



# HIGH PERFORMANCE FRAMEWORK 2016/17



SQUASH NEW ZEALAND – HIGH PERFORMANCE PROGRAMME  
Building 42, Unitec, Gate 3, Carrington Road, Mt Albert, Auckland, 1025

## Contents

Introduction of High Performance Framework .....	0
Connection Between SNZ Strategic Plan and High Performance Plan .....	1
Player Development and Squad Structure.....	2
SNZ District Hubs 2017.....	4
Talent Development Centres 2017 .....	5
Junior Development Squad 2017 .....	6
Elite Junior Boys Squad 2017 .....	8
Elite Junior Girls Squad 2017 .....	10
Young New Zealand Squad 2017 .....	12
Senior New Zealand Squad 2017 .....	14
Trans-Tasman Junior Test Series 2017.....	16
World Junior Women’s Team Championships 2017.....	17
World Doubles Championships 2017.....	18
Men's World Team Championships 2017 .....	19
World Junior Men’s Team Championships 2018 .....	20
Women’s World Team Championship 2018 .....	21
Commonwealth Games 2018.....	22
Appendix 1: Expectations.....	23
Appendix 2: International Events Calendar 2017-18.....	25
Appendix 3: Coach Development and Pathway.....	26
Appendix 4: Squash NZ High Performance Coaching Conflict of Interest Policy.....	28
Appendix 5: High Performance Coaches’ Charter .....	29
Appendix 6: Rankings.....	31
Appendix 7: Tournament Seedings.....	32
Appendix 8: Policies .....	33
Appendix 9: High Performance Parents’ Charter.....	34
Appendix 10: World Junior Squash Championships Policy.....	36
Appendix 11: Senior National Representative Team Travel Policy.....	38
Appendix 12: Funding Partners & Stakeholders .....	39
Appendix 13: Contact Details.....	40

## Introduction of High Performance Framework

The purpose of this High Performance Framework is to provide a reference document for anyone who seeks information on Squash New Zealand's High Performance Programme. This framework contains information on the High Performance Programme including squad structures and expectations of Programme members.

All selection criteria for squads and teams is contained within the SNZ Selection Policies 2017.

Squash New Zealand undertakes annual reviews of the High Performance Programme with the most significant review to date taking place in 2014. Squash New Zealand will appoint a High Performance Programme Manager to drive and plan all aspects of the High Performance Programme and to take full responsibility for the programme. A Strategic Plan for the High Performance through to 2022 has been developed and this will guide the HPPM's work. The appointment of the HPPM will occur in late 2016/early 2017 and until then there will be areas of the programme which will still be in development.

SNZ has a High Performance Advisory Panel to provide governance to the High Performance Programme. The High Performance Advisory Panel oversees the High Performance Programme. The HPAP will make recommendations on the format and structure of the various sections of the High Performance Programme. The HPAP does not have any formal delegated authority; but may make recommendations on key High Performance issues to the Squash New Zealand board and CE.

To achieve a shared vision it is important that all parties involved in the High Performance Programme are aware of the expectations and culture within this programme.

This framework is a "living" document and is published annually with updated plans. There will be consultation prior to publication to ensure that it reflects the wishes of all parties involved. This will ensure a culture for our high performance environment is set culminating in two things:

- An ability to achieve results at World Championships that meet or exceed set goals and expectations.
- The provision of a training environment which will enable them to transition to a genuinely international level of play and the ability for players to participate on the professional circuit.

Squash New Zealand's Mission for the High Performance Programme from the strategic plan is **"To create a High Performance environment that is cohesive, inclusive, supports growth, and produces players capable of learning and succeeding on the world stage."**

The expectations of the various parties involved in the Squash New Zealand High Performance Programme can be found in Appendix 1.

Various parties involved in the High Performance programme include, but is not limited to, Squash New Zealand, Players, Parents, Coaches, Referees and Selectors.

## Connection Between SNZ Strategic Plan and High Performance Plan

The Squash New Zealand strategic plan has “International Success” as a major strategic outcome for 2016-2021. The key objectives are:

- Develop and implement a long term strategic plan for the HP and talent development programme through to the 2022 Commonwealth Games,
- Provide a competition framework and pathways to support HP talent development,
- Establish programmes to support elite athletes, coaches and referees,
- Develop SNZ District HP hubs and talent development centres.

The High Performance Plan provides that pathway for athletes, coaches and officials enabling them to learn and develop to be the best in the world. Another part of that pathway is to develop a comprehensive competition strategy. This will include holding international events in New Zealand in order to provide a profile within New Zealand and to maintain New Zealand’s place in the international squash community.

International success is the ultimate promotion for a sport and it will improve the brand awareness of our sport. This in turn can attract sponsorship and government funding, and provides incentives and development for our players and coaches.

An increased profile is likely to increase participation and grow the sport. This then creates a greater potential pool of players for our High Performance Programmes. Therefore, the success of the High Performance Programme is critical in achieving sustainable growth and increased brand awareness in squash.

Underpinning our High Performance programme is the funding we get from High Performance Sport New Zealand (HPSNZ). This funding depends entirely on results at the following:

- Commonwealth Games,
- World Teams Championships,
- World Individual Championships,
- World Doubles Champs.

Success at these pinnacle events is critical to retaining funding from HPSNZ.

## Player Development and Squad Structure

A squad structure capable of adequately preparing players to progress through a pathway from District representation to winning medals at the Commonwealth Games is the cornerstone of Squash New Zealand's High Performance programme.

While HPSNZ provides some funding for its definition of High Performance athletes (athletes capable of winning medals at the next World Championships or Commonwealth Games), it is important that Squash New Zealand has a structure that can produce more athletes in this category. As such, the player development pathway and squad structure can be thought of as the 'machine' that feeds the upper echelons of the sport in New Zealand.

The structure and pathway of progression is equally important to the development of High Performance Coaches.

Squash New Zealand High Performance model can be found on the following pages. Efforts are made to provide opportunities for as many players as possible at lower levels/younger ages of the High Performance Programme. As players increase in age and ability, opportunities and squad places are fewer and expectations are higher. The national squads are as follow:

1. Junior Development Squads (JDS),
2. Elite Junior Boys Squads (EJB),
3. Elite Junior Girls Squads (EJG),
4. Young New Zealand Squad,
5. Senior New Zealand Squad.

International Teams include but are not limited to

1. Trans-Tasman Junior Test Series,
2. World Junior Men's Team Championships,
3. World Junior Women's Team Championships,
4. World Women's Team Championships,
5. World Men's Team Championships,
6. World Doubles Championships,
7. Trans-Tasman Masters Test Series,
8. Commonwealth Games Singles and Doubles.

