



ACT HIGH PERFORMANCE and REPRESENTATIVE PROGRAM

Pathway to National Junior Representation

**Information Booklet
2021**

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Purpose of the High Performance Program Booklet

The purpose of this High Performance booklet is to provide a reference document for all members of, and those aspiring to, the High Performance and Representation Program. In achieving a shared vision, it is important that all parties involved in the High Performance Program and Representative Program are aware of the expectations placed on them. This enables a true “partnership” approach. As such, the document sets out the expectation and criteria for players to be selected in the Squash ACT High Performance Program.

Squash ACT recognises the need to provide the structure and support mechanisms for local and surrounding region players to gain selection in National Junior Squads and compete at a World Junior Championship. This booklet, then, is a “living” document and will be published annually with updated policies and plans (the next version will be published in early 2022.) Critically, ongoing consultation, with direction from Squash Australia and supportive athlete-focused partnerships, will see players who genuinely want to work in a true high performance environment given every opportunity to achieve their goals.

High Performance Squad Summary

Squash ACT will base the High Performance Program around three interdependent squads:

1. Performance Pathway Squad
2. Performance Potential Squad
3. Squash ACT Representative Squad

The purpose of the squad structure is to:

- identify and implement a deliberate High Performance pathway for players who want to represent the ACT and those aspiring to national representation;
- provide year round plans and programs for aspiring squash players; and,
- provide a base of technically, tactically, physically and mentally prepared players who have the potential for future national junior representation.

Performance Pathway Squad

The Performance Pathway Squad members are selected by Squash Australia and Squash ACT. The purpose of the squad is to transition players from being a “good territory junior” to a “world-class junior”.

For the remainder of 2021, this squad will be limited to players in the u/17 and u/19 age groups who have the physical maturity to undertake *heavy* training and match-play loads. It is tailored to squash players that are driven by a desire to represent Australia at the World Junior Championship – and be competitive in that event. These players have been selected in the *Squash Australia National Junior Talent Squads* or are on the cusp of selection.

Selected players are required to undertake between 8-10 training sessions per week – including training before school*. This requires athletes to balance the demands of elite sport with school commitments. All Performance Pathway players must reach the minimum fitness standards defined below or stipulated by the Head Coach.

These players will have access to:

- Program Management/Oversight
- Individual Performance Plan (IPP) facilitated by Jenny Duncalf (National Pathways Coach)
- Beep Test
- Strength and Conditioning Program designed by Squash Australia in consultation with Squash ACT coaches
- Weekly Performance Pathway Squad session
- Weekly training program
- Individualised competition program
- Access to the Squash ACT Woden Squash Centre

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM	Weights	Cardio		Cardio	Weights	Junior Pennant	Rest
PM	Individual Practice Matches	Junior Pennant Training	Senior Pennant	High Performance Squad Training	Individual Coaching	Rest	Rest

* Example Performance Pathway Squad weekly program

Performance Potential Squad

The Performance Potential Squad aims to prepare players for future selection in the Performance Pathway Squad. Players are selected by Squash Australia and Squash ACT, and are deemed to have the potential and characteristics for future national representation.

Players are in the u/13 and u/15 age groups – and squash has been chosen as their primary sport. As a consequence, selected athletes are playing squash up to six times per week (Squash ACT will work with the players in designing this program.)

All representative players must reach the minimum fitness standards that are defined below or stipulated by the Head Coach. Due to ongoing uncertainty surrounding COVID, it has been decided that for the remainder of 2021, Performance Potential Squad activity will occur alongside the ACT Representative Program activity.

