

EUROPEAN SQUASH FEDERATION
FORWARD PLAN
2015/16

**WORLD
SQUASH**

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2015-16

EUROPE

MISSION STATEMENT

Working as an independent Regional Federation of the World Squash Federation to ensure that squash remains a strong, viable and growing sport throughout Europe

PRINCIPAL AIMS

- Serve as the World Squash Federation's designated regional federation for Europe
- Observe and advocate the principles of the Olympic charter
- Support squash's campaign for inclusion in the Olympics and European Games
- Uphold and enforce the rules of squash, and protect its integrity
- Promote the growth and general welfare of squash within Europe.
- Oversee the governance and stewardship of regulations for European championships and other ESF competitions and events
- Attribute hosts for European Championships for teams and individuals (men, women, masters and juniors), and oversee the highest possible quality of delivery and presentation
- Strengthen the bonds of friendship between existing member associations and encourage the formation of new member associations.
- Work collaboratively with WSF, with regular attendance at relevant WSF meetings.
- Forge stronger links with professional associations such as PSA and WSA.
- Influence WSF and PSA/ WSA to work collaboratively towards the collective interests of squash
- Encourage and contribute to the production of a WSF strategic plan
- Ensure mutual recognition of penalties imposed by the WSF, other regional federations and member associations
- Ensure ESF funds are used as effectively as possible in the best interests of the game
- Oversee the effective governance of ESF, in the best interests of its members and the sport

ORGANISATION AND MANAGEMENT

- Membership of the ESF comprises recognised National Squash Associations in Europe.
- ESF's activities are determined by the principles and objects within its articles of association 2011. Its priorities are determined annually by the directive of the Annual General Meeting.
- Members (national associations) elect a President & 4 Vice Presidents to lead and manage ESF activities and interests between General Meetings, to direct, support and monitor the ESF Office to meet the needs of Members, and communicate with Members and others as appropriate.
- ESF's planning and priorities are guided by its strategic plan, 2013-16

STRATEGIES

1. MEMBERSHIP

- Recruit every nation with a National Squash Association into ESF membership
- Assist squash playing nations to establish a National Association. Advise/support the development of their delivery infrastructure, whether governance, competitions, coaching and refereeing, and the sharing of good practice between nations. Encourage their participation in ESF Championships and Circuit events.
- Encourage Provisional Members to become Full Members
- Raise awareness and profile of all European Championships, particularly ETC and EICC across Member Nations

2. FINANCE

- Maintain budget integrity via implementation of effective financial systems, controls and reporting
- Create new sources of income and reduce dependency on membership fees as source of income.
- Generate annual surpluses in order to restore reserves to a secure level
- Ensure that all approved programmes are adequately funded

3. CHAMPIONSHIPS

- Encourage members to host ESF events by securing Tenders for the following:
 - European U19 Mixed Team and Individual Championships
 - European U17 and U15 Mixed Team Championships
 - European Team Championships for men and women (Divisions 1, 2 & 3)
 - European Club Championships for teams of men and women
 - European Individual Closed Championships for Men and Women
 - European Masters Individual Championships for Men and Women in age groups over 35 (every other year)
- Promote, deliver and expand the European Masters Squash Circuit. (started in 2014)
- Promote and deliver the European Under 23 Squash Circuit in conjunction with PSA.
- Provide guidance and support to Host Associations and Clubs to ensure ESF Championships are organized efficiently and in line with current regulations.
- Provide standard forms, budget plan and event marketing advice to prepare and compare Host Associations and Clubs in tender procedure.
- Encourage small and developing squash countries to compete internationally and to participate in ESF Championships.
- Continue to review and improve the format and the regulations of all European Championships within the frame of the development of the game within Europe.
- Publish an ongoing calendar of ESF Championships and try to ensure that dates of main ESF events are protected. Publish ESF events on WSF world calendar.
- Ensure Europe is effectively represented within the WSF Championships Committee.