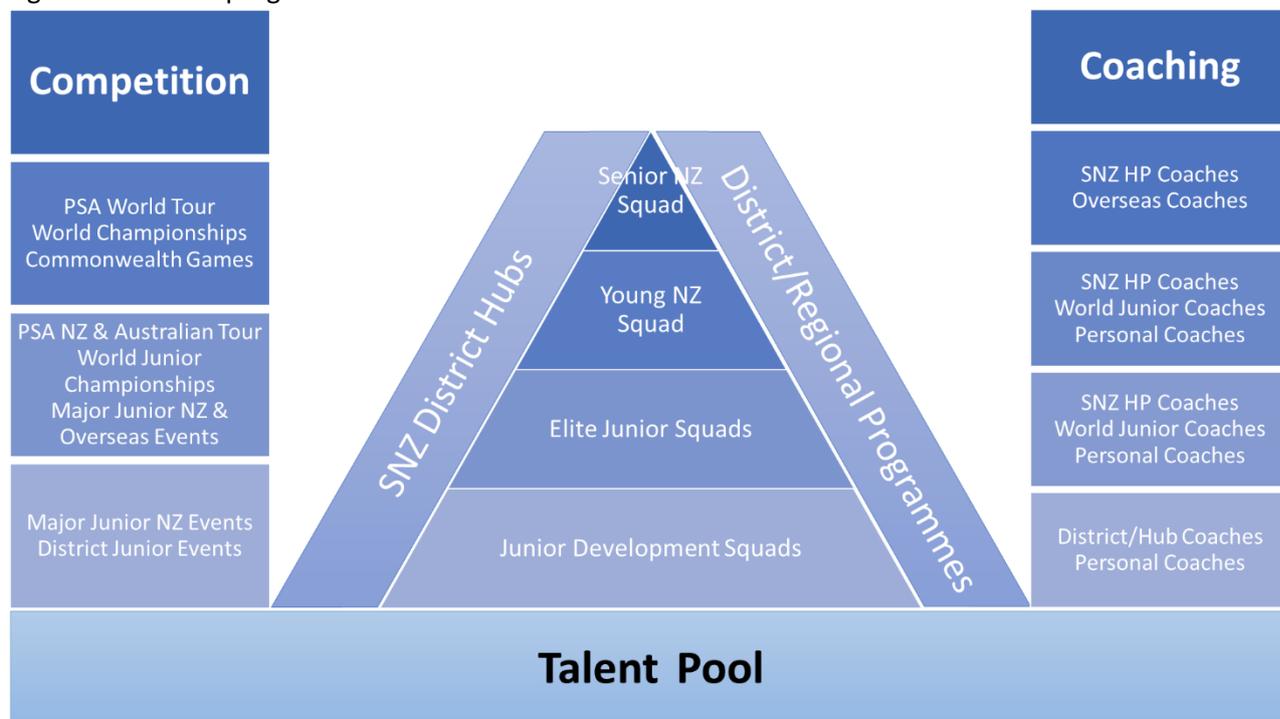
Squash New Zealand continues to investigate international opportunities for all players and will work to grow these areas within budgetary constraints.

A list of International events can be found in Appendix 2 at the back of this framework.

The purpose of the squad structure is to:

- Identify and implement a deliberate talent development pathway for players through to New Zealand representation and professional play.
- Provide year round plans and programmes for players.
- Provide a base of technically, tactically, physically and mentally prepared players from which New Zealand teams can be selected.
- Engage and up-skill coaches throughout the country.

In addition to the National player pathway and squad structure, each District should organise squad activity along similar lines. While this will vary from District to District, for the most part it may be assumed that the progression pathway exists. Bridging the gap between District and National squads are SNZ District Hubs. These SNZ District Hubs around the country are designed to foster High Performance activity. The diagram below offers a (simplified) national representation of the broader High Performance programme.



### Coaches

Squash New Zealand aims to support all coaches throughout New Zealand as well. Squash New Zealand provides a Coach Development and Pathway which can be found in Appendix 3.

Squash New Zealand also wishes to acknowledge that many of our High Performance Coaches will be undertaking numerous roles e.g. National Coaching positions, District Coaching positions and personal coaching. Squash New Zealand requires all High Performance Coaches to abide by the Coaching Conflict of Interest Policy found in Appendix 4.

All coaches involved in the High Performance Programme are required to abide by the High Performance Coaches Charter which can be found in Appendix 5.

### Players

It is important that all players understand how national ranking lists and tournament seedings are compiled. Information on these processes can be found in Appendix 6 and Appendix 7 respectively.

All other policies players must be aware of can be found in Appendix 8.

### Parents

Parents play a pivotal role in the development of our players. It is important for parents to understand their role within the development of players and to abide by the High Performance Parents Charter in Appendix 9.

## SNZ District Hubs 2017

The SNZ District High Performance Hubs ensure that more high performance activity (of a high quality) is able to take place around the country on a regular basis.

Hubs will run for a period of 20 weeks during Terms 2 and 3 and will operate from a central location in each district.

- Week Beginning 1st May 2017 to Week Beginning 3rd July 2017 (10 weeks total),
- Mid-Term Break (2 weeks total),
- Week Beginning 24<sup>th</sup> July 2017 to Week Beginning 25<sup>th</sup> September 2017 (10 weeks total).

Each SNZ District Hub will operate slightly differently, based on the unique factors of its geography and personnel. The SNZ District Hubs will be overseen by the High Performance Programme Manager and their structure will be established with the High Performance coaches in each district.

The Coaches of the SNZ District Hubs will meet for a compulsory development workshops in February/March 2017 to ensure consistency in what is being delivered around the country. The HPPM in conjunction with the Hub Coaches will produce all resources required for the sessions.

The SNZ District hubs in operation will be published on the Squash New Zealand website on an annual basis.

**Selection Criteria for SNZ District Hubs can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## Talent Development Centres 2017

The Talent Development Centres will be used as talent identification tools for each district as of 2017 onwards. The Talent Development Centres will be used to feed into district run programmes.

There will be 2 camps held each year in each district where Squash New Zealand approved High Performance coaches along with District Coaches will hold open days inviting all players in the Under 13 and Under 11 age groups to a day of skills testing. From there coaches will recommend players to be invited to District High Performance Programmes. Players will be identified based on several different areas.

Camp Open days will be organised between the HPPM and the district bodies but are expected to be held in February and July.

The objective of Talent Development Centres is to identify talented under 11 & 13 players and expose them to high quality technical, tactical and strength and conditioning coaching. They provide a coaching and educational development opportunity for players showing talent at district/national junior events.

**Selection Criteria for Talent Development Centres can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## Junior Development Squad 2017

### **Squad Goals:**

The aims of this squad are:

- To recognise and develop New Zealand's most talented young players,
- To introduce, educate and prepare players for, the demands of World Class Squash, future Elite Junior Squads and contention for selection to represent New Zealand at International Events,
- To produce players who can win medals at future World Junior Championships and/or gain selection into the Senior Representative Teams.

If it is considered that a player is not putting in the required effort to reach and/or maintain the standards stated for squad membership, they will be removed from the squad. There are four areas of consideration which are fully explained in the Selection Policy Document:

- Skills,
- Fitness,
- Movement,
- Values of players.

The composition of the squad will be made up as follows:

- Approximately 8 x Boys Under 15
- Approximately 8 x Boys Under 13
- Approximately 8 x Girls Under 15
- Approximately 8 x Girls Under 13

It is also important that players behaviour both whilst competing at events and outside of events reflects on not only their professionalism but also their dedication to their training and sport. Players who it is believed are not doing their utmost to maintain the High Performance values may be removed from the squads at any time.

Players will be required to submit regular training reports to the SNZ HPPM and the JDS Lead Coach (Robbie Wyatt) that reflect a commitment to a comprehensive training programme.

Communication with the JDS Lead Coach and HPPM is of key importance in the preparation of the squad and, therefore, failure to do so may result in the player being removed from the squad.

Over the season, the squad make up may change. All squad members are guaranteed invitation to the first camp, and the lead coach or selectors may remove players from the squad at any time.

### **2017 Camp Dates:**

- Midday Tuesday 24th January to Midday Thursday 26th January 2017,
- Saturday 25th February to Sunday 26th February 2017,
- Saturday 27th May to Sunday 28th May 2017,
- Saturday 26th August to Sunday 27th August 2017.

N.B. due to the size of the squads there will be 2 venues for each camp with girls and boys separated at each camp. Venue locations will be confirmed closer to the time with all camps being held in Auckland.

**Compulsory Events for 2017:**

All players must play in the following events:

- Oceania Junior Championships – Henderson Squash Club – 14th-17th April,
- AON NZ Junior Open - Cambridge Racquets Club – 21st-23rd April,
- NZ Junior Age Group Championships – Burnside Squash Club – 5th-8th October,
- and one of -
  - SI Age Group - Oamaru Squash & Badminton Club – 8th July to 10th July,
  - NI Age Group- Whangarei Squash Club– 14th July to 16th July.

