

SQUASH WALES STAFFING REVIEW WEBINAR

Squash Wales Webinar various venues

Wednesday/Thursday 15th 16th April 2020.

Call Protocol:

- Only Squash Wales attendees will be able to speak on the call until FAQ session
- All participants are asked to go on mute until questions at the end of the presentations
- Questions have to be from individuals on the call
- No questions will be accepted on behalf of anyone
- Questions can be in the “chat” section at any time, or on voice at the end of the presentations



SQUASH WALES STAFFING REVIEW WEBINAR

Squash Wales Attendees:

- Phil Brailey Chair
- Richard Bennett Vice Chair
- Roy Gingell Operations Manager
- Dave Evans Performance Director
- Greg Tippings National Junior Coach
- Danielle Brown Administrator

AGENDA

- Opening Remarks Chair
- RDO Review Roy Gingell
- Performance Review Dave Evans
- Q&A Session All



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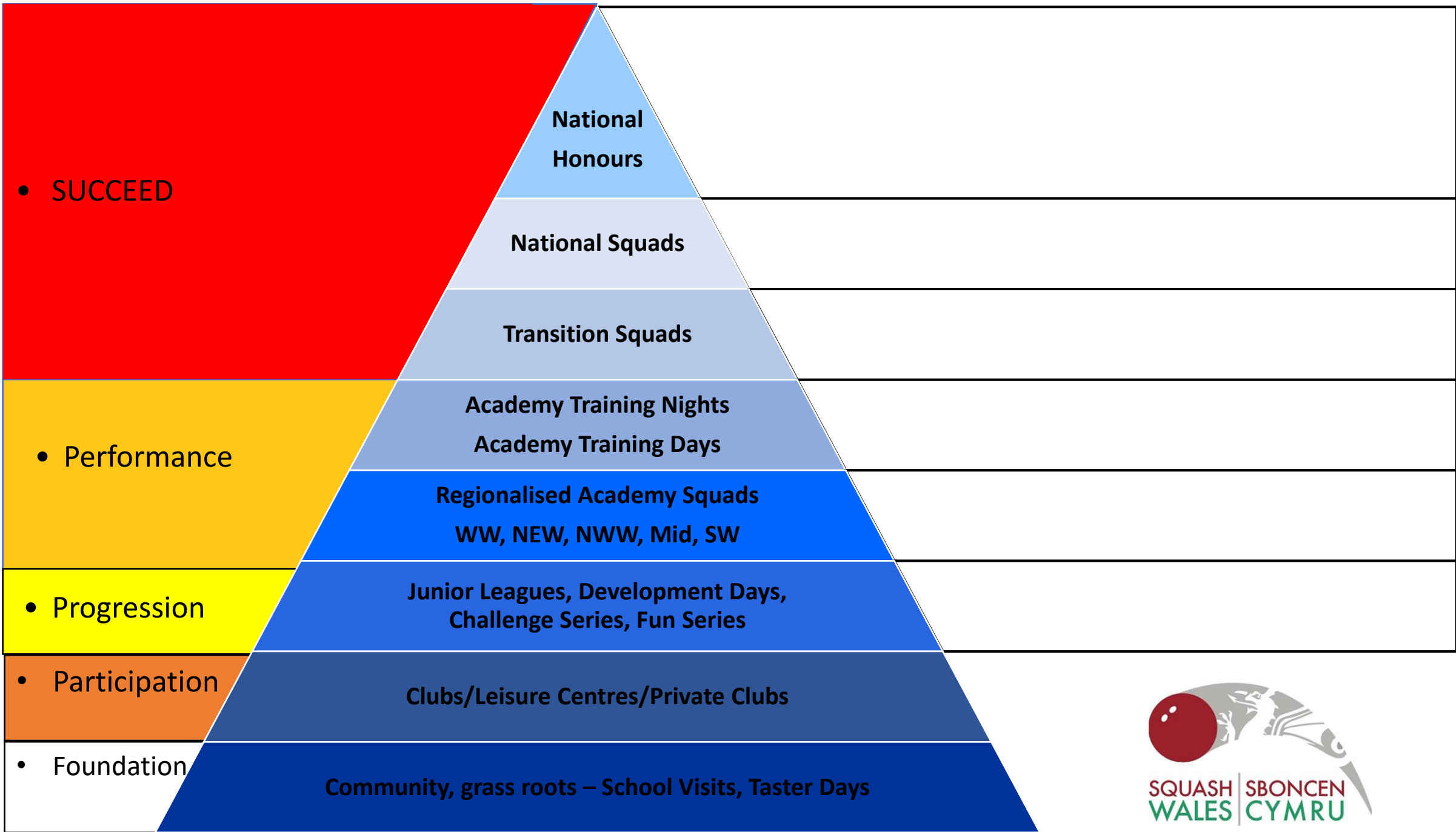
SQUASH WALES DEVELOPMENT STAFFING REVIEW



