

# FORWARD PLAN 2020-2021

## Targets

*Note: Although each of the following targets and plans are the objective of the WSF Executive Board, Executive Committee and the WSF Commissions in the coming year, the unprecedented, uncertainty brought about by the COVID-19 pandemic could have an impact on the what can be achieved and the timing of the projects.*

### 1. MANAGEMENT & FINANCE

- a) Maintain and enhance the strength and stability of the WSF and squash in conjunction with Regions and Nations, providing support and ensuring the appropriate 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 with our official solutions provider
- 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 all 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) Review our Commissions structure to ensure a better alignment with our objectives
- k) Monitor the work of all WSF Commissions
- l) Manage the WSF's accounting software
- m) Seek continued and new funding from the International Olympic Committee (IOC), the Association of IOC Recognised Sports Federations (ARISF), sponsors and any other sources
- n) Expand and improve marketing and sponsorship activities via strengthened commercial management
- o) Improve the effectiveness and efficiency of WSF generally

### 2. ANTI-DOPING

- a) The Anti-Doping Programme is being outsourced in its entirety to the Independent Testing Agency (ITA) for them to manage from October 2020

### 3. 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) Inform athletes about WSF activities
- c) Support the WSF with the administration, promotion and development of Squash
- d) Consider issues related to athletes and provide advice to the WSF
- e) Engage with projects that protect and support clean athletes on and off the field of play
- f) Represent the rights and interests of athletes
- g) Consult with athletes in the evaluation of the Rules and Regulations of Squash and provide feedback to the WSF

#### **4. CHAMPIONSHIPS**

- a) To ensure the postponed World Championships in 2020 fit well into 2021 World Calendar and run smoothly
- b) 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
- c) Fine-tune pre-event communication procedures
- d) Provide updated tenders and liaise with Regional Federations regarding the possibility of Championships coming from their region
- e) Provide information to potential hosts and confer with them on possible bids
- f) Provide full support to Championship hosts
- g) Ensure that the full range of world titles are offered
- h) Review and update World Championship Regulations and closely monitor the implementation of the changes of the Championship Regulations
- i) Continue to develop the worldwide player registration system SPIN
- j) Maintain the WSF World Championship online entry system under our official solutions provider
- k) Ensure our events software system meet the needs of hosts, players and the media
- l) Maintain a World Calendar
- m) Liaise with the Junior and Masters Commissions to support the WSF & PSA Satellite Tour and Masters Tour respectively

#### **5. 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

#### **6. 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 WSF Newsletter
- 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

#### **7. COURTS & EQUIPMENT**

- a) Ensure compliance with specifications for courts, rackets and other equipment
- b) Respond to technical queries in a timely manner
- c) Provide technical support to Accredited Companies and their customers
- d) Promote and support the Product and Company Accreditation programmes
- e) Respond to any technical enquiries resulting from the Court Registration Scheme
- f) Monitor and recommend amendments to the Squash Court Specification, as necessary
- g) Evaluate applications for Product Accreditation, carry out site inspections and report on suitability for approval
- h) Manage the expanded technical information for WSF Accredited Products for the website listing
- i) Continue development of a new type of temporary squash court to help develop the sport to a wider market
- j) Administer the Squash and Squash 57 Ball Approval and Certified Eyewear programmes
- k) Monitor and assist with enquiries regarding Accreditation wall testing requirements
- l) Further develop the link between the website's WSF court specification and the Accredited companies on the WSF website

## **8. DEVELOPMENT**

- a) Ask National Federations to share their successful case studies for adding 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) Study squash participation of the World University Championship and find out the ways that WSF can help the National Federations to support this event, ultimately aiming to bring squash into World University Games
- c) Initiate a World Development Conference to provide an interchange of ideas and initiatives
- d) Liaise with Regional Federations on possible joint opportunities to support nations in the development field

## **9. DISCIPLINARY**

- a) Continue to monitor any disciplinary incidents at WSF events and recommend actions
- b) Update the WSF Code of Conduct as necessary
- c) Continue to refine the Mutual Recognition of Penalties via an Integrated Disciplinary Panel in conjunction with PSA and Regional Federations
- d) Maintain development of offence benchmark penalties

## **10. ETHICS**

- a) Maintain the framework of ethical principles
- b) Investigate any complaints made pursuant to the Code of Ethics
- c) Implement appropriate changes to operational procedures, because of all amendments to the Code of Ethics
- d) Monitor the amendments to the Code of Ethics