Any player who is unable to compete in these events or attend the camps must provide a written response to the HPPM and the Lead Coach. Failure to provide an acceptable reason will see immediate removal from the squad.

**Coaching:**

Camps will be delivered by the Junior Development Squad Lead Coaches (Robbie Wyatt & TBC) with assistant coaches and/or professional players invited throughout the year.

**Selection Criteria for Junior Development Squads can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## Elite Junior Boys Squad 2017

### **Squad Goals:**

The major goals of this squad are:

- To prepare players for World Junior Championships,
- To encourage players to launch careers as squash professionals,
- To develop their game technically and tactically,
- To develop their physical capacity to compete at international level,
- To educate players about the lifestyle, mental and emotional demands of international squash.

If it is considered that a player is not putting in the required effort to reach and/or maintain the standards stated for squad membership, they will be removed from the squad. There are four areas of consideration which are fully explained in the Selection Policy Document:

- Skills,
- Fitness,
- Movement,
- Values of players.

It is also important that players behaviour both whilst competing at events and outside of events reflects on not only their professionalism but also their dedication to their training and sport. Players who it is believed are not doing their utmost to maintain the High Performance values may be removed at any time.

Players will be given individual programmes and specific individual goals that will be determined between the EJB/WJM Lead Coach, HPPM and players.

Players will be provided with a Strength & Conditioning programme designed to develop the following:

- Aerobic/Anaerobic Endurance,
- Strength/Power,
- Speed/Agility,
- Stability/Flexibility.

Players will be required to submit regular training reports to the SNZ HPPM and the EJB / WJM Lead Coach (TBC) that reflect a commitment to a comprehensive training programme.

Communication with the EJB/WJM Lead Coach and HPPM is of key importance in the preparation of the squad and, therefore, failure to do so may result in the player being removed from the squad.

Over the season, the squad make up may change. All squad members are guaranteed invitation to the first camp, and the lead coach or selectors may remove players from the squad at any time.

### **2017 Camp Dates:**

- Tuesday 10th January – Thursday 12th January 2017 @ National Squash Centre Auckland
- Saturday 4th March – Sunday 5th March 2017 @ National Squash Centre Auckland,
- Saturday 8th April – Sunday 9th April 2017 @ National Squash Centre Auckland,
- Saturday 9th September – Sunday 10th September 2017 @ National Squash Centre Auckland.

**Compulsory Events for 2017:**

All players must play in the following events:

- Oceania Junior Championships – Henderson Squash Club – 14th-17th April,
- AON NZ Junior Open - Cambridge Racquets Club – 21st-23rd April,
- NZ Junior Age Group Championships – Burnside Squash Club – 5th-8th October,
- and one of -
  - SI Age Group - Oamaru Squash & Badminton Club – 8th July to 10th July,
  - NI Age Group- Whangarei Squash Club– 14th July to 16th July.

Any player who is unable to compete in these events or attend the camps must provide a written response to the HPPM and the Lead Coach. Failure to provide an acceptable reason will see immediate removal from the squad.

In addition to these events players are encouraged to compete in PSA events in New Zealand. Players need to join the PSA to play in these events. Information on joining the PSA should be obtained from the HPPM. It is recognised that gaining International Exposure for players is important and attending international events is valuable experience but this is not compulsory for inclusion in the squads.

A specific tournament plan should be developed with each player taking into account specific training phases and tournaments.

**Coaching:**

Camps will be delivered by the EJB/WJM Lead Coach (TBC) along with assistant coaches and/or professional players throughout the year.

**Selection Criteria for invited Elite Junior Boys Squad can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## Elite Junior Girls Squad 2017

### **Squad Goals:**

The major goals of this squad are:

- To prepare players for World Junior Championships,
- To encourage players to launch careers as squash professionals,
- To develop their game technically and tactically,
- To develop their physical capacity to compete at international level,
- To educate players about the lifestyle, mental and emotional demands of international squash.

If it is considered that a player is not putting in the required effort to reach and/or maintain the standards stated for squad membership, they will be removed from the squad. There are four areas of consideration which are fully explained in the Selection Policy Document:

- Skills,
- Fitness,
- Movement,
- Values of players.

It is also important that players behaviour both whilst competing at events and outside of events reflects on not only their professionalism but also their dedication to their training and sport. Players who it is believed are not doing their utmost to maintain the High Performance values may be removed at any time.

Players will be given individual programmes and specific goals that will be determined between the EJG/WJW Lead Coach, HPPM and players.

Players will be provided with a Strength & Conditioning programme designed to develop the following:

- Aerobic/Anaerobic Endurance
- Strength/Power
- Speed/Agility
- Stability/Flexibility

Players will be required to submit regular training reports to the SNZ HPPM and the EJG / WJW Lead Coach (Joanne Williams) that reflect a commitment to a comprehensive training programme.

Communication with the EJG/WJW Lead Coach and HPPM is of key importance in the preparation of the squad and, therefore, failure to do so may result in the player being removed from the squad.

Over the season, the squad make up may change. All squad members are guaranteed invitation to the first camp, and the lead coach or selectors may remove players from the squad at any time.

### **2017 Camp Dates:**

- Saturday 3rd December – Monday 5th December 2016 @ National Squash Centre Auckland
- Tuesday 17th January – Friday 20th January 2017 @ Cambridge Racquets Club
- Friday 17th February – Sunday 19th February 2017 @ National Squash Centre
- Friday 24th March – Sunday 26th March 2017 @ National Squash Centre

**Compulsory Events for 2017:**

All players must play in the following events:

- Oceania Junior Championships – Henderson Squash Club – 14th-17th April,
- AON NZ Junior Open - Cambridge Racquets Club – 21st-23rd April,
- NZ Junior Age Group Championships – Burnside Squash Club – 5th-8th October.

Any player who is unable to compete in these events or attend the camps must provide a written response to the HPPM and the Lead Coach. Failure to provide an acceptable reason will see immediate removal from the squad.

In addition to these events players are encouraged to compete in PSA events in New Zealand. Players need to join the PSA to play in these events. Information on joining the PSA should be obtained from the HPPM. It is recognised that gaining International Exposure for players is important and attending international events is valuable experience but this is not compulsory for inclusion in the squads.

A specific tournament plan should be developed with each player taking into account specific training phases and tournaments.

**Coaching:**

Camps will be delivered by the EJG/WJW Lead Coach (Joanne Williams) along with assistant coaches and/or professional players throughout the year.

**Selection Criteria for invited Elite Junior Girls Squad can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## Young New Zealand Squad 2017

The Young New Zealand Squad is aimed at developing young players and those who have recently left the junior ranks to help them to become professional squash players.

The major goals of this squad are:

- To prepare players for the Professional Squash Circuit,
- To help develop their game technically and tactically,
- To develop their physical capacity to compete at international level,
- To support and mentor players through the next stage of their playing career.

If it is considered that a player is not putting in the required effort to reach and/or maintain the standards stated for squad membership, they will be removed from the squad. Each player will have an Individual Performance Plan (IPP) developed alongside the HPPM. This IPP will determine the players activities and individual goals for the year. Failure to adhere to the IPP will see removal from the programme.

All players in the squad will be contracted to Squash New Zealand and will be expected to meet their obligations within their contract. Failure to do so may see removal from the squad and a cancellation of their contract.

It is also important that players behaviour both whilst competing at events and outside of events reflects on not only their professionalism but also their dedication to their training and sport. Players who it is believed are not doing their utmost to maintain the High Performance values may be removed at any time.

Players will be required to submit regular training reports to the SNZ HPPM that reflect a commitment to a comprehensive training programme.

