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MESSAGE FROM THE PRESIDENT

Our forthcoming WSF AGM & Conference in Cape Town represents the end of the third year of my presidential term.

My great desire had been that the AGM in South Africa would be an opportunity to celebrate the successful end of our bid to secure a place on the programme of the Olympic Games in Paris in 2024, but it was not to be.

The much earlier than expected announcement that breakdancing would be the only new sport was hugely disappointing.

Squash would have been a great addition to the Paris programme in so many ways. We ticked all the known boxes all the way through the fixed process and made a great presentation. But finally we continue to be blocked in our attempts. We must not look at what happened as a failing for squash though, or even our effort. Squash was really deserving of a chance but the IOC apparently had a different agenda to the published one.

We had a full and strong partnership with PSA, and a very good campaign agency too.

The work that was done to present our sport at the Youth Olympic Games and at PSA Tour events was excellent; the interaction and involvement with Paris 2024 and the IOC was substantial. For myself I travelled to all continents to support the bid, meeting IOC and others repeatedly, as well as almost daily interactions with the Paris 2024 organisation.

The Olympic bid was an area of great interaction with PSA, and in the spirit of our Memorandum of Understanding there were others too. Refereeing is a good example of shared needs, which the ongoing development of World Squash Officiating addresses. Our constituents may be different – our being the sport as a whole and theirs being the top level athletes and their events, but while retaining our own identities and targets, our co-operation where the paths cross are essential for the general good health of the sport.

Both organisations want to ensure that squash asserts itself as a genuine global sport. A sport for the world, but recognising the characteristics and needs of regions and nations. For our part we recognise this and the importance of liaison coupled with flexibility, and I think that PSA are understanding this too.

This leads onto the strategic planning that WSF initiated earlier this year and will be reported upon at the AGM. James Sandwith, a British brand and marketing consultant, has been gathering opinion and insight from squash federations around the world, and those within the broader squash community including the PSA, to determine what the sport’s future should look like. Thank you to those who have already interacted, and he will be attending our AGM Conference to present his findings and suggested changes intended to invigorate our sport.

Of course, during the period, Andrew Shelley who stepped down at the end of June after nine years in post. We are very grateful to him for his support of WSF, both helping our championship management for over twenty years before joining the staff, and the last nine years too. Andrew is continuing to help on a part-time advisory basis before his successor is in place – the process for which has reached the final stages at the time of writing.

I would like to add personal thanks to Andrew Shelley for his loyalty, his availability and receptiveness. To thank him for having shared with me a management based on conviction, persuasion and sense of general interest. It was a pleasure and an enrichment.

I should like to extend my thanks to my Board, WSF Office, Chairs and members of WSF Commissions, our Regions, Nations and PSA, all of whom provide great support to WSF. Additionally we must be forever grateful for the work of administrators, volunteers, referees, coaches and all others who are the heartbeat of our sport too.

I am pleased to submit the report on the following pages to the AGM in Cape Town.

Yours in sport,

Jacques Fontaine
President
OUR VISION

Squash is a genuine competitive and recreational sport played all around the globe by men and women, enriching the spirit and values of Olympism on all levels, from amateurs to the professionals, and with the ambition to be included in the Olympic Games Programme.

OUR MISSION

WSF’s mission is to:
- Develop squash globally for all.
- Provide effective leadership and collaboration for raising Squash’s visibility and profile, in particular via its World Championships and participation in major competitions.
- Enhance the global support infrastructure for squash, including refereeing, coaching, technical expertise, development, promotion, representation and event management.
- Ensure that squash remains a sustainable and clean sport, respecting the Olympic values and contributing to the UN Sustainable Development Goals.
## STRATEGIC PRIORITIES (Forward Plan)

### MANAGEMENT & FINANCE

a) Maintain and enhance the strength and stability of the WSF and squash in conjunction with and supporting Regions and Nations and ensuring a strong staff structure

b) Review all WSF subscriptions e.g. membership, Squash Personal Identification Number (SPIN) and coaching, in conjunction with Commissions. Specifically, to liaise with PSA concerning the SPIN membership requirement for the WSF & PSA Satellite Tours and World Squash Officiating

c) Manage the SPIN and World Championship Management administration arrangements with Club Locker

d) Oversee the Application Programme Interface (API) link arrangements with WSF Certified Software providers to verify SPIN and supply results

e) Develop the WSF & PSA Satellite Tour and WSF Masters Tours and linked rankings

f) Manage the introduction of World Squash Officiating in conjunction with PSA

g) Maintain an active presence at WSF Championships, major squash events and multi-sport meetings

h) Take forward proposed motions to improve the WSF Memorandum & Articles of Association

i) Secure Commission Chairs where vacant

j) Monitor the work of all WSF Commissions

k) Manage the WSF’s accounting software

l) Seek continued and new funding from the International Olympic Committee (IOC), the Association of IOC Recognised Sports Federations (ARISF), sponsors and any other sources

m) Expand and improve marketing and sponsorship activities via strengthened commercial management

n) Improve the effectiveness and efficiency of WSF generally

### ANTI-DOPING

a) Develop a Test Distribution Plan for the year

b) Establish Registered Testing Pool (RTP) and Other Testing Pool (OTP)

c) Publish changes to the WADA Prohibited List for 2018 and notify National Federations and PSA of substantive changes

d) Continue with the same number of athletes in the Athlete Biological Passport Programme

e) Target Test athletes as required

f) Monitor athlete whereabouts information

g) Conduct an Outreach education programme at the 2020 World Junior Championships

h) Keep records of all In and Out-of-Competition testing done under WSF jurisdiction

i) Record all Missed Tests and Filing Failures

j) Continue working with the PSA programme of In-Competition Testing at World Series events

k) Report any Adverse Analytic Findings

l) Manage any Adverse Analytic Findings as per WSF Anti-Doping Rules

m) Publish any Anti-Doping Rule Violation Sanctions

n) Act on any “Tip Line” information as appropriate

o) Present new World Anti-Doping Code to National Federations and PSA at the 2020 AGM

p) Continue to engage National Federations to establish an Anti-Doping contact

q) Contact National Federations every six months for a report on their Anti-Doping activity

r) Renew contract with the International Testing Agency (ITA) for the provision of Anti-Doping Services

s) Attend 2020 WADA Symposium in Lausanne where the new World Anti-Doping Code will be presented

t) Present changes to the World Anti-Doping Code at WSF AGM in 2020

u) Recommend the ADeL Anti-Doping e-Learning programme to PSA athletes. Once translated into Arabic, this will become mandatory for entry into WSF World Championships
ATHLETES

a) Provide a forum in partnership with PSA for athletes to express their views and for their opinions to be heard in the WSF
b) Support SquashFORWARD, giving young athletes the opportunity to shape the future of Squash
c) Inform athletes about WSF activities
d) Support the WSF with the administration, promotion and development of Squash
e) Consider issues related to athletes and provide advice to the WSF
f) Engage with projects that protect and support clean athletes on and off the field of play
g) Represent the rights and interests of athletes
h) Consult with athletes in the evaluation of the Rules and Regulations of Squash and provide feedback to the WSF

CHAMPIONSHIPS

a) Continue to ensure that all events are conducted to the highest possible standards, with the degree of competence that is required and in accordance with the WSF World Championship Regulations and tender commitments
b) Fine-tune pre-event communication procedures
c) Provide updated tenders and liaise with Regional Federations regarding the possibility of Championships coming from their region
d) Provide information to potential hosts and confer with them on possible bids
e) Provide full support to Championship hosts
f) Ensure that the full range of world titles are offered
g) Review and update World Championship Regulations, including an enhanced branding section
h) Continue to develop the worldwide player registration system SPIN
i) Maintain the WSF World Championship online entry system under Club Locker
j) Refine the Club Locker Championship software system to meet the needs of hosts, players and the media
k) Maintain a World Calendar
l) Organise Technical Delegate training to nurture more potential Technical Delegates in different regions
m) Liaise with the Junior and Masters Commissions as necessary to support the WSF & PSA Satellite Tour and Masters Tour respectively

COMMERCIAL

a) Build upon the development of marketing along with commercial and sponsorship relationships
b) Communicate in as targeted a way as possible to assist our Regional and National Federations in marketing matters
c) Continue to develop WSF branding and visibility
d) Assess possible changes that may impact upon squash
e) Maintain our relationships with current partners
f) Prepare global sponsorship and partnership proposals
g) Work towards making the WSF more identifiable
COMMUNICATIONS

a) Maintain and develop WSF media management
b) Assist Regional and National Federations in media matters
c) Continue the current result service, quality of website and bi-monthly Instant Updates
d) Nurture new media contacts globally to expand the number of outlets receiving WSF news
e) Upgrade the presentation and navigability of the WSF website
f) Ensure that the media output for all World Championships is effectively managed and maximised

COURTS & EQUIPMENT

a) The Chair to build on his appointment in January 2019
b) Ensure compliance with specifications for courts, rackets and other equipment
c) Respond to technical queries in a timely manner
d) Provide technical support to Accredited Companies and their customers
e) Promote and support the Product and Company Accreditation programmes
f) Provide support for the Court Registration scheme
g) Monitor and recommend amendments to the Squash Court Specification, as necessary
h) Evaluate applications for Product Accreditation, carry out site inspections and report on suitability for approval
i) Manage the expanded technical information for WSF Accredited Products for the website listing
j) Investigate technical aspects of ‘open air’ squash courts
k) Administer the Squash and Squash 57 Ball Approval and Certified Eyewear programmes
l) Monitor and assist with enquiries regarding Accreditation wall testing requirements
m) Complete the website’s ‘interactive court’ and create links to WSF Accredited companies on the WSF website

DEVELOPMENT

a) Add to website resources giving templates and ideas for a range of introductory, school and other programme models that are made available for the sport to review, adapt and use
b) Look at avenues of engagement with schools sport and to increase them for university squash
c) Initiate a World Development Conference to provide an interchange of ideas and initiatives
d) Continue the WSF Ambassadors Programme
e) Liaise with Regional Federations on possible joint opportunities to support nations in the development

DISCIPLINARY

a) Continue to monitor any disciplinary incidents at WSF events and recommend actions
b) Update the WSF Code of Conduct as necessary
c) Review disciplinary processes with Regional Federations
d) Continue to refine the Mutual Recognition of Penalties via an Integrated Disciplinary Panel in conjunction with PSA and Regional Federations
e) Maintain development of offence benchmark penalties
<table>
<thead>
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<th>ETHICS</th>
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<tbody>
<tr>
<td>a) Maintain the framework of ethical principles, including the WSF Code of Ethics, based upon the values and principles of the IOC Code of Ethics</td>
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<tr>
<td>b) Investigate complaints raised in relation to the non-respect of such ethical principles, including breaches of the WSF Code of Ethics and pass them to the Ethics Commission for review and possible investigation</td>
</tr>
<tr>
<td>c) Review the operational procedures of the Ethics Commission</td>
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<tr>
<td>d) Update the Code of Ethics as recommended by the Ethics Commission</td>
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<table>
<thead>
<tr>
<th>GOVERNANCE &amp; AUDIT</th>
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<tbody>
<tr>
<td>a) Continue to enhance the quality of the monthly accounting reports and the year-end accounts</td>
</tr>
<tr>
<td>b) Continue to improve the relationship with the Auditors, including their confidence in the solvency of the WSF</td>
</tr>
<tr>
<td>c) Continue to enhance the four year budgeting process</td>
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<td>d) Monitor and enhance the Risk Register for the WSF, including the proposed mitigation strategies</td>
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<tr>
<td>e) Create a charter for a recommended Nominations Commission</td>
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<tr>
<td>f) Establish an accountability framework for the Regional Federations to account for their receipt of SPIN monies</td>
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<thead>
<tr>
<th>JUNIOR</th>
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<tbody>
<tr>
<td>a) Continue to work with the PSA to monitor the WSF &amp; PSA Satellite Tour and rankings lists at Under-19 and Under-17 levels</td>
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<tr>
<td>b) Review regulations and general arrangements for the World Junior Championships</td>
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<th>MAJOR GAMES</th>
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<tbody>
<tr>
<td>a) Work on continuance or inclusion of squash in all Major Games worldwide</td>
</tr>
<tr>
<td>b) Liaise on format updating to balance medal opportunities with player and spectator benefits and - where possible - increase the squash events staged as part of Major Games Programmes</td>
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<thead>
<tr>
<th>MASTERS</th>
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<tbody>
<tr>
<td>a) Develop and promote WSF World Masters Tour to Nations and Event Organisers</td>
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<tr>
<td>b) Improve wsfmasters.com profile and content and actively support social media feeds</td>
</tr>
<tr>
<td>c) Develop a ranking system to support international and major events and provide global reference for players</td>
</tr>
<tr>
<td>d) Provide support to the World Masters Championships 2020 including establishing seeding panels</td>
</tr>
<tr>
<td>e) Provide advice on matters, rules and regulations related to Masters Squash</td>
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<thead>
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<th>MEDICAL</th>
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<tr>
<td>a) Respond to medical and/or scientific questions from WSF Commissions or the Executive Board</td>
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## OLYMPIC GAMES

a) To liaise with Commission members, PSA and external sources to review the reasons for the Paris 2024 bid failure, as related to the IOC dynamics and policy, as opposed to the criteria, which we know we meet

b) Decide on the different approach that will be needed if and when the opportunity to bid for a place in Los Angeles 2028 is offered

c) Set a timetable to put in place initial planning that will be needed even before any bidding may begin

d) Ensure that squash is regularly represented at international sports meetings and conventions to interact and gain insights

e) Maintain our place in the World Games along with major multi-sport Games and lobby for inclusion as a medal sport at the Olympic Youth Games