Performance Potential Squad dates are as follows:

- **21 August:** 1:00pm – 3:30pm (cancelled due to COVID restrictions)
- **18 September:** 9:00am – 11:30am
- **16 October:** 1:00pm – 3:30pm
- **13 November:** 1:00pm – 3:30pm
- **11 December:** 1:00pm – 3:30pm

Performance Potential Squad players will have access to:

- a) Four Squash ACT training camps in 2021 (for the remainder of 2021, Performance Potential Squads will occur at the same time as the ACT Representative Squads discussed below. 2022 squad dates will be released in January 2022).
- b) Beep test
- c) Individual Performance Plan (IPP) led by Squash ACT Head Coach
- d) Individual coaching at training camps
- e) Strength and Conditioning program designed by Squash Australia and Squash ACT
- f) Weekly training program

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM		Cardio		Cardio		Junior Pennant	Rest
PM	Practice Matches	Individual Coaching	Junior Pennant Training	Senior Pennant	Practice Matches	Rest	Rest

* Example Performance Potential Squad weekly program

Squash ACT Representative Program

The Squash ACT Representative Program seeks to achieve the best possible result for Squash ACT and the players at the Australian Junior Championships (AJC).

Players are generally selected from the Performance Pathway Squad and Performance Potential Squad. However, Squash ACT acknowledge that not all players aspire to national representation, so ACT representative players are not required to be current members of these Squash ACT High Performance squads.

It is expected that representative players will be playing squash or involved in squash-related training at least 5 times per week. There will be four Squash ACT Representative Training squads prior to the 2021 AJC in Canberra (these will occur at the same time as the Performance Potential Squads defined above).

Squash Australia National Junior Talent Squads

Overview:

The Squash ACT Performance Pathway and Performance Potential Squads are aimed at developing players for future selection in the Squash Australia's National Junior Talent Squads. In turn, the Squash Australia National Junior Talent Squads are aimed at supporting a group of players with the potential to represent Australia in the Team Event at the World Junior Championships. Each Talent Squad will attend camps, have access to coaching support and other central AIS & Squash Australia resources to work towards achieving success as part of an Australian Team at the World Junior Championships.

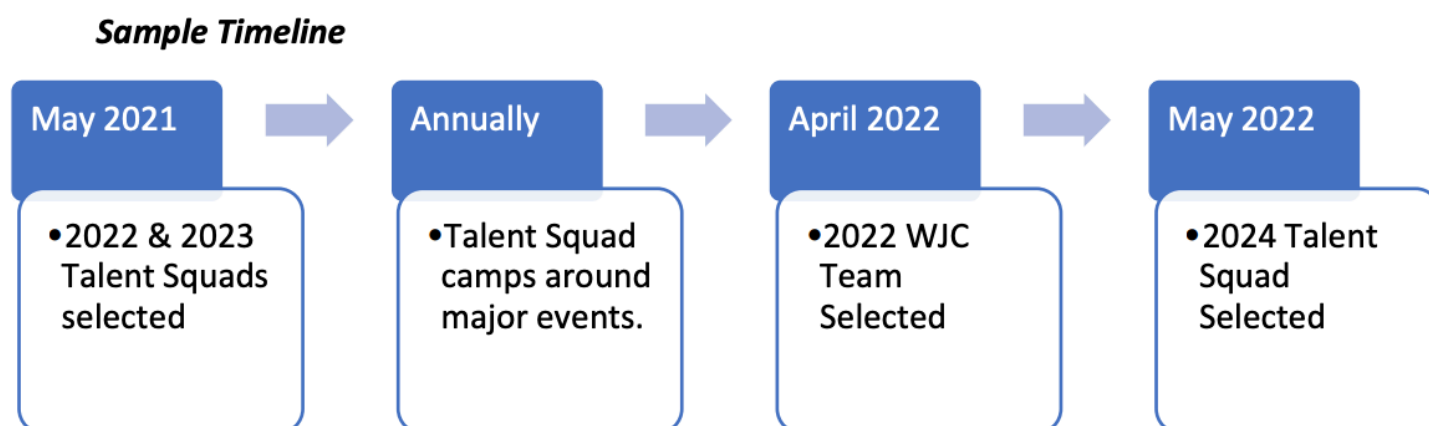
National Junior Talent Squad Activities:

The players selected in the National Junior Talent Squad will be invited to attend training camps with National Coaches throughout the year. These will occur where possible alongside national events, such as the AJC and AJO. Jenny Duncalf (National Pathways Coach), will lead the Talent Squad. Outside of in-person support during camps, the National Pathways Coach will provide the relevant coaching support, mentoring and guidance for each Talent Squad athlete and their coach, parents and support team. The extent of this support will vary for each athlete based on individual circumstances.

