ADM07-P07 Pathway Development Opportunities Policy 2027

Scottish Squash

1. Purpose and status

This policy sets out how Scottish Squash selects and supports pathway players for additional summer development opportunities. The opportunities provide further development for players who have shown they can compete at British level and are ready to benefit from exposure at world level. It covers the World Junior Championships and a new second individual event, designated each year, for younger pathway players. These opportunities are not funded by Scottish Squash. They are funded and delivered by SS Juniors Limited, the junior funding group, and proceed only if it raises sufficient funding. It is a draft for review by the Head of Performance and Pathways, the Pathway Manager and Coach, the Chief Executive and the Board.

The policy sits alongside ADM07-P03 Junior Selection Procedures and Criteria, which continues to govern the European Championships and the 5 Nations. Where this policy is silent, the provisions of ADM07-P03 apply. A document reference will be allocated once the policy is approved.

2. Scope and definitions

The policy applies to pathway players in the U13 to U19 age groups for opportunities taking place in the summer of 2027 and in each following summer, unless it is withdrawn or replaced.

- **Development Opportunity:** an international event or trip approved under this policy that is not covered by ADM07-P03.
- **Designated Event:** the second Development Opportunity named for a given year under Schedule B.
- **Qualifying Standard:** the published, results-based standard set under section 5.
- **Selection Panel:** the panel constituted under section 6, convened only where section 8 applies.
- **Pathway Programme:** the Scottish Squash junior pathway, including the support provided by the Pathway Manager and Coach and each player's personal coach.
- **Event Schedule:** the schedule to this policy that sets out the terms specific to one event.

3. Principles

1. **Development first.** Places go to the players who are best placed to benefit from the experience. A place is not an entitlement and is not a reward for ranking alone.
2. **Earned through a published standard.** Players show readiness by meeting a standard that is known before the season begins.
3. **Transparent.** The standard, the evidence considered and the process are published in advance so that players and families know where they stand.
4. **Pathway-wide.** Opportunities exist at more than one age stage, so that the same standard leads to an appropriate opportunity for younger and older players.
5. **Proportionate.** The team result at an event is not the measure of success. Success is judged by the progress and experience of each player.

6. **Sustainable.** Opportunities are not funded by Scottish Squash. They proceed only when the junior funding group has raised enough funding to cover them in full, and are not committed ahead of confirmed funding.

4. Eligibility

To be considered for a Development Opportunity a player must:

- be eligible to represent Scotland, holding a Scotland SPIN number allocated by World Squash, and be a registered member of Scottish Squash Limited;
- be an active member of the Pathway Programme, sharing training, progress and competition information with the Pathway Manager and Coach;
- have a signed Player Agreement and parent or guardian consent;
- not be under review for any code of conduct or disciplinary matter;
- fall within the age group set out in the relevant Event Schedule; and
- meet the Qualifying Standard in section 5.

5. Qualifying Standard

A player qualifies for a Development Opportunity by meeting any one of the three routes below. The routes apply by age group. The Selection Criteria Review Group confirms the thresholds each year and publishes them before the start of the season.

Routes 1, 2 and 3 are results-based and open to any player who competes at the event. The Route 2 thresholds are set at approximately the top half of each age group draw, using recent draw sizes as a guide, so that the standard is of comparable difficulty for boys and girls and across age groups. The Pathway Manager publishes the thresholds each October, before the British Junior Championships, and they apply for the whole season. Thresholds are set after reviewing Scottish and British results over at least [five] seasons, together with how those players developed afterwards, and are reviewed annually. The results reviewed for the Route 1 threshold are set out in Schedule C.

Qualifying finishing positions by age group and gender. A player qualifies by finishing at or above the position shown at the British Junior Championships (Route 1) or the British Junior Open (Route 2):

Age group and gender	Route 1: British Junior Championships	Route 1: younger-year players	Route 2: British Junior Open
Boys U13	Top 10	Top 17	Top [32]
Boys U15	Top 10	Top 17	Top [50]
Boys U17	Top 10	Top 17	Top [50]
Boys U19	Top 10	Top 17	Top [50]
Girls U13	Top 10	Top 17	Top [24]
Girls U15	Top 10	Top 17	Top [32]
Girls U17	Top 8	Top 12	Top [32]
Girls U19	Top 8	Top 12	Top [32]

Route 3 is the Scottish Junior Open. A player qualifies by finishing in the top 4 of their age group at the Scottish Junior Open, in the same season.

To qualify through any route, a player must have competed at the British Junior Championships or the British Junior Open in the current season, so that each player has taken the earlier step before the higher one.

A younger-year player is a player in the first of the two years in an age group, who is eligible to compete in the same age group again the following season. Younger-year players meet older and more developed opponents, so a wider Route 1 position applies to them, as shown in the table.

A player who qualifies is offered a place, subject to funding. Places are limited by the funding raised and, at team events, by team size. If more players qualify than there are places, section 8 applies. The Chief Executive confirms the number of funded places, on the advice of SS Juniors Limited, before selections are confirmed.