## PARA-SQUASH

a) Regain and retain International Paralympic Committee (IPC) recognition for WSF as the governing body for all Para-Squash activities

b) Continue to work to the Para-Squash project plan 2020-2022

c) Manage Para-Squash matters on behalf of the WSF

d) Attend key meetings of the IPC in the period General Assembly, HoC meetings, Medical meetings and the General Assembly

e) Maintain working relations with the IPC and International Wheelchair & Amputee Sports Federation (IWAS)

f) Promote the status of the Commission as a pool of experts for the required areas of expertise rather than a mere representation

g) Establish Squash as a demonstration sport at the IWAS World Games and the IWAS Guttmann Games

h) Finalise the WSF classification and technical sport rules for Para-Squash

i) Lobby for Para-Squash inclusion in Multisport Games

j) Represent Para-Squash towards international authorities

k) Open funding sources for Para-Squash promotion

## RULES

a) Finalise a submission relating to the Bleeding Provisions for consideration by the Board

b) Streamline the FAQs page on the WSF website, which the Chair shall continue to manage on a daily basis

c) As it has become evident that the application of rules by referees at PSA events, in accordance with the recent PSA rule changes, which are televised and streamed to the squash audience worldwide, has led to confusion amongst the squash playing public and referees participating at other non-PSA events. It has been determined that the Commission shall

d) Identify all instances of discrepancy between WSF and PSA Rules and highlight these in the standard WSF Rules. This to be published as an annexure to the Rules of Squash

e) If the opportunity arises hold a Commission workshop to prepare submissions for Rule changes for adoption by the AGM
**SQUASH 57**

a) Actively participate and sign-off on the Squash 57 questions within the survey  
b) Use the results of the survey to evolve the Squash 57 Commission’s Forward Plan  
c) Support manufacturers of Squash 57 balls that pass the new ball specifications  
d) Publish the detailed Rules with revised wording and new ball specifications and when provided publish in alternative languages  
e) Publish the existing (England Squash) promotional video with a variety of language sub-titles, the language text to be provided by National Federations  
f) Build a library of coaching tips  
g) Leverage the work being done by England Squash and UK-Racketball to develop a ‘Club Development Program’  
h) Develop an information pack for National Federations taking up Squash 57  
i) Determine how best to partner with the masters squash community to leverage existing events and processes to deliver Squash 57 events  
j) Work with pro-active nations, e.g. Japan, Malaysia and America along with the UK, to help promote the growth of Squash 57 in their nations  
k) Develop a Level-1 coaching qualification for Squash 57

**WORLD SQUASH COACHING - WSC**

a) Disseminate relevant resources to Regional and National Federations and others, via the WSF website  
b) A Coaches Newsletter is being planned  
c) Continue running WSF Coach Education Courses at all three levels in all regions  
d) Conduct the annual WSF Coaching Conference  
e) Continue tutor training for all levels in all regions  
f) Assist National Federations with squash development programmes in conjunction with regions, as and when requested  
g) Look into developing additional modules (Level 0, squash promotion) to augment the existing WSF Coach Education Programme

**WORLD SQUASH OFFICIATING - WSO**

a) Continue to work with Spindogs and the Project Manager to develop the WSO website (November 2019)  
b) Support National Federations where necessary to ensure smooth transition to the WSO education programme  
c) Continue to review and implement policies and procedures to support the WSO project  
d) Develop an Assessor training plan to support National Federations  
e) Review and update the assessment process for Level 2/3/4/5 referees  
f) Appoint Level 5 referees  
g) Review payment structure to support WSO Referees
# World Squash Federation

## Patron
HRH Tunku Imran

## Emeritus President
Jahangir Khan

## Executive Board

**President**
Jacques Fontaine

**Vice-Presidents**
Sarah Fitz-Gerald
Peter Lasusa
Huang Ying How
Pablo Serna

## Executive Committee

**Regional Vice-Presidents**
- **Africa** - Hany Hamouda
- **Asia** - David Mui
- **Europe** - Hugo Hannes
- **Oceania** - Jim O'Grady
- **Pan-America** - Francisco Paradisi

**PSA Representative**
Alex Gough

**Athletes’ Representatives**
- Jenny Duncalf
- Ali Farag

## Executive Staff

**Chief Executive**
Andrew Shelley (Stepped down 30 June 2019)

**Operations Manager**
Lorraine Harding

**Assistant Operations Manager**
Jasmine Pascoe

**Operations Assistant**
Carol Hackett

**Media Director**
Howard Harding

**Webmaster**
Steve Cubbins
FINANCIAL REPORT

OPERATIONS

Operations yielded a profit of £46,093; the WSF has reserves of £10,000 in its liquidity account.

INCOME

The Federation’s turnover for the year was £589,358; a 19.45% increase on budget. The major categories of income and their variances against budget were:

<table>
<thead>
<tr>
<th>Membership Fees</th>
<th>£136,104</th>
<th>- up 7.90% on budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accreditation</td>
<td>£166,759</td>
<td>- down 0.69% on budget</td>
</tr>
<tr>
<td>SPIN Registration</td>
<td>£30,466</td>
<td>- down 36.13% on budget</td>
</tr>
<tr>
<td>Championship Rights Fees</td>
<td>£41,899</td>
<td>- up 17.63% on budget</td>
</tr>
</tbody>
</table>

MEMBERSHIP FEES

The WSF’s funding from membership fees closed at £136,104 for the year, the increase on budget was a result of the WSF Annual Survey - where National Federations advised an increase in court numbers and were offered the chance to update their membership category - the Kuwait Squash Federation’s sanction being lifted - bringing them back in to membership - and a number of historical fees being paid.

ACCREDITATION & APPROVAL SCHEMES

WSF Accreditation, Approval and Certification Fees for the year totalled £166,759. The slight decrease was a result of 50% of the Footwear Approval fee being deferred to next financial year. The WSF gratefully acknowledges the continued support of all companies for its Accreditation, Approval and Certification programmes.

Companies with WSF Accredited, Approved and/or Certified Products:

- Acer Flooring
- A Best Enterprises Inc.
- Action Floor Systems LLC
- Armourcoat Ltd
- ASB Systembau Horst Babinsky GmbH
- Boen AS
- Bollé
- CGG (GuoGuang Squash)
- Club Locker
- Connor Sports Flooring
- Courtcraft Ltd
- Courtwall GmbH
- CT Management GmbH (formerly CourtTech)
- Dunlop Slazenger Int. Ltd
- Eye
- Fibresin Industries Inc.
- Fu-Jen Chemical Co Ltd (Taiball)
- GSG B.V. (Glas Specialisme Gooiland)
- Grays
- Hamberger Flooring GmbH & Co. KG
- Harrison Industries
- Hollman Inc
- Harrow
- Head Sport AG
- Huashen Rubber Co Ltd
- I-Mask
- Juncker Sisters
- Karakal UK
- Mantis
- Oliver
- Opfeel (formerly Artengo)
- Prestige Sports Systems
- MR Price Sport
- Prince
- Protec
- RankedIn
- Rebound
- Salming
- SportyHQ
- Syncotts International
- Tarkett France
- Tecnifibre
- The Court Company
- Victor International GmbH
- Visual Reality
The International Olympic Committee contributes a Programme Development Grant in the sum of $32,000, as it does annually for all IOC Recognised International Federations; a third of which must be used in support of the WSF’s Anti-Doping programme and the remainder to match expenditure on Developmental programmes. The WSF is grateful to receive all such support. The total income from grants was £24,054, the slight decrease on budget was due to adverse currency exchange rates.

Squash Personal Identification Number (SPIN) Registration total income was £30,466, a significant decrease on budget, as there are fewer registrations in the years when a World Masters Championship is not held.

Rights Fee income was £41,899, the increase was a result of the World Doubles Championships taking place in this financial year, when it had been anticipated that the event would be held later in 2019.

The WSF gratefully acknowledges the indirect contributions that are made to its operations by Officers, Commission Personnel and their supporters. The President, Vice-Presidents and many Commission members make an indirect financial contribution to the WSF through the use of their personal telephone and email systems or those of their National Federation and/or private companies, which greatly assists the WSF’s finances.

Expenditure for the year totalled £543,265, down 1.49% against budget. The major categories of expenditure and their variances against budget were:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>£141,510</td>
<td>down 1.42% against budget</td>
</tr>
<tr>
<td>Establishment (office) Costs</td>
<td>£14,738</td>
<td>down 0.53% against budget</td>
</tr>
<tr>
<td>Administration Overheads</td>
<td>£96,855</td>
<td>down 215.11% against budget</td>
</tr>
<tr>
<td>WSF Commission/Activities</td>
<td>£125,949</td>
<td>down 9.51% against budget</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>£17,043</td>
<td>down 33.37% against budget</td>
</tr>
<tr>
<td>Olympic Bid</td>
<td>£144,546</td>
<td>up 9.57% against budget</td>
</tr>
</tbody>
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Establishment costs, which includes rent, rates, light, heat, repairs to property and depreciation of tangible assets totalled £14,738 similar to previous years.

Administrative overheads include items such as Staff and Office travel and expenses, membership subscriptions to international sporting organisation, Annual General Meeting costs and Information Technology.
WSF Commission expenditure was £125,949; this decrease is mainly due to a number of initiatives being delayed until the next financial year.

Professional fees include Audit, Accountancy, Legal and Corporate Management (Isle of Man). These were down on budget this year, as production of the Year-End accounts went smoothly and there were no issues requiring Corporate Management advice.

WSF finances are handled from the Office, using SAGE software. Management Reports are produced for Board review, who ensure overall control and assess performance against budget. The Governance & Audit Commission also review and comment on the quarterly Management Reports. Wilkins Kennedy the WSF’s Accountants provided financial advice and payroll services during the period as well as assistance with the 2019 year-end process. They also carried out the Federation’s annual audit in 2018 and 2019.

Performance Against Targets 2018/2019

a) Managed the WSF’s accounting software
b) Sought continued and new funding from the International Olympic Committee (IOC), the Association of IOC Recognised Sports Federations (ARISF), sponsors and any other sources
c) Encouraged and managed fund-raising support from Regional and National Federations in support of the Olympic Games 2024 bid campaign, which was jointly underwritten by WSF and PSA
d) Expansion and improvement of marketing and sponsorship activities via strengthened commercial management was put on hold pending the appointment of a new Chief Executive
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 079771)

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

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<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
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<td>Company Information</td>
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</tr>
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<td>Report of the Directors</td>
<td>2</td>
</tr>
<tr>
<td>Report of the Independent Auditors</td>
<td>3</td>
</tr>
<tr>
<td>Income Statement</td>
<td>5</td>
</tr>
<tr>
<td>Balance Sheet</td>
<td>6</td>
</tr>
<tr>
<td>Notes to the Financial Statements</td>
<td>7</td>
</tr>
<tr>
<td>The following pages do not form part of the</td>
<td></td>
</tr>
<tr>
<td>statutory financial statements:</td>
<td></td>
</tr>
<tr>
<td>Detailed Profit and Loss Account</td>
<td>11</td>
</tr>
<tr>
<td>Notes to the Detailed Profit and Loss Account</td>
<td>12</td>
</tr>
</tbody>
</table>
WORLD SQUASH FEDERATION LIMITED

COMPANY INFORMATION
FOR THE YEAR ENDED 30 JUNE 2019

DIRECTORS:          J Fontaine
                    Y H Huang
                    P F Sema
                    Mrs S Fitz-Gerald
                    P R Lasusa

REGISTERED OFFICE:  69 Athol Street
                    Douglas
                    Isle of Man
                    IM1 1JE

REGISTERED NUMBER:  079771

AUDITORS:           Wilkins Kennedy Audit Services
                    Statutory Auditor
                    5 Yeomans Court
                    Ware Road
                    Hertford
                    Hertfordshire
                    SG13 7HU
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 079771)

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 30 JUNE 2019

The directors present their report with the financial statements of the company for the year ended 30 June 2019.