Roy Gingell – Operations Manager

Role and Responsibilities





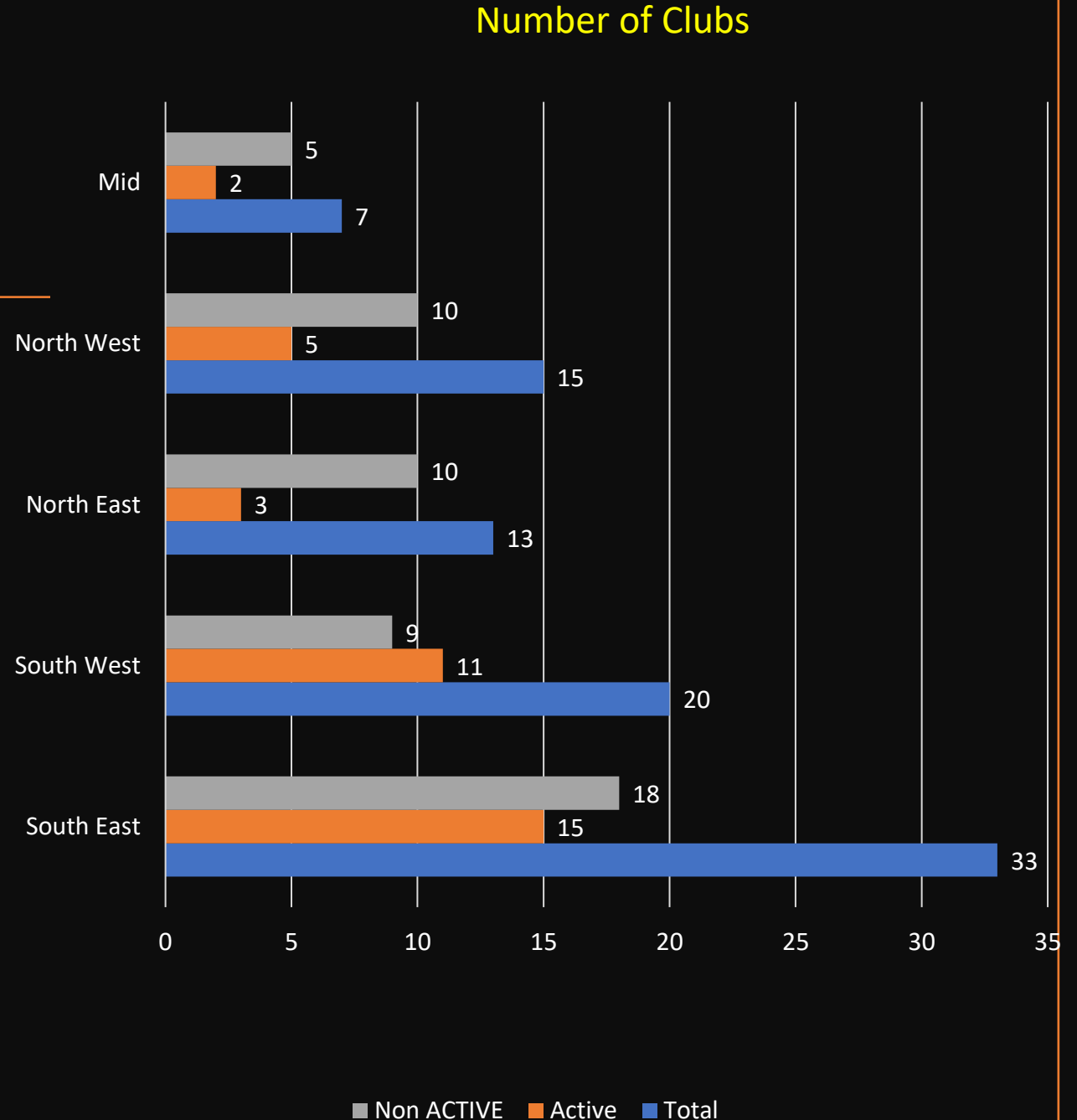
WHY CHANGE?

- Are we fit for purpose ?
- Can we deliver on the new Squash Wales strategy?
- The need for new partnership ,new reporting mechanisms, better insight, better intelligence
- The need to increase partnership working , collaboration and accountability
- Provide value add for clubs
- Improve operational efficiency and effectiveness

Squash Wales – Club Relationship Poor

- Active Club
- Basic Club contact
- Junior Section
- Junior Membership
- Total 88 Clubs
- Mid 7 clubs -2 active 5 non active
- North West 15 clubs 5 active 10 non active
- North East 13 clubs 3 active 10 non active
- South West 20 clubs 11 active 9 non active
- South East 33 clubs 15 active 18 non active

