

# WORLD SQUASH FEDERATION

REGISTERED OFFICE:

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REGISTERED IN THE ISLE OF MAN.  
NUMBER: 079771C

WORLD  
SQUASH

WSF

ANNUAL REPORT  
2022/23

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# MESSAGE FROM THE PRESIDENT

Whilst this was our first full year of post-pandemic normality, the operating environment for International Sports Federations has been affected by economic turbulence and uncertainty emanating from the Russia-Ukraine conflict. Though this has impacted WSF's operations in areas such as cost inflation, levels of championship entries and finding a host for this year's WSF AGM, we have finished the year with renewed optimism including a surge in the level of interest to host WSF Championships.

This year's AGM will mark the half-way point in WSF's 2022-25 Strategy. The Board report provides a RAG (red-amber-green) review of progress, with 14% of objectives completed, 67% in various stages of progress and 19% yet to start, with resources the main limitation on speed of progress. This introduction covers some of this year's most notable strategic developments.

One of the strategic objectives for 2022-23, aimed at leveraging WSF's resources and expertise was completing the review of commissions to align with the strategy. The process has included a new Marketing & Commercial Commission; splitting the former Governance & Audit Commission into separate Audit & Risk and Governance & Compliance Commissions; a new Digital Commission; and a revised Championship Commission (including Juniors).

This time last year we had just completed our submission to the LA28 Organising Committee of the Olympic Games for inclusion on the LA Programme, a collaboration across WSF, PSA and US Squash. As one of nine sports for consideration, various delays in the process means we won't know the outcome until just after the AGM papers go out. We remain realistically optimistic.

On the sport front we enjoyed a full calendar of WSF World Championships and the return of a new format World Cup as a 2+2 mixed team event played as best of 5 games to 7 points. The World Cup took place in Chennai thanks to the generous support of the Tamil Nadu Government and the Squash Rackets Federation of India, and generated very positive participant feedback. We would also like to thank the Talaat Moustafa Group and Egyptian Squash Federation for hosting an excellent Women's World Team Championship at Cairo's Madinaty Sports Club in December; and thank Squash Australia and its partners the City of Melbourne and State of Victoria for hosting a very successful World Junior Championships in July.



WSF's new Championship Commission led by Cyrus Poncha has begun an extensive review of WSF Championships structure, formats and regulations. This is an opportunity to modernise our approach, combine men's and women's events where appropriate to enhance their value to players, hosts, sponsors, media and broadcast. There is also a new impetus behind the junior and masters world ranking projects first initiated prior to the pandemic.

# MESSAGE FROM THE PRESIDENT



Two years after its soft launch, the World Squash Officiating (WSO) project has moved into its next phase of evolution with the appointment of four specific postholders to accelerate its growth and reach. Enhancements include the new referee appraisal process, the provision of bespoke training packages for nations and the roll-out of the player education module. Meanwhile, a new WSO Steering Group will guide its governance and strategic development.

Launched 16 months ago, WSF's free-to-view worldsquash.tv has gained significant momentum, with the World Junior Championships exceeding 100,000 views and boosting subscriber numbers to now exceed 13,000. We have also witnessed a remarkable growth in WSF's social media reach over the last year and look forward to seeing further growth during 2024.

Three areas of growing importance to international federations and the IOC are i) WADA compliance; ii) environmental sustainability; and iii) player welfare and safeguarding. Though starting from different points, WSF has progressed each of these over the last year. Regarding WADA compliance, WSF has successfully completed WADA's extensive Code of Compliance Questionnaire with only one minor corrective measure. Our partner International Testing Authority has confirmed this as a remarkable achievement, and I'd like to use this opportunity to thank the Medical Commission and the WSF office for their commitment to complete this significant exercise so efficiently. The (Environmental) Sustainability Task Group has over its initial 6 months produced a draft strategy, to be shared with the AGM; and we have set up an initial Safeguarding Panel, though still searching for one or two additional panel members with expertise in this important task.

All this activity sits alongside the on-going critical work of our other commissions: Coaching, Masters, Squash57, Courts & Equipment, Rules, Medical, Disciplinary, Ethics and Athletes. The extent of WSF's Commissions reflects our huge reliance on our committed expert volunteers working alongside our small hard-working team of three paid staff. Collectively they deliver huge value to our squash community, not necessarily captured in our financial turnover.

The last year has emphasised the importance of our partnership with the PSA, demonstrating that we are stronger together when we combine our relative expertise and knowledge to enhance our sport at all levels and continue our ambition to make squash one of the most entertaining sports in the world.

On behalf of the WSF and its Board, a sincere thank you to everyone who has contributed to WSF's activities over the last year, whether volunteers, staff, partners or other supporters. I'd also like to thank the WSF office, a small but dedicated team who hold everything together. This report covers your collective achievements and contributions, which we hugely appreciate.