National Junior Talent Squad Annual Timeline:

The following timeline supports the National Junior Talent Squad:

- Each Talent Squad will run for two years to prepare players for the team event at the World Junior Championships.
- There will be two Talent Squads in place year-round. Every May, a new Talent Squad will be selected to target the next World Junior Championship event two years later.
- Each year, the Talent Squad will conclude in May when athlete categorisation is updated. This reflects situation that the team for that year's World Junior Championship will have been selected.



**Timeline based on 2021/22 & assuming 2022 will be a normal, non-COVID affected year.*

National Junior Squad Selection Process:

The Squash Australia High Performance Team, in consultation with the State Performance Pathway Coordinators and/or state & territory pathway leads, will select a National Junior Talent squad for each World Junior Championships Team Event in the following two (2) years.

A new Talent Squad will be selected in May each year and reviewed every six months until the Australian Junior Team is selected for the World Junior Championships of that Talent Squad's year.

In selecting each Talent Squad, the Squash Australia High Performance Team will be heavily reliant on the feedback from State Performance Pathway Coordinators and/or state & territory pathway leads in determining which athletes under consideration have fulfilled all selection criteria detailed below.

There is no requirement for athletes to self-nominate for the Talent Squad as, given athletes are required to perform consistently well at AJST events, they will be well-known to the Squash Australia High Performance Team, State Performance Pathway Coordinators and state & territory pathway leads.

National Junior Talent Squad Age, Residency and World Squash Criteria:

Each player selected to the National Junior Talent Squad will have met the following criteria:

- Must not turn 19 after 25 July of the year of the World Junior Championships targeted by the Talent Squad.
- Must meet World Squash eligibility requirements to represent Australia at the World Junior Championships in the year targeted by the Talent Squad.

National Junior Squad Performance and Character Criteria:

Each player selected to the National Junior Talent Squad will have met the following criteria:

- Have achieved consistently outstanding results at Gold and Platinum events on the AJST and played at a level which demonstrates potential to be selected for the Australian Team at the World Junior Championships.
- Have displayed the effort and application in training and competition which would be expected of an Australian team member at the World Junior Championships.
- Have demonstrated outstanding capability across several technical and physical factors related to squash performance, including:
 - Skill (i.e. racquet skills)
 - Endurance
 - Agility (change of direction / anticipation)

Note: There is no minimum or maximum number of athletes in any Talent Squad. A strong potential WJC team will likely have more players in the Talent Squad for their year than the Talent Squad for a potentially weaker team.

2021 National Junior Talent Squad:

Player	State
Erin CLASSEN	WA
Shona COXSEGE	QLD
Sophie FADAELY	QLD
Maggie GOODMAN	NSW
Madison LYON	QLD
Kurstyn MATHER	QLD
Maja MAZIUK	NSW
Courtney SCHOLTZ	VIC



2022 National Junior Talent Squad:

Player	State
Harvey ALLAN	VIC
Gregory CHAN	WA
Dylan CLASSEN	WA
Oscar CURTIS	WA
Luke EYLES	QLD
Connor HAYES	VIC
Kenneth LAMB	NSW
Andre LYNN	VIC
Brendan MacDONALD	QLD

2023 National Junior Talent Squad:

Player	State
Erin CLASSEN	WA
Shona COXSEGE	QLD
Maggie GOODMAN	NSW
Isla HARRIS	WA
Madison LYON	QLD
Maja MAZIUK	NSW
Courtney SCHOLTZ	VIC
Hannah SLYTH	WA

Squash ACT Performance Pathway and Performance Potential

Minimum Fitness Assessment Bench Marks:

All Squad members (both Performance Pathway Squad and Performance Potential Squad) will undertake fitness testing. Following each fitness assessment all athletes will be given individual targets in which they are expected to meet at their next assessment (example targets are provided below).