### **2017 Meet Dates:**

Squash New Zealand will facilitate a number of meets between the players, High Performance Coaches and other contractors throughout the season. These meets are designed to provide players with valuable training opportunities as well as allowing players to meet with the HPPM and other relevant SNZ staff, coaches and contractors on a regular basis.

Dates for the meets are as follow:

- Tuesday 6<sup>th</sup> December – Friday 9<sup>th</sup> December 2016,
- Tuesday 13<sup>th</sup> December – Friday 16<sup>th</sup> December 2016,
- Monday 23<sup>rd</sup> January – Thursday 26<sup>th</sup> January 2017,
- Monday 20<sup>th</sup> February – Thursday 23<sup>rd</sup> February 2017,
- Monday 27<sup>th</sup> March – Thursday 30<sup>th</sup> March 2017,
- Monday 29<sup>th</sup> May – Thursday 1<sup>st</sup> June 2017,
- Monday 28<sup>th</sup> August – Thursday 31<sup>st</sup> August 2017,
- Monday 25<sup>th</sup> September – Thursday 28<sup>th</sup> September 2017.

All meets will be held in Auckland with training run out of the National Squash Centre.

**Doubles Camp:**

Squash New Zealand will run a wider squad for selection for the 2017 World Doubles Championship. This will be an opportunity for players to experience doubles in a wider group environment.

The date for the Doubles Camp in 2017 will be Tuesday 2<sup>nd</sup> May – Thursday 4<sup>th</sup> May at National Squash Centre.

**High Performance Camp:**

A larger camp with invited speakers, coaches and other personnel will be run during the season. This camp is expected to be used as a focussed camp to expose players to a variety of other areas for their training and public exposure.

The date for this camp will be Tuesday 11<sup>th</sup> July – Thursday 13<sup>th</sup> July 2017.

The High Performance Programme Manager will be in touch with all players to discuss logistics of the above activities.

**Selection Criteria for the Young New Zealand Squad can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## Senior New Zealand Squad 2017

The Senior New Zealand Squad is aimed at supporting our senior professional players on their pathway to becoming elite professional squash players.

The major goals of this squad are:

- To support players competing full time on the Professional Squash Circuit
- To support and mentor players through the each stage of their playing career

If it is considered that a player is not putting in the required effort to reach and/or maintain the standards stated for squad membership, they will be removed from the squad. Each player will have an Individual Performance Plan (IPP) developed alongside the HPPM. This IPP will determine the players activities and individual goals for the year. Failure to adhere to the IPP will see removal from the programme.

All players in the squad will be contracted to Squash New Zealand and will be expected to meet their obligations within their contract. Failure to do so may see removal from the squad and a cancellation of their contract.

It is also important that players behaviour both whilst competing at events and outside of events reflects on not only their professionalism but also their dedication to their training and sport. Players who it is believed are not doing their utmost to maintain the High Performance values may be removed at any time.

Players will be required to submit regular training reports to the SNZ HPPM that reflect a commitment to a comprehensive training programme.

### **2017 Meet Dates:**

All Senior New Zealand Squad Players are encouraged to attend the Young New Zealand Squad meets in Auckland to gain regular access to other players, High Performance Coaches and other contractors. These meets are designed to provide players with valuable training opportunities as well as allowing players to meet with the HPPM and other relevant SNZ staff, coaches and contractors on a regular basis.

Dates for the meets are as follow:

- Tuesday 6<sup>th</sup> December – Friday 9<sup>th</sup> December 2016,
- Tuesday 13<sup>th</sup> December – Friday 16<sup>th</sup> December 2016,
- Monday 23<sup>rd</sup> January – Thursday 26<sup>th</sup> January 2017,
- Monday 20<sup>th</sup> February – Thursday 23<sup>rd</sup> February 2017,
- Monday 27<sup>th</sup> March – Thursday 30<sup>th</sup> March 2017,
- Monday 29<sup>th</sup> May – Thursday 1<sup>st</sup> June 2017,
- Monday 28<sup>th</sup> August – Thursday 31<sup>st</sup> August 2017,
- Monday 25<sup>th</sup> September – Thursday 28<sup>th</sup> September 2017.

All meets will be held in Auckland with training run out of the National Squash Centre.

**Doubles Camp:**

Squash New Zealand will run a wider squad for selection for the 2017 World Doubles Championship. This will be an opportunity for players to experience doubles in a wider group environment.

The date for the Doubles Camp in 2017 will be Tuesday 2<sup>nd</sup> May – Thursday 4<sup>th</sup> May at National Squash Centre.

**High Performance Camp:**

A larger camp with invited speakers, coaches and other personnel will be run during the season. This camp is expected to be used as a focussed camp to expose players to a variety of other areas for their training and public exposure.

The date for this camp will be Tuesday 11<sup>th</sup> July – Thursday 13<sup>th</sup> July 2017.

The High Performance Programme Manager will be in touch with all players to discuss logistics of the above activities.

**Selection Criteria for the Senior New Zealand Squad can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## Trans-Tasman Junior Test Series 2017

The Trans-Tasman Junior Test Series provides international exposure to talented New Zealand junior players at a younger age. The Test Series will be played either immediately before, or immediately after, the Oceania Junior Age Group Championships each year.

In 2017 both Australia and New Zealand will field a team with the following number of players:

- 2 x Under 13 Boys,
- 2 x Under 13 Girls,
- 2 x Under 15 Boys,
- 2 x Under 15 Girls,
- 2 x Under 17 Boys,
- 2 x Under 17 Girls,
- 4 x Under 19 Girls\*,
- 2 x Under 19 Boys.

\*The higher number of girls is to provide preparation for the 2017 World Junior Women's Championships to allow for increased international exposure and preparation.

All players will play both players in their age group from the Australian team. The only exception will be in the Under 19 Age Group where the Girls will only play 2 players from the opposing country.

The 2017 Trans-Tasman Junior Test Series and the Oceania Junior Champs will be held at Henderson Squash Club, 63 Buscomb Ave, Henderson, Auckland 0610, New Zealand. The dates for both events are as follow:

- Oceania Junior Championships – Friday 14th January to Monday 17th April,
- Trans-Tasman Test Series – Tuesday 18th and Wednesday 19th April.

The Trans-Tasman Test Series is user-pays. Squash New Zealand will organise:

- Accommodation (Trans-Tasman Test Series Only 18th & 19th April),
- Uniforms,
- Coach/Manager support,
- Food (main meals only).

Costs will be on-charged to players and at this stage are expected to be around \$500.

Coaching support, including hitting sessions before and during the test series, will be provided for the team members.

All team members are required to meet at the Henderson Squash Club at 9am on Tuesday 18th April and will depart at check-out on Thursday 20th April.

**Selection Criteria for Trans-Tasman Junior Test Series can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

## World Junior Women's Team Championships 2017

### **Introduction:**

The National Junior Selectors will determine the athletes to be selected to attend the 2017 World Junior Championships event on behalf of Squash New Zealand. The World Junior Women's Team Coach will also give their input into selection.

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the needs of Squash New Zealand at this time.

The 2017 World Junior Championships will be held in Tauranga, New Zealand from 19<sup>th</sup>-29<sup>th</sup> July 2017.

**Selection Criteria for World Junior Women's Team can be found within the SNZ Selection Policies and Guidelines 2017 Document.**

### **Team Announcements:**

- Four players will be named in the team,
- A reserve will be named who will replace any team member forced to withdraw prior to the event, until this scenario occurs, the reserve will not be classed as a team member,
- Squash New Zealand encourages any other squad members, including the non-travelling reserve, who wish to travel to the Championships of their own accord to do so. However it should be noted that all travel, accommodation and entry arrangements will need to be made by the individual,
- Only team members will be issued with New Zealand uniforms and playing gear,
- The team and the non-travelling reserve will be announced by the week ending 25th May 2017

### **Team Preparation:**

After the team has been named, a team preparation plan for the final eight weeks prior to departure will be developed.