I am pleased to present this report to the 2023 AGM and to respond to any questions.

Sincerely

A handwritten signature in black ink that reads "Zena Wooldridge". The signature is written in a cursive, flowing style.

Zena Wooldridge OBE  
President

# Our People

**PATRON**  
HRH Tunku Imran



**EMERITUS  
PRESIDENT**

Jahangir  
Khan



## The Executive Board



**PRESIDENT**  
Zena Wooldridge OBE



**VICE PRESIDENT**  
Karim Darwish



**VICE PRESIDENT**  
Dame Susan  
Devoy



**VICE PRESIDENT**  
Debendranath Sarangi



**VICE PRESIDENT  
& SECRETARY GENERAL**  
Pablo Serna

# Our People (continued)



**Chief Executive Officer**  
**William Louis-Marie**



**Operations Manager**  
**Carol Hackett**



**Championship & Administration**  
**Coordinator**  
**Sean Warden**

**Part-time Administrative**  
**Assistant**

Rebecca Greaves - left March 2023  
Peter Capon - starting September 2023

Administrative Office  
25 Russell Street  
Hastings  
East Sussex  
TN34 1QU

ADMINISTRATION  
STAFF

# Our People (continued)



**Squash Federation of Africa**

WSF CONTINENTAL VICE-PRESIDENT

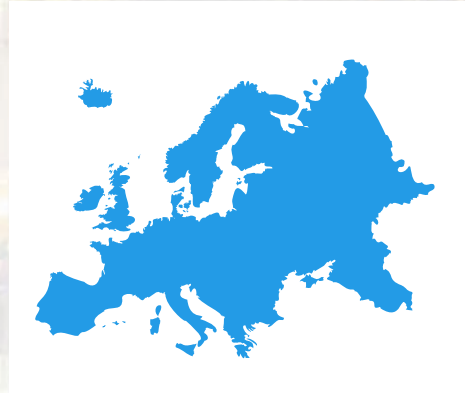
**Lucky Mlilo**



**Asian Squash Federation**

WSF CONTINENTAL VICE-PRESIDENT

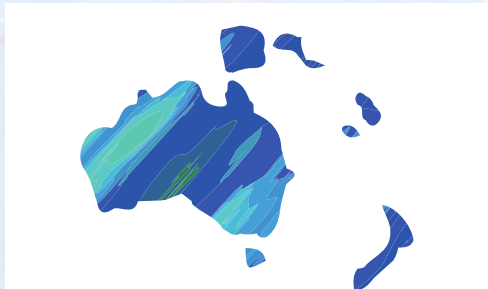
**David Y Y Mui, MH JP**



**European Squash Federation**

WSF CONTINENTAL VICE-PRESIDENT

**Thomas Troedsson**



**Oceania Squash Federation**

WSF CONTINENTAL VICE-PRESIDENT

**Jim O'Grady**



**Pan-American Squash Federation**

WSF CONTINENTAL VICE-PRESIDENT

**Francisco Paradisi**

**Athletes Commission**

**Sarah-Jane Perry**

**Saurav Ghosal**



**PSA**  
**Alex Gough**

**WSF EXECUTIVE COMMITTEE**

# Financial Report 2022-2023

Please reference Annexure M1 for the Audited Accounts

## Operations

The overall operational deficit of £18,179 is principally due to the following combination of factors; i) prudent budgeting during the year led to an operating profit of £26,501, ii) the WSO platform taking longer than forecasted to generate the anticipated level of fee-paying registrations, therefore necessitating the need to write off the remaining value of the asset (£44,680) iii) a significant increase in the cost of anti-doping services via the International Testing Authority (ITA) due an unforeseen anti-doping investigation and rising exchange costs.

The WSF has reserves of £10,000 in its liquidity account.

## Membership Fees

The WSF's invoice from membership fees closed at £148,943 for the year, the slight increase due to the addition of one associate members who has applied for full two vote membership and one member settling outstanding fees and being invoiced for 2023 membership.

## Income

The Federation's turnover for the year was £442,523. This was 1.5% more than budget. The major categories of income and their variances against budget were:

Membership Fees	£148,943	- up 1.1% on budget
Accreditation	£102,745	- down 7.5% on budget
SPIN Registration	£30,851	- up 55% on budget
Championship Rights Fees	£44,375	- up 50% on budget

## Grants

The International Olympic Committee contributes a Programme Development Grant of \$32,000, as part of its support for IOC Recognised International Federations. One third must be used in support of the WSF's Anti-Doping programme, the remainder used as match-funding for squash development.

The WSF is grateful to receive all such support

## SPIN Registration

Squash Personal Identification Number (SPIN) Registration total income was £30,851. There was a significant increase in new registrations this financial year coinciding with entries for World Junior Championships, Asian Games and new Coaches registering.



