



2023 HP Booklet

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Purpose of the HP Booklet

The purpose of this High-Performance booklet is to provide a reference document for stakeholders of the High-Performance Programme. To achieve a shared vision, it is important that all parties involved in the High-Performance Programme are aware of the expectations placed on them. This enables a true “partnership” approach.

This booklet is a “living” document and will be published annually with updated policies and plans. Consultation prior to publication reflects the wishes of coaches and athletes who genuinely want to work in a true high-performance environment. This will culminate in two things:

1. Goals and expectations set in the HP Strategy 2022-2024
2. The provision for players to transition along the End-to-End Player Pathway (E2E).

The Squash New Zealand HP strategic plan has “International Success” as a major strategic outcome for 2022 -2024. The key objectives are:

- Develop and implement a long-term strategic plan for the HP Programme through to the 2026 Commonwealth Games
- Provide a competition framework and pathways to support development
- Targeted investment and support principles

Squash in NZ is dependent on funding from High Performance Sport New Zealand (HPSNZ) to maintain its base programme for elite athletes and this continued support requires performance success at world events alongside other critical benchmarks. To continue achieving at this level our programmes need to be world class, affording opportunities for our Emerging Pro and HP Pro athletes to reach their potential. The High-Performance Strategy outlines the pathway to achieve these outcomes.

The End-to-End Player Pathway was launched in March 2021. It is to assist squash players with a map and process of how to achieve goals from junior club level to reach the potential as a top squash player. Squash New Zealand has altered the programme needs to focus on an E2E Pathway and encourage increased training and development opportunities throughout stages supported by appropriately trained personnel.

It is defining the way the high-performance structure aligns with HPSNZ new strategy and investment model.

Each stage of the pathway is being developed. The district talent and development framework have been completed and the others are still in development. Programmes are developed as required from the framework principles each year.

In 2023, SNZ HP focus is on:

- 1) the appointment of the national development coach to support developing players on the pathway through to Emerging Pro level;
- 2) selecting a NZ Men’s team for participation at the world men’s team event to be held in Tauranga;
- 3) selecting a NZ junior women’s team and boys’ individuals team to represent NZ at the world junior teams’ event in July on the Gold Coast;
- 4) PSA events will continue to be held to further develop pathway players.

All of this will culminate in the NZ Open Championship at the end of 2023.

Athlete Commission

Squash NZ has set up the Athlete Commission with the purpose to provide a mechanism for HP Players to be heard by Squash NZ; and to help ensure that integrity and athlete wellbeing are appropriately considered by Squash NZ.

The commission is made up of a mix of senior and development players. They are Evan Williams, Lana Harrison, Kaitlyn Watts, Lwamba Chileshe, Apa Fatialofa and Jena Gregory.

The first meeting will be held in March 2023.

Appendix 1 Squash NZ Selection Policy

The Selection policy aims to ensure we maintain appropriate and informed decision making and sets out the process that Squash NZ will follow to help provide a robust, transparent, and fair selection process. This policy, and our accompanying other policies (in particular, codes of conduct), inform everyone involved in our sport of the process and their rights of selection or nomination for New Zealand representation.

This policy applies to all New Zealand representative selections or nominations led by Squash NZ for international competition events including the following:

- Commonwealth Games
- World Doubles Championships
- World Senior Teams Championships
- World Juniors Championships
- World Masters Championships
- World University Games
- Trans-Tasman Junior and Masters
- World Games

For Commonwealth Games, Squash NZ will nominate athletes for selection by the NZOC to the New Zealand Team. This policy shall apply to Squash NZ's nomination process but shall not apply to NZOC's selection process.

Our approach to selections or nominations includes the following policies:

- Policy 1 Selection or nomination to be a New Zealand national representative
- Policy 2 Squash NZ selection panel
- Policy 3 Participation in international events
- Policy 4 New Zealand national representative team travel policy

To read the Squash NZ Selection Policy in full see here

<https://www.squashnz.co.nz/content/About Us/Our Policies and Recommendations/Selection%20Policy%202022%20Final.pdf>

Appendix 2 2023 National Representative Teams Selection Policies

All our national representative team selection policies are on the Squash NZ website under the international events section and below.