Athletes must sign off and agree to their target. Athletes are welcome to negotiate / protest given targets; however, the Head Coach is best positioned to allocate appropriate targets for the following assessments and will make the final determination.

If any athlete does not meet given targets, he / she will be reassessed at the next squad. If the player does not reach the target on this second occasion, action will be taken and may include, for example, the requirement to complete additional sessions, report regularly on progress, suspension from squad, cancellation of squad membership.

High Performance Squad

	Male	Female
Beep test	14.1	12.1

Performance Potential Squad

	Male	Female
Beep test	13.0	10.5

All squad members are encouraged to undertake the MATA fitness testing between squads for further indications of their current fitness levels.

Maximal Aerobic Treadmill Assessment (MATA)

Note: Use same treadmill.

- Ensure you begin treadmill at a two degree incline.
- Begin at 6 km/h (walking pace) and increase velocity by 1 km/h every 60 seconds.
- You can stretch at end of 6 km/h and 7 km/h if necessary. Thereafter the test is continuous.
- Once or if you reach a velocity of 18 km/hr do not increase the speed any higher but run for as long as possible at this speed
- Record the final velocity and time completed at that velocity e.g. 17/30 = 17 km/h for 30 seconds or 18/2:45 = 18 km/hr for 2 minutes 45 seconds

MATA results must be reported through the *Total Coaching* portal.

Squash Australia Testing Battery

Although Squash ACT will not adopt the Squash Australia testing regime in 2021, it is provided below for player reference. Squash ACT and Squash Australia will work together to develop a revised testing battery in 2022.

Squash Specific Skills Test – Modified Hunt Squash Accuracy Test (HSAT)

Shot Type	No. of Shots	Description
Drive down the middle	25 each (FH/BH) Best score from 1 attempt	Hit continuously to self anywhere on the court; the ball must hit the back door (0.9 m wide) after bouncing once, then be played again.
Controlled drives ^a	As many shots in 60sec (FH/BH) Best score from 2 attempts	Hit continuously to self from behind the service box. The ball must land in an area of the service box, 160 x 120 cm wide. Shots hitting the side wall will not be counted.
Figure 8 volleys ^b	As many shots in 30sec Best score from 3 attempts	Hit continuously to self, the ball must hit the front wall, then side wall on either side of the court on alternate shots. Shots only counted if hit on the volley. If ball bounces subsequent shot does not count.

^a This is to replace the 'Drive from the back' shot type in the original HSAT (Williams et al., 2018).

^b This is to replace the 'Volley mixed' shot type in the original HSAT (Williams et al., 2018)

Also note:

- The first shot/hit in the above tests will not be counted
- New ball should be used each time which is able to be warmed up by the player
- Short period of self-practice allowed before each exercise

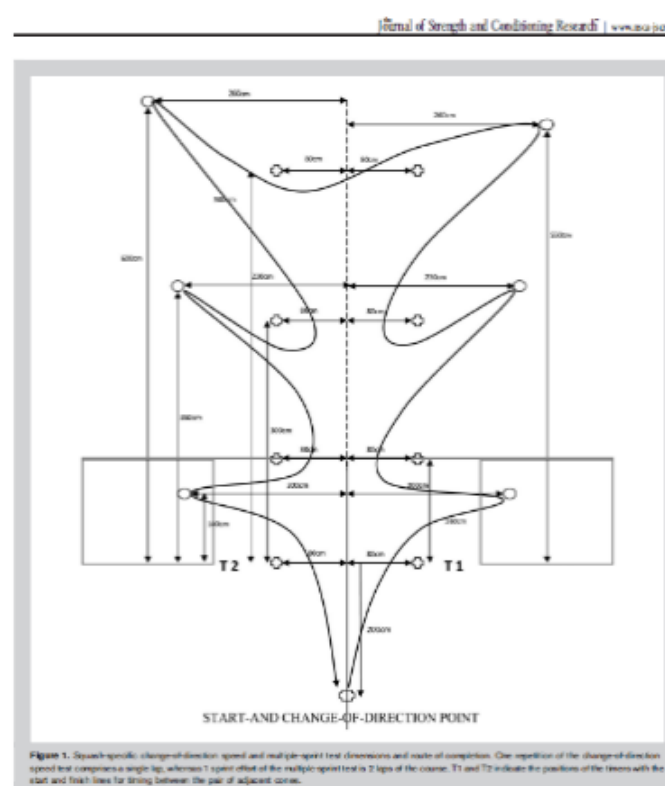
Physical Tests (off court):