# Financial Report 2022-2023 (Continued)

Please reference Annexure M1 for the Audited Accounts

## Accreditation

WSF Accreditation, Approval and Certification fees for the year totalled £102,745. The WSF gratefully acknowledges the continued support of all companies who are part of the programme:

Companies with WSF Accredited, Approved and/or Certified Products:

A Best Enterprises Inc.	I-Mask
Acer Sports Floor India	Junckers Industrier A/S
Action Floor Systems LLC	Karakal UK
Armourcoat Ltd	Oliver Sports & Squash GMBH
ASB Systembau Horst Babinsky GmbH	Perfly
Bauwerk Group (formerly Boen AS)	P360 (Protec)
CGG (GuoGuang Squash)	Prestige Sports Systems
Courtcraft Ltd	Prospec Ltd
Courtwall GmbH	Rebound
CT Management GmbH (formerly CourtTech)	Ria Eyewear
Dolomite Glass Designs	Salming
Dunlop International Europe. Ltd	Syncotts International
Fiberesin Industries Inc.	Tarkett France
Fu-Jen Chemical Co Ltd (Taiball)	Tecnifibre
GSG B.V. (Glas Specialisme Gooiland)	Teuton
Hamberger Flooring GmbH & Co. KG Harrow	The Court Company
Head Sport AG	Victor International GmbH
Huashen Rubber Co Ltd	Visual Reality

## Coaching Registration

Coaching Registration total income was £17,347, the increase for the year due to an increase in volume of courses being held

## Championships Rights Fees

There was £44,375 rights fee and levy income during the year, 50% up on budget due to the addition of one brand new event during this financial year.

## Acknowledgement

The WSF gratefully acknowledges the indirect contributions made to its operations by Officers, Commission members and other volunteers. The President, Vice-Presidents and many Commission members make an indirect resource contribution to the WSF by committing many hours to pro bono work and using their personal telephone and email or those of their National Federation and/or private companies, which greatly assists the WSF's finances.

# Financial Report 2022-2023 (Continued)

Please reference Annexure M1 for the Audited Accounts

## Expenditure

Expenditure for the year totalled £416,022.64, down 24.2% against budget. The major categories of expenditure and their variances against budget were:

Employment Costs	£127,031	- on budget
Establishment Costs	£16,428	- down 9% against budget
General Administration Costs	£256,047	
-Commission Expenditure	£43,798	- down 12.9% against budget
-Professional Fees & Audit	£32,981	- up 22.8% against budget
-Consultancy Fees	£21,500	- on budget

## Salaries

The salary line was adjusted in October 2022 as a result of moving the CEO consultancy fee line to form part of the salaries under French payroll.

## Consultancy Fees

This category was created to include consultants such as William Louis-Marie (CEO), as initially he was not classed as salaried as a non-UK resident. On the advice of the auditor and employment consultants the CEO contract became salaried (French payroll) from October 2022.

## Establishment Costs

Establishment costs, which includes rent, rates, light, heat, telephones and insurance totalled £16,428, the underspend due to electricity charge rises not increasing in January as anticipated but came into effect in July 2023.

# Financial Report 2022-2023 (Continued)

Please reference Annexure M1 for the Audited Accounts

## Administrative Overheads

Administrative overheads totalled £256,047 which now includes all items except employment costs, establishment costs, bank charges and depreciation. This is due to the change of auditor and the preparation in the accounts.

## WSF Commission Expenditure

WSF Commission expenditure was £38751.63; an increase in spending from last year due to more coaching courses being laid on with the lifting of travel restrictions and the VAT review being undertaken by Azets at the request of the Audit and Risk Commission.

## Professional Fees

Professional fees of £22,731 includes audit, accountancy, legal and corporate management. The outturn is below budget due to the delay in transferring to the new UK company saving legal costs of re-issuing WSF's trading contracts.

## Financial Control

WSF finances are handled from the Office, using XERO software. An external bookkeeper was engaged from August 2021 to reconcile the monthly accounts. Monthly management reports are produced for Board review to ensure overall control and performance against budget. The Audit & Risk Commission also review the monthly management reports. Azets, the WSF's accountants, provided financial advice and payroll services during the period. New auditors Beaver & Struthers were engaged in May 2023 and carried out the Federation's 2022/23 annual audit.

## Performance against targets 2022/2023

- Managed the WSF's accounting software
- Sought continued and new funding from the International Olympic Committee (IOC), the Association of IOC Recognised Sports Federations (ARISF), sponsors and any other sources
- Expanded and improved marketing and sponsorship activities
- Improved quality and consistency of monthly financial reporting to the Board
- Changed contractual basis of CEO from consultant to employee on advice from Azets

# WSF Board Report 2022/2023

## Period of the Report

This report covers the period between the 2022 and 2023 Annual General Meetings. However, due to publication timings, the report only includes information since the last report up to 31 August 2023. The WSF's financial year is 1 July to 30 June and the membership year is 1 January to 31 December.

