



**XXII Commonwealth Games
Birmingham, England
28 July – 8 August 2022**

**Selection Policy and Standards
SQUASH
December 2020**

**Scottish Squash
Oriam
Scotland's Sports Performance Centre
Heriot-Watt University
Edinburgh
EH14 4AS**

Team Scotland: Birmingham 2022 Commonwealth Games

SQUASH

Athlete - Sport Selection Policy and Standards

The information in this Selection Policy is accurate as at 1st December 2020 but remains subject to change. As a result of the unique and extenuating circumstances caused by COVID-19 and the subsequent impact on international sporting calendars, CGS and Scottish Squash will be closely monitoring this Selection Policy to determine if any changes are necessary.

For the avoidance of doubt, CGS reserves the right to amend this Selection Policy in any manner, and in the sole and absolute discretion of CGS, should CGS consider that qualification process would be fairer having regard to the interests of all Athletes and the prevailing circumstances.

In addition CGS and Scottish Squash reserve the right to not apply any aspect of this Selection Policy when making any decision, if in the sole and absolute discretion of CGS, it would, as judged by CGS, be unfair or unreasonable not to, provided always that CGS has regard to the interests of all Athletes in the prevailing circumstances

Introduction

- 1 This selection policy has been agreed by Scottish Squash and Commonwealth Games Scotland (CGS). It provides detail on the process by which Scottish Squash will arrive at athlete nominations, which will be submitted to CGS for consideration, for final selection to Team Scotland for Birmingham 2022.
- 2 Achievement, by an athlete/team, of individual selection standards, detailed in this document, is therefore the 1st step by which nomination can be considered. The final decision in selection to the 2022 Games lies with CGS.
- 3 Scottish Squash will nominate only those athletes that have qualified under both the Squash Specific Selection Standards stated below, and the CGS General Selection Policy (available on the CGS website) that should be read in conjunction with these standards.
- 4 Entry numbers per event and the overall number of athletes are in accordance with Commonwealth Games Federation (CGF) allocation and should more athletes achieve the standards then Scottish Squash will prioritise in accordance with this policy.
- 5 CGS have confirmed that a minimum of 4 places have been allocated to Squash subject to meeting the sport specific selection criteria. These are referred to as assured places. Scottish Squash will apply for additional discretionary places for anyone who is nominated for selection above this number.

Team Scotland General Selection Policy Aim

- 6 Scotland selects a team that performs with distinction in 2022
 - 6.1 having a higher percentage of athletes meeting the selection standards when in competition at these Games than in 2018
 - 6.2 meeting the stated performance aims of each sport at the Games
 - 6.3 with all Team members having a positive experience within Team Scotland at the Games
- 7 This squash policy is consistent with the aim.

Athlete Eligibility

- 8 The eligibility criteria of the CGF Constitution and Byelaws, must be met by all nominees, see Appendix 1.
- 9 Where prospective team members do not automatically comply with the above, they will only be nominated for final selection if they receive prior approval from the CGF under their guidelines

Games Competition Format

- 10 The Games Competition format for squash at Birmingham 2022 is as follows:
 - 10.1 Men's Singles event (maximum of 3 athletes per country)
 - 10.2 Women's Singles event (maximum of 3 athletes per country)
 - 10.3 Men's Doubles event (maximum of 2 teams per country)
 - 10.4 Women's Doubles event (maximum of 2 teams per country)
 - 10.5 Mixed Doubles event (maximum of 2 teams per country)

Sport Specific Selection Standards and Framework

- 11 The selection window shall commence on 1 March 2021 and run until 10 April 2022.
- 12 To be eligible for nomination to CGS by Scottish Squash, each athlete (in respect of Singles events) and each team (in respect of Doubles events) must comply with the following criteria:
 - 12.1 **Men's Singles event and Women's Singles event**

Each athlete must be placed in the top 25 of the Professional Squash Association ("PSA") world rankings

12.2 Men's Doubles event, Women's Doubles event and Mixed Doubles event

Each team must:

12.2.1 achieve a placing in the top 8 of the World Doubles Championships 2021;

or

12.2.2 participate in doubles tournament(s) as determined by the Selection Panel (hereinafter defined as a "Official Selection Event", previous agreed with CGS) and obtain a competitive win at an Official Selection Event against a team who achieved a placing in the top 8 of the World Doubles Championship 2021;

or

12.2.3 have a combined total, based on the PSA singles world ranking for both members of the team, of less than 100.

13 The Scottish Squash Selection Panel will prioritise nomination across the five events listed in paragraph 10 as follows:

Highest potential seeding which will be based upon:

13.1 Placing on the PSA Men's Singles WR or Women's Singles WR

or

13.2 The team placed in the highest position at the World Doubles Championships 2021 and, if this placing is the same in different events, then the team's performance at Official Selection Events

Other Factors for Consideration

14 The following additional factors may be taken into consideration at the sole discretion of the Selection Panel.

14.1 The performance record of an athlete or a team in major events and in pressure situations in international tournaments.