It will be mandatory for selected players to participate in events and training days as required.

Further details of the plan will be confirmed closer to the time.

Players travelling to the World Junior Championships will be required to contribute \$1,750 + GST per player towards the cost of the trip.

### **Coach/Manager:**

The coach/manager who will accompany the team at the 2017 World Junior Womens' Championships will be (Joanne Williams).

The World Junior Squash Championships Policy can be found in Appendix 10 of this Framework.

## World Doubles Championships 2017

### **Introduction:**

The World Doubles Championships will take place from Monday 1st - Friday 5th August 2017 in Manchester, England.

The National Senior Selectors will determine the athletes to be selected to attend the event on behalf of Squash New Zealand. The World Doubles Team Manager/Coach will also have input into the selection of the team

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the needs of Squash New Zealand at this time.

**Selection Criteria for World Doubles Championships can be found within the SNZ Selection Policies and Guidelines 2017.**

### **Team Announcements:**

The team will be announced by the week ending 2<sup>nd</sup> June 2017.

### **Manager:**

The manager who will accompany the team at the 2017 World Doubles Championships will be (TBC).

The policy for Senior National Representative Team Travel can be found in Appendix 11 of this framework.

## Men's World Team Championships 2017

### **Introduction:**

The Men's World Team Championships will take place from 28<sup>th</sup> November – 3<sup>rd</sup> December 2017 in France.

The National Senior Selectors will determine the athletes to be selected to attend the event on behalf of Squash New Zealand. The World Mens' Team Manager will also have input into the selection of the team

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the needs of Squash New Zealand at this time.

**Selection Criteria for World Men's Team Championships can be found within the SNZ Selection Policies and Guidelines 2017.**

### **Team Announcements:**

The team will be announced by the week ending 6th October 2017.

### **Manager:**

The manager who will accompany the team at the 2017 World Men's Team Championships will be (Kashif Shuja).

The policy for Senior National Representative Team Travel can be found in Appendix 11 of this framework.

## World Junior Men's Team Championships 2018

### **Introduction:**

The National Junior Selectors will determine the athletes to be selected to attend the 2018 World Junior Championships event on behalf of Squash New Zealand. The World Junior Men's Team Coach will also give their input into selection.

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the needs of Squash New Zealand at this time.

The 2018 World Junior Championships will be held in (TBC).

**Selection Criteria for World Junior Men's Team can be found within the SNZ Selection Policies and Guidelines 2018 Document.**

### **Team Announcements:**

- Four players will be named in the team,
- A non-travelling reserve will be named who will replace any team member forced to withdraw prior to the event, until this scenario occurs, the non-travelling reserve will not be classed as a team member,
- Squash New Zealand encourages any other squad members, including the non-travelling reserve, who wish to travel to the Championships of their own accord to do so. However it should be noted that all travel, accommodation and entry arrangements will need to be made by the individual,
- Only team members will be issued with New Zealand uniforms and playing gear.

### **Team Preparation:**

After the team has been named, a team preparation plan for the final eight weeks prior to departure will be developed. This plan will be announced in the 2017/18 High Performance Framework.

It will be mandatory for selected players to participate in events and training days as required. Further details of the plan will be confirmed closer to the time.

Players travelling to the World Junior Championships will be required to contribute towards the cost of the trip. The final contribution will be determined in the 2017/18 High Performance Framework.

### **Coach/Manager:**

The coach/manager who will accompany the team at the 2018 World Junior Men's Championships will be (TBC).

The World Junior Squash Championships Policy can be found in Appendix 10 of this Framework.

## Women's World Team Championship 2018

### **Introduction:**

The Women's World Team Championships will take place in 2018 location and dates (TBC).

The National Senior Selectors will determine the athletes to be selected to attend the event on behalf of Squash New Zealand. The World Womens' Team Manager will also have input into the selection of the team

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the needs of Squash New Zealand at this time.

**Selection Criteria for World Women's Team Championships can be found within the SNZ Selection Policies and Guidelines 2018.**

### **Manager:**

The manager who will accompany the team at the 2018 World Women's Team will be (TBC).

The policy for Senior National Representative Team Travel can be found in Appendix 11 of this framework.

## Commonwealth Games 2018

The majority of Squash New Zealand's High Performance Programme is funded by High Performance Sport New Zealand. This funding is dependent on medals won at Commonwealth Games and World Championship events. 2018 is therefore an extremely important year for the Squash New Zealand High Performance Programme, with results required to ensure its on-going funding and success.

In order to give ourselves the best possible chance of achieving these results, preparation for the Commonwealth Games will take a high priority for the 2 years leading up to the event. Because the New Zealand Olympic Committee (NZOC) selects our Commonwealth Games team, players need to make the most of any opportunities to achieve results that will influence the NZOC selection panel. The selection criteria (agreed upon by NZOC and Squash NZ) can be found on the Squash New Zealand website.

## Appendix 1: Expectations

### **Expectations of Squash New Zealand:**

Squash New Zealand is expected to provide players of each of the national squads with:

- An appropriately qualified coach
- A training programme
- Competition and training opportunities
- International competition (where appropriate)
- Information (e.g. HP Framework, scholarship or funding opportunities).

Squash New Zealand will put in place a series of player agreements for all players in National Squads. These contracts are to clarify the responsibilities of Squash New Zealand and the players so that players make informed decisions before joining a squad.

### **Expectations of Players:**

Players in all National squads are expected to:

- Be available for selection for international competition,
- Adhere to the training programme established by the SNZ coaching team,
- Participate in designated tournaments as described in selection policies,
- Maintain pre-determined levels of fitness as established between lead coaches, players and their strength and conditioning coach,
- Meet pre-determined playing performances as described in each player's individual performance plan,
- Advise Squash New Zealand or the squad coach of any injury as soon as the injury occurs,
- Abide by the Player's Code of Conduct,
- Adhere to Squash New Zealand's policy of Drug Testing as implemented by Drug Free Sport NZ.

Elite players are, through their performance and behaviour, a reflection of the quality of the Squash New Zealand High Performance Programme.

As such, players must train with a level of commitment that is in keeping with their own and Squash New Zealand's stated goals. Players will need to ensure that their off-court activities will contribute to the attainment of their squash goals.

### **Expectations of Parents:**

Parents play a very important role in the development of players and therefore are a part of the High Performance Programme. Communication between coaches, administrators and parents is crucial to ensure a consistent message is portrayed to players. It is important parents understand the commitment required of High Performance athletes.

### **Expectations of Coaches:**

Squash New Zealand's High Performance coaches will:

- Plan, monitor and evaluate periodised training programmes,
- Provide on-court coaching at a level appropriate for each player,
- Recognise that while competition results are important to the High Performance Programme, they will not be sought at the expense of the health and well-being of coaches or players,

- Reflect on their coaching performance in order to learn more about their own strengths and weaknesses,
- Contribute to the long-term development of New Zealand squash by recognising and respecting other coaches and working together,
- Acknowledge that constructive feedback will contribute to the development and improvement of the High Performance Programme,
- Acknowledge that destructive criticism of other coaches is detrimental not only to the coaches concerned, but to the whole environment of squash in New Zealand,
- Abide by the coaches charter,
- Abide by the Squash New Zealand High Performance Coaching Conflicts of Interest Policy.

Where District coaches are working with players in the national squads, they will be required to submit reports to Squash New Zealand during the year. These reports will contain information on their work as a coach, the District Programme as a whole and relevant individual player information.

#### **Expectations of Referees:**

An important part of preparing players for international competition is to ensure that a player abides by the rules and laws of squash. It is vital that players understand these requirements before they compete in international events.

Therefore, referees need to adjudicate at domestic tournaments on a regular basis. In addition to this, referees should make coaches aware of any players in their squads who are likely to be faulted by referees.