- Beep Test (aerobic fitness)
- Vertical Jump

On Court Specific COD/Agility

▪ SCODS (UK validated test)

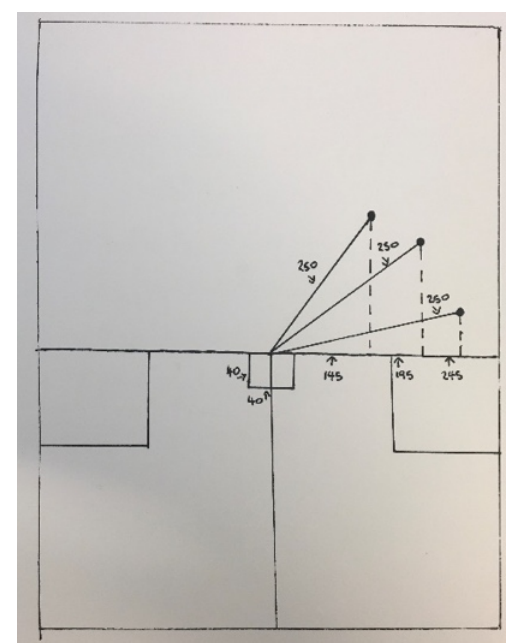
- The assessment of squash-specific explosive movement capabilities and change direction at speed.
- The dimensions, layout and movement path through the SCODS are shown at right.
- From the start line, participants are required to move between and around the large cones (denoted by crosses) reach out and touch the smaller cones (denoted by circles) with their either hand.



- Athletes may use any movement technique to complete the course as quickly as possible.
- Best time from 3 attempts (minimum 2mins between efforts).

- **Unanticipated COD/Agility Test**

- ROX Lights – Random setting using 6 lights
- 40cm box marked out on floor which player must take off from and return to each time
- 6 lights set up, each 2.5m from the front of the box as per the measurements in the above diagram
- Lights set up to go off randomly for 30s
- Once touched there will be a 0.5sec delay before subsequent light goes off
- Player must get at least 1 foot back in the box between touching lights
- As many light touches as possible in 30s; Best score from 3 attempts



General Testing

- Athlete Introductory Movement Screen
- Basic anthropometry

Reporting Procedures - Total Coaching

The *Total Coaching* platform will be used by coaches and athletes to provide training programs and report training and testing results. This is designed to provide the athlete and coach daily reporting for feedback and future planning.

Total Coaching is an extremely easy software package that allows for simple feedback between sessions and all communication to occur in a single place.

Squash Australia and Squash ACT will design the training program for both the Performance Pathway Squad and Performance Potential Squad.

Individual Performance Plan (IPP)

All Performance Pathway squad members will undertake an IPP in conjunction with Squash Australia.

Performance Potential members will undertake an IPP in conjunction with the Squash ACT Head Coach. Relevant to both squads is that the IPP will be reviewed in December 2021 with a view to developing each player's skills through a targeted training and match play regime. Players and parents / carers should be aware that, where a player does not meet set targets, future involvement in the program will be jeopardised.

Key Events 2021 – 2022

Event: 2021 Australian Junior Championships

- Where: Canberra
- When: 13-19 December

Event: 2021 Oceania Junior Championships (postponed)

- Where: New Zealand
- When: TBC

Event: 2022 Australian Junior Open

- Where: TBC
- When: TBC

Event: 2022 NSW Junior Squash Championship

- Where: TBC
- When: TBC

Event: 2022 Victorian Junior Squash Championship

- Where: TBC
- When: TBC

Event: 2022 ACT Junior State Championship

- Where: TBC
- When: TBC

Event: 2022 Queensland Junior Championship

- Where: TBC
- When: TBC

Event: 2022 Australian Junior Championships

- Where: TBC
- When: TBC

Squad Termination and Re-inclusion

If it is considered that, despite efforts to negotiate ongoing participation in a squad, a Performance Pathway or Performance Potential Squad player is not putting in the required commitment to reach and/or maintain the standards stated for squad membership, he/she will be advised membership in the squad will be discontinued.