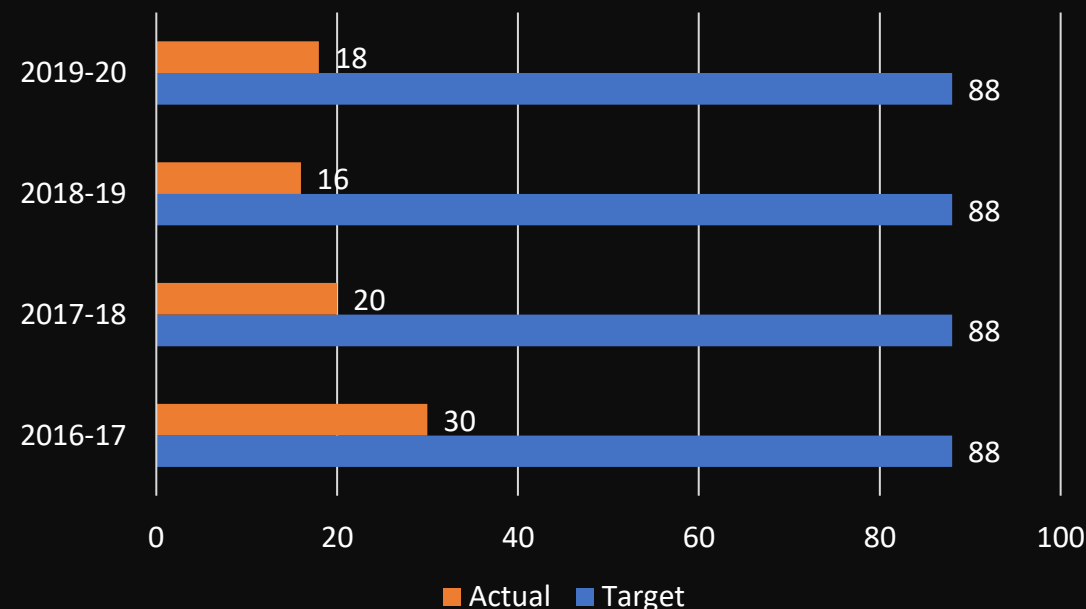
- 88 Clubs 36 active 52 non active 41%



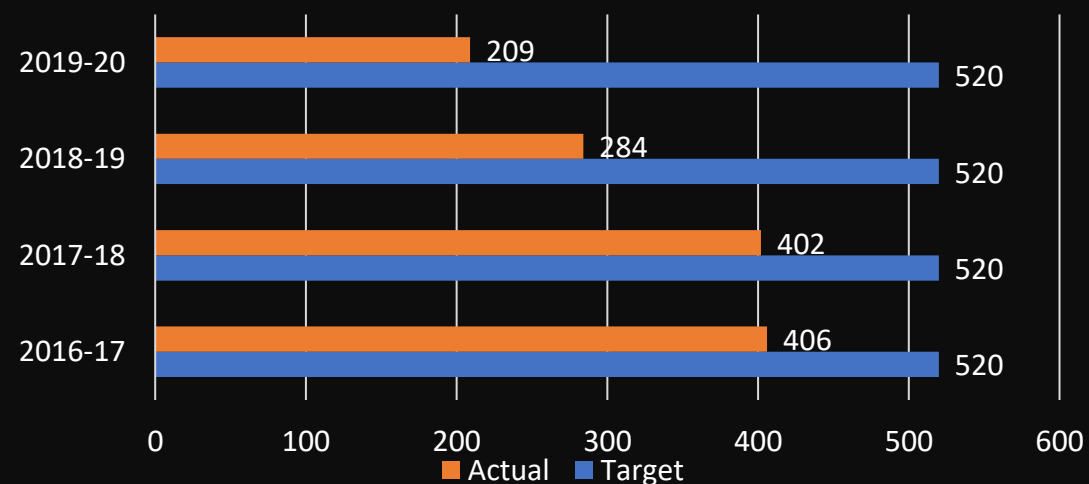
Squash Wales Junior club Membership Decreasing

- Overall 5 x RDO's target of 88 clubs with Junior members affiliated to Squash Wales. (520 junior members in total)
- Never achieved in each of the last 4 years activity
- 2019-20 – 18 clubs 209 members
- 2018-19 – 15 clubs 284 members
- 2017-18- 20 clubs 402 members
- 2016-17 -30 clubs 406 members