2023 Trans-Tasman Junior Test Series

Squash NZ will select players for the New Zealand Team to compete at the 2023 Trans-Tasman Junior Test Series Team, 3-4 December, Tauranga.

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the vision of Squash New Zealand at this time, "New Zealanders enjoying squash from grassroots to excelling on the world stage".

The Oceania Junior Open is being held in Tauranga, 5- 7 December. The team will compete in the OJC after the Trans-Tasman Test Series.

Expressions of Interest

We are asking for EOI from players in April for availability for the NZ Junior Trans-Tasman team.

Performance Outcomes

Squash NZ will select players in the Team who have the best chance of winning the Trans-Tasman Test Series against Australia.

Team Members

The team will be made up of 14 players consisting of the following players will be selected:

- 2 x U/15 Girls
- 2 x U/15 Boys
- 2 x U/17 Girls
- 2 x U/17 Boys
- 2 x U/19 Girls
- 4 x U/19 Boys (world championship year)*

The age cut-off date is 4 December.

*The higher number of boys is to provide preparation for the 2024 World Junior Men's Championships Team to allow for increased international exposure and preparation.

Note: Under 13 age group has been removed.

Selection Criteria

The Selection Panel will consider the following Criteria in determining their selections which have demonstrated the player's ability to contribute to the Performance Outcome. This includes:

- Players working towards the End-to-End Pathway stages at their appropriate level.
- Grading list activity
- Results in the 2023 New Zealand Junior Age Group Individuals and Team Championships (if applicable)
- Results and Performances during the 2023 season including domestic and international events
- On and off-court behaviour during 2023 that does not contravene NZ Squash Code of Conduct
- Players are required to have a high level of fitness
- Engaged in District Squads (if applicable)
- Players' ability to perform in a team environment
- Any other factor(s) the Selectors consider relevant.
- Past performances for New Zealand, based on coach & management reports.

Eligibility Criteria

To be eligible for Selection or Nomination, an Eligible Player:

1. Must be a member of an affiliated club, and in good standing with their district and Squash NZ,
2. Must be eligible to represent New Zealand in the relevant Event. This requires that an Eligible Player be born in New Zealand, or be a citizen of New Zealand, or have resided in New Zealand for at least the two years immediately preceding the Event; and,
3. Must not have represented another country in the three (3) years preceding the start date of the Event in a recognised international Squash Team Championship in any age group.

Appeals

Any player who is aggrieved by the Selectors' decision not to Select or Nominate them may appeal the decision of the Selectors initially to the Squash New Zealand CE, and if still not satisfied to the Sports Tribunal of New Zealand.

An appeal may only be made on one or more of the following grounds:

- The selection criteria have not been properly followed and/or implemented
- The person seeking selection was not afforded reasonable opportunity to satisfy the applicable selection criteria
- The selection decision was affected by actual bias, or
- There was no basis on which the selection decision could have reasonably been made.

The selection appeal must be filed with the CE within 48 hours of the Selectors' decision being first communicated or published. Any further appeal to the Sports Tribunal must be filed within 48 hours of the CE's decision on the initial appeal. The decision of the Sports Tribunal shall be final and there shall be no further right of appeal.

Selection

- The Junior Selectors will select the Team.
- The selection date is mid-October 2023.

Funding

- The selected players will have to contribute to the full cost of participating in the series. The exact amount the players will have to contribute will be advised on selection. For further information on costs and funding please contact Squash NZ High-Performance Manager Shelley Kitchen at shelley@squashnz.co.nz.

Additional Information

SNZ reserves the right to withdraw from national teams' events when there are issues around international travel and government restrictions.

2023 World Junior Women's Individuals and Team Championships Selection Policy

The National Team Selection policy outlines the selection processes Squash NZ will select players for the New Zealand Team to compete at the 2023 World Junior Women's Individuals and Team Championships being held in July on the Gold Coast, Australia.

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the vision of Squash New Zealand at this time, "New Zealanders enjoying squash from grassroots to excelling on the world stage".

Performance Outcomes

Squash NZ will select players in the Team who have the best chance of finishing in the top 32 of the Individuals Championships and top 8 of the Teams Championships.

Expressions of Interest

We are asking for EOI from players in January for availability for the NZ junior women's team.