There are three areas of consideration:

a. Squash specific skill development

- Where a player is not adapting their game in a consistent way to show they are learning the skills required, the Head Coach may, after a discussion with that player and time being given to show better progress, terminate that player's membership of the squad.
- That player may be reincluded in the squad if they are able to show the Head Coach through tournaments entered and the level of squash played that they are ready to re-join.

b. Fitness

- Where a player has had the opportunity to make the fitness gains required to maintain membership of a squad and has not reached the standards as set, squad membership will be terminated.
- For a player to regain membership, he/she must work with a personal fitness trainer and, in consultation with the Head Coach, plan a re-test. Once the required fitness standard has been achieved, the Head Coach may invite the player back into the squad.

c. Attitude/behaviour

- If a player demonstrates, through uncooperative, lethargic or disruptive behaviour that being a member of a squad is not valued, then the player will be removed from the squad.

- ii. Attitudes/behaviours considered unacceptable also include:
 - a. Not doing the required squash and fitness work between squad meetings.
 - b. Not contributing to the positive physical work required at a squad.
 - c. Not communicating with either the Head Coach or High Performance Director in a positive way.
- iii. To be considered for re-inclusion the player will organise to meet with the Head Coach and High Performance Director to discuss the standards of behaviour/attitude expected to maintain squad membership. The parties will agree on how this can be achieved with the approval of the High Performance Director being required.

General expectations of the parties

Expectations of Squash ACT

Squash ACT will put in place a series of player agreements for all Performance Pathway and Performance Potential Squad players. These agreements are to clarify the responsibilities of Squash ACT and the players so that players make aware of their responsibilities.

Expectations of Players

Players in all squads are expected to:

- a. be affiliated with Squash ACT and registered to play in the ACT Junior Pennant;
- b. be available for selection in ACT representative teams;
- c. adhere to the training program established by Squash Australia and Squash ACT;
- d. participate in designated tournaments as described in selection policies;
- e. maintain pre-determined levels of fitness as described in this booklet;
- f. meet pre-determined playing performances as described in each player's Individual Performance Plan;
- g. advise Squash ACT or the Head Coach of any injury as soon as the injury occurs;
- h. abide by the Player's Code of Conduct (see appendix 2: Players' Code of Conduct, page 19); and,
- i. meet other reasonable expectations as determined from time-to-time by the Head Coach or other designated Squash ACT official.

High Performance players are, through their performance and behaviour, a reflection of the quality of the Squash ACT's High Performance Program. As such, players must train with a level of commitment that is in keeping with their own and Squash ACT's stated goals. Players will need to ensure that their off-court activities will contribute to the attainment of their squash goals.

Expectations of Parents

Parents play a very important role in the development of players and therefore are considered a valued partner of the High Performance Program.

Two-way, respectful communication between coaches, administrators and parents is crucial to ensure a consistent message is portrayed to players. It is important parents understand the commitment required of High Performance athletes (see appendix 4: High Performance Parents charter, page. 23)

Expectations of Coaches

Squash ACT's High Performance coaches will:

- Plan, monitor and evaluate periodised training programs.
- Provide on-court coaching at a level appropriate for each player.
- Recognise that while competition results are important to the High Performance Program, they will not be sought at the expense of the health and well-being of coaches or players.
- Reflect on their coaching performance in order to learn more about their own strengths and weaknesses.
- Contribute to the long-term development of Squash ACT by recognising and respecting other coaches and working together.
- Acknowledge that constructive feedback will contribute to the development and improvement of the High Performance Program.
- Acknowledge that destructive criticism of other coaches is detrimental not only to the coaches concerned but to the whole environment of squash in the ACT.
- Abide by the coaches' charter (see appendix 3: Squash Act Coaches Code of Ethics, page 21).