Number of Clubs



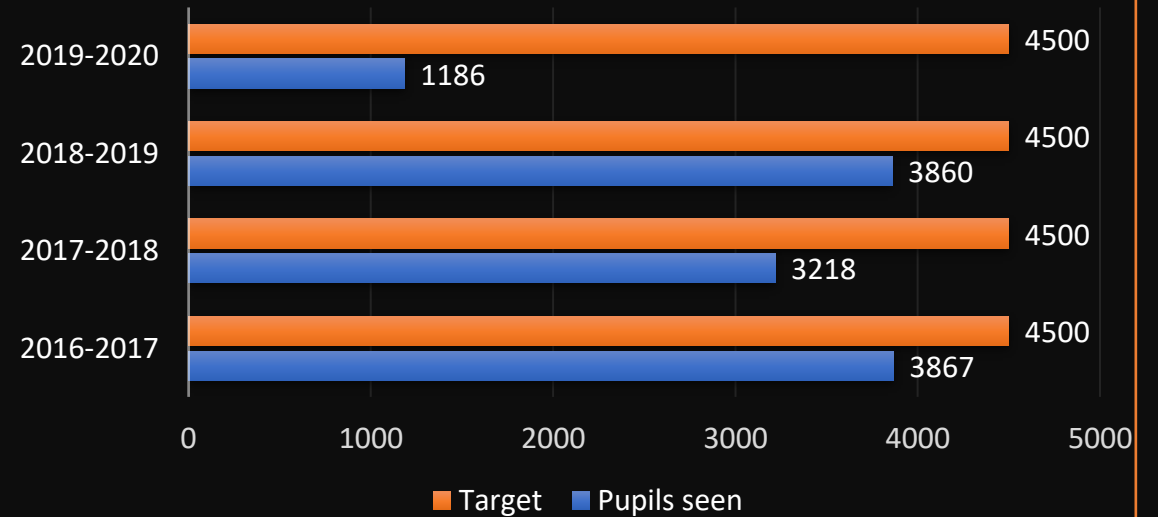
Number of Junior Members



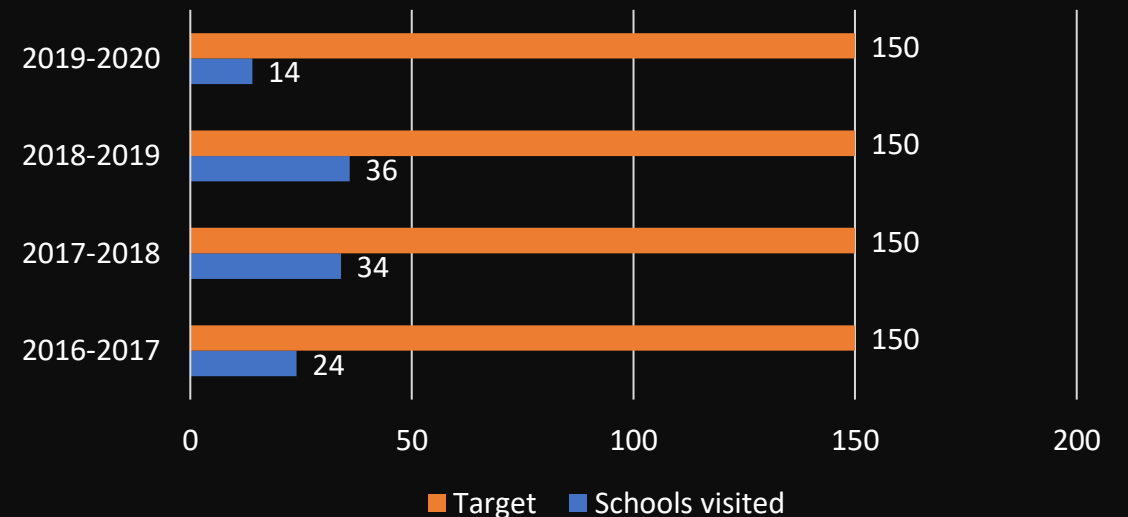
Schools Visited-Poor

- Overall target of 150 school (4500 pupils seen) visited by 5 x RDO's
- Never achieved in each of the last 4 years.
- 2019-2020 14 schools 1186 pupils
- 2018-2019 36 schools 3860 pupils
- 2017-2018 34 schools 3218 pupils
- 2016-2017 24 schools 3867 pupils

Number of pupils f pupils seen



Number of schools



SUMMARY

- Poor Squash Wales –Club relationship –currently 41% active.
- Development operational targets consistently not achieved over last 4 years.
- Priority areas not being addressed.
- Key foundation and participation outputs not achieved.
- Work programme diluted due to lack of hours.
- Fractured working practices.
- Inconsistencies in delivery and budgets.
- Lack of conversion from Foundation to Participation and into Performance in all areas.
- Welsh language issues /areas of deprivation/gender Inequality/disability/BME not being addressed effectively.
- Value delivery being eroded –not currently value for money.
- Current programme ineffective and inefficient.
- The lack of Development has clearly impacted on Performance and will get worse if not addressed

WHERE DO WE WANT TO BE? (Opportunities)

**Improved
Relationship with
all clubs**

**Better support
from NGB**

**More people
playing Squash**

**Promoting health
benefits of regular
physical activity**

**More targeted
interventions**

**More school visits
with exit routes to
club sessions**

**More club
memberships**

**More cost
effective and value
for money for all
clubs**

**Full integrated
alignment to new
strategy**

**Ability to
proactively and
realistically reach
all clubs in Wales**

**Better use of data
to prioritise
activity and
measure output**

**More numbers
into our
Foundation
Programme**

**More numbers
into our
Participation
Programme**

**Improved numbers
into our
Performance
Pathway**

**More inclusive –
deliver Sport
Wales/Squash
Wales agenda**

HOW ARE WE GOING TO ACHIEVE THIS?

