



Title: Junior Participation Working Group

Purpose: To provide advice on, and assistance with, developing strategies and principles for the creation of junior participation programmes using evidence-based insights and research, and existing resources.

Responsible to: National Development and Operations Manager, Squash New Zealand

The aim of the working group is assist Squash NZ and the districts in developing an approach to support clubs and coaches (professional, volunteer and teachers) to grow the number of juniors participating in squash at a squash club.

Squash New Zealand wants the working group to have a diverse range of experience and knowledge to ensure we are taking in the needs of everyone involved in the game. The group will look to bring together key stakeholders and 'experts' in junior coaching and participation with the outcome being recommendations to Squash New Zealand and Districts on a junior programme framework from which resources can be developed, tested, piloted and ultimately implemented nationally.

The formation of the group will be on a best-person/volunteer-for-the-job basis and may not necessarily comprise representation from every Region.

1. Composition of the Junior Participation Working Group

The **Junior Participation Working Group** will consist of four working sub-groups, each discussing separate (but connected) components of junior participation. These will focus on each of the following;

- Schools
- Club Programmes
- Targeted Female Programmes
- Events

Two people from each working group (the Chair plus one), along with Squash NZ and District representatives will form the overall Advisory Group, reporting back on the sub-groups findings to confirm, consolidate and present to Squash NZ and the Districts in December.

The Working Groups will consist of people from some or all of the following categories:

- Coaching Advisory Group members
- Boy and Girl Junior Representatives
- Parents
- Primary/Intermediate Teacher
- Secondary School Teacher
- Volunteer Coaches
- Clubs
- NZ Secondary School Squash
- Funders
- Regional Sports Trusts
- Districts
- Other (optional) as determined required by the Advisory Group

The Working Group Chair will be the National Development & Operations Manager.

2. Background

Squash in New Zealand is currently experiencing a boom in exposure and interest thanks to the recent successes on the world stage, and now is the time to capitalise on new innovations to allow thousands more kids the opportunity to experience the joy of playing squash.

The new strategic direction for Squash in New Zealand identifies 'Enhanced promotion of squash' and 'Programmes to introduce new people to squash' as key strategic priorities and junior participation is a key demographic for our sport, however one that is becoming more and more difficult to engage with as what participants are looking for deviates further from what is being offered.

There are three key programme components within junior participation;

- School programme – introducing squash to a large number of players, funded through grant funding or self-funded by the school
- Club programme – run by a coach (paid or volunteer) within a club setting
- Events – match-play based, either competitive or social. Current examples are junior leagues, 1-day tournaments, junior interclub

3. Deliverable

A working group will be formed to recommend approaches to enabling and delivering school and club-based programmes and events. These will form the basis for resources and tools to be created by Squash NZ and Districts to develop, test, pilot and implement initiatives and programmes nationally in 2023.

The guiding principles to achieve the deliverable are:

- Programmes must be relevant, viable (fit for purpose), and evidenced-based
- Be participant-centered
- Align to the Participants Values of Connectivity, Belonging, Fun, Wellbeing, Personal Development (see Squash Domain)
- Cater for all the different types of junior participant (gender, ethnicity, deprivation)
- Consider design (format), delivery (schedule) and environment (atmosphere/location)
- Tools must be easily accessed and utilised by volunteers for delivery

Questions to review and consider in the process are:

- How can programmes be made attractive to schools, and different delivery methods within a school setting
- What do attractive programmes or events look like for these participants?
- What are participants wanting to get out of their activity?
- What incentives to learn (pathway) should be in place to assist with retention?
- How can funding programmes be made easier for clubs or districts?
- How can equipment be made readily available?
- How can coaches/teachers be trained and provided effective digital programmes?
- What role does transport play in determining participation
- How can programmes be best promoted to the wider community?

4. Roles and Responsibilities

The responsibilities of the Working Group members are:

- To read all meeting preparation material sent in advance (sent a min. three days prior)
- To provide advice and input on their respective areas of expertise
- To engage with the wider squash community to ensure a wide cross-section of ideas and information is considered

- When appropriate, to deliver mutually agreed work outputs between meetings

The specific roles required as part of the Working Group are:

- the Chair, who will:
 - Chair the group meetings
 - Manage discussions among members and resolve possible conflict
 - Ensure all group members contribute fully to discussions
 - Organise meeting agendas and schedule

5. Scheduled Meetings

The Junior Participation Working Group will convene fortnightly initially but may be called upon more or less often as and when required. Phone and video conferencing will be utilised for all meetings. Members are requested to endeavour to attend all meetings, or if unable to attend, to forward input on all agenda items.

6. Conflicts of Interest

Members of the Junior Participation Working Group will disclose to the Chair any conflict of interest or potential conflict of interest as soon as the member becomes aware of such. This responsibility applies to all members throughout their term on the Review Group.

7. Confidentiality

Junior Participation Working Group members shall not disclose any confidential information obtained in meetings without the prior approval of the Chair.

8. Selection of Junior Participation Working Group Members

- Squash New Zealand will seek Expressions of Interest to be a member of one or maximum of two working sub-groups.
- Squash New Zealand shall appoint all members of the groups including the group Chair.
- Squash New Zealand, in collaboration with the current Working Group members, will appoint a replacement for any review group member who is unable or unwilling to complete their term.
- The term of appointment to the review group will be for six months until April 2023.
- These terms can be reviewed and amended by Squash New Zealand at any time.

9. Recognition

Junior Participation Working Group members shall be acknowledged as key contributors to the Squash New Zealand junior participation review.