Team Members

1. The team will be made up of:
 - Four players will be selected to attend the Event comprising of 3 players and one travelling reserve.
2. An additional 2 players in ranking order may be selected to attend the Individual Event only.

Under this selection policy Squash NZ does not have to nominate the maximum six players (World Squash Federation nation allocation), to compete at the World Junior Championships. Final discretion will be made by the High-Performance Manager and the CE, with support from the Junior Selectors.

Selection Criteria

The Selection Panel will consider the following Criteria in determining their selections:

Selection Schedule for World Junior Women's Individuals and Team 2023:

The selection tournament window will be during February 2022 to April 2022, and the tournaments identified are not compulsory, except the AON NZ Junior Open, however the expectation is that contenders will compete in at least two of these events and the AON NZ Junior Open. High consideration will be given to results at the AON NZ Junior Open, quality of field and results, and head-to-head results at the tournaments identified within the selection schedule, as well as the event selection criteria.

As such, a combination of PSA Satellites, Club Opens and the AON NZ Junior Open have been included in the "selection schedule" at locations that provide relative ease of access across both the North and South Islands for potential contenders.

17th February Rochelle Hobbs Henderson Open PSA
24th February Doug Flint Eden Epsom Open PSA
25th February Central Juniors v Wellington Juniors
3rd March Burnside Pre-Season Open
10th March Eastern BOP Open, Whakatane
24th March Richmond Open
31st March – Junior Quadrangular (Northland, Auckland, Waikato, BOP) – Whangarei
31st March – Marlborough Squash Racket Open
31st March – Devoy Open – Geyser City, Rotorua
14th-16th April – AON NZ Junior Open

Selection criteria which have demonstrated the player's ability to contribute to the Performance Outcome. This includes:

- Players will be following the guidance of the End-to-End Pathway as required.
- Results at the compulsory selection tournament.
- Quality of results during the selection window.
- Head-to-head results during the selection window.
- Results in 2023 international and domestic tournaments up to the selection date of the team.
- Attendance and performance at the Development Squads in 2023.
- Following a development plan with individual coaches and support team.
- Player are required to have a high level of fitness as determined by the HP Manager and S&C Squash NZ advisor.
- Grading list activity.
- Engaged in District Squads (if applicable)
- Results at 2022/2023 International Major Junior Events (if attended).
- On and off-court behaviour during 2022/2023 that does not contravene NZ Squash Code of Conduct.
- Player's ability to perform in a team environment.
- Any other factor(s) the Selectors consider relevant.
- Past performances for New Zealand, based on coach & management reports.

Eligibility Criteria

To be eligible for selection in the New Zealand National Team, a player:

1. Must be a member of an affiliated club, and in good standing with their district and Squash NZ,
2. Must be eligible to represent New Zealand in the Championships. This requires that a player be born in New Zealand, or be a citizen of New Zealand, or have resided in New Zealand for at least the three years immediately preceding the Championships; and,
3. Must not have represented another country in the three (3) years preceding the start date of the Championships in a recognised international Squash Team Championship in any age group.

Athlete Commitments

Once selected to the Team, and to remain selected, players shall:

- Player's training schedules should be ratified and agreed by the Squash NZ High-Performance Manager and Lead Coach in preparation for the event.
- Demonstrate commitment to the Team by maintaining or improving their fitness levels and ensuring that their competitive performances are maintained at a high standard appropriate for competition at the Championships.
- If an injury occurs to a selected player after nomination, they will be required to demonstrate an appropriate level of fitness (as determined by Squash NZ) to remain as a selected player on the Team.
- Athletes must provide medical clearance when requested by Squash NZ as per the athlete agreement.
- Failure to satisfy the above criteria by a player may result in the player being removed from the Team entirely.
- Attendance, behaviour and performance of players will be constantly reviewed, and continued selection will be dependent on these factors.

Selection

- The Junior Selectors will select the Team.
- The selection date is end of April 2023.

Suspension

A player selected for the Team may be suspended or deselected if the Squash NZ High Performance Manager and Selectors, at its absolute discretion, considers that the player:

- Due to illness or injury, becomes unable to perform to a standard deemed satisfactory by Squash NZ. Squash NZ may obtain and act upon medical advice for determining whether a player's physical condition warrants deselection for this purpose
- Demonstrates a lack of training or tournament preparation required to perform to the best of their abilities, this includes non-participation in training camps or selected events
- Breaches or fails to fulfil a requirement of the Anti-Doping or Match-Fixing policies of Squash NZ, WSF or other approved agencies.