DIRECTORS
The directors shown below have held office during the whole of the period from 1 July 2018 to the date of this report.

J Fontaine
Y H Huang
P F Sema
Mrs S Fitz-Gerald

Other changes in directors holding office are as follows:

G Holohan - resigned 27 October 2018
P R Lasusa - appointed 27 October 2018

STATEMENT OF DIRECTORS’ RESPONSIBILITIES
The directors are responsible for preparing the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping reliable accounting records that are sufficient to show and explain the company’s transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Isle of Man Companies Act. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS
So far as the directors are aware, there is no relevant audit information of which the company’s auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company’s auditors are aware of that information.

This report has been prepared in accordance with the provisions of the Isle of Man Companies Act.

ON BEHALF OF THE BOARD:

...........................................................
J Fontaine - Director

Date: .............................................
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 079771)

INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2019

<table>
<thead>
<tr>
<th>Notes</th>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>TURNOVER</td>
<td>589,358</td>
<td>422,621</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>543,255</td>
<td>432,531</td>
</tr>
<tr>
<td>OPERATING PROFIT/(LOSS) and PROFIT/(LOSS) BEFORE TAXATION</td>
<td>46,093</td>
<td>(9,910)</td>
</tr>
<tr>
<td>Tax on profit/(loss)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>PROFIT/(LOSS) FOR THE FINANCIAL YEAR</td>
<td>46,093</td>
<td>(9,910)</td>
</tr>
</tbody>
</table>

The notes form part of these financial statements
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 079771)

BALANCE SHEET
30 JUNE 2019

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th></th>
<th>2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Notes</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>FIXED ASSETS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>5</td>
<td>2,018</td>
<td></td>
<td>1,880</td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>6</td>
<td>38,379</td>
<td></td>
<td>39,318</td>
</tr>
<tr>
<td>Cash at bank</td>
<td></td>
<td>210,842</td>
<td></td>
<td>223,957</td>
</tr>
<tr>
<td></td>
<td></td>
<td>249,221</td>
<td></td>
<td>263,275</td>
</tr>
<tr>
<td>CREDITORS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>7</td>
<td>211,370</td>
<td></td>
<td>273,803</td>
</tr>
<tr>
<td>NET CURRENT ASSETS(LIABILITIES)</td>
<td></td>
<td>37,851</td>
<td></td>
<td>(19,528)</td>
</tr>
<tr>
<td>TOTAL ASSETS LESS CURRENT LIABILITIES</td>
<td></td>
<td>39,869</td>
<td></td>
<td>(8,648)</td>
</tr>
<tr>
<td>CREDITORS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due after more than one year</td>
<td>8</td>
<td>39,013</td>
<td></td>
<td>36,590</td>
</tr>
<tr>
<td>NET ASSETS(LIABILITIES)</td>
<td></td>
<td>856</td>
<td></td>
<td>(45,238)</td>
</tr>
<tr>
<td>CAPITAL AND RESERVES</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Called up share capital</td>
<td>10</td>
<td>51</td>
<td></td>
<td>50</td>
</tr>
<tr>
<td>Retained earnings</td>
<td></td>
<td>896</td>
<td></td>
<td>(45,288)</td>
</tr>
<tr>
<td>SHAREHOLDERS’ FUNDS</td>
<td></td>
<td>856</td>
<td></td>
<td>(45,238)</td>
</tr>
</tbody>
</table>

The financial statements have been prepared in accordance with the provisions of the Isle of Man Companies Act.

The financial statements were approved by the Board of Directors on .................................... and were signed on its behalf by:

...................................................

J Fontaine - Director

The notes form part of these financial statements
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 079771)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

1. STATUTORY INFORMATION

World Squash Federation Limited is a private company, limited by shares, registered in the Isle of Man. The company’s registered number and registered office address can be found on the Company Information page.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in accordance with the provisions of Section 1A “Small Entities” of Financial Reporting Standard 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” and the Isle of Man Companies Act.

3. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements have been prepared under the historical cost convention.

The financial statements are presented in sterling (£) which is also the functional currency for the company.

Going Concern
The accounts are prepared on a going concern basis, the use of the going concern basis of accounting is appropriate because there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern.

Significant judgements and estimates
The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on a continuing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The directors consider that there are no significant judgements and estimates in preparation of these accounts.

Turnover
Turnover is measured at the fair value of the consideration received or receivable. Turnover represents net invoiced sales of membership subscriptions, grants, donations and accreditation fees.

Turnover from membership subscriptions, grants, donations and accreditation fees are recognised on the accruals basis, and are recognised in the accounts in the period for which it relates.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

| Plant and machinery etc | - 33% on cost |

Page 7 continued...
3. ACCOUNTING POLICIES - continued

Grants
Grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Trade and other debtors
Trade and other debtors are measured at transaction price less any impairment unless the arrangement constitutes a financing transaction in which case the transaction is measured at the present value of the future receipts discounted at the prevailing market rate of interest. Loans are initially measured at fair value and are subsequently measured at amortised cost using the effective interest method less any impairment.

Trade and other creditors
Trade and other creditors are measured at their transaction price unless the arrangement constitutes a financing transaction in which case the transaction is measured at present value of future payments discounted at prevailing market rate of interest. Other financial liabilities are initially measured at fair value net of their transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Cash and cash equivalents
Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short term deposits with an original maturity date of three months or less.

Employee benefits
Short term employee benefits, including holiday entitlement and other non-monetary benefits, and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

The company recognises an accrual for accumulated annual leave accrued by employees as a result of services rendered in the current period for which employees can carry forward and use within the next year. The accrual is measured at the salary cost of the respective employee in relation to the period of absence.

4. EMPLOYEES AND DIRECTORS

The average number of employees during the year was 4 (2018 - 4).
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 0797771)
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2019

5. TANGIBLE FIXED ASSETS

<table>
<thead>
<tr>
<th></th>
<th>Plant and machinery etc</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COST</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 July 2018</td>
<td></td>
<td>13,691</td>
</tr>
<tr>
<td>Additions</td>
<td></td>
<td>1,619</td>
</tr>
<tr>
<td>Disposals</td>
<td></td>
<td>(3,131)</td>
</tr>
<tr>
<td><strong>At 30 June 2019</strong></td>
<td></td>
<td>12,179</td>
</tr>
<tr>
<td><strong>DEPRECIATION</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 July 2018</td>
<td></td>
<td>11,811</td>
</tr>
<tr>
<td>Charge for year</td>
<td></td>
<td>1,481</td>
</tr>
<tr>
<td>Eliminated on disposal</td>
<td></td>
<td>(3,131)</td>
</tr>
<tr>
<td><strong>At 30 June 2019</strong></td>
<td></td>
<td>10,161</td>
</tr>
<tr>
<td><strong>NET BOOK VALUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 30 June 2019</td>
<td></td>
<td>2,018</td>
</tr>
<tr>
<td><strong>At 30 June 2018</strong></td>
<td></td>
<td>1,880</td>
</tr>
</tbody>
</table>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Trade debtors</td>
<td>4,137</td>
<td>28,445</td>
</tr>
<tr>
<td>Other debtors</td>
<td>34,242</td>
<td>12,873</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>38,379</td>
<td>39,318</td>
</tr>
</tbody>
</table>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Bank loans and overdrafts</td>
<td>-</td>
<td>20,782</td>
</tr>
<tr>
<td>Trade creditors</td>
<td>2,798</td>
<td>5,071</td>
</tr>
<tr>
<td>Entry fee deposits</td>
<td>44,823</td>
<td>17,111</td>
</tr>
<tr>
<td>Deferred income</td>
<td>161,873</td>
<td>221,741</td>
</tr>
<tr>
<td>Accruals</td>
<td>12,876</td>
<td>9,088</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>211,370</td>
<td>273,603</td>
</tr>
</tbody>
</table>

Deferred income relates to membership and accreditation fees received in respect of the period ending 30 June 2020.

Page 9 continued...
8. **CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred income</td>
<td>£30,013</td>
<td>£30,000</td>
</tr>
</tbody>
</table>

Deferred income falling due after more than one year relates to World Championship Rights Fees received in respect of periods after 30 June 2020.

9. **LEASED AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within one year</td>
<td>£7,000</td>
<td>£7,000</td>
</tr>
<tr>
<td>Between one and five years</td>
<td>£7,000</td>
<td>£14,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£14,000</td>
<td>£21,000</td>
</tr>
</tbody>
</table>

10. **CALLED UP SHARE CAPITAL**

<table>
<thead>
<tr>
<th>Allotted, issued and fully paid:</th>
<th>Nominal value:</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number: Class:</td>
<td>£1</td>
<td>£1</td>
<td>£1</td>
</tr>
<tr>
<td>2 Ordinary</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>48 Redeemable</td>
<td>48</td>
<td>48</td>
<td>48</td>
</tr>
</tbody>
</table>

| Total                           | 51             | 50   |

1 Redeemable share of £1 was allotted and fully paid for cash at par during the year.

Redeemable shares are held by affiliated organisations and are redeemable by the company in accordance with the Articles. On redemption the company shall repay the capital paid on each such share. These shares do not have a fixed redemption date.

**Guaranteed Capital:**

£78 of Guaranteed Capital from Full members of the World Squash Federation are payable in the event of liquidation of the Company.
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 0797771)

DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2019

<table>
<thead>
<tr>
<th>Notes</th>
<th>2019</th>
<th></th>
<th>2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>TURNOVER</td>
<td></td>
<td></td>
<td>589,358</td>
<td>422,621</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Establishment costs</td>
<td>2</td>
<td>14,738</td>
<td>12,838</td>
<td></td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>3</td>
<td>525,903</td>
<td>416,367</td>
<td></td>
</tr>
<tr>
<td>Finance costs</td>
<td>4</td>
<td>2,624</td>
<td>1,306</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>543,265</td>
<td>432,531</td>
<td></td>
</tr>
</tbody>
</table>

OPERATING PROFIT/(LOSS) BEFORE TAXATION | 46,093 | (9,910) |

This page does not form part of the statutory financial statements
WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 079771)

NOTES TO THE DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2019

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>1. TURNOVER</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership fees</td>
<td>136,104</td>
<td>124,653</td>
</tr>
<tr>
<td>Grants</td>
<td>24,054</td>
<td>23,500</td>
</tr>
<tr>
<td>Accreditation</td>
<td>166,759</td>
<td>169,121</td>
</tr>
<tr>
<td>Friends of World Squash</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>World Championship levies</td>
<td>41,899</td>
<td>32,270</td>
</tr>
<tr>
<td>Other income</td>
<td>82,675</td>
<td>13,037</td>
</tr>
<tr>
<td>SPIN registrations</td>
<td>30,466</td>
<td>47,127</td>
</tr>
<tr>
<td>Ambassador programme income</td>
<td>22,726</td>
<td>12,723</td>
</tr>
<tr>
<td>IOC Bid donations</td>
<td>84,575</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>589,358</td>
<td>422,621</td>
</tr>
</tbody>
</table>

| **2. ESTABLISHMENT COSTS** |         |         |
| Office rent and rates   | 7,262   | 5,741   |
| Insurance               | 4,198   | 3,768   |
| Light and heat          | 1,260   | 915     |
| Repairs to property     | 537     | 31      |
| Depreciation of tangible fixed assets | 1,481 | 2,383 |
| Fixtures and fittings   |         |         |
| **Total**               | 14,738  | 12,838  |

This page does not form part of the statutory financial statements
### WORLD SQUASH FEDERATION LIMITED (REGISTERED NUMBER: 079771)