## **11. GOVERNANCE & AUDIT**

- a) To support the staff in transition from long serving to new through the year
- b) To continue to provide advice to the Executive Board on a range of options to adjust for the effects of travel restrictions due to COVID-19 in general and the 2020 AGM in particular
- c) To maintain the improvement in the quality of the monthly accounting reports and the year-end accounts
- d) To continue to improve the relationship with the Auditors, including their confidence in the solvency of the WSF
- e) To continue to enhance the budgeting process
- f) To monitor and enhance the risk register for the WSF, including the proposed mitigation strategies
- g) Continue to provide advice to the Executive Board on improvements in Governance
- h) Ensure after the elections that the Conflict of Interest register is updated for any new directors
- i) Create an accountability framework for the regions to account for their receipt of SPIN monies

## **12. JUNIOR**

- a) Continue to work with the PSA to monitor the WSF & PSA Satellite Tour
- b) Review regulations and general arrangements for the World Junior Championships
- c) Endeavour to establish new Regulations to establish a more accurate WSF Junior Under-19 Ranking that may eventually be used for seeding purposes

## **13. MAJOR GAMES**

- a) Work on continuance or inclusion of squash in all Major Games worldwide
- b) Liaise with major Esports organisations to gauge the possibility to include an eSquash competition
- c) 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

#### 14. MASTERS

- a) Develop and promote the World Masters Tour to National Federations and Event Organisers
- b) Improve wsfmasters.com profile and content and actively support social media feeds
- c) Develop a Ranking System to support international/major events and provide a global reference for players
- d) Provide support for the World Masters Championships, 2020 (postponed to 15-21 August 2021) including establishing seeding panels
- e) Provide advice on matters, rules and regulations related to Masters Squash
- f) Liaise with WSF CEO to consider sponsorship opportunities for Masters Tour events and [www.wsfmasters.com](http://www.wsfmasters.com)

#### 15. MEDICAL

- a) Respond to medical and/or scientific questions from the CEO, Commissions and the Board

#### 16. 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 WSF
- d) Attend key meetings of the IPC in the period: 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 Guttman 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

#### 17. RULES

- a) Consider further possible changes to the Rules in response to submissions received relating to the Injury and Turning Rules
- b) 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
- c) Consider possible changes that may become necessary because of the findings of the WSF Medical Commission relating to the COVID-19 pandemic and safety protocols

#### 18. SQUASH 57

- a) Tools & Resources: set up new YouTube Squash 57 Channel with a selection of playlists (2020 Q3)
- b) Balls: new specifications for Squash 57 balls (2020 Q4)
- c) Coaches: develop FastPath (for squash existing coaches) and Level-0 (for new coaches) coaching qualifications for Squash 57 (2020 Q4)
- d) Rules: re-publish the detailed Squash 57 rules with clearer wording and new ball specifications (2020 Q4)
- e) WSF Survey: actively participate and sign-off on the Squash 57 questions within the survey (2020 Q4); Use the results of the survey to evolve the Squash 57 Commission's Forward Plan (2021 Q1)
- f) Competitions: push forward with partnership with the WSF's Masters Commission in the hope that we can leverage the global masters squash world's events and processes to deliver Squash 57 events (2021 Q1 though dependent on others)

## **19. WORLD SQUASH COACHING (WSC)**

- a) Disseminate relevant resources to Regional and National Federations and others, via the WSF website. A Coaches Newsletter is being planned
- b) Continue running WSF Coach Education Courses at all three levels in all regions
- c) Conduct the annual WSF Coaching Conference
- d) Continue Tutor training for all levels in all regions
- e) Assist National Federations with squash development programmes in conjunction with regions, as and when requested
- f) Complete and launch the "Foundation Coach Course"

## **20. WORLD SQUASH OFFICIATING (WSO)**

- a) Oversee the smooth transition of WSO Launch including:
  - Developing clear working practices, reporting and responsibilities within the WSO set up
  - Agreeing clearly defined membership targets
  - Ensuring financial risks are highlighted via robust scenario planning
  - Developing working relationships with all National Federations
  - Supporting all National Federations where appropriate on their journey across to WSO
  - Ensuring the Advisory Board continues to contribute where appropriate
- b) Map out Phase-2 of WSO to include all Level-4 and 5 materials
- c) Develop Appraiser (Assessor) resources within WSO to establish worldwide Appraiser infrastructure in Phase-2