Dispensation

If players are unable to meet components of the selection criteria, they must provide evidence satisfactory to the HP Manager and then receive written permission from the Selectors and HP Manager. Exemptions may be granted to players at the discretion of the Selectors and HP Manager for valid requests supported by evidence. Granting exemptions is a standard procedure at both junior level and elite senior level. The provision of an exemption for a player is in no way indicative of their selection or otherwise, nor does it preclude any player from fair consideration for selection.

Appeals

Any player who is aggrieved by the Squash NZ Selectors' decision not to select them in the Team may appeal the decision initially to the Squash New Zealand CE through the High-Performance Manager, and if still not satisfied, to the Sports Disputes Tribunal of New Zealand. An appeal to the Sports Dispute Tribunal may only be made on one or more of the following grounds:

- The selection criteria have not been properly followed and/or implemented
- The person seeking selection was not afforded reasonable opportunity to satisfy the applicable selection criteria
- The selection decision was affected by actual bias, or
- There was no basis on which the selection decision could have reasonably been made. The selection appeal must be filed within 48 hours of the selectors' decision being published. The decision of the Sports Disputes Tribunal shall be final and there shall be no further right of appeal.

Funding

- The selected players will have to contribute to the full cost of participating in the world championships. The exact amount the players will have to contribute will be advised on selection. For further information on costs and funding please contact Squash NZ High-Performance Manager Shelley Kitchen at shelley@squashnz.co.nz.

Additional Information

SNZ reserves the right to withdraw from national teams' events when there are issues around international travel and government restrictions.

2023 World Junior Men's Individuals Selection Policy

The National Team Selection policy outlines the selection processes Squash NZ will select players for the New Zealand Team to compete at the 2023 World Junior Men's Individuals and Team Championships being held in July on the Gold Coast, Australia.

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the vision of Squash New Zealand at this time, "New Zealanders enjoying squash from grassroots to excelling on the world stage".

Performance Outcomes

Squash NZ will select players who have the best chance of finishing in the top 32 of the Individuals Championships.

Expressions of Interest

We are asking for EOI from players in January for availability for the NZ junior men's team.

Individual Players

Squash NZ can nominate a maximum of six players to compete at the World Junior Championships. Under this selection policy Squash NZ does not have to nominate the maximum six players (World Squash Federation nation allocation), to compete at the World Junior Championships. Final discretion will be made by the High-Performance Manager and the CE, with support from the Junior Selectors.

Selection Criteria

The Selection Panel will consider the following Criteria in determining their selections:

Selection Schedule for World Junior Men's Individuals 2023:

The selection tournament window will be during February 2022 to April 2022, and the tournaments identified are not compulsory, except the AON NZ Junior Open, however the expectation is that contenders will compete in at least two of these events and the AON NZ Junior Open. High consideration will be given to results at the AON NZ Junior Open, quality of field and results, and head-to-head results at the tournaments identified within the selection schedule, as well as the event selection criteria.

As such, a combination of PSA Satellites, Club Opens and the AON NZ Junior Open have been included in the "selection schedule" at locations that provide relative ease of access across both the North and South Islands for potential contenders.

17th February Rochelle Hobbs Henderson Open PSA
24th February Doug Flint Eden Epsom Open PSA
25th February Central Juniors v Wellington Juniors
3rd March Burnside Pre-Season Open
10th March Eastern BOP Open, Whakatane
24th March Richmond Open
31st March – Junior Quadrangular (Northland, Auckland, Waikato, BOP) – Whangarei
31st March – Marlborough Squash Racket Open
31st March – Devoy Open – Geyser City, Rotorua
14th-16th April – AON NZ Junior Open

Selection criteria which have demonstrated the player's ability to contribute to the Performance Outcome. This includes:

- Players will be following the guidance of the End-to-End Pathway as required.
- Results at the compulsory selection tournament.