**NOTES TO THE DETAILED PROFIT AND LOSS ACCOUNT**

**FOR THE YEAR ENDED 30 JUNE 2019**

<table>
<thead>
<tr>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>£</strong></td>
<td><strong>£</strong></td>
</tr>
</tbody>
</table>

### 3. ADMINISTRATIVE EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and Nl</td>
<td>128,128</td>
<td>123,880</td>
</tr>
<tr>
<td>Pensions</td>
<td>9,561</td>
<td>10,466</td>
</tr>
<tr>
<td>Healthcare</td>
<td>3,821</td>
<td>4,609</td>
</tr>
<tr>
<td>Telephone and fax</td>
<td>9,803</td>
<td>7,900</td>
</tr>
<tr>
<td>Post and stationery</td>
<td>2,227</td>
<td>2,340</td>
</tr>
<tr>
<td>Staff and officers travelling and expenses</td>
<td>21,674</td>
<td>30,475</td>
</tr>
<tr>
<td>SPIN and Visual reality</td>
<td>13,860</td>
<td>29,549</td>
</tr>
<tr>
<td>Publications</td>
<td>2,519</td>
<td>2,042</td>
</tr>
<tr>
<td>Commercial Commission</td>
<td>5</td>
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<tr>
<td>Para-Squash Commission</td>
<td>493</td>
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<td>Membership subscriptions</td>
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<td>World Squash Officating</td>
<td>32,728</td>
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<tr>
<td>Courts and Equipment Commission</td>
<td>8,452</td>
<td>13,795</td>
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<tr>
<td>Anti-Doping and Medical</td>
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<td></td>
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<tr>
<td>Commission</td>
<td>36,023</td>
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<tr>
<td>Championships Commission</td>
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<td>Sundry expenses</td>
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<td>Media Commission</td>
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<td>Accountancy</td>
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<td>Annual general meeting</td>
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<td>Squash 57 Commission</td>
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<td>Computer expenses</td>
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<td>Audit fee</td>
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<td>Legal and professional fees</td>
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<tr>
<td>Ambassador programme expenditures</td>
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<td>Members Commission</td>
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<td>Olympic Bid travelling and expenses</td>
<td>144,946</td>
<td>11,384</td>
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<tr>
<td>Foreign exchange losses</td>
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<td>8</td>
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**Total Administrative Expenses**

<table>
<thead>
<tr>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>£</strong></td>
<td><strong>£</strong></td>
</tr>
<tr>
<td>525,903</td>
<td>418,367</td>
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</table>

### 4. FINANCE COSTS

<table>
<thead>
<tr>
<th>Description</th>
<th>2019</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank charges</td>
<td>2,624</td>
<td>1,306</td>
</tr>
</tbody>
</table>

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This page does not form part of the statutory financial statements

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EXECUTIVE COMMITTEE REPORT 2018/2019

1. PERIOD OF THE REPORT

1.1. This report covers the period between the 2018 and 2019 Annual General Meetings. However, due to publication timings, the report only includes information since the last report up to 31 August 2019. The WSF's financial year is 1 July to 30 June and the membership year is 1 January to 31 December.

2. WSF OFFICE & ADMINISTRATION

2.1. World Squash Federation Limited continues to trade as a limited liability company in the Isle of Man (Company Number 079771C) following its incorporation on 1 July 1996.

2.2. Registrations. Following Peter Lasusa’s election as WSF Vice-President at the 2018 AGM, he was registered as a Director via Dixcart, the WSF’s Isle of Man Management Company. Gar Holohan’s resignation - not having been re-elected - was provided to Dixcart along with copies of the Annual General Meeting Minutes and the Audited Accounts for their records.

2.3. Premises. The WSF continues to maintain its Administrative Office at 25 Russell Street, Hastings, East Sussex TN34 1QU.

2.4. Staff. The WSF continued to employ two full time members of staff: Andrew Shelley (Chief Executive) and Lorraine Harding (Operations Manager) and two part time employees: Jasmine Pascoe (Assistant Operations Manager) and Carol Hackett (Operations Assistant) both of whom work three days per week. Andrew Shelley resigned from 30 June 2019 but was employed on a part-time advisory basis pending the appointment of a replacement Chief Executive.

2.5. Data Protection. The General Data Protection Regulations (GDPR) came into effect on 25 May 2018, defining how organisations must collect, handle and store personal information. These rules apply regardless of whether data is stored electronically, on paper or on other materials. To comply with the law, personal information must be collected and used fairly, stored safely and not disclosed unlawfully. As a result of the new GDPR the Office implements Data Protection, Data Breach, Lawful Basis for Processing Data, and Website and Cookie policies along with website Terms of Reference. Prior to GDPR inception the WSF carried out an Audit of all its policies and procedures with respect to safeguarding data and created/updated documentation where necessary.

Everyone who works for or with WSF has some responsibility for ensuring data is collected, stored and handled appropriately. Each group or individual that handles personal data must ensure that it is handled and processed in line with this policy and data protection principles.

3. MEMBERSHIP

3.1. Membership Levels. Membership of the WSF increased from 149 to 150 during the period; this comprises 77 Full Members (Austria dropped down from Full to Associate), 45 Associate Members (Bolivia and Haiti added) and 28 Squash Links. Liechtenstein, Malta and Zambia have all applied for Full Membership, which should be ratified at the forthcoming AGM. Regional Federations are encouraged to make every effort to increase their membership, as this is an indicator of the health of the sport and its universality.

3.2. Regional Federations. The five Regional Federations continue to make a vital contribution to the growth and welfare of squash and the WSF Office maintains close contact with each of them. All five Regional Presidents serve on the Executive Committee.
4. EXECUTIVE BOARD

4.1. Executive Board. WSF President Jacques Fontaine and Vice-Presidents Sarah-Fitz-Gerald, Gar Holohan (to October 2018), Huang Ying How, Pablo Serna and Peter Lasusa (from October 2018) served during the period.

The Board met in Egypt (October 2018), Portugal (April 2019) and are scheduled to meet in England (August 2019) - all members of the Board and the Chief Executive and Operations Manager were in attendance at all meetings except Pablo Serna who had his travel documents stolen on the way to the airport for the meeting in Portugal. Executive Board e-Meetings were held in September and December 2018 and February, June and August 2019.

4.2. Performance against Targets 2018/2019

a) Maintained and enhanced the strength and stability of the WSF and squash
b) Reviewed all WSF subscriptions e.g. membership, Squash Personal Identification Number (SPIN) and coaching, in conjunction with Commissions. Specifically liaised with PSA concerning the SPIN membership requirement for the WSF & PSA Satellite Tours
c) Transferred SPIN and World Championship Management administration to Club Locker
d) Developed the Application Programme Interface (API) link arrangements with WSF Certified Software providers to verify SPIN and supply results
e) Reviewed the National Federation voting structure via the WSF Voting Review Group
f) Strove towards improved ethical practice, governance and transparency in all facets of WSF business
g) Reviewed the structure and operation of the Ethics Commission and brought forward proposed changes to the WSF Code of Ethics
h) Secured Commission Chairs where vacant
i) Monitored the work of all WSF Commissions
j) Improved the effectiveness and efficiency of the WSF generally
k) Worked towards greater gender equality on the Executive Board and in WSF Commissions

5. EXECUTIVE COMMITTEE

5.1. The Executive Committee consists of all members of the Executive Board plus the five Regional Presidents, a representative of the PSA and two from the Athletes’ Commission. The Committee met in Egypt in October 2018 and Portugal in April 2019. The next meeting is scheduled to take place in November in South Africa.

6. STRATEGY & COMMISSION STRUCTURE

6.1. Strategy. As part of the intention to update the published WSF Strategy 2020, the Board have employed James Sandwith to carry out an in-depth Strategic Review of Squash.

6.2. The structure of WSF Commissions continues as before excepting that Communications was separated out from the Commercial Commission.

6.3. Operational Outline for Commissions. Each Commission Chair (normally a specialist in the field) reports to the Board via the Board appointed liaison on the Commission (the WSF President, a Vice President or the Chief Executive) and the WSF Office. Commission members are proposed by the Chair, Regional Federations and/or the WSF Office for review by the Board. Chairs are required to submit reports to the Board twice a year.

6.4. Selection of Chairs & Members. Chairs are recommended to the Board for selection, normally by the WSF Office. The composition of Commissions would not ordinarily exceed five persons, usually with a minimum of three Regions represented. Commission membership will be reviewed every two years so that a degree of regeneration can be incorporated to maintain freshness. The next review will follow the 2020 AGM.
6.5. **Commission Chair Responsibilities** are to:

- Manage their Commission’s activity
- Provide a half yearly report for review by the Board
- Attend the WSF Conference, if required to do so, to present their activities from the past year
- Provide data for the Executive Committee Report
- Provide an outline of the following year’s anticipated activities
- Provide a draft budget for the following year’s anticipated activities.

6.6. **Commission Meetings.** Routine business is carried out by email. All Commission Chairs are encouraged to hold an e-meeting, at least once a year, as face-to-face meetings are prohibitively expensive. The WSF does fund the travel and accommodation for the Chair of each Commission if a physical meeting is held but members are self-funded or, where possible, supported by the Region in which they are based.

6.7. **Function & Activities.** The Chair of each Commission is responsible for identifying areas of action for the Commission and recommending strategy and plans to the Board.

6.8. **Performance against Targets 2018/2019**

   a) Secured Commission Chairs where vacant
   b) Monitored the work of all WSF Commissions
   c) Worked towards greater gender equality on the Executive Board and in WSF Commissions
COMMISSION ACTIVITIES

1. ANTI-DOPING

1.1. **Anti-Doping Commission.** Chair: Dr Anne Smith. Members: Dr Ellen Hamborg-Petersen. Anti-Doping Programme Manager: Lorraine Harding. Intelligence Officer: Jasmine Pascoe.

1.2. **Therapeutic Use Exemption Commission.** Chair: Dr Anne Smith. Members: Dr Deborah Dudgeon, Dr Charlie Elgood and Dr Connie Lebrun.

1.3. **Adverse Analytic Findings (AAFs).** No AAFs occurred during the period from International level athletes. The Results Management process of one case from 2018 was closed with no finding of wrongdoing and no consequences imposed.

1.4. **Test Distribution Plan (TDP).** Testing is based on risk, both the type of substances and factors that are known to increase the potential for the use of prohibited substances. The TDP includes both in-competition and out-of-competition testing. The TDP for the period included the required Technical Document for Sport Specific Analysis for blood and urine.

1.5. **Registered Testing Pool (RTP)** Out-of-competition testing is undertaken on RTP athletes who must provide their Whereabouts all of the time. Selection is based on a weighting system according to five risk criteria: a rapid rise in rankings; recent injury or sudden withdrawal from an event; Missed Tests or Filing Failures during the previous year; athletes from nations with no or limited National Anti-Doping Organisation (NADO) or information regarding possible use of prohibited substances or methods.

Twelve athletes were selected for the RTP for the year, which then may be renewed, depending upon risk criteria. The athletes are reminded quarterly. As selection is based on risk criteria, there is no effect of gender and, as a result, there may be more men than women, or vice-versa, there could even be all men or all women.

1.6. **Other Testing Pool (OTP).** The RTP requires very detailed Whereabouts, which is quite a burden for athletes. WSF has another testing pool of athletes who are required to provide Whereabouts, but in less detail. This broadens the number of athletes tested. Athletes from the top-40 men and the top-30 women are selected for the OTP every quarter, again based on risk criteria.

1.7. **WSF Testing Programme:** Out-of-competition (OOC) testing was done throughout the year; largely urine with some blood testing. According to WADA’s risk profile for squash, 10% of the WSF’s tests must be analysed for specific substances in blood and urine - erythropoietin and human growth factor. During the period 39 OOC tests were undertaken.

Four athletes (three male/one female) are part of the Athlete Blood Passport. These have blood taken regularly to monitor certain blood parameters to establish a blood cell profile, which would be altered with the use of certain prohibited substances. Twelve blood samples were taken during the year.

In-Competition tests were carried out at all World Championships during the period (18 to the end of 2019). PSA did not organise any tests during the period but will do so in the coming months. The PSA continue to be very supportive of anti-doping and the WSF is grateful for their assistance in this area of the testing programme.

1.8. **National Anti-Doping Organisation (NADO) Tests.** Through the statistical reporting programme (a WADA requirement) it was ascertained that 6 NADOs carried out tests on squash players; a total of 43 tests (30 OOC and 13 IC). This usually does not reflect the total number of tests on squash athletes, which is provided by WADA but is a year behind.