- Encourage members to host WSF events.

4. REFEREES

- Continue to strengthen the referee development pathway in Europe using CBTA framework
- Increase the number of Regional & World Referees in Europe through mentoring & assessment, according to CBTA competency standards
- Continue to develop a well qualified team of referee assessors and tutors, and ensure their effective deployment within Europe, in response to demand from Member Nations
- Appoint at least 1 new Regional Referee during 2015
- Aim to nominate at least 3 new referees to WSF for appointment at World Referee grade.
- Improve the standard of refereeing at ESF events by encouraging wider use of qualified referees
- Investigate the need for a referee instructor/assessor course, incorporating new standards and procedures
- Continue delivery of ESF's programme of Introductory and National level Referee Diploma Courses based on WSF CBTA standards. Deliver a further 4 courses (minimum) during 2015
- Ensure Europe is effectively represented within the WSF Refereeing Committee and WSF Refereeing

5. JUNIORS

- Develop and maintain an effective and efficient Juniors Committee
- Organise, together with the Host Association, the European Junior U19 Team and Individual Championships 2015 and secure tenders for future years.
- Organise, together with the Host Association, the European Junior U17 and U15 Team Championships 2015 and secure tenders for future years.
- Continue to develop and improve the European Junior Circuit for 2015/16
- Maintain and update the ESF Junior Ranking lists on a monthly basis on the ESF website.
- Develop the European Junior Circuit to improve the players, the quality of the Circuit and its tournaments. Continue to review and enhance the Junior Circuit Guidelines and the Junior Ranking System.
- Introduce a web-based evaluation system for all junior tournaments on (the European Junior Circuit and the European Junior Championships) in order to monitor the quality of the tournaments and help organisers with future events.
- Develop a Junior section on the ESF website to give players the opportunity to communicate with each other, view rankings and results and enter tournaments on-line and to give the tournament organisers the opportunity to advertise and stream live from their tournaments.
- Develop the co-operation with PSA and WSA to further develop the European Junior Circuit, to continue offering free or reduced membership to the top Under 19 players on the Junior Circuit as an incentive to remain in the game of squash on reaching 19 years of age.

- Continue to develop the co-operation with PSA and WSA to examine the possibilities of introducing and developing a pilot project for an Under 23 Circuit in order to reduce the gap between junior players and seniors and assist players in getting an introduction to the professional tour.
- Continue the communication between the ESF Juniors Committee and the World Squash Federation, Asian Squash Federation, Pan American Squash Federation, The Oceania Squash Federation and the African Squash Federation in junior related matters.

6. COACH EDUCATION & DEVELOPMENT

- **General aim** - Adopt the new WSF Coach Education Programme on the basis of success in establishing and developing the ESF coaching infrastructure at Levels 1, 2 and 3 across European nations; and support Member National Associations in developing their own national coaching systems.
- **Plans for 2015:**
 - Support the continuous development of ESF/WSF coach tutors. Identify new tutors and devise a plan for their training, qualification and deployment.
 - Re-train existing ESF and National L1 Tutors to WSF L1 Tutors according to the new Syllabus for WSF Level 1 Coaching Courses.
 - Develop new coaching materials together with WSF in order to support the new WSF Coach Education Programme.
 - Develop and new L2 Syllabus together with WSF.
 - Organize ESF Coaching Conference 2015, whilst exploring opportunities for coaches in Europe to benefit from relevant professional development.
 - Together with WSF provide worldwide directory of qualified coaches and Tutors.

7. MARKETING & COMMUNICATIONS

- Liaise with WSF in order to participate actively in its strategic marketing plans
- Co-operate closely with the WSF's marketing department, especially in the field of sponsorship
- Encourage greater co-operation between PSA and WSA in order to promote ESF events
- Encourage and participate in the negotiations dedicated to the admission of squash in the European Games
- Contribute to the activities in relations with TV Rights and broadcasting