## Administration

**World Squash Federation Limited** continues to trade as a limited liability company in the Isle of Man (Company Number 079771C) following its incorporation on 1 July 1996.

**Registrations.** There was one new and one re-elected Officer elected at the 2022 Annual General Meeting registered via Dixcart, the WSF's Isle of Man Management Company. Dixcart was provided with copies of the Annual General Meeting minutes and the audited accounts for their records. The WSF was incorporated in the UK on 14 July 2022 and the change in director was filed with the UK Companies House. The WSF did not trade in the UK during the 2022/23 financial year, due to delays in obtaining banking facilities.

**Data Protection.** The General Data Protection Regulations (GDPR) came into effect on 25 May 2018, defining how organisations must collect, handle and store personal information. These rules apply regardless of whether data is stored electronically, on paper or on other materials. To comply with the law, personal information must be collected and used fairly, stored safely and not disclosed unlawfully. The WSF maintains Data Protection, Data Breach, Lawful Basis for Processing Data, and Website and Cookie policies along with website Terms of Reference.

Everyone who works for or with WSF has some responsibility for ensuring data is collected, stored and handled appropriately. Each group or individual that handles or processes personal data must ensure it fully complies with this policy and data protection principles.

## Membership

### Full Members by Continent

Africa	10
Asia	20*
Europe	32
Oceania	4
Pan America	20

\*1 Provisional, subject to election at 2023 AGM

### Associate Members by Continent

Africa	6
Asia	4
Europe	14
Oceania	6
Pan America	2

# WSF Board Report 2022/2023 (Continued)

## Executive Board Activities

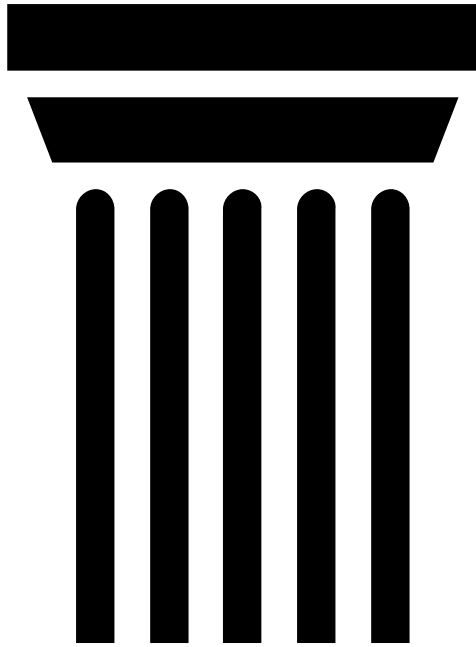
**Meetings:** The Board held monthly e-Meetings, with additional meetings to address specific topics or urgent matters.

**Priorities:** The Board's work and priorities have been largely driven by a) the 2022-25 WSF Strategy presented as part of the 2021 AGM agenda; and b) circumstances arising during the year which required timely Board actions.

In addition to the Board's standard business activities such as monitoring finances, ensuring good governance, etc., the following are some of the key activities of the Board:

- Maintained the stability of the WSF in conjunction with Continents and Nations, providing support and ensuring a robust and sustainable staff structure
- Creation of an implementation plan to determine actions and priorities for the WSF strategy and monitor progress (owned by the CEO, monitored by the Board)
- Completed the Commission structure and composition review to ensure alignment with the WSF strategy.
- Monitored the process for the relocation of the company registration from Isle of Man to UK
- Advised on the continuing discussions with PSA on the WSF-PSA partnership
- Addressed various questions and challenges associated with the hosting of Championships.
- Oversaw the reinstatement of the World Cup, with a new team format in June 2023.
- Actively seeking hosts for the World Under 23 Championships.
- Consideration of how to best support the continuation of squash in existing multi-sport games and gaining entry into others.
- WSF Board and Office presence at all WSF World Championships in the period.
- Continue to monitor the decision made in conjunction with PSA, Athletes' Commission and European Squash Federation regarding Russian and Belarusian teams and players taking part in WSF and PSA events following the conflict with Ukraine.
- Met formally with the Executive Committee and informally with Continental Presidents to address items of mutual interest
- Monitored progress of the World Squash Officiating project in its second year of operation and considered solutions to challenges, modifying the agreement with PSA to cap costs for the WSF until end of June 2024.
- Continue to partnership with Squash Levels to create the first world ratings system for squash
- Monitoring of the WSF risk register and actions required to mitigate risk
- Consideration of a major review of SPIN, to be carried forward into 2023
- Consideration of the review of WSF voting structure (following up the 2018-19 review)
- Consideration of the re-activation of Friends of World Squash

## Strategy Pillars Review



### The Pillars

Strategic Pillar	Evaluation
Championships & Events	<span style="background-color: yellow; padding: 2px 10px;">Amber</span>
Squash Development	<span style="background-color: yellow; padding: 2px 10px;">Amber</span>
Business Operations	<span style="background-color: yellow; padding: 2px 10px;">Amber</span>
Effective Leadership	<span style="background-color: yellow; padding: 2px 10px;">Amber</span>
People & Partnership	<span style="background-color: yellow; padding: 2px 10px;">Amber</span>

#### Definitions

- Red Not Started
- Amber In Progress
- Green Completed

#### Explanation

The WSF Board is halfway through its 4-year strategy, hence not all items have been addressed, according to initial prioritization.