Appendix 1: Squash ACT Support Team

High Performance Director
ACT Performance Pathway Coordinator
Anthony Ricketts

Squash ACT Head Coach
Peter Nuttall
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Appendix 2: Players Code of Conduct

Objectives:

The objective of the player code of conduct is to state plainly the way in which players chosen for a Squash ACT High Performance Squad are expected to conduct themselves as State Representatives.

General:

This Code of Conduct is to be followed on all occasions and in all places where the player can be seen to be a representative of Squash ACT and includes:

- a. The venue of play and any related space connected with the tournament including presentation venue.
- b. Where the place of competition is out of the ACT, the Code of Conduct covers the period from departure to the return to ACT and applies equally to any accommodation provided during that period.
- c. All squad training camps, training sessions (group and individual) and events in which the player is involved.

Player Obligations:

At *all* times, squad players:

- a. Behave in a way that reflects positively on the Game, Squash ACT, the team and team management at all times;
- b. Comply with all reasonable directions from the Head Coach, High Performance Director or their designated authority;
- c. Accept and comply with any direction of the Head Coach or High Performance Director in relation to unacceptable behaviour or manner;
- d. Comply with the directions of the Head Coach or High Performance Director as to uniform and dress requirements; and,
- e. Agree that the representative uniform is for personal use and no part is to be given away to, or worn by, any other person who is not entitled to wear it as a selected representative of Squash ACT.

During Competition:

At *all* times, a high standard of sportsmanship and fair play is to be maintained so as to set the highest example for teammates and . This will include:

- a. Preparing fully for the rigours of competition in terms of both physical condition and mental preparedness;
- b. Presenting well in both appearance and manner to officials, volunteers, spectators and other players;

- c. Playing to the best of one's ability at all times and, where appropriate, playing as part of a team;
- d. Abiding by the Rules of the Game, its Regulations and the Conditions of Play specified by the Controlling Body;
- e. Respecting any ruling given by the Referee. (Players may question decisions in the correct manner.);
- f. Not purchasing or consuming alcohol if under the legal age limit (18 years of age)*;
- g. Not taking any performance-enhancing drug and, in particular, complying strictly with any related policies and regulations adopted by Squash ACT or Squash Australia;
- h. Maintaining an attitude of respect and politeness toward opponents, tournament officials, volunteers and anyone associated with the event;
- i. Respecting coaches, managers and any other appointed officials of Squash ACT; and,
- j. Raising any contentious issues related to the running of the tournament with the ACT Head Coach thereby ensuring the correct channels are followed in addressing those concerns.

* Players over the legal age limit for drinking may only drink alcohol if the occasion is approved by the Head Coach. In normal tournament events, permission is likely to be denied.

Responsibilities of Head Coach and Officials

At *all* times, the ACT Head Coach and officials will perform duties to a high standard. They will achieve this by:

- a. Supporting each player by adopting a welcoming and calm approach when dealing with the range of circumstances that arise in competitive environments;
- b. Ensuring that any potential breach of this Code of Conduct is drawn to the attention of the player concerned and dealt with in a consistent, fair and transparent manner.
- c. Where the Head Coach or responsible official is satisfied that a breach of this Code of Conduct has occurred to take responsible and appropriate action.
- d. Report on any breach of this Code of Conduct which has come to their attention to Squash ACT.

Serious breach of Code of Conduct

1. If the High Performance Director, having heard any explanation that the player concerned may offer, is satisfied that the player is in serious breach of this Code of Conduct the Team Director may withdraw that player from the squad.

2. Any player who is dissatisfied by any action of the High Performance Director in relation to this Code of Conduct may require Squash ACT to inquire into the conduct in question of the player and the action of the Performance Director in regard to it.