Appointment of full time Regional Development Officer

Increased partnership working and collaboration with key stakeholders

More targeted interventions in EVERY region of Wales

Greater emphasis on socially deprived areas

Improved School visits

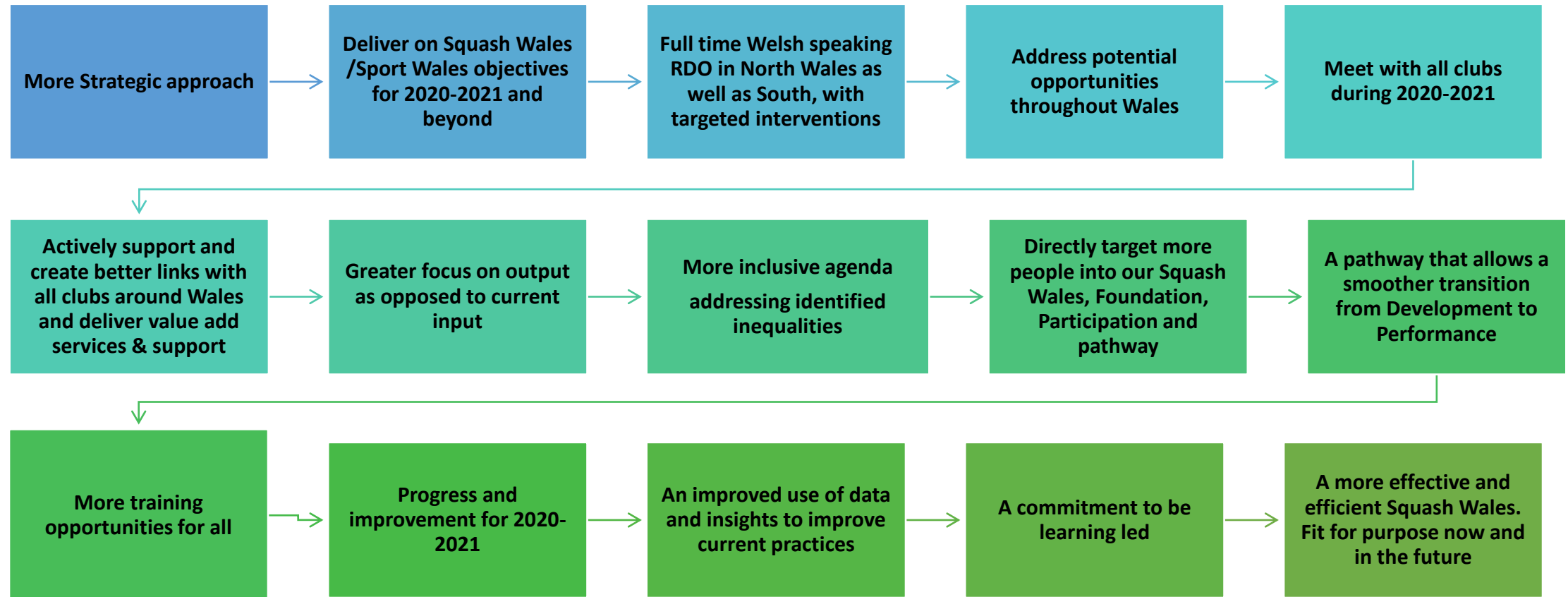
Women and Girls

Bespoke meetings with every club contacts

More effective and efficient use of resources

Better use of data and insight to ensure maximum effect

WHAT SQUASH WALES WILL DELIVER



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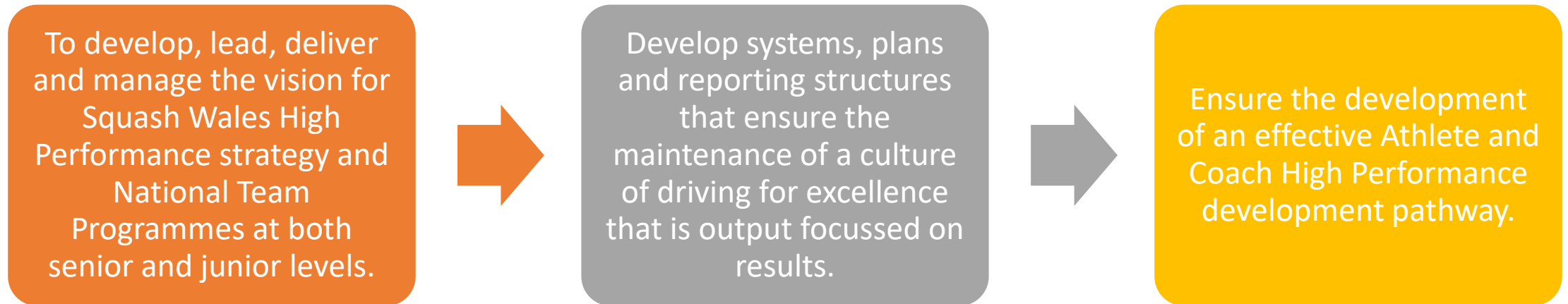
SQUASH WALES HIGH-PERFORMANCE STAFFING REVIEW