1.9. **WADA Reporting of all testing on squash athletes.** The latest reporting period is for 2018 and the figures come from all samples analysed by WADA accredited laboratories and reported in ADAMS.

A total of 399 samples were analysed: 384 urine and 15 blood samples tested worldwide resulting in 4 Adverse Analytical Findings (AAFs) 2 for Steroids and 2 for Stimulants. This testing involved 41 different Anti-Doping Organisations (ADOs): 34 NADOs, 1 Regional ADO, 4 Major Event Organisers, 1 each WADA and the WSF.
1.10. Missed Tests or Filing Failures. There were ten Missed Tests and eight Filing Failures from international level athletes in the period, a disappointing increase on the previous year. Any athlete with three Missed Tests/Filing Failures in a 12-month period is at risk of an Anti-Doping Rule Violation (ADRV) which may result in a sanction.

1.11. Play Clean Tip Centre. The tip centre on the WSF website allows for anyone to anonymously report information regarding doping in squash athletes or the provision of prohibited substances to athletes by coaches, trainers or any athlete support personnel. No reports were received during the period.

1.12. Therapeutic Use Exemptions. There were five applications to the WSF during the period, which were reviewed by the TUEC (four were granted and one was rejected). Additionally a TUE granted by another ADO was mutually recognised by the WSF.

1.13. Prohibited List. Substantive changes to the Prohibited List that is published annually on 1 January are posted on the WSF website and PSA and National Federations are notified.

1.14. The WADA Symposium, held in Lausanne in early 2019 was attended by Dr Anne Smith and Lorraine Harding. A crucial review of the World Anti-Doping Code and its associated International Standards, as well as compliance and capturing athletes’ views were among the main themes at this year’s conference, which was attended by over 900 Anti-Doping Organisations.

1.15. The World Anti-Doping Code is currently being revised and updated and comes into effect in January 2021. The Code’s various International Standards, including those related to results management, education, compliance, testing and investigations, Therapeutic Use Exemptions, laboratories and privacy protection are also being reviewed. The WSF will be required to update its Code, get it reviewed by WADA and approved by the members at the 2020 AGM in advance of the inception date.

1.16. Education. An Outreach education programme was conducted at the 2019 World Junior Championships in Malaysia and an education session for elite athletes was given by USADA at the request of the PSA at the 2018 World Championships, held in Chicago in February 2019. PSA conducted a survey of their players regarding education; 500 athletes responded and 354 out of those who replied indicated that they have not had any anti-doping education (71%)! There are 25 National Federations that provide anti-doping education but it is not necessarily mandatory. Videos seemed to be the most popular form of delivery of education.

1.17. WADA Compliance. The WSF was declared WADA compliant last year following an exhaustive process. Subsequent to that WADA launched an enhanced “Continuous Monitoring Program” in order to bridge the gap between the Code Compliance Questionnaire (CCQ) issued in 2017 and the next release planned in early 2022. As part of this programme the WSF was required to verify the implementation of the corrective actions from the CCQ. The data was provided, reviewed by the Compliance Unit and declared “duly addressed”.

1.18. The International Testing Agency, which was established last year to act independently of any sports organisation or national interest, continues to provide the WSF with an excellent level of expertise and the necessary support to manage its testing programme.

1.19. Performance against Targets 2018/2019
   a) Maintained World Anti-Doping Code Compliance
   b) Developed a Test Distribution Plan for 2019
   c) Established Registered Testing Pools
   d) Published changes to the WADA Prohibited List for 2019 and notified National Federations and PSA of substantive changes
   e) The number of athletes in the Athlete Biological Passport Programme was not increased by 25% because of the cost implications
   f) Athletes were Target Tested as and when necessary
   g) Athlete whereabouts information was monitored in ADAMS
   h) An education session for athletes was organised by the PSA at the World Championships in Chicago early in 2019
   i) Conducted an Outreach education programme at the 2019 World Junior Championships
   j) Maintained records of all In- and Out-of-Competition testing carried out under WSF jurisdiction; recording all Missed Tests and Filing Failures
   k) No PSA in-competition tests were carried out in the period, they will commence again shortly
   l) Managed and reported any Adverse Analytic Findings and, where appropriate, published resulting Anti-Doping Rule Violations
m) No Clean Sport anonymous tips were received
n) Changes to the Code will be presented at the 2020 WSF Conference for ratification at the AGM
o) Engaged with National Federations to establish an Anti-Doping contact, via the statistical
    reporting survey
p) Contacted National Federations every six months for a report on their Anti-Doping activity
q) Renewed the contract with the International Testing Agency for the provision of Anti-Doping
    services

2. ATHLETES

2.1. The Commission which is managed in partnership with the Professional Squash Association is jointly
    chaired by Jenny Duncalf and Ali Farag.

2.2. SquashFORWARD initiated last year brings together a worldwide group of young players to ensure
    a strong voice from the next generation in shaping the future of squash.

2.3. Performance against Targets 2018/2019
   a) Provided a forum in partnership with PSA for athletes to express their views and for their opinions
      to be heard in the WSF
   b) Supported SquashFORWARD, giving young athletes the opportunity to shape the future of
      Squash
   c) Informed athletes about WSF activities
   d) Supported the WSF with the administration, promotion and development of Squash
   e) Considered issues related to athletes and provide advice to the WSF
   f) Engaged with projects that protect and support clean athletes on and off the field of play
   g) Represented the rights and interests of athletes
   h) Consulted with athletes in the evaluation of the Rules and Regulations of Squash and provide
      feedback to the WSF

3. CHAMPIONSHIPS

3.1. At the Commission meeting held alongside the WSF AGM in 2018, the Championship Regulations
    were reviewed and general Championship matters discussed. Following this, discussions have
    continued and decisions been made using email communication.

3.2. World Championships held in the period (July 2018 – June 2019)
   a) Men’s & Women’s World Junior Individual Championships – India (18 - 23 July 2018)
   b) Men’s World Junior Team Championship – India (24 – 28 July 2018)
   c) Women’s World Team Championship – China (11 – 16 Sept 2018)
   d) World Doubles Championship – Australia (17 – 21 June 2019)

3.3. Championship Programme 2019/2020 (July 2019 – June 2020)
   b) Women’s World Junior Team Championship – Malaysia (5 – 9 Aug 2019)
   c) Men’s World Team Championship – USA (15 – 21 December 2019)

3.4. The WSF World Championship Regulations are subject to regular review by the Commission,
    the Board and from National Federations via the Annual General Meeting. The latest update is Version
    8.4 dated May 2019, which contains all the technical changes agreed by the Board during the period.

3.5. Performance against Targets 2018/2019
   a) All World Championships were conducted satisfactorily under the WSF Rules and Regulations
   b) The WSF Office was responsible for all pre-event procedures and processes
   c) The WSF Office provided Tender documentation and liaised with National and Regional
      Federations regarding the allocation of Championships
   d) Hosts for the Men’s World Teams and Doubles Championships 2021 have been allocated to New
      Zealand and Australia respectively, while the World Juniors 2021 failed to receive a tender
      initially and so was re-opened for the remainder of the period
e) Pre-event arrangements are ongoing for World Championships due to take place in the remainder of 2019 and in 2020
f) On-site WSF Technical Delegate capability and Technical Delegate training was not progressed but it is hoped to be during the coming period. Technical Delegates are briefed by the WSF office
g) The World Calendar continues to be updated on a regular basis
h) The World Junior Circuit was transitioned in partnership with PSA to become the WSF & PSA Satellite Tour during the period. World Junior Rankings now feature results from participating events as well as from PSA Tour events
i) Championship Regulations continue to be reviewed and updated on the website
j) The move from Tournament Software to Club Locker for World Championships and SPIN verification/results via an API link began at the end of the period. Monitoring the championship draw and general event administration has begun by the WSF office

4. COMMERCIAL

4.1. The Commission. At the start of the year media and related activities were split away from the Commercial Commission and now come under the Communications Commission, Chaired by Julie Marks. Vice-President Peter Lasusa took over as Chair of the Commercial Commission.

The Commission has updated the grid of WSF assets and are searching for WSF partners. In addition, discussions concerning the SPIN arrangements to include member benefits are ongoing.

During the pendency of the search for a new WSF Chief Executive, the Commercial Commission has been in a ‘holding pattern’, anticipating that exploring new commercial opportunities will be an area of focus for our new leadership, with the opportunity for developing new avenues based on the experience and relationships of the incoming Chief Executive.

5. COMMUNICATIONS

5.1. The Commission. The introduction of a dedicated Communications Commission was agreed to at the AGM in Cairo. The new Commission is charged with guiding contemporary global communications for the WSF in support of the WSF Executive Board and office, and based on strategic priorities and available resources. The Commission interacts with the Chief Executive, Media Director, Webmaster and other WSF Commissions.

In December 2018, the Commission’s Terms of Reference for 2019-2020 were developed as follows:
- Oversee the development and implementation of a WSF Communications Strategy;
- Review WSF branding and visual identity;
- Support the squash Olympic bid strategy, as required;
- Initiate PR work plans for WSF World Championships and for squash competitions at major multi-sport events (e.g. Asian Games, Commonwealth Games, The World Games);
- Enable stronger links and consistent messaging between the WSF, its Regions and National Squash Federations;
- Provide ongoing leadership and practical support for WSF’s external and internal communications as needed, including reputation management, media relations and social media management; and
- Guide regular monitoring and evaluation of WSF communications.

WSF issued a public call for expressions of interest to join the Commission. In February, the Commission membership was confirmed as follows: Julie Marks (Chair); Howard Harding (WSF World Media Director); Steve Cubbins (WSF and SquashSite Webmaster); James Prudden; Nick Davies; Walter Küpfer and Alex Wan Yew Phang.

The Commission’s inaugural teleconference took place on 8 March, in which Andrew Shelley participated. Correspondence has since been via email and a dedicated WhatsApp group.

A draft work plan was prepared and initial tasks were allocated to the members. This included nominating focal points for Championships taking place in 2019 and for the WSF Ambassador Programme, based on proximity of the members.
5.2. **Activities**: Together with Squash Australia, a Public Relations and Media Plan was developed and implemented for the World Doubles on the Gold Coast, Australia. This plan was then used by Mr. Wan as the basis to develop a communication plan in advance of the World Juniors with the Squash Racquets Association of Malaysia. Commission members contributed ideas. A ‘lesson learned’ review for both championships is due to take place with a view to developing a communication plan template and practical guidelines to assist future hosts of WSF Championships.

5.3. Andrew Shelley and the Commission Chair (who was based in Nairobi) worked with the interim leadership of Kenya Squash to plan and drive promotion of the WSF Ambassadors visit. The coverage included livestreaming of selected matches on the WSF Facebook page and the production of a six-minute highlights video.

5.4. A planning paper was prepared by Mr. Prudden and Mr. Davies recommending further improvements to the WSF website and greater investment in social media. This will be taken further in 2019-2020 in the course of drafting the WSF Communication Strategy. The Commission will proactively engage all Commissions in developing the strategy.

5.5. Services: The following continued during the period:
- World Squash News – Howard Harding provides this service, issuing branded Press Releases on behalf of the WSF, providing reports during the build-up to a World Championship and daily reports and results during the Championship.
- WSF Website – the site is updated as necessary, often on a daily basis.
- Update – published bi-monthly.
- Member Information – this provides information relevant only to National Federations on a monthly basis.
- Social Media output – this is managed by the Office with input from Ms. Marks and M. Prudden.
- Additionally, the WSF continues to disseminate a monthly WSF Calendar and regularly updates its Directory. All queries from National Federations and other key stakeholders were also managed.

6. **COURTS & EQUIPMENT**

6.1. **Composition.** Tom Oldroyd has been in the position of Chair since January 2019 with Huang Ying How WSF Vice-President as Board Liaison. Chris Herridge, the outgoing Chair has continued to provide support in the background. The Chair visited Guatemala in early 2019 to accredit several new squash courts. Chris Herridge continues to make occasional visits as required.

6.2. **Technical Queries.** The Squash Court Specifications are published on the WSF website and are also included within many National Federation’s sites. Technical enquiries usually originate from the website and almost without exception are processed by email. Every enquiry received during the year was satisfactorily dealt with by directing the enquirer to an electronic version of the Court Specifications or by referring more complex issues to the Commission Chair.