37 items are listed under the 5 Pillars

- 7 red
- 25 amber
- 5 green

The budget and resources limitation have been critical to some items however 30 out of the 37 items are either in progress or completed

## Strategy Pillars Review

### The Pillars Championships and Events

Consolidate events portfolio		Part of the consolidation programme is the reconfiguration of the World Cup and the combining of the Men's and Women's Team Championships at Senior and Junior level
Grow MNF entries		Stronger value proposal to be shared with our MNFs
Strengthen presence in Major Games		Maintain PanAm Games and continue lobbying for inclusion in the African and European Games
PSA/SMM Partnership		Regular meetings to increase synergies
Integrated Calendar		Current work with Continental Presidents and PSA to ensure better integration
Doubles Review		Carry forward, given the impact of the IOC decision if Doubles are proposed
Masters Tour & Rankings		SquashLevels partnership signed to support development of the rankings
Event manager development		To be reviewed

# WSF Board Report 2022/2023 (Continued)

## Strategy Pillars Review

### The Pillars

### Squash Development

Promote the right ball	Yellow	To be launched in Autumn 2023 in partnership with Dunlop
Knowledge exchange	Yellow	WSO and Coaching Commissions lead this programme
Global Squash57 roll out	Yellow	Squash57 Commission plans to prioritise certain markets in 2024
Enhance sport presentation	Yellow	In co-ordination with the hosts of WSF Championships
Complete delivery of WSO	Green	Steering group up and running with the new WSO management team and revision of Advisory Group underway
WSF Coaching strategy	Green	Completed
Review Junior and Masters offer	Yellow	World Junior combined championship is now on the agenda. New Masters Commission Chair to review the World Masters
Promote global campaign	Red	To be reviewed according to the budget
Refine rules & equipment standards	Yellow	Revision presented at the 2023 AGM



## Strategy Pillars Review

### The Pillars

### Business Operations

Strengthen WSF's Value proposition to members	Yellow	Value proposal completed. To be distributed across the membership
Create World Squash Club	Red	This concept needs to be reviewed
Capitalise on commercial value of championships	Yellow	Current work done in partnership with Marketing & Commercial Commission and our event hosts
Digital transformation plan	Red	To be further led by Digital Commission
Align commissions	Green	Completed
Strengthen partnerships with accredited suppliers	Yellow	In partnership with the Courts & Equipment Commission
Integrate Squash57 into other work streams	Yellow	Ongoing process that will be accelerated in the next 18 months programme

## Strategy Pillars Review

### The Pillars

### Effective Leadership

Exemplary governance and robust financial management	Yellow	New Governance & Compliance and Audit & Risk Commissions in place to monitor our governance and financial accounts
WADA Compliance	Green	Completed
Olympic Bid feasibility	Green	Await final decision, information process completed
Effective representation of the sport in the international ecosystem	Green	WSF strengthens its presence in all major sporting assemblies
Produce an environmental sustainability strategy	Yellow	Work in progress under the supervision of the Sustainability Task Group
Raise profile	Yellow	To be reinforced with more exposure on the international sporting forums and trade media
Review brand	Red	Carry forward due to budget limitations

# WSF Board Report 2022/2023 (Continued)

## Strategy Pillars Review

### The Pillars

### People & Partnership

Support and empower National Federations		Permanent cooperation with our MNFs to support their activities
Support venue/court sustainability and growth		In conjunction with European Squash Federation "facilities" task group set up after the ESF Think Tank
Cement partnership with PSA		Strengthen relationship with PSA on numerous activities
Develop diverse and capable workforce		WSF Office training programme in place
Acknowledge achievement and contribution		Best case studies promoted on worldsquash.org
Partner with education		Positive partnership with FISU. To further develop relationships with International School Federation
Other new partnerships		WSF new eco-system has received interest from different companies. To be established in the next 12 months

# WSF Board Report 2022/2023 (Continued)

## Commission Structure

**Structure:** The structure of WSF Commissions has been reviewed to fully align with the Strategic Plan. Different working groups have also been established to address specific issues under a strict timescale.

**Operational Outline for Commissions:** Each Commission Chair (normally a specialist in the field) reports to the Board via the Board appointed liaison on the Commission (the WSF President, a Vice President or the CEO) and the WSF Office. Commission members are proposed by the Chair, Continental Federations and/or the WSF Office for review by the Board. Chairs are required to submit reports to the Board twice a year as a minimum.