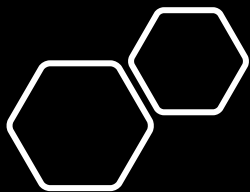


SQUASH
WALES

SBONCEN
CYMRU

David Evans – Performance Director Role and Responsibilities

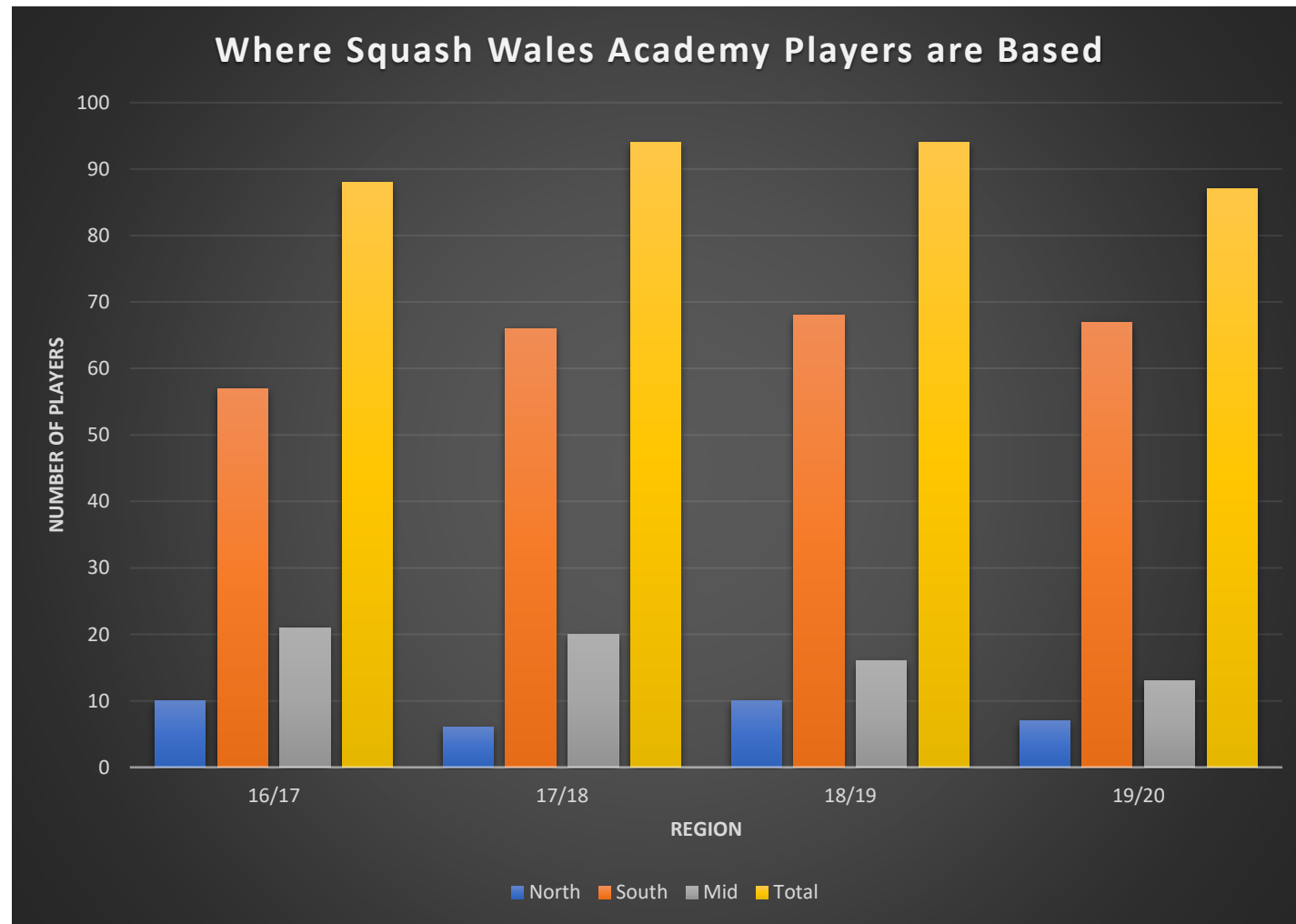




WHY CHANGE?

- Poor numbers of Junior Academy members in our system especially North Wales.
- North Wales members 8%
- Mid Wales members 15%
- South Wales members 77%