6.3. **Specific topics** covered during the period included: technical queries from National Federations and individuals; Movable wall tolerances at a University facility and resolving a dispute between the contractor and the client; construction details of new floor types; new glazed court construction; glass wall thickness and testing; floor slip resistance; external courts with rain water drainage; reflectivity of walls; transparency of glazed court walls; Major Games technical issues and interactive court specifications. Enquiries originated from all geographic regions including Kuwait, Austria, Guatemala, USA, China, the Caribbean, Australia, Russia and the UK.

6.4. **The Court Specifications.** The Commission is working on an electronic version of the Specifications that will have ‘interactive’ capabilities. The commission met with the web designer in the spring and discussed the strategy. The high resolution images that will be incorporated into the interactive design of the court specification are now being worked on.

There was also discussion of linking the Accredited Companies list with the building element selected in the interactive court. This may not be the best course of action due to the complexity of updating this list within the interactive court.

6.5. **Wall Testing.** Accreditation requirements for new wall surfaces is now in operation. The test criteria has been published and became mandatory for all new accredited wall products from January 2019 onwards.
6.6. **WSF Accredited Products.** The Chair has been very active during the year, answering queries from court owners and specifiers regarding WSF Accredited Products and carrying out inspections. The WSF only endorses Accredited Products in the construction or refurbishment of squash courts. The pages on WSF Accredited Products and Companies on the WSF website are amongst the most visited of the site and provide a valuable information resource for all builders and specifiers of squash courts. The products that meet WSF Specifications and were WSF Accredited in 2017/2018 are:

- Aacer Cush I, Aacer Cush I Plus, Aacer Flex Tri Power, Aacer Anchored Power Sleeper System, Aacer Channel System
- A Best “Doubleplay” Standard Glass Back Wall and Door
- Altempco Tempered Glass Back Walls
- Armourcoat Squash Court Plaster
- Armourcoat Sounding Board System
- ASB All-Glass Court
- ASB Squash System Court Walls & Rainbow Court
- ASB Moveable Walls
- ASB Glass Back Wall
- ASB-Haro Sports Model Melbourne 65 Flooring
- ASB LED Squash Court Lighting
- ASB Adjustable Tin
- Boflex Squash
- Arenaflex Squash
- Singleflex Squash
- CGG All-Glass Court
- CGG Court Floor
- CGG Court Lighting
- CGG Height Adjustable Tin
- Combatwall Plaster Coat System
- Connor Squash Flooring System: Squashplay, Neoshock, Duracushion II and Rezill Sleeper DIN
- Courtcraft 'RENOV8' Squash Court Wall Panel System
- Courtcraft 'INNOV8' Squash Court Wall Panel System
- Courtcraft 'INNOV8' Squash Court Moveable Side Wall
- Courtcraft Height Adjustable Tin
- Courtcraft LED Squash Court Lighting
- Courtcraft/Junckers Squash Court Floor
- Courtwall 28mm Front Wall & 21mm Side Wall Squash Court Panels
- Courtwall All-Glass Court
- Courtwall Glass-Back Walls
- Courtwall Plaster System
- Courtwall Moveable Side Wall
- Courtwall-Boen Squash Flooring
- Courtwall Sound Board
- Courtwall LED Lights
- Courtwall X-Panel (Full Accreditation Pending)
- CT System Walls
- CT Glass Back Walls
- CT 4 Sided Glass Court
- CT Moveable Side Wall
- CT Pro Squash Floor
- CT Height Adjustable Tin
- CT LED Lighting
- Ellis Pearson Glass Back Walls
- Fiberesin 38mm Front Wall & 28mm Side Wall Racquetball/Squash Court Wall Panels
- GSG HM Type 95.2 & Type 95.2 Handicap Access, Type 95.2 COCO-B & Type 95.2 COCO-B Handicap Access, Type 95.4 & Type 95.4 Handicap Access, Type 95.4 Coco-B & Type 95.4 COCO-Handicap Access, Type 95.6 & Type 95.6 Handicap Access
6.7. **WSF Accredited Companies.** These are companies that offer the essential components of the complete court - four walls, floor, tin and lighting – that are independently or collectively WSF Accredited. A company may use the WSF Accredited products of another company as part of their overall components.

McWIL did not renew its Accredited Company status in 2019 and CourtTech went into liquidation during the period. CT Management GmbH took over CourtTech and so their products remain Accredited. Current WSF Accredited Companies are:

- ASB
- Courtcraft
- CourtTech
- Courtwall

6.8. **Ball Specifications.**

a) Squash: The specifications for Single Dot (Club) balls and Standard Double Dot (Competition) Balls are now in place and are being used for performance testing.

b) Squash 57: An additional specification to cover warmed balls was evolved having tested a sample of current balls. There will be a specification at two temperatures for blue and black balls, as there is for squash balls, subject to ratification at the WSF AGM in November 2019.

6.9. **Approved Balls** which have been tested as meeting WSF Specifications are:

- Dunlop XX Yellow Dot Championship Ball
- Eye Squash Ball
- HEAD Sport AG Yellow Dot Ball
- Huashen Double & Single Yellow Dot Balls
- Karakal Squash Ball
- MR Price Sport Maxed Ball
- Opfeel SB 990 Ball
- Prince Rebel Pro Ball
- Taiball Yellow Dot Ball
- Tecnifibre Squash Ball
- Victor/VICTEC Doppel-Gelb Ball

The Dunlop XX Yellow Dot Championship Ball is the WSF Adopted Ball for use in all WSF and Regional Championships.

6.10. **Racket Specification.** The specification for rackets remains unchanged.

6.11. **WSF Approved Rackets.** This programme is currently being reviewed.


a) The new Chair was fully supported in his first year

b) Compliance with specifications for courts, rackets and other equipment was ensured

c) Technical queries were answered promptly

d) Technical support was provided to Accredited Companies and their customers

e) Complete Court Accreditation was revised to indicate Accredited Products and Accredited Companies

f) The Squash Court Specifications has been updated as necessary

g) Applications for new Accreditations were processed satisfactorily
7. DEVELOPMENT

7.1. **The Commission** has a remit to provide a direct focus on Development. Under the Chairmanship of Emily Mak it operates with specialist coaches and development officers who between them have experience of introductory, school, urban, coaching and marketing/promotion to fulfil their remit of introducing and maintaining the interest of players.

Ongoing tasks include increasing the number of resources that are made available to nations on the website featuring programmes and initiatives and looking at other ways in which WSF can assist in the area of development.

7.2. **Performance against Targets 2018/2019**
   a) Commission members Karen Anderson and Chris Peach agreed to spearhead the search for best practice national and local development templates; dissemination of relevant resources to National Federations and others is being progressed via the WSF website
   b) Assisting Nation Federations with squash development programmes in conjunction with Regional Federations, as and when requested has taken place
   c) A review of whether there is scope for squash to apply to join the International School Sports Federation is ongoing
   d) A further review of whether Championships between Universities internationally is practicable is being undertaken.
   e) Progress has yet to be made on an inaugural WSF World Development Conference, but it is hoped that it will to take place during the first half of 2020
   f) The WSF Ambassador Programme took place, visiting Kenya

8. DISCIPLINARY

8.1. **Cases.** It is usual for the Commission to deal with some disciplinary matters following each World Championship. These typically arise from conduct strokes that are awarded during an event and are not generally significant matters but can also involve ancillary matters such as late withdrawals.

The Commission only had to deal with issues from the World Masters 2018 in the last year. There was one serious off court incident which resulted in a fine and suspension but otherwise this only involved a review of late withdrawals and players failing to attend without notice.

8.2. **Integrated Disciplinary Procedure.** The Integrated Disciplinary Procedure was not utilised during the period.

8.3. **Performance against Targets 2018/2019**
   a) WSF monitored and processed all disciplinary incidents
   b) It was not necessary to update the WSF Code of Conduct during the period
   c) Regional Federations have yet to be provided templates to ensure that all have fully adopted the WSF Code of Conduct, including the Integrated Disciplinary Process
   d) Development of a Code of Conduct template for National Federations linked to the regional versions has not been progressed
   e) Mutual Recognition of Penalties via an Integrated Disciplinary Panel in conjunction with PSA and Regional Federations required no refinement
   f) Maintained development of offence benchmark penalties

9. ETHICS

9.1. **The Commission** was active over the past year, primarily in dealing with a complaint under the Code alleging breaches on the part of the President in relation to the 2016 election. Two members of the Commission recused themselves from the case through potential conflict of interest. The remaining three members were responsible for ensuring the complaint was resolved appropriately under the Rules. The Commission made recommendations to the Executive Board in November 2018. The matter was then finalised by a decision taken by the Executive Board in December 2018, that a
breach had occurred and that the proper sanction was a reprimand. This case required a large commitment of time from the three members involved and a considerable financial cost to the WSF and the complainant National Federation.

9.2. **The Code of Ethics.** The Commission followed the rules in the case mentioned above and found the Code short of a “fit for purpose” standard in a number of areas. These include, among others, the time involved in the process of investigation, the allied cost to such investigation, the lack of alternative resolution processes and the lack of sanctions in the Code. A review of the Code and its allied Appendices is now being conducted, with assistance from management, with the intention of amendments being made at the Annual General Meetings.

9.3. **Performance against Targets 2018/2019**

| a) | Maintained the framework of ethical principles |
| b) | Investigated complaints in relation to the non-respect of such ethical principles pursuant to the Code of Ethics |
| c) | Reviewed the operational procedures of the Ethics Commission |
| d) | The update of the Code of Ethics is ongoing |

10. **GOVERNANCE & AUDIT**

10.1. **The Commission** was first established in mid-2017. Consistent with its title, its key accountabilities were monitoring and improvement of audit and financial control; budgeting and reporting; risk management and control; and governance and compliance with the laws and regulations.

The Chair of the Commission is David Mandel, and the Board Liaison is Jacques Fontaine. Janet Sairsingh has been a member of the commission since inception and Steven Indig replaced Peta Murphy, who retired in September 2018.

10.2. **Performance against Targets 2018/2019**

While no formal targets were published for 2018/19, the commission during the year:

| a) | Continued its activity from 2017/18 of cleaning up the year-end accounts and satisfying the auditors as to the solvency of the WSF, which was a particular issue for the June 2018 accounts |
| b) | Introduced four-year budgets for the WSF to ensure financial sustainability in the medium term |
| c) | Developed the first Risk Register for the WSF and had it approved by the Board |

11. **JUNIOR**

11.1. **The Commission** continues to advise on matters relating to junior squash generally; recommend specific Rules and Regulations for Junior Squash; coordinate a World Junior Circuit and World Junior Rankings and assist with the seeding process for junior events.

**The World Junior Championships** held in Kuala Lumpur, Malaysia were very successful although clearly there were problems with the software provided by Club Locker but perhaps expected as it was one of the first Championships where this software was used.

Seeding was carried out by Harry Smith (USA), Andrew Cross (Malaysia), Shelley Kitchen (New Zealand), Ahmed Motany (Egypt), Cyrus Poncha (India), Lee Drew (England), Oliver Pettke (Germany) and coordinated by Jackie Robinson. Having been requested to seed more than the top 16 - as provided in the Regulations – the Seeding Panel were disappointed that shadow seeding down to 48 did not take place.

The individual titles saw Mostafa Asal win his second title and it was a case of third time lucky for Hania El Hammamy who beat compatriot Jana Shiha in the final. Jana beat Aifa Azman from Malaysia in the semis having saved match balls. Lewis Anderson (England) was a surprise semi-finalist, the first unseeded player to reach the semis for 15 years.

In the team event not surprisingly Egypt beat Malaysia 2/0 in the final, their seventh consecutive win, with Hong Kong, China and England sharing the bronze medals.
World Junior Rankings. The Under-19 and Under-17 World Rankings continue to be issued, though it is appreciated that more work needs to be done before they are considered accurate.

11.2. Performance against Target 2018/2019
   a) Together with PSA we are working towards having more accurate Under-19 rankings. Under-17 is still a subject of discussion
   b) We are working with the Championship Commission to update/amend Rules and Regulations of World Championships

12. MAJOR GAMES

12.1. The Commission’s remit is to retain or gain the inclusion of Squash in all Major Games worldwide; review formats and other facets as necessary to help ensure continued participation and recommend plans for lobbying for the inclusion of Squash in Major Games.