14.2 The current PSA world ranking of the athlete or any previous placing within the top 150 of the PSA world rankings.

14.3 The attitude and behaviour of the athlete.

14.4 The athlete's attendance and performance at training and competitions.

14.5 The athlete's future potential.

14.6 Results from head-to-head records, play-off matches and/or trials (which will be used in exceptional circumstances).

Selection Process

- 15 All nominated athletes must have completed the required anti-doping education
- 16 Nominations to the CGS will be made by a Selection Panel comprising the Director of Squash, the Non-Executive Director (Performance) of Scottish Squash and the Assistant Doubles Coach. A procedural advisor will be present at any selection meetings and all selection meetings will be recorded in writing. The Director of Squash will also have the casting vote in any deliberations between the Selection Panel.
- 17 After full consideration of all of the data by the Selection Panel, the nominations to CGS will be communicated to all athletes by the Director of Squash and to the Board from the CEO by 11 April 2022. The CEO will also make all non-nominated athletes aware of the appeal process and, where necessary, make all nominated athletes aware that their nomination is provisional and confidential until the conclusion of any appeal process.
- 18 The Scottish Squash will submit their final nominations to CGS by 15 May 2022. CGS will confirm final selections by 30 May 2022.
- 19 Final selection to the Games team is dependent on provision of relevant information required by CGS such as completion and signing of the CGF Eligibility form and CGS Team Member Agreement.

De-Selection

- 20 An athlete may be de-selected should the following matters arise:
 - 20.1 **Antidoping** - Athletes suspended by their Governing Body as a result of ongoing or concluded anti-doping violation allegations, will not be considered for selection, and if previously selected will be deselected from the Birmingham 2022 team.
 - 20.2 **Injury Management** - Where injury issues are identified at or after selection, a fitness test may be used to determine that the athlete is capable of performing to the level that they were selected for the Games. The format will be determined by CGS after discussion with the Squash Team Management. This will be specific to squash and the athlete's condition and may include input from CGS medical staff. Any selection or de-selection decision, following such a test, will be made by CGS after discussion with the Squash Team Management and will be final.
 - 20.3 **Breach of Policy** - Athletes in breach of CGS policies, code of conduct and team agreement may be de-selected

Appeal Process

- 21 The decision of Scottish Squash to not nominate an athlete to the CGS in paragraph 16 may be appealed on the following grounds:
 - 21.1 The CGS selection policy was not properly followed and/or implemented;
 - 21.2 The CGS selection policy has been misapplied, or applied without sufficient evidence;
 - 21.3 The CGS selection process was made in bad faith and/or with bias and/or perversely and/or otherwise been demonstrably unfair; and/or
 - 21.4 The CGS selection decision was one that no reasonable decision maker could have reached.

Any appeal must be made within 7 days following the communication of the non-selection by the CEO. It should be made in writing, marked "Private & Confidential" to the CEO.
- 22 The timeframe for the Appeal Panel hearing being held will be considered on a selection by selection basis giving sufficient time for athletes to put together their representations, whilst being mindful of proximity to Birmingham 2022
- 23 The members of any Appeal Panel will have had no involvement with the selection process. The Appeal Panel will be made up of the following:
 - 23.1 The Scottish Squash Board Member responsible for the Scottish Squash Compliance Sub-Committee
 - 23.2 An independent panel member from another CGS sport
 - 23.3 A second independent panel member from another CGS sport
- 24 If an athlete can demonstrate that the composition of the Appeal Panel is clearly unfair and/or conflicted then Scottish Squash shall give consideration to arbitrate before an independent panel appointed by Sport Resolutions. In the case of an appeal being upheld, the Appeal Panel will refer the matter back to the Selection Panel for review, along with their reasons for requiring a review
- 25 An appeal against CGS non-selection on behalf of an athlete may only be submitted by Scottish Squash and not by any individual athlete. If an appeal is submitted to CGS by Scottish Squash, a CGS Appeal Panel will consider the case along with any additional information provided. The appeal must be made by email to jon.doig@teamsotland.scot within three days of notification of selection outcomes to Scottish Squash by CGS.

Appointment of Team Staff

- 26 A Team Manager has been appointed by CGS in consultation with Scottish Squash. The final complement of Squash team staff attending the Games will ultimately depend upon team numbers and composition and will be determined by CGS in consultation with Scottish Squash. This will include different categories of accreditation and access to the Games Village and other secure areas

Appendix 1

CGF Byelaw 17 Eligibility

1. It is the responsibility of all Affiliated CGAs to ensure that their competitors are fully aware of and comply with Byelaw 17.