**Selection of Chairs & Members:** The WSF will ask Member Nations to submit nominations for new members based on the particular capabilities and expertise specified in each commission's terms of reference. Commission membership will be reviewed every two years.

**Commission Chairs' Responsibilities:**

- Proactively manage their Commission's activities
- Provide six-monthly reports to the Executive Board for their consideration
- Attend the WSF Conference (either in person or virtually), if required to do so, to present their activities from the past year
- Provide a report for the Board's annual report to the AGM
- Identify areas of action for the Commission and recommend strategy and plans to the Board
- Provide an outline of, and budget for, the following year's anticipated activities

**Commission Meetings:** Routine business is carried out by email, although all Commission Chairs are encouraged to hold an e-meeting at least once a year.

### Performance against Targets 2022/2023

- Secured vacant/new Commission Chairs when needed
- Monitored the work of WSF Commissions
- Consulted on relevant business items
- Completed the review of Commissions structure to ensure a better alignment with our Strategic Plan

## Commission Activity

## Anti-Doping

**WSF's Anti-Doping Commission was disbanded in 2020 and the ITA now undertakes all aspects of anti-doping. Dr Anne Smith, Chair of Medical Commission is the WSF liaison with ITA.**

**The following is the summary report for 2022 produced for WSF by ITA:**

The International Testing Agency (ITA) has implemented a comprehensive intelligence-led and risk-based testing program on behalf of the WSF throughout 2022. The ITA coordinated 42 out-of-competition (OOC) test attempts, collecting 33 urine and 14 blood passport samples between January – December 2022. The distribution of out-of-competition testing was based on the WSF risk assessment with a primary focus on the high-risk periods for doping in the build-up to the 2022 PSA World Championships (43% of all OCC). The ITA also coordinated with the relevant NADOs to ensure that international-level squash players were tested during all relevant risk periods.

Of the 42 OOC test attempts, 9 resulted in an unsuccessful attempt; accounting for 21% of the WSF's OOC testing program. This unsuccessful attempt rate is similar to 2021 and is still slightly higher than other international federations which have delegated their testing program to the ITA. Whilst the unsuccessful attempt rate may be higher than other International Federations delegated to the ITA, this is mainly due to lower out-of-competition test numbers under World Squash's testing authority. The ITA will monitor the unsuccessful attempt rate in 2023 and continue to educate and support athletes regarding the importance of submitting and regularly updating whereabouts information to enable no advance notice testing to reduce the unsuccessful attempt rate.

The ITA coordinated testing at 14 international squash events in 7 different countries. 87 urine samples and 3 blood samples were collected in competition in 2022 representing a significant increase from 2021 (a 118% increase compared to 2021). The number of in-competition tests conducted in 2022 was the highest number on record, with 25 additional tests conducted, compared to the next highest year in 2017.

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

## Anti-Doping (Continued)

During 2022, the ITA has continued to develop initiatives to improve the quality of WSF's anti-doping program by analysing testing history data for international-level squash players competing in the PSA World Tour. This has enabled the ITA to monitor international squash players testing histories on a systematic basis to identify athletes with limited testing history in the previous months or athletes who have previously never been tested and initiate out-of-competition and in-competition testing accordingly. The data analysis tools have also provided the ITA with a clear overview of the testing conducted by the NADOs and ensures that our testing plans continue to be well coordinated.

In 2021, the ITA identified a potential gap in testing elite international level squash players, with 22% of the top 20 players in the PSA world rankings not being tested. With increased testing resources from the PSA for WSF's in-competition testing program, and further collaboration with NADOs and the development of data analysis tools, the ITA has significantly reduced the testing gap to 7.5% in 2022. The ITA will continue to monitor testing conducted worldwide on international-level squash players to minimise this gap further and ensure WSF implements a rigorous and intelligence-led testing program in 2023.

Whilst there have been successes in reducing the overall gap in 2022, there is still a significant gap in out-of-competition testing, with 37.5% of the top 20 Squash players not being tested in 2022. According to the ITA review, 45% of the top 20 squash players come from countries with a less established NADO, and therefore, have limited resources available to implement an effective out-of-competition testing strategy on all elite-level squash players competing for their country. Combined with WSF's approach of only including two athletes per gender/nationality in World Squash's testing pool, this has exacerbated the out-of-competition gap and may impact the overall effectiveness of WSF's testing program. In 2023, the ITA will conduct a more in-depth review and make recommendations to improve WSF's out-of-competition testing program.

### Performance against Targets 2022/2023

- Fully supported webinars organised by ITA and WADA to educate our community on all issues related to anti-doping including during our World Championships
- Full support provided by Medical Chair Commission with the production of SOP for all planned events.