12.2. Major Games updates:
   a) World Games. Liaison with the 2021 hosts (Birmingham, Alabama) is ongoing concerning the general arrangements, and specifically, along with US Squash concerning the possibility of adding a squash facility at the University of Alabama to provide a legacy that will help develop the sport locally.
   b) Olympic Youth Games: Squash was selected as a show-sport for the Games in Buenos Aires in October 2018; since then meetings have been held with the IOC to try and gain inclusion as a medal sport in the next Games, scheduled to take place in Senegal in 2022.
   c) Commonwealth Games: President Jacques Fontaine and Secretary General Pablo Serna met the Commonwealth Games Federation (CGF) at SportAccord in May, with Pablo Serna following up to discuss the format for Birmingham, UK in 2022, and the development of a suitable quota format for squash – as is being rolled out by CGF for all programme sports.
   d) Asian Games: Both singles and team events were confirmed on the programme for August 2018 in Jakarta, Indonesia and are again included for Hangzhou, China in 2022. ASF are the liaison point.
      Men’s Individual:
      Leo Au (HKG) beat Max Lee (HKG) 11-8, 12-10, 6-11, 11-4
      Women’s Individual:
      Nicol David (MAS) beat Sivasangari Subramaniam (MAS) 11-13, 11-9, 5-11, 11-6, 11-8
      Men’s Team:
      Malaysia beat Hong Kong 2/1
      Ivan Yuen lost to Yip Tsz Fung 7-11, 18-20, 11-9, 8-11
      Nafiizwan Adnan beat Max Lee 11-9, 11-7, 11-7
      Eain Yow Ng beat Leo Au 11-7, 11-7 11-4
      Women’s Team:
      Hong Kong beat India 2/0
      Ho Tze-Lok beat Sunayna Kuruvilla 11-8, 11-6, 10-12, 11-3
      Annie Au beat Joshua Chinappa 11-3, 11-9, 11-5
   e) Pan-American Games: Squash was included on the programme of the Games, which took place 26 July-11 August 2019, Lima, Peru.
      Men’s Individual:
      Diego Elias (PER) beat Miguel Rodriguez (COL) 11-6, 7-11, 12-10, 11-8
      Women’s Individual:
      Amanda Sobhy (USA) beat Olivia Blatchford Clyne (USA) 7-11, 11-5, 11-7, 11-8
      Men’s Doubles:
      Chris Hanson & Todd Harrity (USA) beat Shawn Delierre & Nick Sachvie (CAN) 6-11. 11-5, 11-8
      Women’s Doubles:
      Amanda Sobhy & Sabrina Sobhy (USA) beat Samantha Cornett & Danielle Letourneau (CAN) 11-10, 11-8
      Mixed Doubles:
      Catalina Pelaez & Miguel Rodriguez (COL) beat Diana Garcia & Alfredo Avila (MEX) 11-10, 11-4
      Men’s Team:
      USA beat Colombia 2/1
      Todd Harrity lost to Miguel Rodriguez 10-12, 12-10, 7-11, 7-11
      Chris Hanson beat Juan Camilo Vargas 11-5, 11-9, 11-7
      Andrew Douglas beat Andrés Herrera 11-4, 6-11, 11-6, 11-8
**Women’s Team:** USA beat Canada 2/0
Amanda Sobhy beat Hollie Naughton 11-9, 11-8, 11-7
Olivia Blatchford Clyne beat Samantha Cornett 15-13, 21-19, 11-7

f) **Commonwealth Youth Games:** Trinidad & Tobago were announced as replacement hosts after the 2021 Games were withdrawn from Northern Ireland. Initial communication has been made to encourage squash to again be part of the programme following on from Samoa 2013.

g) **European Games:** WSF and ESF actively lobbied for the inclusion of squash in the 2019 Games in Belarus in June 2019 but when a slot was offered in the Cultural Showcase it was not thought appropriate for the sport and so declined. Promoting our case for 2023 will begin soon.

h) **Other Games 2019:** Squash has been included in the Island Games in Gibraltar, Pacific Games in Samoa, South East Asian Games in the Philippines and South Asian Games in Nepal.

### 12.3. The Major Games Chart

Featuring all World, Pan-regional, Regional, Sub-Regional and other Multi-Sport Games, which identifies whether squash is included or could try to gain a place on the programme, is updated regularly, indicating targets to retain participation or secure it, as appropriate.

### 12.4. Performance against Targets 2018/2019

a) Work continues on obtaining inclusion of squash in all Major Games worldwide

### 13. MASTERS

**13.1. The Commission** was established in July 2017 to continue and expand upon the activities of the old Masters Sub-Committee.

**13.2. Masters Tour and Ranking System.** The Masters Tour was launched in January 2019 with a new logo [http://wsfmasters.com/](http://wsfmasters.com/). Several events were added in Europe and Asia (Hong Kong Open, Singapore Open, Malaysian Open, Asian Masters). Others to be registered and linked to the Tour site.

**13.3. The Website** is currently managed by Steve Cubbins/Squash Site and will be further refined and developed in the coming months.

**13.4. The Ranking Working Group** (Pavel Sladecek, Richard Millman and Garry Irwin) continues to review results, support ongoing events (e.g. Hong Kong Open and Asian Masters) and propose systems to adopt and develop for World Masters rankings.

**13.5. Performance against Targets 2018/2019**

a) Continued to progress consultation for a World Masters Tour and prepare for its launch
b) Considered future development of a ranking system that can be added to the Tour depending upon the level of inter-regional entry
c) Established a Working Group to assess and recommend ranking mechanism and software integration
d) Proposed a registration process, rules, conditions and ranking system for World Masters Tour events to the WSF Board
e) Launched the World Masters Tour by 1 June 2019
f) Reviewed reports and recommendations from the World Masters Championships
g) Provided advice on matters, rules and regulations related to Masters Squash

### 14. MEDICAL

**14.1. The Medical Commission** comprises Dr. A Smith (Chair) and Members Manit Arora and Derek Ryan.
Its remit is to respond to any medical or scientific questions that arise from WSF Commissions or the Executive Committee.

**14.2. Performance against Targets 2018/2019**

a) Responded to medical and scientific questions in a timely manner
15. **OLYMPIC GAMES**

15.1. **The Background.** As has been widely reported, discussed and details dissected, not only did the squash bid fail, but because of the suddenly shortened timeline used by the IOC, the outcome was final much earlier than anticipated (impacting upon funding of course).

15.2. **Bid Management.** The Paris 2024 bid was prepared in partnership with PSA, who fully supported the bid with time and management resources. Our campaign agents were the very experienced and effective Weber Shandwick agency. The Olympic Bid Steering group led by WSF President Jacques Fontaine, with Alex Gough, Tommy Berden and Andrew Shelley. The full Olympic Games Commission membership advised on a general level.

15.3. **Planning.** From the outset the Steering Group in conjunction with Weber Shandwick conducted a multi-pronged campaign that focused on our strengths such as the exciting staging options that would showcase the host city, the low cost & small athlete numbers, our partnership with the professional Tour, our gender balance and so on.

15.4. **Initiatives.** These included securing a demonstration place at the Youth Olympic Games in Argentina to showcase the sport, developing SquashForward that enhances youth involvement with decision-making and highlighting numerous positives such as equal prize money, exciting event staging, and the increasing SquashTV broadcast footprint. These built upon squash already clearly meeting the published criteria that the hosts and the IOC required.

15.5. **Interaction.** The vital importance of being an active and interactive member of the Olympic Family was well recognised, and led to WSF President Jacques Fontaine travelling extensively to Olympic Games / events, meetings, and conventions such as Sport Accord and the International Federations Forum, to spend time with key influencers. Secretary General Pablo Serna attended a number too, as did PSA where appropriate.

15.6. **Presentation.** A delegation from WSF and PSA - which included French players Camille Serme and Victor Crouin - presented the reasons for squash’s inclusion to the Paris 2024 Organising Committee in early January, where we received positive feedback from the Paris 2024 leadership.

During a presentation and discussion which lasted for nearly two hours our team presented the case for squash, backed by an impressive PowerPoint featuring the reasons why squash offers exciting options for the hosts and their city.

15.7. **Bid Funding.** The bid was jointly and equally underwritten by WSF & PSA. The Squash Goes Gold Olympic bid campaign was launched late due to the sudden bringing forward of the decision, and so only a small number of gratefully received and very helpful donations were made.

15.8. **The Outcome.** The fact that three of the four accepted sports were already included on the Tokyo 2020 Olympic Games programme has led us to question whether the IOC favoured those sports, leaving practically no opportunity for other sports to integrate into the programme, which is a key point that squash will need to address for the future, as making huge strides forward in areas such as innovation, equality, sustainability and youth engagement - all of which matched the criteria communicated to us by Paris 2024 and the IOC, was not enough, and formal bidding alone will not achieve our ultimate aim.

16. **PARA-SQUASH**

16.1. **Members of the Para-Squash Commission** met regularly in small groups for vis-a-vis meetings to discuss separately important questions, such as classification criteria, sports equipment and materials needed for Para-Squash, Medical and Anti-Doping questions specific for Para-Squash etc. The purpose of the meetings was also to discuss and prepare and consequently formalise the re-application to the International Paralympic Committee (IPC) for recognition of the WSF.

Although there was reason for increasing confidence that with the new structure of the WSF can meet the IPC requirements, which have dramatically increased in all these areas like classification, Para-sport governance and other frameworks, the re-application had to be postponed as per the dramatic structure changes within the IPC Administration with CEO Xavier Gonzalez having been replaced. The
WSF will re-apply once the new CEO of the IPC has been chosen to work with IPC President Andrew Parsons and the Governing Board.

The Chair of the Commission Volker Bernardi and its Deputy Chair Jörn Verleger have attended and are about to attend key meetings of the IPC in 2019, such as the IPC General Assembly in Bonn and the Vista Conference in Amsterdam, together with the Classification Meeting in 2019. Volker Bernardi has met with IPC Senior Manager Sport Jürgen Padberg.

It remains the main focus of the Commission to regain IPC recognition as soon as possible.

The Commission also is still working on its plan to set up the Para-Squash regulatory framework, including classification, sport rules and Anti-Doping by end of 2019.

16.2. Performance against Targets 2017/2018
a) The WSF will submit its re-application for regaining International Paralympic Committee recognised status within 2019
b) The WSF aims to have Para-Squash set up as a demonstration event at the IWAS World Games and participate in the new IWAS Guttmann Games

17. RULES

17.1. Membership and Structure. During the period under consideration the WSF Rule's Commission membership comprised: Chair - Michael Collins; Members - Lee Drew and Srikanth Seshadri.

17.2. Activity during the period. No meetings of the members were required; all communication and discussions took place via email.

The Commission received numerous rules related queries during the year from many of the squash playing countries which were resolved and clarified. There were also a number of submissions received for possible changes or amendments to the existing Rules. These were all given due consideration and a number of submissions have been held over to be fully discussed and considered in the new period ahead.

Several of the queries have been the result of the PSA bringing into effect certain changes to the rules for application at PSA tournaments only. The Commission provided input and commentary to the periodic PSA Updates highlighting these changes even though they dealt with the development or application of the rules in a way which was not totally consistent with the WSF rules. This was done in the spirit of co-operation and assistance so that the wording was as consistent and compliant with the current rules as possible.

As the WSF website "Frequently Asked Questions" was discontinued during the previous period, the Chair continued to respond to individual Rules Interpretation queries forwarded to him by the office whilst at the same time working with Steve Cubbins and Barry Faguy (who was seconded to the Commission for this specific project) in developing a new and improved dedicated website for the FAQs in future.

17.3. Performance against targets 2018-2019
a) The Commission considered certain submissions made during the previous period and submitted a motion to the WSF Executive Committee to:
   • Change the time period permitted for the warm-up as provided for in Rule 4 to bring this in line with the new PSA time periods.
   • Make minor amendments to the swing interference and front wall provisions.

b) The other issues under consideration which still require investigation and discussion and so were not taken further at this stage were:
   • Possible changes to other time periods as permitted by the rules relating to the various intervals as provided for in Rule 7.
   • Possible changes to the Bleeding provisions as provided for in Rule 14 where an expert report from an International Sport Lawyer has been requested.
   • Possible change to the rule relating to Fairview as one of the freedoms required for interference.
   • Possible new rules to deal with the diving of players to deal with a PSA concern regarding delays in play and unfair advantage.
c) Consideration was given to an education programme for National Federations but continues to be placed on hold pending a possible similar programme being implemented by the World Squash Officiating initiative.

