attend if the travel, residential requirement, age, maturity etc of the player can not deal with this at that time. An exception can be made. The older players are expected to stay, and permission is needed to miss a National Squad which will be signed off by the Chairman of Squash Wales.
Chris 22	Geography is a cost issue for parents and causes problems with commitment. This is something Squash Wales does appreciate, but we try to compensate with some mileage allowance to each car that drives and put the parents up in accommodation. Clearly there are other costs which are incurred that we do not cover, but hopefully the benefit of attending outweighs the problems.
Chris Wallace 23	Do you think it is less likely there will be a top 20 player coming out of North Wales due to issues around cost, travel and commitment? Would this, therefore, make it much easier for a player from South Wales to achieve this end? No, I see no reason to see that as an issue in North. Maybe the club structure and numbers can be an advantage in South, but all that is required is the dedication to train, practice and develop the necessary skills. The commitment to attend National Squads and compulsory events is a standard practice in Elite sports and without this, a top 20 player has no structure to start in and develop. Cost and commitment has been an issue for many a South Wales player over the years. Travel time to events in England have generally been shorter for North Wales players with events in Manchester etc, but as only a few players commit to such a programme the benefit is not seen as great.
Andrew Evans 24	National Squads are now of a higher level with the residential element and, therefore, of greater value to parents and players. Yes, I agree with that view. Getting the best 4 elite coaches in Wales working with the best players is a recipe that can breed more success. The residential element with more contact creates a more inclusive environment and I feel the overall product is excellent value. The coaches and squad needs to continue producing such value now and in the future.
Arwel Jones 25	You say there will be 16 players per National Squad. How rigid are you on groupings and 16 players? Rigid in the sense that with 4 courts, I will not be having anymore than 16 players attend- 4 per court. If we have 18 quality players, we can look at rotation policy, or a tough decision will be made. With respect to the groupings/numbers from each group, this is not rigid and will take up to 16 quality players from any of the groups. Hopefully the entire squad can compliment each other.

Philippa Roberts 26	Are you rigid on age groups? The players need to be eligible for the relevant age group and fit into a National strategy. Again I can take extra players from age groups, if for example only 2 girls are deemed National squad standard in another age group.
Arwel Jones 27	Are you aware that the new strategy will not make you popular? Yes, I have envisaged that and accept that is part of the job and re aligning people's expectations and understanding. I feel this direction does offer more motivation and quality to the Elite player, but conversely Squash Wales has other programmes- e.g.- Excellence, tournaments, which provide a tier that players can access and showcase the talents that they have. It is not my popularity that is of consequence here, it is the success of the strategy.
Lica Pendleton 28	Will there be feedback given to the National Squad players at the squads? The plan at this stage is for the National Coach to write a written report after discussion with the coaches' panel. Feedback at the squad is constantly given in particular practices etc, and the players will be encouraged to feedback to themselves through evaluation of the practices etc with their peers. I have considered historically doing a formal verbal feedback at the end of the squad, now, with extra coaches this can be looked at again. This can be arranged if the parent/player requests it.
Lica Pendleton 29	Do you not think feedback would be key to the players if they are to reach the top 20 in the world? Yes of course. Feedback needs to be constant through all programmes and events. It is essential not just for the top 20 player, but for any elite player to reach their potential. To make the necessary technical and physical and tactical changes the coach must first have an environment to monitor and evaluate, then have the skills to recognise such issues. Once this is happening the coach creates sessions/practices etc that provide natural feedback, but this also needs to be enhanced with verbal comments and then followed up with a formal written report. It is also critical that the feedback is respected and wanted by the player otherwise both parties will not achieve anything in my opinion.
Phil Brailey 30	How would you like your feedback on areas of improvement?
Lica Pendleton 31	A feedback process needs to be in place and it needs to be two-way if you are looking for buy-in and a top 20 player. I agree you need a feedback from the player in terms of appreciating and understanding the coach's points and reasons. This creates an understanding for the coach in how and what to deliver. The buy in should come from any player who agrees to be part of the programmes and we will be looking for pro active players but also players who want to be part of the coaches agenda. We will include a process for