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### Athletes

The Athletes' Commission, which is managed in partnership with the PSA, is jointly chaired by Sarah-Jane Perry and Saurav Ghosal. The Commission has been consulted on various questions including the inclusion of Russian athletes, athlete representation on other sporting bodies, transgender inclusion etc. The AC Chairs are members of the WSF Executive Committee.

#### Performance against Targets 2022/2023

- Provided a forum for athletes' perspective to inform WSF decisions where appropriate
- Informed athletes about WSF activities
- Supported the WSF with the administration, promotion and development of squash
- Considered issues related to athletes and provide advice to the WSF
- Engaged with projects that protect and support clean athletes on and off the field of play
- Represented the rights and interests of athletes from Grass Roots to Masters
- Consulted with athletes in the evaluation of the Rules and Regulations of Squash and provide feedback to the WSF



# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### Audit & Risk Commission

#### The Commission

The commission was first established in mid-2017 as the Governance and Audit Commission. At the start of this year, it was restructured as the Audit & Risk Commission, and a separate Governance and Compliance Commission was established.

The Chair of the Commission is David Mandel, and the Board Liaison was Zena Wooldridge. The other members of the Commission are Janet Sairsingh, who has been a member of the commission since inception, Steven Indig, who retired last year and Thomas Whiteway who joined at the start of 2023.

#### Performance against targets 2022 / 23

- Continued to support the staff and an outsourced bookkeeper.
- Maintained the improvement in the quality of the monthly accounting reports and the year-end accounts,
- Continued to enhance the budgeting process, and to add capital budgeting to the budgeting process.
- Ran the tender for new auditors and recommend for appointment to the board replacement auditors within budget. They are now carrying out their first Audit.
- Continued the development of the new risk register for the WSF in conjunction with the Board.
- Determined that registering for VAT would be a compliance exercise and worked through the analysis of how far back registration should have occurred and are now attempting to register for VAT in the UK.
- Continued work on relocating the Country of Incorporation of the WSF from the Isle of Man to England. This would achieve cost savings and ease the administrative burden on the WSF staff. While Incorporation is now complete, the transfer of business is yet to occur, and is awaiting opening of new Bank Accounts.



# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### World Championships

The following championships were held during the reporting period:

- BETARD World O35 Masters 2022, Wroclaw, Poland (21-27 August)
- FISU World University Championship 2022, Cairo, Egypt (7-13 November)
- Women's WSF World Team Championship 2022, Cairo, Egypt (10-16 December)
- WSF World Cup 2023, Chennai, India (13-17 June)
- World Junior Individual Championship 2023, Melbourne, Australia (18-23 July)
- Women's World Junior Team Championship 2023, Melbourne, Australia (23-29 July)

### Performance against Target 2022/23

- Successful delivery of the World Championships listed above - COMPLETED
- Tender Process to be refined – TO INITIATE
- Revise Championship Rules & Regulations - TO INITIATE
- Organising new events and formats – IN PROGRESS
- Discussion with PSA on protected dates – IN PROGRESS

## Championships Commission



# WSF Board Report 2022/2023 (Continued)

## Commission Activity



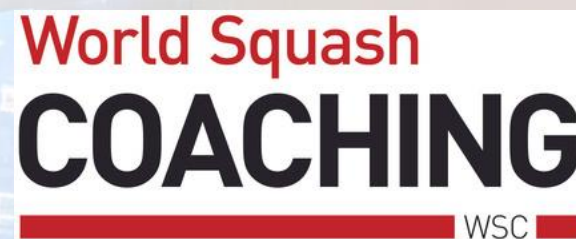
## Championships Commission

### Championship Commission Objectives

- Maintain, improve and ensure effective implementation of WSF Championship Regulations.
- Ensure there is a host for each WSF World Championship and that a full range of WSF Championships is offered.
- Lead and manage the tender process for each World Championship.
- Specify clear standards for all World Championships and ensure a quality control process for those.
- Provide an appropriate level of oversight to ensure effective planning, marketing and delivery of all World Championships by the designated hosts.
- Advise the Board on competitive structures for all events, including Major Games.
- Advise the Board on player eligibility rules, issues and any proposed changes.
- Coordinate the Calendar for World, Continental and other relevant events.
- Manage seeding for all World Championships in conjunction with the seeding panel.
- Nurture the development/appointing Technical Delegates for World Championships to ensure the delivery standards for Championships.