- Quality of results during the selection window.
- Head-to-head results during the selection window.
- Results in 2023 international and domestic tournaments up to the selection date of the team.
- Attendance and performance at the Development Squads in 2023.
- Following a development plan with individual coaches and support team.
- Player are required to have a high level of fitness as determined by the HP Manager and S&C Squash NZ advisor.
- Grading list activity.
- Engaged in District Squads (if applicable)
- Results at 2022/2023 International Major Junior Events (if attended).
- On and off-court behaviour during 2022/2023 that does not contravene NZ Squash Code of Conduct.
- Player's ability to perform in a team environment.
- Any other factor(s) the Selectors consider relevant.
- Past performances for New Zealand, based on coach & management reports.

Eligibility Criteria

To be eligible for selection in the New Zealand National Team, a player:

4. Must be a member of an affiliated club, and in good standing with their district and Squash NZ,
5. Must be eligible to represent New Zealand in the Championships. This requires that a player be born in New Zealand, or be a citizen of New Zealand, or have resided in New Zealand for at least the three years immediately preceding the Championships; and,
6. Must not have represented another country in the three (3) years preceding the start date of the Championships in a recognised international Squash Team Championship in any age group.

Athlete Commitments

Once selected to the Team, and to remain selected, players shall:

- Player's training schedules should be ratified and agreed by the Squash NZ High-Performance Manager and Lead Coach in preparation for the event.
- Demonstrate commitment to the Team by maintaining or improving their fitness levels and ensuring that their competitive performances are maintained at a high standard appropriate for competition at the Championships.
- If an injury occurs to a selected player after nomination, they will be required to demonstrate an appropriate level of fitness (as determined by Squash NZ) to remain as a selected player on the Team.
- Athletes must provide medical clearance when requested by Squash NZ as per the athlete agreement.
- Failure to satisfy the above criteria by a player may result in the player being removed from the Team entirely.
- Attendance, behaviour and performance of players will be constantly reviewed, and continued selection will be dependent on these factors.

Selection

- The Junior Selectors will select the Team.
- The selection date is the middle of May 2023.

Suspension

A player selected for the Team may be suspended or deselected if the Squash NZ High Performance Manager and Selectors, at its absolute discretion, considers that the player:

- Due to illness or injury, becomes unable to perform to a standard deemed satisfactory by Squash NZ. Squash NZ may obtain and act upon medical advice for determining whether a player's physical condition warrants deselection for this purpose
- Demonstrates a lack of training or tournament preparation required to perform to the best of their abilities, this includes non-participation in training camps or selected events
- Breaches or fails to fulfil a requirement of the Anti-Doping or Match-Fixing policies of Squash NZ, WSF or other approved agencies.

Dispensation

If players are unable to meet components of the selection criteria, they must provide evidence satisfactory to the HP Manager and then receive written permission from the Selectors and HP Manager. Exemptions may be granted to players at the discretion of the Selectors and HP Manager for valid requests supported by evidence. Granting exemptions is a standard procedure at both junior level and elite senior level. The provision of an exemption for a player is in no way indicative of their selection or otherwise, nor does it preclude any player from fair consideration for selection.

Appeals

Any player who is aggrieved by the Squash NZ Selectors' decision not to select them in the Team may appeal the decision initially to the Squash New Zealand CE through the High-Performance Manager, and if still not satisfied, to the Sports Disputes Tribunal of New Zealand. An appeal to the Sports Dispute Tribunal may only be made on one or more of the following grounds:

- The selection criteria have not been properly followed and/or implemented
- The person seeking selection was not afforded reasonable opportunity to satisfy the applicable selection criteria
- The selection decision was affected by actual bias, or
- There was no basis on which the selection decision could have reasonably been made. The selection appeal must be filed within 48 hours of the selectors' decision being published. The decision of the Sports Disputes Tribunal shall be final and there shall be no further right of appeal.

Funding

- The selected players will have to contribute to the full cost of participating in the world championships. The amount the players will have to contribute will be advised on selection. For further information on costs and funding please contact Squash NZ High-Performance Manager Shelley Kitchen at shelley@squashnz.co.nz.

Additional Information

SNZ reserves the right to withdraw from national teams' events when there are issues around international travel and government restrictions.