Referees have a responsibility to make High Performance coaches aware of any changes in interpretation of rules or laws as well as discussing likely scenarios that could occur at International level.

#### **Expectations of Selectors:**

The selectors must understand the goals of the High Performance Programme. In doing this they will then have an understanding of where various training programmes fit into the annual plan. They must have a close working relationship with the HPPM.

Selectors will attend tournaments as required and, if requested, training camps. They will liaise with coaches / managers, with the other selection panels and have a high level of knowledge of the requirements of International Squash and the standards of performance required.

## Appendix 2: International Events Calendar 2017-18

**Event:** 2017 Oceania Junior Championships  
**When:** Friday 14th – Monday 17th April 2017  
**Where:** Henderson Squash Club, 63 Buscomb Ave, Henderson, Auckland 0610, New Zealand

**Event:** 2017 Trans-Tasman Junior Test Series  
**When:** Tuesday 18th – Wednesday 19th April 2017  
**Where:** Henderson Squash Club, 63 Buscomb Ave, Henderson, Auckland 0610, New Zealand

**Event:** 2017 World Masters Games  
**When:** Friday 21st April - Sunday 30th April 2017  
**Where:** North Shore Squash Club, Auckland

**Event:** 2017 World Junior Championships – Junior Women’s Teams Event  
**When:** Wednesday 19th – Friday 28th July 2017  
**Where:** Tauranga, New Zealand

**Event:** 2017 World Doubles Championships  
**When:** Monday 1st August – Friday 5th August 2017  
**Where:** Manchester, England

**Event:** 2017 World Mens’ Team Championships  
**When:** Tuesday 28th November – Sunday 3rd December 2017  
**Where:** TBC, France

**Event:** 2017 World Mens’ and Women’s Individual Championships  
**When:** Saturday 9th – Sunday 17th December 2017  
**Where:** Manchester, England

**Event:** 2018 Oceania Junior Championships and Trans-Tasman Junior Test Series  
**When:** TBC  
**Where:** TBC, Australia

**Event:** 2018 Commonwealth Games  
**When:** Wednesday 4th April to Sunday 15th April  
**Where:** Gold Coast

**Event:** 2018 World Junior Championships – Junior Mens Teams Event  
**When:** TBC  
**Where:** TBC

**Event:** 2018 World Womens’ Team Championships  
**When:** TBC  
**Where:** TBC

## Appendix 3: Coach Development and Pathway

### Introduction

Coaching is about sharing knowledge, experience, making squash fun and helping others to reach their potential. Squash New Zealand believes that coaches are critical to helping people fall in love with squash by enabling more people to play, more often and with greater success. To enable this to happen, Squash New Zealand needs capable coaches at all stages of the athlete pathway.

### Strategic Coaching Plan

Established in 2009, [Squash New Zealand's Strategic Coaching Plan](#) aligns to [Sport New Zealand's Coaching Strategy](#). At the heart of the strategy is an 'athlete-centred approach' to coaching - good coaching is all about the athlete receiving the support they need to enjoy their sport and fulfil their potential at whatever level that may be. Implicit in this approach is the need to provide the opportunity for coaches to seek 'continual development' and become world class within their coaching community.



Five priority areas have been developed and each outlines a range of focuses and deliverables that guide our coach development direction. Central to achieving our vision is building self-sustaining communities of practice within each District (through developing regional CoachForce leaders).

### Athlete Pathway

As athletes at different stages of their life have different coaching needs, Squash New Zealand's Strategic Coaching Plan has identified three broad coaching communities:

- Club and School – Learn and Participate
- District Performance - Perform
- International HP - Excel

Within each coaching community are specific playing communities that outline the various stages that people experience on their lifelong squash journey.



There are no firm lines of separation between the three coaching communities and some coaches have the skills to operate across a number of the communities on a regular basis. This means the role of a squash coach is the same regardless of the coaching community in which they operate.

### Coach Development Framework

Aligned to the Athlete Pathway, Squash New Zealand’s National Coach Development Framework provides squash coaches with the ability to choose what areas they want to upskill in to effectively meet the age and developmental needs of the players they work with. There are also opportunities for coaches to extend learning through extension modules.



The Coach Development Framework is delivered regionally by trained CoachForce Facilitators. This provides flexibility to each District to suit the needs of their people. To complete the International HP qualification, coaches are required to complete modules 14-17 and extension modules 1a, 1b, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12 and 13. A range of informal learning opportunities are also available to help squash coaches improve their performance and involvement in the coaching community (e.g. National Coaching Conference).

### Coaches Code of Ethics

The Squash New Zealand Strategic Coaching Plan identifies five key values that underpin great coaching in all settings: commitment, enjoyment, teamwork, excellence and integrity. Squash New Zealand actively encourages all coaches to adhere to the Squash New Zealand Coaches Code of Ethics (see Appendix 12).

**Squash New Zealand Coaching Pathway: [nzsquash.co.nz/coach/pathway.cfm](https://nzsquash.co.nz/coach/pathway.cfm)**

## Appendix 4: Squash NZ High Performance Coaching Conflict of Interest Policy

### **Potential Conflicts of Interest:**

Squash New Zealand utilise the services of several contracted coaches to assist in the delivery of its High Performance Programme. Often, these coaches also undertake private individual work or are attached to work within district programmes. As a result, there may be occasions where a conflict of interest arises between contracted coaches and members of the High Performance Squad within which they work. Squash New Zealand would like to make its stance clear when any potential conflicts arise.

### SNZ Contracted Hours:

During hours when coaches are contracted by SNZ, they are required to ensure that they offer a consistent level of attention, advice and feedback to all members of the squad they are working with. This is done verbally during, and through written reports following, training camps.

On occasions, coaches may be contracted to accompany and assist players during international events. When 2 members of the Squad compete against each other overseas- coaches must remain impartial.

### Outside of SNZ Contracted Hours:

Outside of 'camp hours', coaches are free to undertake additional coaching work privately, club based or within district programmes. However, a conflict of interest may arise when a player with whom they work privately competes against a member of the SNZ High Performance Squad with which they work.

In this situation, SNZ would expect the coach to refrain from any involvement during the match by offering advice to the player between games.

However, if a conversation takes place with the squad member and parent prior to the start of the match and it is agreed that the coach may help the opposing player, any conflict of interest is removed.

## Appendix 5: High Performance Coaches' Charter

### **Code of Ethics**

Respect the rights, dignity and worth of every individual athlete as a human being.

- Treat everyone equally regardless of sex, disability, ethnic origin or religion.
- Respect the talent, developmental stage and goals of each athlete in order to help each athlete reach their full potential.

### **Maintain high standards of integrity**

- Operate within the rules of the sport and in the spirit of fair play, while encouraging your athletes to do the same.
- Advocate for a sporting environment free of drugs and other performance-enhancing substances within the guidelines of the New Zealand Sports Drug Agency and the World Anti-Doping Code.
- Do not disclose any confidential information relating to athletes without their prior written consent.

### **Be a positive role model for your sport and athletes and act in a way that projects a positive image for coaching**

- All athletes are deserving of equal attention and opportunities
- Ensure the athletes time spent with you is a positive experience
- Be fair, considerate and honest with the athletes
- Encourage and promote a healthy lifestyle – refrain from smoking and drinking alcohol around athletes

### **Professional responsibilities**

- Display high standards in your language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport – this includes opponents, coaches, officials, administrators, the media, parents and spectators.
- Encourage your athletes to demonstrate the same qualities.
- Be professional and accept responsibility for your actions.
- You should not only refrain from initiating a sexual relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- Accurately represent personal coaching qualifications, experience, competence and affiliations.
- Refrain from criticism of other coaches and athletes.

### **Make a commitment to providing a quality service to your athletes.**

- Seek continual improvement through ongoing coach education, and other personal and professional development opportunities.
- Provide athletes with planned and structured training programmes appropriate to their needs and goals.
- Seek advice and assistance from professionals when additional expertise is required.
- Maintain appropriate records.