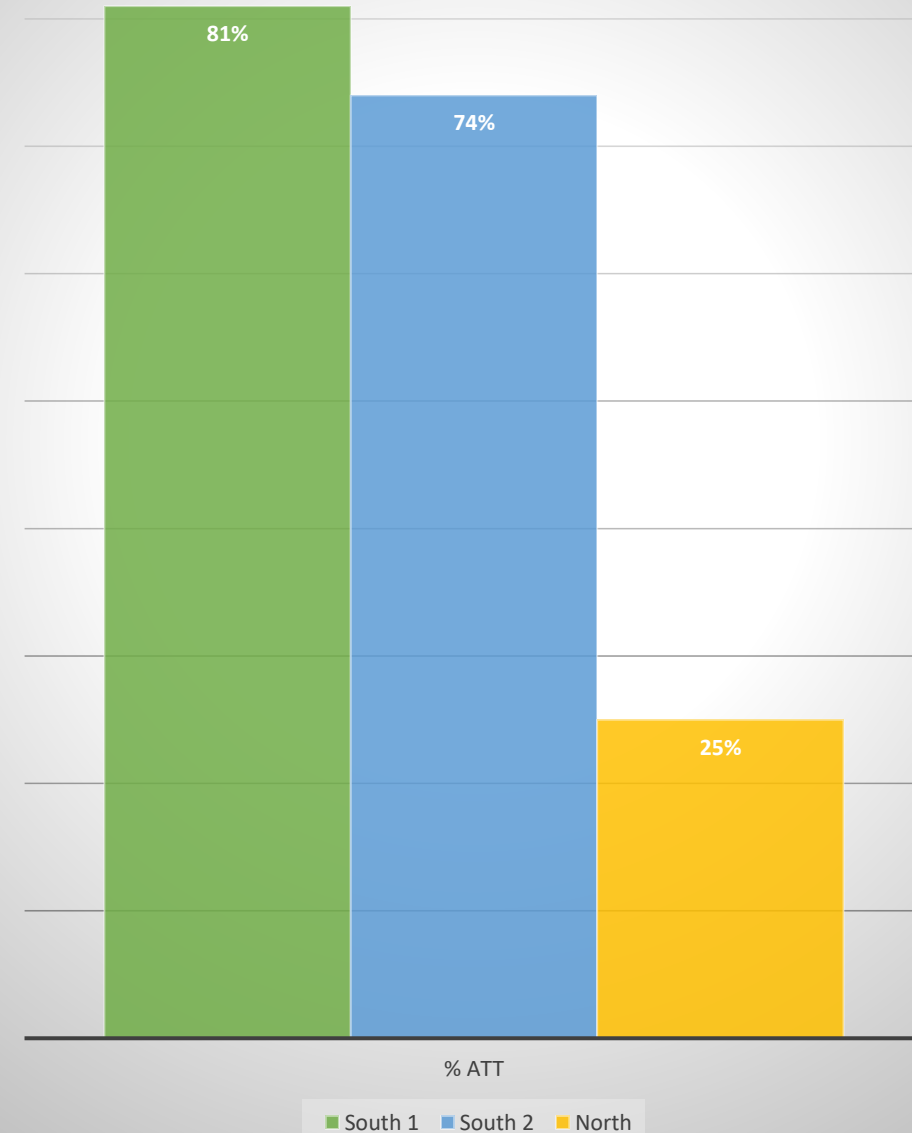
Academy Players Location



TRAINING NIGHTS

- Training Night Attendances in North Wales are extremely poor
- Attendance - North Wales Training Night 25%
- Attendance – South Wales Training Night 77%
- Not value for money in terms of outputs
- Inconsistencies in terms of delivery and budget
- Major weaknesses in Mid Wales players missing out on regular sessions

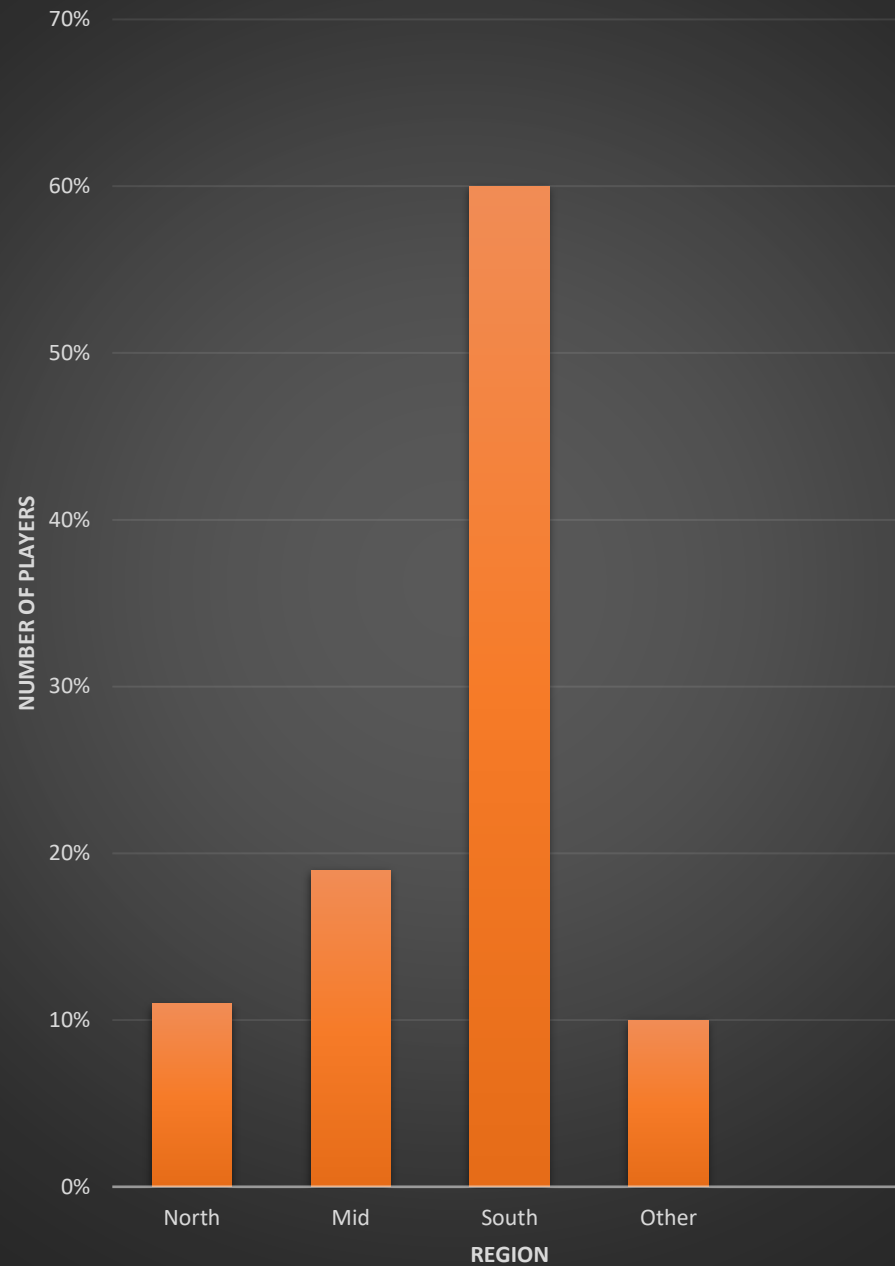
Total % Attendance at Training Night
Sept 19 - Mar 20