2023 World Men's Team Championships

Squash New Zealand will select players for the New Zealand Team to compete at the 2023 World Men's Team Championships in Tauranga in December.

The underlying expectation is that the selection criteria will allow a team to be selected that best represents the vision of Squash New Zealand at this time, "New Zealanders enjoying squash from grassroots to excelling on the world stage".

Performance Outcomes

Squash NZ will select players in the Team who have the best chance of finishing in the top 8 of the championships.

Team Members

The team will comprise of four players selected according to the selection criteria being the team of 3 and one travelling reserve.

Expressions of Interest

We are asking for EOI from players in January for availability for the NZ men's team.

Selection Criteria

The Selection Panel will consider the following Criteria in determining their selections which have demonstrated the player's ability to contribute to the Performance Outcome. This includes:

- Will be in a contract with Squash New Zealand and will be following the guidance of the End-to-End Pathway as required.
- PSA World Ranking
- PSA World Ranking Progression
- Results and Performances in PSA events in 2023
- Adequate fitness and a commitment to maintain a fitness and training programme as determined by the HP Manager and SNZ S&C trainer.
- Demonstrated good behaviour, including a commitment to training.
- Demonstrated compatibility with others in a team environment.
- Demonstrated compliance with the rules of events and competitions.
- Understanding and respect for the obligations that accompany being a member of a New Zealand team when competing at the Championships.
- Willingness to promote SNZ in a positive manner.
- Demonstrated ability to take personal responsibility for self and their results.
- Proven ability to be reliable; and
- Any other factor(s) the Selectors consider relevant.

Eligibility Criteria

To be eligible for Selection or Nomination, an Eligible Player:

4. Must be a member of an affiliated club, and in good standing with their district and Squash NZ,
5. Must be eligible to represent New Zealand in the relevant Event. This requires that an Eligible Player be born in New Zealand, or be a citizen of New Zealand, or have resided in New Zealand for at least the two years immediately preceding the Event; and,
6. Must not have represented another country in the three (3) years preceding the start date of the Event in a recognised international Squash Team Championship in any age group.

Appeals

Any player who is aggrieved by the Selectors' decision not to Select or Nominate them may appeal the decision of the Selectors initially to the Squash New Zealand CE, and if still not satisfied to the Sports Tribunal of New Zealand.

An appeal may only be made on one or more of the following grounds:

- The selection criteria have not been properly followed and/or implemented
- The person seeking selection was not afforded reasonable opportunity to satisfy the applicable selection criteria
- The selection decision was affected by actual bias, or
- There was no basis on which the selection decision could have reasonably been made.

The selection appeal must be filed with the CE within 48 hours of the Selectors' decision being first communicated or published. Any further appeal to the Sports Tribunal must be filed within 48 hours of the CE's decision on the initial appeal. The decision of the Sports Tribunal shall be final and there shall be no further right of appeal.

Selection

- The Senior Selectors will select the Team.
- The selection date is August 2023.

Additional Information

SNZ reserves the right to withdraw from national teams' events when there are issues around international travel and government restrictions.

Appendix 3 Expectations

Squash New Zealand:

Squash New Zealand is expected to support identified players on the End-to-End Pathway and national representatives:

- To engage with appropriate qualified coaches
- Training programme support if required
- Competition and training opportunities
- International competition (where appropriate)
- Information (e.g. HP Framework, scholarship or funding opportunities).

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 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 who are likely to be faulted by referees.

Referees have a responsibility to ensure the High-Performance Manager is aware of any changes in interpretation of rules or laws as well as discussing likely scenarios that could occur at international level.

Expectations of Coaches:

Squash New Zealand's High-Performance coaches will:

- Support players plan, monitor and evaluate periodized training programmes
- Provide on-court coaching at a level appropriate for each player
- Recognize 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 recognizing 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 coach's charter and the Squash New Zealand High Performance Coaching Conflicts of Interest Policy.

Appendix 4 National Events Seedings

All National Events will be seeded by the High-Performance Manager and appropriate National Selectors according to the latest PSA World Rankings and grading list.

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

Team Events

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

Cousin Shield and Mitchell Cup

- Will be seeded according to the grading list points of the top 5 players

Senior Teams Nationals

- Will be seeded according to the grading list points of the top 4 players

Junior Teams Nationals

- Will be seeded according to the grading list points of the top 4 players

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 around these.