Appendix 3: Squash ACT Coach Code of Ethics

Coaches should:

- i. Be treated with respect and openness
- ii. Have access to self-improvement opportunities
- iii. Be matched with a level of coaching appropriate to their ability

Coaches agree to abide by the following Coaches' Code of Ethics:

- i. Maintain high standards of integrity.
- ii. Operate within the rules of the sport and in the spirit of fair play, while encouraging your athletes to do the same. Advocate a sporting environment free of drugs and other performance-enhancing substances within the guidelines of the World Anti-Doping Code. Do not disclose any confidential information relating to athletes without their prior written consent.
- iii. Display high standards in your language, manner, punctuality, preparation and presentation. Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport – this includes opponents, coaches, officials, administrators, parents and spectators.
- iv. Encourage your athletes to demonstrate the same qualities.
- v. Be professional and accept responsibility for your actions.
- vi. You should not only refrain from initiating a sexual relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- vii. Accurately represent personal coaching qualifications, experience, competence and affiliations.
- viii. Refrain from criticism of other coaches and athletes.
- ix. Provide a safe environment for training and competition.
- x. Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
- xi. Ensure equipment and facilities meet safety standards.
- xii. Ensure equipment, rules, training and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the athletes.
- xiii. Show concern and caution towards sick and injured athletes.
- xiv. Allow further participation in training and competition only when appropriate.
- xv. Encourage athletes to seek medical advice when required.
- xvi. Provide a modified training programme where appropriate.
- xvii. Maintain the same interest and support toward sick and injured athletes as you would to healthy athletes.
- xviii. Respect the rights, dignity and worth of every individual athlete as a human being.
- xix. Treat everyone equally regardless of sex, disability, ethnic origin or religion.
- xx. Respect the talent, developmental stage and goals of each athlete in order to help each athlete reach their full potential.
- xxi. Be a positive role model for your sport and athletes and act in a way that projects a positive image of coaching.
- xxii. All athletes are deserving of equal attention and opportunities.
- xxiii. Ensure the athlete's time spent with you is a positive experience.

- xxiv. Be fair, considerate and honest with athletes.
- xxv. Encourage and promote a healthy lifestyle – refrain from smoking and drinking alcohol around athletes.
- xxvi. Make a commitment to providing a quality service to your athletes.
- xxvii. Seek continual improvement through ongoing coach education, and other personal and professional development opportunities.
- xxviii. Provide athletes with planned and structured training programmes appropriate to their needs and goals.
- xxix. Seek advice and assistance from professionals when additional expertise is required.
- xxx. Maintain appropriate records.
- xxxi. Protect your athletes from any form of personal abuse.
- xxxii. Refrain from any form of verbal, physical or emotional abuse towards your athletes.
- xxxiii. Refrain from any form of sexual or racial harassment, whether verbal or physical.
- xxxiv. Do not harass, abuse or discriminate against athletes on the basis of their sex, marital status, sexual orientation, religious or ethical beliefs, race, colour, ethnic origins, employment status, disability or distinguishing characteristics.
- xxxv. Any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development.
- xxxvi. Be alert to any forms of abuse directed towards athletes from other sources while in your care.

Appendix 4: High Performance Parent Charter

Parents and carers play a paramount role in their child's growth and development. While their role encompasses far more than what happens around a squash court, their support is critical to the success of the High Performance program. In this, parents agree to:

- i. hold high expectations of their child in the home, school and squash environments
- ii. provide encouragement and support to their child in a range of circumstances and situations;
- iii. provide tangible help with diet, fitness and skills practice on a daily basis;
- iv. respond promptly to all squash-related communication and work with the Juniors Support Team in delivering a high quality program;
- v. support their child in balancing the demands of squash, school work, relaxation and social time;
- vi. recognise that, in those times when their child will experience difficulties, be challenged and struggle to achieve set goals, they will need to remain calm and supportive;
- vii. encourage and expect good behaviour and discipline on and around the court;
- viii. direct any concerns, problems or issues through the High Performance Director in a timely, calm and constructive manner; and,
- ix. recognise that there are high expectations upon members of the High Performance Squad as they represent Squash ACT in various forums, including local pennant competition, tournaments, presentations, dinners, etc.