**Provide a safe environment for training and competition.**

- Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
- Ensure equipment and facilities meet safety standards.
- Ensure equipment, rules, training and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the athletes.
- Show concern and caution towards sick and injured athletes.
- Allow further participation in training and competition only when appropriate.
- Encourage athletes to seek medical advice when required.
- Provide a modified training programme where appropriate.
- Maintain the same interest and support toward sick and injured athletes as you would to healthy athletes.

**Protect your athletes from any form of personal abuse.**

- Refrain from any form of verbal, physical or emotional abuse towards your athletes.
- Refrain from any form of sexual or racial harassment, whether verbal or physical.
- Do not harass, abuse or discriminate against athletes on the basis of their sex, marital status, sexual orientation, religious or ethical beliefs, race, colour, ethnic origins, employment status, disability or distinguishing characteristics.
- Any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development.
- Be alert to any forms of abuse directed towards athletes from other sources while in your care.

**Coaches should:**

- Be treated with respect and openness
- Have access to self – improvement opportunities
- Be matched with a level of coaching appropriate to their ability

**Coaches must agree to the following terms by:**

1. Agreeing to abide by the Coaches' Code of Ethics.
2. Acknowledging that Squash New Zealand may take disciplinary action against them if they breach the Code of Ethics. Understand that Squash New Zealand is required to implement a complaints procedure in accordance with the principles of natural justice in the event of an allegation against them.

Acknowledging that disciplinary action against them for a proven or established breach may include de-registration of their qualification, depending on the seriousness of the breach.

## Appendix 6: Rankings

### **Senior Rankings:**

Squash New Zealand will produce two results based ranked lists per season (July and November) and these will be published on the Squash New Zealand website.

The results-based ranking list will be based on performances throughout the season at key national events and PSA results.

Selectors may take into account head to head results at major tournaments, finishing positions at major tournaments, and grading points. It will by necessity be a subjective ranking list, based on the opinions of the selectors.

NB: For players to be eligible for these lists they must have played:

- Senior National Championships – Havelock North Squash Club & Hastings Squash & Tennis Club, June 30 – July 2

Plus at least one of:

- Cousins Shield/Mitchell Cup (Herne Bay Ponsonby Rackets Club, 2-4 June),
- North Island Championships (SquashGym Palmerston North, 8-11 June),
- South Island Championships (Otago Squash Club, 28-30 July),
- International or Local PSA Events.

### **Junior Ranking Lists:**

Squash New Zealand will produce three results based ranked lists per season (May, July and October) and these will be published on the Squash New Zealand website. The 15<sup>th</sup> of each of these months will be used to determine players eligibility for age groups.

The results-based ranking list will use performances throughout the season at key ranking events.

Selectors will take into account head to head results, finishing positions at major tournaments as well as grading points. It will be a subjective ranking list, based on the considered opinions of the selectors.

To appear on the October National ranking list players must have played in:

- New Zealand Junior Open (April 21-23, Cambridge Racquets Club & Leamington Squash Club),
- New Zealand Junior Nationals (October 5-8, Burnside Squash Club).

Plus at least one of the following:

- South Island Age Group Championships (Oamaru Squash & Badminton Club, July 8-10),
- North Island Age Group Championships (Whangarei Squash Club, July 14-16).

N.B. Exception may be given to the Under 11 Age Groups.

### **Appearing On Older Age Group Lists:**

Where players are deemed by the selectors to be ranked high enough to appear on an older age groups list it will be at the selectors discretion to include or exclude them from that age group.

## Appendix 7: Tournament Seedings

All National Events will be seeded by the appropriate selectors according to the latest National Rankings. For further information on the methodology used to compile National Rankings please review the relevant section in this document. This methodology will also be used to seed New Zealand player series events (if applicable) and other tournaments as required. Where a player entering a Senior National Event does not feature on the latest ranking list for reasons of inactivity or injury, the National Senior Selectors will make a judgement call on where best to seed them.

Please note that the selectors may seed any tournament if they judge this to be beneficial to selecting a national team.

### **Team Events**

The National Selectors will seed team events including Cousins Shield, Mitchell Cup and Junior and Senior National Teams events using the following priorities:

- Total Grading List points (excluding reserves)
- Likely head to head results.

### **Note**

The selection panel reserves the right to include/exclude players in exceptional circumstances. The national selector's decisions on seedings will be final and no discussion will be entered into around these.

## Appendix 8: Policies

The following policies can be found on the Squash New Zealand website and should be adhered to:

- Squash New Zealand Court Attire Standards (<http://nzsquash.co.nz/content/About Us/Our Policies and Recommendations/Squash%20NZ%20Clothing%20Policy.pdf>)
- Squash New Zealand Anti-Match-Fixing policy (<http://nzsquash.co.nz/content/About Us/Our Policies and Recommendations/Squash%20NZ%20Anti-Match-Fixing%20and%20Sports%20Betting%20Policy.pdf>)
- Squash New Zealand Drug Free Sport Anti-Doping Policy (<http://nzsquash.co.nz/high-performance/anti-doping.cfm>)
- Squash New Zealand Disputes and Disciplinary Policy (<http://nzsquash.co.nz/content/About Us/Our Policies and Recommendations/Squash%20NZ%20Disputes%20and%20Disciplinary%20Policy.pdf>)
- Squash New Zealand Selection Policies can be found on the Squash New Zealand website (<http://nzsquash.co.nz/high-performance/international-events.cfm>)
- Squash New Zealand's Code of Conduct (<http://nzsquash.co.nz/content/About Us/Our Policies and Recommendations/Squash%20NZ%20Code%20of%20Conduct.pdf>)

## Appendix 9: High Performance Parents' Charter

### Role of the Parents

- To provide encouragement and support to their children
- To provide them with tangible help with their diet on a daily basis, based on players' individual nutritional requirements.
- To ensure prompt timekeeping for all squash-related matters.
- To assist with communication with the Squash New Zealand Office.
- To assist with maintaining a balanced lifestyle. For example, juggling squash, school work and social time so that they do not impact on each other detrimentally.
- To encourage good discipline and behaviour on court (critical).
- To direct any worries, problems or issues through the Squash New Zealand office immediately.
- To be aware that members of a National Squad not only represent their clubs and district but also their country – New Zealand.
- To help their child become self-responsible.

### Parents Attending World Championship Events

Squash New Zealand welcomes the support of all parents at World Championship events. However, it is of critical importance that clear expectations are outlined and understood from the outset. These are put in place to avoid unnecessary conflict or upsets during the event.

### Travel to and from the World Championships Venue

New Zealand teams will:

- Meet at the Squash New Zealand Office;
- Check in for flights together;
- Be seated on all flights together
- Make connecting transfers together

Parents may book the same flights, but this must be done independently.

### Accommodation

The Team will:

- Check into hotels together;
- Have two twin rooms (two players in each) and one single room (coach)

Parents are welcome to book the same hotels, but this must be done independently and cannot share with their child.

### Team Meetings

Regular team meetings will be held during the event. Times and locations will be set by the coach/manager.

Parents are NOT invited to team meetings.

### Coaching

The coach/manager is responsible for ALL coaching during the event. During the individual event, if two players are playing simultaneously, the coach may assign another team member to offer coaching support.

Parents are NOT able to coach players during matches.

**Breakfast**

The Team will have a daily routine of meeting for breakfast at a time agreed and set by the coach/manager.

Parents are NOT invited to join the team for breakfast.

**Meal Times**

The Team will arrange to eat together whenever possible throughout the event.

Parents may be invited to join The Team for lunch or dinner occasionally as decided by the coach/manager. In this instance, parents will be responsible for the cost of their own meals.