NATIONAL SQUAD ATTENDANCE

- National Squad Players
- Based in South Wales 60%
- Based in Mid Wales 19%
- Based in North Wales 11%
- Based outside Wales 10%

National Squad Attendance % For
19/20



SUMMARY

- Poor numbers of Junior Academy members in our system
- Training Night Attendance's poor in North Wales
- Not value for money in terms of outputs
- Inconsistencies in terms of delivery and budget
- Mid Wales players missing out on regular sessions
- Closed shop in terms of coaching opportunities (HPC system)
- Perceived HPC conflict of interest from players/parents
- Players not fulfilling potential?
- Fewer clubs and players in Mid Wales and North Wales
- Commitment from HPC'S – seek income outside to supplement Squash Wales income
- Poor numbers of National Squad players from North Wales
- Geographically – Distance to travel
- Fractured working practices – many inconsistencies

WHERE DO WE WANT TO BE? (Opportunities)

Better numbers into the system through targeted development programmes

Greater transparency in the performance programme

Consistency in approach and delivery

More cost effective and value for money

More training opportunities

More strategic approach in performance management

More targeted approach – greater focus on output as opposed to current input

Improved transition from development to performance

Full integrated alignment to new strategy

Ability to proactively and realistically reach all clubs in Wales

Better use of data to prioritise activity and measure output

More strategic Coach Education and mentoring approach

A pathway that is player centered and accelerates player development

Upskill and enlarge the overall coaching workforce in Wales

More inclusive – deliver Sport Wales/Squash Wales agenda

HOW ARE WE GOING TO ACHIEVE THIS?

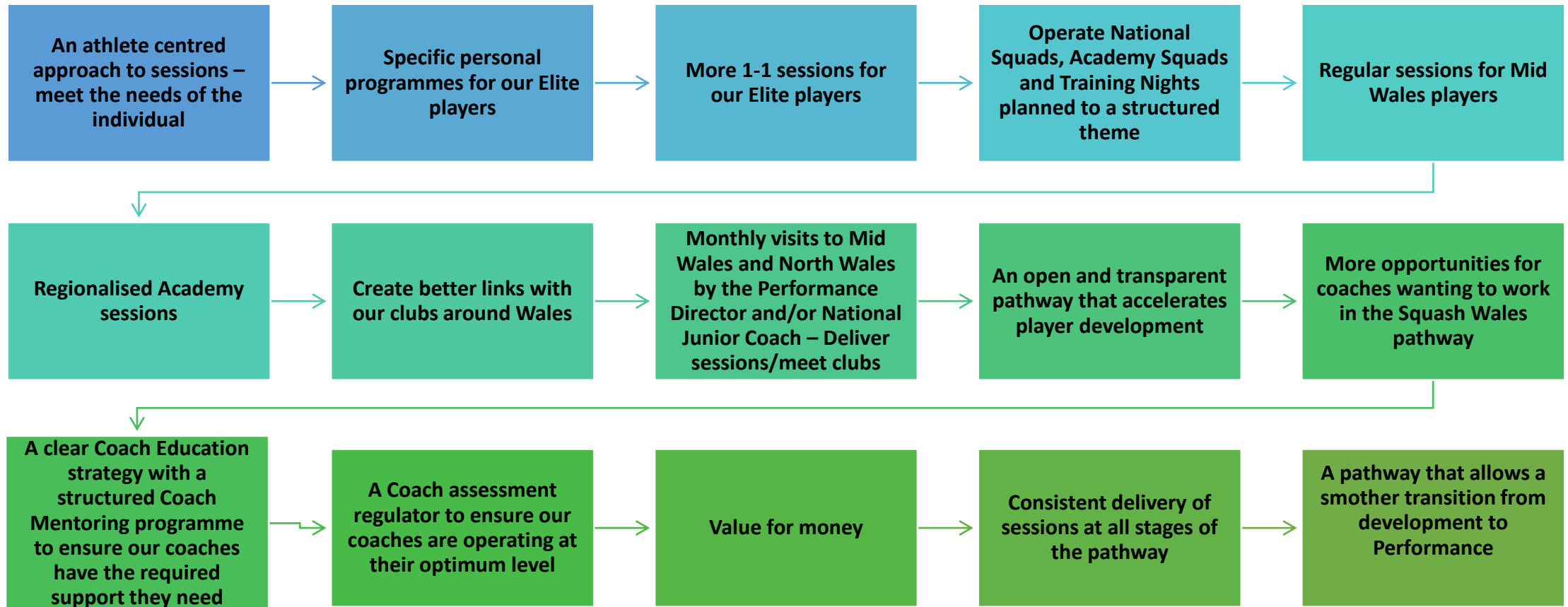
APPOINT A NATIONAL JUNIOR COACH

&

Supplementary coaching support as and when
required for targeted interventions



WHAT SQUASH WALES WILL DELIVER



Q & A ?