6. Selection Panel and conflicts of interest

The Selection Panel is the panel constituted under ADM07-P03: a non-executive Director (Performance) as non-voting Chair, with the Head of Performance and Pathways, the Pathway Manager and Coach and a Performance Coach as voting members. The Head of Performance and Pathways holds the casting vote. All meetings and decisions are recorded in writing.

Players who meet the Qualifying Standard and the eligibility conditions in section 4 are offered a place, subject to funding under section 10 and to section 8 where more players qualify than there are places. There are no discretionary places, and a player who has not met the standard is not selected. The Panel meets only where section 8 requires a decision, and it follows these rules:

- The Panel considers only players who have met the Qualifying Standard.
- The Panel decides on evidence recorded in advance, which may include: training attendance and engagement with the agreed development plan; competition record, including results outside Scotland; results against other players in contention; input from the player's personal coach; readiness to benefit physically, tactically and psychologically; age and stage of development; and the outcome of any previous opportunity.
- The Panel records written reasons for every decision under section 8, including why the place is appropriate for that player at that time.

A Panel member who coaches, is related to or has a close personal connection with a player in contention declares that interest in writing before the Panel meets and takes no part in the decision on that player. The Chair records each declaration and the action taken.

7. Evidence and conditions of participation

The Pathway Manager and Coach maintains a record for each pathway player covering training attendance, progress against the agreed development plan, competition entries and results, and input from the player's personal coach. The Selection Panel relies on this record for any decision that is not settled by results alone.

All players selected must:

- follow the Scottish Squash Code of Conduct for Performance, the Player Agreement and the anti-doping regulations;
- attend any preparation camps or trials set out in the Event Schedule;
- keep open communication with the Pathway Manager and Coach before, during and after the event; and

- take part in a review of their development goals after the event.

Selection is never conditional on a player's or family's fundraising contribution or ability to pay.

A selection is provisional until the event. If a player stops meeting the conditions above, including attending preparation camps and following the agreed development plan, the Selection Panel may review the selection after hearing from the player, their family and their personal coach. The Panel may withdraw the selection and records written reasons, and the place passes to the next reserve. The review process in section 9 applies.

8. Team formation and individual entry

Where an event includes a team championship, Scotland enters a team only if enough players of the relevant gender have qualified under this policy. Where fewer have, those players attend as individuals. No player is selected to complete a team who has not met the standard.

In years when the team championship is held for one gender only, players of the other gender who qualify attend the individual championship.

At the World Junior Championships the team event is held in the U19 age group. Where fewer than four players of a gender have qualified in the U19 age group, the Selection Panel may complete the team with U17 players of that gender who have met the Qualifying Standard in the U17 age group. In deciding whether this is appropriate, the Panel considers the player's eligibility under World Squash age rules, their physical, tactical and psychological readiness to compete in the older age group, the views of the player, their family and their personal coach, and whether the experience would benefit the player's development. A U17 player may decline a team place without any effect on other opportunities for which they have qualified.

Where more players of a gender have qualified than there are places, because of team size or because the funding raised covers fewer places, the Selection Panel selects from the qualified players. The Panel aims to select the group best placed to benefit from the experience and, at team events, to compete together as a team, and decides on the evidence listed in section 6, recorded in advance, including competition results including those against each other, training attendance and engagement, readiness to compete at the event, age and remaining years of eligibility, and the views of each player's personal coach. The Panel records written reasons for each selection, and the provisions of section 6 on conflicts of interest apply.

A player who has qualified but is not selected for the team is offered a place at the Designated Event, where its age groups allow and funding is confirmed under section 10. Where the Designated Event has no suitable age group for the player, the Head of Performance and Pathways proposes an alternative event. Qualified players who are not selected are also named first among the reserves for the World Junior Championships, in the order used for selection.

Where no player of a gender has qualified for an event, no player of that gender is selected for it and the opportunity does not proceed for them.

Where a player qualifies for more than one Development Opportunity in the same summer, the player, their personal coach and the Pathway Manager and Coach agree which applies, and the Head of Performance and Pathways decides if they cannot agree. The place released passes to the next qualified player.

Qualified players who are not offered a place are named in order as reserves for each event, in the order determined under this section. A reserve is offered a place if a selected player withdraws before the event.

9. Review of decisions

A player or family may ask for a review of a decision under this policy within seven days of being told of it. A review may concern only whether the player met the Qualifying Standard on the published results, or a decision under section 8 where more players qualified than there were places. Selections are provisional and confidential until any review has concluded, and the Pathway Manager and Coach explains the process when decisions are communicated.

A request about the Qualifying Standard is answered by the Pathway Manager and Coach, who checks the published results and corrects any error. A request about a decision under section 8 is reviewed by the Chief Executive, who considers the written reasons and the evidence record and may confirm the decision or return it to the Panel. A review of a decision under section 8 succeeds only if the written criteria were not followed, the decision was made without sufficient evidence, bias or bad faith is shown, or no reasonable decision maker could have reached it. Disagreement with the Panel's judgement is not itself a ground of review.