	two way feedback in National Squads.
Rolf Major 32	Will there be any variance in the feedback report from all National Squads? It is anticipated that all reports will be written by the National Coach, but input will come from all the coaches present at the squad, particularly the coach who had most to do with the player in that area. Reports for the younger players will be modified accordingly, but overall I will be honest, constructive and progressive with the comments. If players and parents appreciate what I am proposing, hopefully this gives us maximum return from the squad.
Lica Pendleton 33	We would appreciate honesty and constructive feedback. That is good, because that is my intention. The way it is received is an area I am trying to appreciate more, but if I compromise too much with this and cannot get the message across, the value will be diminished and the opportunity for the player to improve will not be realised.
Lica Pendleton 34	Could you factor in a time at squads to give the players feedback? That is an area that was looked at before, but the numbers and one coach scenario was not practicable. I will re look at it with 3 or 4 coaches present and see if we can finish a little earlier and give a verbal summary of the work undertaken in the day. This will need to be followed up with a written report from the National Coach that encompasses the verbal summary. A parent will need to request this if they so desire.
Andrew Evans 35	The feedback to the older squad members on a one-to-one basis would benefit those players and all National Squad coaches are of a level to provide that. This will be looked at in conjunction with the previous question
Mark Pendleton 36	Why is the Welsh Junior Open not a compulsory event? The WJO seeding is under European Squash Federation jurisdiction. This has a bearing on Welsh players incorrect seeding position which results in distorted finishing places and incorrect ranking points awarded. Luck plays a large part. We also have to restrict the number of entries per age draw due to insufficient number of squash courts, this has in the past resulted in players from Wales not allowed to enter.
Andrew Evans 37	Can we have the Welsh Junior Closed in North Wales every year to balance out the Welsh Junior Open in the South? The Welsh Junior Open (Optional) is a European Grand Prix event with 220 entries on average and requires the squash court, accommodation and travel infrastructure that can only be currently found in Cardiff. This is an Optional event so players would not be penalised for non attendance. The Welsh Junior National Championships (compulsory) currently alternates between South and North Wales. This has been highly successful in the past and provided all

	<p>players North and South with an opportunity to compete for a National junior title.</p> <p>The North Wales Junior Open (compulsory) is held in North Wales every year and the South Wales Junior Open (compulsory) alternates between South and West Wales on an annual basis.</p> <p><u>We therefore plan to continue with alternating this event annually.</u></p>
	<p>QUESTIONS FROM SOUTH WALES 'BACK TO BASICS' PRESENTATION ON 9th SEPTEMBER 2010</p>
Bob Gould 1	<p>What coaches will be on the coach's panel? Myself as National Coach, Andrew Evans, Greg Tippings and Nic Birt. I feel these 4 coaches are the most experienced and best equipped to give the panel the balance and expertise it requires.</p>
Gaynor Bull 2	<p>What format will the reports from the National squads take? There will be a written report that will come from the National Coach after the squad. It will relate to the work undertaken at the squad and not the information that may be seen prior to the squad. I am also looking at incorporating a verbal feedback to the player and parent at the end of the squad, but this is still to be confirmed. If this is introduced any one of the 4 squad coaches will deliver the verbal feedback.</p>
Ash Bradbury 3	<p>Would you encourage the use of English silver events? The use of the competition schedule in England will be encouraged once the training programmes are up and running and working successfully. These events can be an excellent judging point for the Welsh players, but only after they have developed the attitude that they are working towards these events. I deliberately did not include a competition element in the plan as I wanted to highlight the need for training and preparation for improvement, not the play to improve mentality that can exist.</p>
Nigel Pompeus 4	<p>Is it possible to move the North Wales Junior Open compulsory event this season because there is a clash with Exams? I was not aware we had a potential problem, but we will most definitely look into this. I will have to investigate the reasons for holding the event at this time and see if there is flexibility with the event. What I will say is that Squash Wales will not penalise any player who cannot attend due to a fair and reasonable clash with important study commitments. Mike Workman will look at the conflict and I ask all parents who feel that a clash may happen to contact myself or Mike Workman to let us know the dates and issues you have. If the two collide and are going to affect the event I will look to see if a change is possible.</p>