## Appendix 10: World Junior Squash Championships Policy

### Introduction

The World Junior Championships is generally the only aspect of Squash New Zealand's Junior Development Programme which involves a nationally selected team participating in an International Championship.

Participation involves a substantial financial contribution by both Squash New Zealand and the selected players. Therefore it is essential that the planning and preparation for this event be grounded on a firm philosophical base.

### Reasons for Participation

- This is an opportunity to evaluate our players in the context of the World Junior scene,
- It provides an opportunity for our best junior players to experience a truly International event, and to measure themselves against their peers,
- It provides a strong focus and motivation for junior players.

Squash New Zealand will send players to the World Junior Championships only if the eligible players are considered good enough to achieve the performance targets outlined in the High Performance Strategic Plan and to represent New Zealand with distinction.

- The teams will be primarily selected from the Elite Junior Boys'/Junior Girls' Squads
- The team will be selected at least six weeks prior to the start of the World Junior Championships.

There are a number of advantages in selecting a team based on the above.

- It allows the coach to develop an effective working relationship with the players,
- Players can undertake a long-term training and preparation programme specifically designed to produce peak performances at the World Junior Championships,
- Final selection of players can be made in light of long-term progress, performance and results in both training and competition,
- Participation in the World Junior Championships can be seen to be part of the longer term development strategy adopted by Squash New Zealand,
- Players and their families have time to plan and finance their contribution to the cost of New Zealand attending the Championships.

### Team Selection Notes

- In addition to the selection criteria outlined in the Selection Policy document, the selection shall be based on the training and results of the potential World Junior Championships squad members
- The Junior Selectors will select the team which will be ratified by the Squash New Zealand board. They must consult the coaches of any of the National squads that include potential World Junior Championships squad members, before making their selection.

### **Player Expectations**

- Players will be expected to prepare for the World Junior Championships in a manner commensurate with high performance standards. These standards will be agreed between the players, the team coach and team management.
- Attitude, discipline and the ability to work and communicate within a team.
- Participation by New Zealand is not automatic; it depends on the quality of the players, their preparation and performances.
- Team members will be required to contribute towards the costs of the event, and will also be required to sign a team agreement prior to departure.

### **Coach/Manager Appointment**

Appointments will be approved by Squash New Zealand.

### **Role of the Coach/Manager**

- To communicate the goals in the High Performance Plan to team members and identify the personal goals of each individual member of the World Junior Championship Team. To be responsible for the training and preparation of the World Junior Championships team,
- To make sure that the squad members understand what they need to achieve if they are to be selected,
- In conjunction with the squad and personal coaches responsible for World Junior Championship squad members, monitor the training and competition programmes of the squad members. Where training does not meet expectations consult with the appropriate squad and personal coaches. Take action to remedy the situation with reference to relevant coaches,
- To liaise with the Selectors, and advise as requested, on players' performances in training and competition,
- To undertake all administrative duties regarding the squad, the team and the trip, as advised by Squash New Zealand,
- To communicate with the parents of squad members so that they are fully informed as to what is happening.

To evaluate and report on the team performance at the World Junior Championships to Squash New Zealand within four weeks of the team's return.

## Appendix 11: Senior National Representative Team Travel Policy

For international representative teams, Squash New Zealand is responsible for making arrangements for and covering the costs of transport for each player to get to and from the event venue.

Where possible, SNZ would like teams to travel together to and from the event. However, due to various overseas bases and travel commitments prior to and following the event, this may not always be possible.

### **Procedure**

Within 48 hours of the team announcement, selected players must inform SNZ of their travel commitments and plans immediately prior to the event and immediately after. In order for SNZ to book airfares for each player.

### **Travel**

Representative players must select one of the following travel options:

1. A return journey between their permanent residential address and the tournament venue
2. Travel from a named departure point where they are located within a period of 10 days prior to the start of the event, to a named destination that they need to be for competition purposes within a period of 10 days following the event

### **Payment**

Representative players must select one of the following payment options:

1. Squash New Zealand will book and pay for the selected travel option
2. Squash New Zealand will make payment to the player for the equivalent value in order for the player to make their own travel arrangements.

## Appendix 12: Funding Partners & Stakeholders

Funding from High Performance Sport New Zealand is reliant on the achievement of designated Performance Targets. Achievement of these targets involves a partnership between all interested parties working together to achieve the common goal.

In the present economic climate sporting bodies cannot expect to receive grant monies without corresponding accountability requirements. It is therefore vital that we have realistic expectations of our players, coaches and administrators.

### **Key Stakeholders in Squash New Zealand's programmes are as follows:**

- High Performance Sport New Zealand is a significant funder and supporter of the Squash New Zealand High Performance programme.

### **Key Governing Bodies**

PSA - Professional Squash Association

[www.psaworldtour.com/](http://www.psaworldtour.com/)

WSF - World Squash Federation

[www.worldsquash.org](http://www.worldsquash.org)

These two organisations are the governing bodies of international squash. PSA represents the respective men's and women's professional circuits, while WSF is the sport's governing body.

## Appendix 13: Contact Details

<p><b>Squash New Zealand National Office</b>  Ph. 09 815 0970  Fax. 09 815 0971  E-mail: admin@squashnz.co.nz  Web: www.squashnz.co.nz</p>	<p><b>Chief Executive</b>  Jim O’Grady  Ph. 09 815 0970  E-mail: jim@squashnz.co.nz</p>
<p><b>High Performance Programme Manager</b>  TBC</p>	<p><b>Squash Director</b>  Sam Crawford  Ph. 09 815 6775  Ph. 021 875 204  Email: sam@squashnz.co.nz</p>
<p><b>Senior Selectors</b>  Michel Galloway - Ph. 07 577 5243  Email: michel.lifefit@kinect.co.nz</p> <p>Shelley Kitchen – Ph. 021 167 2817  Email: shelleykitchen@me.com</p> <p>Glen Wilson – Ph. 021 584 321  Email: gwilsonsquash@gmail.com</p>	<p><b>Junior Selectors</b>  Graeme Randolph – Ph. 027 449 3424  Email: graeme.grsquash@xtra.co.nz</p> <p>Joanne Williams - Ph. 027 445 5466  Email: jowilliamsrehab@gmail.com</p> <p>Robbie Wyatt – Ph. 027 467 1918  Email: coach@squashbop.co.nz</p>
<p><b>Masters Selectors</b>  Wayne Seebeck – Masters Director  Ph. 03 352 8771  Email: seebeckdesign@xtra.co.nz</p> <p>Steve O’Toole – Ph. 07 847 8102  Email: steve@phprint.co.nz</p> <p>Linda Matson  Email: linda.matson89@vodafone.co.nz</p>	<p><b>Referees Director</b>  Glenn Carson  Ph. 027 441 5384  Email: g.carson@higgins.co.nz</p>
<p><b>Junior Development Squad Lead Coaches</b>  Robbie Wyatt – Ph. 027 467 1918  Email: coach@squashbop.co.nz</p>	<p><b>Elite Junior Girls Squad &amp; World Junior Womens Lead Coach</b>  Joanne Williams  Ph. 027 445 5466  Email: williamsjoanne65@gmail.com</p>
<p><b>Elite Junior Boys Squad &amp; World Junior Mens Lead Coach</b>  TBC</p>	<p><b>World Mens’ Team Manager/Coach</b>  Kashif Shuja  Ph. 021 104 2509  Email: kashif.shuja@gmail.com</p>
<p><b>World Womens’ Team Manager/Coach</b>  TBC</p>	

Produced by:  
Squash New Zealand  
PO Box 44039  
Pt Chevalier 1246

P: 09 815 0970  
F: 09 815 0971  
E: [admin@squashnz.co.nz](mailto:admin@squashnz.co.nz)  
W: [www.squashnz.co.nz](http://www.squashnz.co.nz)