10. Funding

Scottish Squash does not fund Development Opportunities and does not commit to funding them. Each opportunity is funded and delivered by SS Juniors Limited, the junior funding group, and proceeds only if sufficient funding has been raised to cover it in full and the Chief Executive has confirmed that funding. Funding comes from fundraising, sponsorship and donations. The Pathway Programme continues to provide coaching and preparation for pathway players in the ordinary course of its work. Players and families who stand to benefit are encouraged to support the funding campaign, which is an invitation and not a condition of selection.

- Fundraising materials describe the purpose as funding international development opportunities for pathway players, including the World Junior Championships, so that funds are used consistently with what donors were told.
- Funds held by SS Juniors Limited are documented, and their use is reported to the Chief Executive and the Board each year.
- Scottish Squash pathway funding is not used to meet the travel, entry or accommodation costs of Development Opportunities.
- Income that is irregular or may end, such as supplier donations or the proceeds of a UK-hosted event, is not assumed in planning. Surplus funds are carried forward for the same purpose.
- Costs per player and event budgets are set by the Chief Executive each year and are not published in the Event Schedules.

11. Safeguarding and trip management

Every trip is run under the Child Wellbeing and Protection Policy (HS07-P04) and the Guidelines for Trips Away and Overnight Stays (HS07-G03), with the Overnight Trips and Travel Abroad Checklist (HS07-G05) completed for each event. A risk assessment is completed before any trip is confirmed.

- All staff and volunteers accompanying players hold current PVG membership for the regulated role.

- Adult to player ratios and the number of coaches are set for each event with the Child Wellbeing and Protection Officer, and are higher for younger age groups.
- Parents and guardians receive the itinerary, supervision arrangements and emergency contacts before departure and give written consent.
- The Pathway Manager and Coach checks each player's wellbeing and competing commitments, including exams, before a selection is confirmed.

12. Review

The Head of Performance and Pathways reviews each Development Opportunity within [four] weeks of its end. The review covers the development goals set for each player before the event and how far they were met, the experience of players, families and staff, cost against budget, and whether the Qualifying Standard identified the right players.

The Selection Criteria Review Group considers the findings before the start of each season and recommends any change to the standard or the choice of Designated Event. The Chief Executive and the non-executive Director (Performance) receive a summary of each annual review. The policy as a whole is reviewed every [two] years.

Schedule A: World Junior Championships

Item	Provision
Event	World Junior Squash Championships, individual and team events
Host and dates	Chengdu, China, July 2027 [exact dates to be confirmed]
Age groups	U19 players, and U17 players where appropriate, eligible under World Squash age rules
Qualifying route	Qualifying Standard for U19 or U17 under section 5, including competing at the British Junior Championships or British Junior Open in the current season
Discretionary places	None. Only players who have met the Qualifying Standard are selected
Team entry	Where a team event is held for a gender and four players of that gender have qualified, with qualified U17 players able to complete the team under section 8. Otherwise players attend as individuals
Selection decision	[February or March 2027]

Schedule B: Designated Event

The Designated Event is the second Development Opportunity, an individual international event aimed at players in the U13, U15 and U17 age groups, with U19 players included where appropriate, including qualified players who are not selected for the World Junior team under section 8. It is not fixed. The Pathway Manager and Coach proposes it and the Head of Performance and Pathways approves it.

Options considered are European junior events, such as the Dutch Junior Open.

Item	Provision
Choice of event	Proposed by the Pathway Manager and Coach and approved by the Head of Performance and Pathways

Item	Provision
Factors in the choice	Suitability for the age group, cost per player, quality of competition, accommodation and safeguarding arrangements, timing against exams and the season, and travel burden
Expected group size	Depends on the number of players who qualify and on funding
Qualifying route	Qualifying Standard for U13, U15 or U17 under section 5
Discretionary places	None. Only players who have met the Qualifying Standard are selected
Selection decision	[February or March 2027]

Schedule C: Evidence for the Qualifying Standard

The table shows nine former pathway players who have progressed to senior level. Each finished in the top 10 of their age group at the British Junior Championships, which is the Route 1 threshold. The table also gives their British Junior Open result from the same season, which is the reference for the Route 2 thresholds in section 5. Both form part of the review of Scottish and British results that section 5 requires.

Player	British Junior Championships	British Junior Open
Georgia Adderley	1st, GU19, 2019	6th, GU19, January 2020
Alasdair Prott	3rd, BU19, 2018	23rd to 24th, BU19, January 2019
Alison Thomson	4th, GU19, 2014	13th, GU19, January 2015
Robyn McAlpine	4th, GU19, 2024	24th, GU19, January 2025
Rory Stewart	6th, BU19, 2014	35th, BU19, January 2015
John Meehan †	7th, BU17, 2018	33rd to 34th, BU19, January 2020
Andrew Glen	8th, BU17, 2018	57th to 58th, BU17, January 2019
Ellie Jones	9th, GU17, 2014	21st, GU17, January 2015
Rory Richmond	10th, BU19, 2022	Joint 43rd, BU19, January 2023

BU and GU denote the boys' and girls' age groups. † The Championships result is from 2018 and the Open result from January 2020. The Pathway Manager checks all results against the published draws before this schedule is published.