Nigel Pompeus 5	Would Squash Wales consult with the WJEC regarding exam dates when plotting compulsory tournaments in the future? Yes I think that would be a excellent idea and one that we will take on board.
Bob Gould 6	Does education need to be placed on the back burner if a player is going to make a top 20 place? Not at all in my opinion. I feel there is room for both up to a level and then decisions can be made on which way to go. Players like Daryl Selby completed his degree and have gone on to be number 9 in the world. Some high profile Egyptian players play the world tour and still go to university so there are examples of this combination working. Squash Wales will be encouraging the talented players to have options, but they must be prepared to make sacrifices in other areas of their life. The dedication to combine study and sport can be seen as a positive discipline for any future top 20 player.
Bob Gould 7	Where do you as National Coach see the role of the club coaches in the 'Back to Basics' strategy? Even though it is not part of this plan it is part of the overall strategy. The club coach is integral at this inception point. This is where we find the emerging junior player and I would like to think we can start to make contact and pass down the key messages to the club coach, hence introducing the key messages at the first point of contact.
Bob Gould 8	There could possibly be 3 to 4 months break in the summer when you have not seen a player. Have you considered a process to monitor the player's improvement during the summer months before the selection of the first National squad? The idea will be to have the training nights continue in pivotal stages of the summer, thus allowing us to monitor and evaluate the progress of any player. At present we do not have any programmes that run through the summer and therefore the only way we can judge players is through any events that were played.
Bob Gould 9	Do you think that there is a possibility that the next Welsh top 20 players in the world has not picked up a racket yet? I think that could be a real possibility. We have to appreciate that to achieve a top 20 standard the player must be advanced in many areas and as a unit we must work to instil those beliefs in all the players. That can become easier when you start with a brand new player who does not have any pre conceptions to deal with.
Chrissie Luke 10	Will the 'Back to Basics' strategy take into consideration players (primarily boys) in the "year gap" who could possibly miss out on a National squad invitation? Yes, that gap is evident and still may be visible when it comes to the National Squad invitations as these are reduced. To counterbalance this I am confident we can pick up those players through the training night programmes and they can be exposed to good information and training, hence improving their standard.

<p>Gaynor Bull 11</p>	<p>Is there any evidence base to suggest that the 'Back to Basics' strategy is the best way forward? No evidence to suggest that it will work as a complete plan, but evidence to suggest that fundamentally you require levels of expertise in these key areas if you wish to become a top player. This evidence is based on my own personal experiences as a player and coach and after consultation with other respected coaches they concur with my strategy. The fitness testing would be part of the scientific process needed for high level sport but all the coaching elements are a subjective opinion of the squash coach.</p>
<p>Richard Murphy 12</p>	<p>Do you have any plans to resurrect UK competition such as U17/19 Home Internationals and prevent us from becoming insular? Actually the Under 18 and Under 20 Test Matches we have run for the last 3 years in essence is the old Home Internationals you refer to. It involves the majority of Under 17 and Under 19 players in Wales and is played against Scotland and England. It does provide a yearly motivation and judging point for the Welsh players.</p>
<p>Richard Murphy 13</p>	<p>Is there any possibility of players of David Evans' ability could be utilised in the coaching framework? Yes, I have already spoken with David and am looking for the right area to bring him into. I would like to see the programmes up and running first and then use his high profile, excellent technique and experience in the appropriate area.</p>
<p>Richard Murphy 14</p>	<p>Do we have any high level female players to play the same role? No not really. It is an area that we have struggled to have any significant number of players but also players who want to stay involved, especially in a coaching capacity. I will again investigate who is suitable and willing to take an active part and see what role they could play if interested.</p>