2. Primacy

2.1 Subject to Byelaw 17(4) 17(5) 17(6) and 17(7), a competitor shall be eligible to represent the Commonwealth Country which enters them where they satisfy at least one of the following requirements:

- a) Are in possession of a current valid passport of the Commonwealth Country which enters them;
- or
- b) Are a subject who can demonstrate 'Belonger Status' in Great Britain or relevant British Overseas Territory of the Commonwealth Country which enters them
- c) In respect of the following Affiliated CGAs: -
 - i. Guernsey, Jersey, and Isle of Man. The governments of these three Crown Dependencies do not define citizenship. For these Affiliated CGAs, citizenship shall be defined as three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the "final entries deadline"* date of the relevant Games as determined by the respective Organising Committee ("Continuous Residency") and the competitor must be in possession of a current valid UK passport.
 - ii. Northern Ireland. Byelaw 17 will defer to the Belfast Agreement (1998). Northern Ireland athletes who meet birth right criteria are to be treated equally regardless of their possession of either a current valid UK or Irish passport (but must hold one of these). This right is enshrined within the Constitution Issues (iv) of the 1998 Belfast Agreement.
 - iii. Norfolk Island. Any individual who was in possession of a current valid New Zealand passport and was also deemed eligible to compete at the Gold Coast 2018 Commonwealth Games for Norfolk Islands may continue to compete for Norfolk Islands at future iterations of the Games.

3. Secondary

3.1 Subject to Byelaw 17(4) 17(5) 17(6) and 17(7), where a competitor was born in a Commonwealth Country which has common citizenship/passport with other Commonwealth Countries, the competitor may represent either:

4.1

- a) the Commonwealth Country of their birth;
- or
- b) the Commonwealth Country of birth of their parent;
- or
- c) where the relevant IF recognises grandparents as part of its eligibility criteria, the competitor may represent the Commonwealth Country of birth of their grandparent;
- or

- d) the Commonwealth Country where they have completed a minimum period of three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the “final entries deadline”* of the relevant Games as determined by the respective Organising Committee.

3.2 Subject to the other provisions of this Byelaw 17, where a competitor is eligible to represent more than one Affiliated CGA due to common passport privileges they may choose which Affiliated CGA to represent. For the avoidance of doubt, if an individual has competed at a Commonwealth Youth Games this will not be deemed to be a choice of country, and the competitor may choose to represent a different Affiliated CGA at a Commonwealth Games.

3.3 For the avoidance of doubt subject to Byelaw 17(4) and 17(5) any competitor of a common passport area who competes for their common passport country (i.e. Great Britain, New Zealand and Australia) at either the Olympic Games, Youth Olympic Games and/or any World Championships or any other major sporting event shall be entitled to choose to represent their home Affiliated CGA (e.g. Turks and Caicos) at the Commonwealth Games.

4. Disqualifications and Suspensions

4.1 A competitor shall not be eligible to represent the Commonwealth Country which enters them if they:

- a) are currently under disqualification, expulsion or suspension by the Federation;
- and/or
- b) are currently under disqualification, expulsion or suspension by their respective Affiliated CGA;
- and/or
- c) are currently under disqualification, expulsion or suspension by their respective IF, National Federation
- and/or
- d) are currently under disqualification or suspension under the World Anti-Doping Code.

5. Compliance with applicable rules and regulations

5.1 A competitor shall only be eligible to represent the Commonwealth Country which enters them if they:

- a) Satisfy and comply with all applicable rules and regulations of the Federation;
- and
- b) Satisfy and comply their respective IF rules and regulations (including but not limited to, complying with respective IF eligibility rules as applied within each respective edition of the Commonwealth Games Athlete Allocation Systems);
- and
- c) Satisfy and comply with the World Anti-Doping Code as applied within the Federation Anti-Doping Standard to ensure that the overriding principles of the Commonwealth Games are observed.

5.2 For the avoidance of doubt, where there is an inconsistency between respective IF Nationality rules and regulations and those of the Commonwealth Games Federation, the Commonwealth Games Federation Bye Law 17 shall prevail.

6. Transfer of Allegiance

6.1 After having established eligibility status under this Byelaw 17 a competitor who has previously represented one Commonwealth Country at a Commonwealth Games may not represent another Commonwealth Country unless they also receive the prior approval of the Federation, the relevant IF and the relevant previously represented Affiliated CGA. For the avoidance of doubt, this Byelaw shall not apply if an individual has represented a Commonwealth Country at a Commonwealth Youth Games. Applications under this Byelaw 17(6) must be submitted to the Executive Board two calendar months before the “final entries deadline”* for the respective Commonwealth Games. Applications must include formal confirmation of the prior approval of the relevant IF and the relevant previously represented Affiliated CGA.

6.2 All applications for transfer of allegiance under Byelaw 17(6) and/or discretionary eligibility dispensation under Byelaw 17(7) including all relevant paperwork and documentation must be submitted no later than two calendar months prior to the published “final entries deadline”*, as outlined by the respective Organising Committee.

7. Dispensations

7.1 The Executive Board shall delegate authority to the Governance and Integrity Committee (GIC) who have the power to grant dispensations to Byelaw 17 in exceptional circumstances and to consider any matters relating generally to Byelaw 17. Each application for dispensation under Byelaw 17 shall be considered on its own merits and will not create a precedent for any future applications. Decisions made by GIC are subject to the right of appeal directly to the Executive Board, whose decision shall be final and binding.

*“final entries deadline” means the final date that an individual athlete may be entered in a particular event(s) for the relevant Commonwealth Games, usually completed via an online entry system. Such date to be communicated for each relevant Commonwealth Games in the Sport Handbook.