18. SQUASH 57

18.1. The Commission was knowingly under-resourced and effectively ‘dormant’ for the first five months of the reporting period. In November 2018 the Squash 57 Commission’s engine was reignited and despite having zero budget has made excellent progress in fundamental areas such as rules, equipment and resources.

18.2. National participation: From the annual WSF survey we have a basic understanding of where Squash 57 is being played. Having contacted many of the Squash 57 playing nations, asking for progress, we could say:
- The most active Nations are UK, Norway; Pakistan (based on raw reported numbers)
- There is probably a lack of clarity in the survey as to what Squash 57 actually is, examples being: Ireland referred the commission to their Racquetball community; Australia are playing Australian Racquetball, effectively American rules racquetball on a squash court, not Squash 57.

18.3. Commission Focus Areas

a) Balls: there are two technical specifications for Squash 57 balls; Black and Blue. Unfortunately, the ball manufacturers have not adhered to these specifications and there are, for example, blue balls that are less bouncy than black balls. That said, our specifications were inadequate as they only had a room temperature rebound resilience, nothing for a warmed-up temperature ball (unlike for squash balls which include warmed-up as well as high altitude rebound resiliencies). We have now determined that the warmed-up Squash 57 ball temperature should be 33 degrees Celsius. Using this, the desired rebound resiliencies have been agreed (by the WSF Court & Equipment Commission) and the manufacturers notified. We are hoping that the manufacturers will be suitably motivated to meet the new specifications.

b) Rules: the existing Squash 57 rules are somewhat ambiguous and lacking in clarity, causing confusion for those whose first language is not English. The rules have been reworded and are awaiting the WSF’s AGM to get the re-worded document approved and then republished. Also, as a response to feedback we have designed an abridged poster version of the rules which is now available online on the WSF site: [http://www.worldsquash.org/57-rules-poster/](http://www.worldsquash.org/57-rules-poster/).

c) Network: in the WSF’s annual survey about 40 squash playing nations claimed to play Squash 57, only three of which have more than 1000 players. We have spent time building a global network of Squash 57 contacts within those 40 nations and beyond. Positive results from this effort include: Japan - they were not reporting any Squash 57 activity but with a little encouragement have run an introductory event and are growing the sport; America - we are helping to build bridges between US Squash and the IRF and now US Squash are planning to push Squash 57 from September 2019; United Kingdom - we have helped to build bridges between England Squash and UK-Racketball.

d) Partners: England Squash have agreed to partner with the WSF on the development and use of Squash 57 related resources: Logos - the official logos have been 'cleaned up' and are now...
available to everyone from the WSF website; Videos – England Squash with UK-Racketball have created a Squash 57 promotional video which the WSF can leverage (add different language sub-titles etc.). England Squash have also created a few brief Squash 57 player tips and we are working with England Squash to leverage those as well.

e) Competitions:
   - Nationals: United Kingdom - thanks to the improved level of collaboration between England Squash and UK-Racketball the UK nationals at Edgbaston in July were the largest and most diverse ever; Spain - had their first ever Nationals.
   - World Masters: the WSF are hoping to leverage the new world squash (sq40) masters circuit to effectively build a World Squash 57 masters circuit with an end goal that Squash 57 will be played at the World Masters in 2022 (Poland having rejected this idea for 2020). Unlike with the IRF, adoption of Squash 57 by the sq40 world (effectively our home ground) has so far been close to non-existent.
   - Other: the Asia Pacific Masters Games in Penang 2018 included a successful Squash 57 event; The IRF’s World Senior Racquetball Championship in 2018 ran an introductory Squash 57 event which they will repeat in 2019.

f) Pipeline:
   - Coaches: there is demand for Squash 57 coaches, for example in Iran where 25 coaches were recently trained (80% female). We believe that there should be Squash 57 coaching qualifications to at least Level-1 (roughly equivalent to England Squash’s L1 and L2) to cover coaching up to participation level. This will add credibility to the discipline, especially at grassroots, thus increasing awareness and participation.
   - Club Development Program: England Squash and UK-Racketball are working on a ‘Club Development Program’ which the WSF expect to be able to leverage from Q4 2019. There are some clear role model clubs in the UK where pro-active coaches have marketed Squash 57 to Women and U3A groups.
   - Tools & Resources: expand the tools and resources available for the growing diverse multi-lingual population of Squash 57 players, effectively packaging a ‘new nation introduction pack’.
   - Masters: determine how we can best partner with the global squash world to leverage existing events and processes to deliver (masters) Squash 57 events.

18.4. Performance against Targets 2018/2019

The results of the (annual WSF) survey were used to inform a simple development plan, which could include the following actions:

a) Review current Squash syllabi for coaching and refereeing to incorporate Squash 57 as easily as possible, including ‘conversion’ process for existing coaches and referees – IN PROGRESS

b) Review Squash 57 rules – AWAITING SIGN-OFF

c) Produce a video, a simple promotional tool, to show how Squash 57 is played at various levels – IN PROGRESS (no budget)

19. WORLD SQUASH COACHING - WSC

19.1. Panel Structure. The former Coaching Commission was rebranded into the World Squash Coaching Panel (WSC) and is responsible for a unified and standardised coaching structure.

The panel now comprises the following:

   Chair: Sarah Fitz-Gerald
   Programme Manager: Michael Khan
   Members: Jason Fletcher, Maniam Singaraveloo, Colin White

19.2. WSF Regional Course Managers. The following coaches were appointed as Regional Course Managers:

   Asia – Cyrus Poncha
   Africa – Liz Mackenzie
   Pan America – Roberto Hernandez
   Oceania – Jason Fletcher
   Europe – Michael Khan
19.3. **WSF Coaching Conference.** WSF Coaching Conferences are now held annually with the last conference held 21-23 September 2018 in Gold Coast, Australia.

The conference in Gold Coast attracted coaches from all five regions although the numbers of Australians was quite low – total of 34 paying coaches plus presenters and WSF Commission. The next conference scheduled 31 Oct to 2 Nov 2019 in Cairo, Egypt.

19.4. **Tutor Training.** New tutors were trained 2018/2019 in Europe, Asia, Oceania and Pan-America.

19.5. **Performance against Targets 2018/2019**

a) Level-3 Resources are now available for registered coaches on the website
b) The Level-3 Syllabus was completed after the pilot course in June 2018 and further Level-3 courses were delivered in Colombia, Malaysia and Hong Kong
c) The next WSF Coaching Conference will be held 31 October to 2 November 2019 in Cairo/Egypt
d) Currently there are six Level-3 tutors coming from Europe, Pan America, Asia and Oceania. Three new Level-2 Tutors were appointed in Australia and one in Europe. Two new Level-1 tutors each were appointed in Asia, Europe and Pan America.
e) A total of 357 candidates participated in WSF Level-1/2/3 courses in 2018/2019
f) Due to lack of funding the development of additional modules was put on hold

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**19. WORLD SQUASH OFFICIATING - WSO**

20.

20.1. **WSO Project.** Spindogs - a firm based in Cardiff - were appointed as WSO website providers. Various meetings took place during the period to outline the initial thoughts on the make-up of the WSO website. The Project team identified that further specific impetus was required to drive the project further at a quicker pace. Chris Truswell was appointed Project Manager for WSO on 1 May 2019.

The initial brief, WSO brand design, style and approach was agreed and thereafter photography style, typeface, brand colours etc. Site functionality was fully mapped out including ‘Home’ page priorities and lay out content. The website build began the week commencing 6 May with a timeline in place for initial launch in November; we are currently on track for this.

The ‘Home’ page and sub-page design has been completed, back office systems (logins, payment etc.) were worked on during June/July. The content is being developed in the background to be ready to be added when needed, this started in August.

The Project Manager has weekly calls with Spindogs to make sure everyone is on the same page. The project team is busy developing all the content required, ready for input. There are a lot of Resources needed to support the project both from a training and policy/procedure point of view. This will be an ongoing part of the project post launch.

20.2. **PSA Relationship.** The team continued to work closely with the PSA to develop collaboration on all refereeing issues (with the transition period to WSO happening in the background) including event appointments, referee development, event issues and match appointments.

20.3. **General support** was provided to all WSF events with regards to refereeing; to the 2019 Pan-American Games with respect to Training workshops and Assessing and specifically modern-day interpretations for Pan-American referees. Advice is already being provided to the 2022 Commonwealth Games.

20.4. **Performance against Targets 2018/2019**

a) Appointed Spindogs as the approved supplier of the online platform
b) Agreed a work calendar with Spindogs
c) The website is scheduled to go live in November and the following will be implemented after that:
   i. Complete Level-0 and Level-1 module’s education programme
   ii. Initiate Level-4 and Level-5 modules
   iii. Publish WSO resources for Tournaments and Tournament Officials
   iv. Implement the Assessment process for higher level referees (transition period)

Additional activities:

d) Ensured the objectives of the Strategic Plan are met by the establishment of the "World Squash Officiating” team
e) Established the steering group by engaging stakeholders from all regions of the WSF and the PSA
f) Established a project plan for the delivery of an operational platform for entry Level to National Grade referees
g) Developed a resource infrastructure to establish qualified assessors for referees and assessors worldwide
h) Increased the effectiveness of the referee deployment process to ensure all referees deployed and active at their appropriate level
i) Provision of an updated nomination and appeals process is ongoing
## WSF COMMISSION MEMBERSHIP

*As at 1 September 2019*

<table>
<thead>
<tr>
<th>Commission</th>
<th>Chair</th>
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**Rules**

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**Para-Squash**

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# NATIONAL FEDERATIONS BY REGION

**AFRICA (13)**
- Botswana
- Malawi
- Nigeria
- Uganda
- DR Congo
- Mauritius
- Seychelles
- Zambia
- Egypt
- Namibia
- South Africa
- Zimbabwe
- Kenya

**ASIA (29)**
- Afghanistan
- Indonesia
- Lebanon
- Palestine
- Bahrain
- Iran
- Macau, China
- Philippines
- Bangladesh
- Iraq
- Malaysia
- Qatar
- Brunei Darussalam
- Japan
- Mongolia
- Saudi Arabia
- China
- Jordan
- Myanmar
- Singapore
- Chinese Taipei
- Korea
- Nepal
- Sri Lanka
- Hong Kong, China
- Kuwait
- Thailand
- India

**EUROPE (46)**
- Armenia
- France
- Latvia
- Scotland
- Austria
- Germany
- Liechtenstein
- Serbia
- Belarus
- Gibraltar
- Lithuania
- Slovakia
- Belgium
- Greece
- Luxembourg
- Slovenia
- Bulgaria
- Guernsey
- Malta
- Spain
- Croatia
- Hungary
- Monaco
- Sweden
- Cyprus
- Iceland
- Netherlands
- Switzerland
- Czech Republic
- Ireland
- Norway
- Turkey
- Denmark
- Isle of Man
- Poland
- Ukraine
- England
- Israel
- Portugal
- Wales
- Estonia
- Italy
- Romania
- Finland
- Jersey
- Russia

**OCEANIA (10)**
- Australia
- New Caledonia
- New Zealand
- Papua New Guinea
- Vanuatu
- Cook Islands
- New Zealand
- Samoa
- Fiji
- Norfolk Island
- Tahiti

**PANAMERICA (24)**
- Argentina
- Canada
- Guatemala
- Paraguay
- Barbados
- Cayman Islands
- Guyana
- Peru
- Bermuda
- Chile
- Haiti
- St. Vincent & Grenadines
- Bolivia
- Colombia
- Jamaica
- Trinidad & Tobago
- Brazil
- Ecuador
- Mexico
- USA
- British Virgin Islands
- El Salvador
- Panama
- Venezuela

**SQUASH LINKS (28)**
- Algeria
- Dominica
- FYR Macedonia
- Somalia
- Antigua & Barbuda
- Dominican Republic
- Madagascar
- Sudan
- Aruba
- Georgia
- Montenegro
- Swaziland
- Azerbaijan
- Ghana
- Morocco
- Tanzania
- Bahamas
- Honduras
- Oman
- Tonga
- Cambodia
- Kazakhstan
- St. Lucia
- Uruguay
- Costa Rica
- Lesotho
- Solomon Islands
- Vietnam
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The WSF gratefully acknowledges the contribution of the following Friends of World Squash to the development of squash worldwide:

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**ANNUAL MEMBERS**

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<td>Mitchell J. Guthman</td>
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Published September 2019