Appendix 5 2023 Key Events

New Zealand Doubles Championships 18th - 19th March, Howick, Auckland

New Zealand Senior Age Groups (New) 7th – 9th April, Royal Oak, Auckland

AON New Zealand Junior Open 14th - 16th April, Remuera, Auckland

Mitchell Cup and Cousin Shield 2nd – 4th June, Christchurch, Canterbury

New Zealand Championships 31st June – 2nd July Devoy Squash and Fitness Centre, Tauranga.

South Island Juniors Age Group Championships 2nd-3rd July, Southland

North Island Junior Age Group Championships 7th -9th July, Central

New Zealand Secondary Schools Nationals 4th – 6th August, North Shore Clubs, Auckland

New Zealand Senior Inter-District Teams 25th – 27th August, Hamilton, Waikato

New Zealand Junior Nationals Junior Age Group Championships 29th September – 1st October, Hutt City Squash, Wellington

New Zealand Junior Nationals Teams 2nd - 4th October, Hutt City Squash, Wellington

Champion of Champions National Finals 27th – 29th October, Whangarei, Northland

New Zealand Senior Social Teams (New), 3rd- 5th November, Hamilton, Waikato

Oceania Junior Championships, 5th – 7th December, Tauranga

*Players are to play in their own age groups in all national age group events.

NZ PSA Events

Henderson Rochelle Hobbs PSA Satellite 17th – 19th February, Henderson Squash Club, Auckland

Doug Flint Memorial Eden Epsom PSA Satellite 24th-26th February, Eden Epsom Squash and Tennis Club, Auckland

Auckland Open PSA Challenger 19th-21st May, North Shore Squash Club, Auckland (TBC)

Eastern Open PSA Challenger 26-28th May, Eastern

NZ Open PSA, 5th – 10th December, Tauranga.

International National Representative Events

World Junior Championships, July, Gold Coast, Australia

Trans-Tasman Test Series, 3rd- 4th December, Tauranga, NZ

World Men's Team Championships, 11th – 17th December, Tauranga, NZ

Appendix 6 National Team Behaviour Expectations and Discipline Guidelines

Squash New Zealand expects all representative players/teams to act in a manner that acknowledges the responsibility that comes with representing New Zealand. Squash New Zealand has a zero-tolerance policy for all poor, unbecoming, or unprofessional behaviour including:

- consuming alcohol and drugs at any squash event between the team announcement and returning to New Zealand after the conclusion of the World Championships event
- inappropriate socialising with other players in their hotel room
- failure to show respect to their team members, coaches, and competitors
- failure to show respect to referees and tournament officials
- failure to give full effort in all practice and competition matches
- failure to be punctual and attend all team meetings and team protocols as directed by the coach/manager
- failure to be punctual for practice sessions and matches

All Squash NZ policies including code of conduct and protection policies apply to everyone attending World Championships as part of the team.

Disciplinary measures may be given to a team member(s) for any poor, unbecoming or unprofessional behaviour that occurs between the initial team announcement and returning to New Zealand after the conclusion of the event. The disciplinary measures may be small and immediate for minor misdemeanours or could be more significant if the behaviour/action is deemed serious by team management and Squash New Zealand. Disciplinary measures may include:

Pre-event

- Omission from the team

In-event

- Non-selection for a match(es)
- Being sent home (at the player's expense)
- Non-selection for future squads
- Ban from competing at National events

In addition, team members will present themselves in a professional manner by ensuring that:

- They wear the Squash NZ team outfit/competition uniform during all matches.
- Their attire is always smart and clean.
- They wear the New Zealand representative clothing during opening & closing ceremonies.
- They wear eye protection during all practice and competition matches while representing NZ (under 19).

Appendix 7 HP 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 the Complaints and Disputes Policy 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 depending on the seriousness of the breach.

Potential Conflicts of Interest:

Squash New Zealand utilize 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 8 High Performance Parents' Charter Role of the Parents

1. To provide encouragement and support to their children
2. To provide them with tangible help with their diet on a daily basis, based on players' individual nutritional requirements.
3. To ensure prompt timekeeping for all squash-related matters.
4. To assist with communication with the Squash New Zealand Office.
5. 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.
6. To encourage good discipline and behaviour on court (critical).
7. To direct any worries, problems or issues through the Squash New Zealand office immediately.
8. To be aware that members of a National Squad not only represent their clubs and district but also their country – New Zealand.
9. To help their child become self-responsible.

Parents Attending NZ Representative International Events

Squash New Zealand welcomes the support of all parents at NZ representative international events. It is important that clear expectations are outlined and understood from the outset. These are put in place to avoid unnecessary conflict or upsets during the event.

Appendix 9 National Representative Team Charter

Travel to and from the Venue

New Zealand teams will:

- 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 the hotel together;
- Have twin rooms (two players in each) for team members
- One single room for the coach or twin room for the coach and assistant coach/manager

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.

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.

Mealtimes

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 Policies and Documents

2022 – 2026 HP Strategic Plan

https://squashnz.co.nz/content/High_Performance/HP%20Strategic%20Plan%20Final%20v2.pdf

End-to-End Player Pathway <https://www.squashnz.co.nz/high-performance/end-to-end-pathway.cfm>

End-to-End Player Pathway Development Framework

<https://www.squashnz.co.nz/content/E2E%20Pathway%20District%20Stage.pdf>

End-to-End Player Pathway District Talent Base Framework

<https://www.squashnz.co.nz/content/E2E%20Development%20Framework.pdf>

Squash NZ Selection Policy

https://www.squashnz.co.nz/content/About_Us/Our_Policies_and_Recommendations/Selection%20Policy%202022%20Final.pdf

Balance is Better

https://www.squashnz.co.nz/content/About_Us/Our_Policies_and_Recommendations/Balance%20is%20Better.pdf

Member Protection Policy

https://www.squashnz.co.nz/content/About_Us/Our_Policies_and_Recommendations/Member%20Protection%20Policy%20June%202022.pdf

Child Safeguarding Policy

https://www.squashnz.co.nz/content/About_Us/Our_Policies_and_Recommendations/Child%20Safeguarding%20Policy_07.pdf

Complaints and Disputes Policy

https://www.squashnz.co.nz/content/About_Us/Our_Policies_and_Recommendations/Complaints%20and%20Disputes%20Policy.pdf

Use of Imagery Consent Form

https://www.squashnz.co.nz/content/About_Us/Our_Policies_and_Recommendations/Use%20of%20Imagery%20consent%20form_03.pdf

Anti-Doping Policy <https://www.squashnz.co.nz/high-performance/anti-doping.cfm>

Anti-Match-Fixing and Sports Betting Policy

https://www.squashnz.co.nz/content/About_Us/Our_Policies_and_Recommendations/Squash%20NZ%20Anti-Match-Fixing%20and%20Sports%20Betting%20Policy.pdf

Sports Tribunal <https://www.sportstribunal.org.nz/>

Appendix 11 Squash NZ Roles and Contact Details

Squash New Zealand National Office
Millennium Institute of Sport
17 Antares Place
Rosedale, Auckland
Ph. 09 815 0970
E-mail: admin@squashnz.co.nz
Website: www.squashnz.co.nz

Chief Executive Martin Dowson M: 021 506 263 E-mail: martin@squashnz.co.nz
National Development & Operations Manager John Fletcher M: 021 166 0517
E:john@squashnz.co.nz
High-Performance Manager Shelley Kitchen M: 021 167 2817 E: shelley@squashnz.co.nz
Competitions & Promotions Manager Tyler Duberly M: 021 376 772 E: tyler@squashnz.co.nz
Coach Development Leader Jason Fletcher M: 027 356 8716 E: jason@squashnz.co.nz
Accounts P: 09 815 0970 E: accounts@squashnz.co.nz

Squash NZ Selectors and Referee Panels

Senior Selectors: Tamsyn Leevey, Paul Tuffin, Gary Duberly
Junior Selectors: Kent Darlington, Matt Laurensen, Lisa Cowlard
Masters Director: Fran Hopkins
Masters Selectors: Fran Hopkins, Tony Johnston, Lawrence Skurr
Referee Director: Mike Jack
Referee Panel: Mike Jack, Nicky McNaught, Heather Findlay, Brett Simon, Shelley Kitchen