# WSF Board Report 2022/2023 (Continued)

## Commission Activity



## Coaching Commission

### Commission members:

Chair: Sarah Fitz-Gerald

Members: Karen Cagliarini, Jenny Denyer, Keir Worth, Ashraf Hanafi, Michael Khan

### World Squash Coaching Panel:

Programme Manager: Michael Khan

Members:

Jason Fletcher

S. Maniam

Colin White

### WSC Continental Course Managers:

The following coaches were appointed as Continental Course Managers:

Asia – Jovi Au

Africa - Liz Mackenzie

Pan America - Esteban Casarino

Oceania - Jason Fletcher

Europe - Michael Khan

### Performance against Targets 2022/2023:

- Facebook page has been running 16 months and has over 200 members.
- The newsletter has been running 15 months with 5 editions going out to 1,000 coaches on the data base.
- Noticeable growth and focus on female tutors and coaches who had also upskilled.
- A total of 40 courses of all levels were run across all continents. Australia is now fully aligned.
- Level 1 course was conducted for the first time in Botswana with Keketso as a new tutor in Africa. WSC has developed a number of new tutors with more upskilling.
- Squash57 now has an online course which was launched in Feb 2023.
- Preliminary discussion with PSA Foundation to cooperate on future female-only coaching courses

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

**Composition.** Tom Oldroyd has been in the position of Chair since January 2019. In 2022/2023 the C&E Commission has had a number of changes of members of the Commission. The C&EC has actively recruited new members who bring specific knowledge and expertise to the Commission.

**Technical Queries.** The Squash Court Specifications are published on the WSF website and are also included within many National Federation's sites. Technical enquiries usually originate from the website and almost without exception are processed by email, occasionally by further phone calls. Every enquiry received during the year was satisfactorily dealt with by directing the enquirer to an electronic version of the Court Specifications or by referring more complex issues to the Commission Chair.

**Specific topics covered during the period included:** technical queries from National Federations and individuals; construction details of new flooring, wall panels; new glazed court glass, structural stability and transparency specifications and standards; fixing details and make up of wall panels; new door hinges and door closing mechanism hardware manufacture; specification of court markings; assessing new protecting eyewear and looking at consolidating standards from different regions; continuing the testing of squash balls to ensure that the WSF standards are up to date. Enquiries originated from all geographic regions including Finland, Poland, Japan, India, China, Australia, Denmark, Russia, France, US and the UK.

## Courts & Equipment

**The Court Specifications.** The current court specifications remain unchanged.

Portable court innovation has continued to progress this year with the fabrication of several Perspex courts. These courts were successfully utilised in the public entrance area in the Birmingham 2022 Commonwealth Games and other high-profile tournaments.

WSF has been liaising with various WSF accredited companies including some padel companies to develop an affordable and robust external squash court. WSF is also liaising with PSA to ensure that a coordinated strategy is progressing as this is an important arena of innovation. WSF C&CE has been involved in the outdoor squash committee monthly forum, which is a regular get together of international enthusiasts.

WSF has been liaising with a qualified structural engineer to look at how best to develop outdoor squash internationally.

WSF has been liaising with Padel tennis' governing body to discuss parallels with developing outdoor squash.

WSF has been liaising with 'floating padel court' company in Finland to develop the possibility of a floating outdoor squash court.

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

## Courts & Equipment (Continued)

**WSF Accredited Products.** The Chair has been very active during the year, answering queries from court owners and specifiers regarding WSF Accredited Products. The WSF only endorses Accredited Products in the construction or refurbishment of squash courts. The pages on WSF Accredited Products and Companies on the WSF website are amongst the most visited of the site and provide a valuable information resource for all builders and specifiers of squash courts. The products that meet WSF Specifications and were WSF Accredited in 2022/23 are:

A Best "Doubleplay" Standard Glass Back Wall and Door  
Acer Elastic Air-Cush Wooden Floor System (Provisional accreditation – full accreditation pending – Subject to final Inspection)  
Action Cush I, Action Cush II, Action Cush II Plus, Action Thrust and Pro-Action Thrust Squash Court Flooring System  
Armourcoat Squash Court Plaster  
Armourcoat Sounding Board System  
ASB All-Glass Court  
ASB Squash System Court Walls & Rainbow Court  
ASB Moveable Walls  
ASB Glass Back Wall  
ASB-Haro Sports Model Melbourne 65 Flooring  
ASB SportsFloor  
ASB LED Squash Court Lighting  
ASB Adjustable Tin

ASB PermanentGlassWall  
ASB GlassFloor  
Boflex Squash  
Arenaflex Squash  
Singleflex Squash  
CGG All-Glass Court  
CGG Court Floor  
CGG Court Lighting  
CGG Height Adjustable Tin  
Courtcraft 'RENOV8' Squash Court Wall Panel System  
Courtcraft 'INNOV8' Squash Court Wall Panel System  
Courtcraft 'INNOV8' Squash Court Moveable Side Wall  
Courtcraft Height Adjustable Tin  
Courtcraft LED Squash Court Lighting  
Courtcraft/Junckers Squash Court Floor  
Courtcraft Glass Back Walls & Doors  
Courtcraft Glass Front Wall

Courtwall 28mm Front Wall & 21mm or 28mm Side Wall Squash Court Panels  
Courtwall All-Glass Court  
Courtwall Glass-Back Walls  
Courtwall Plaster System  
Courtwall Moveable Side Wall  
Courtwall-Boen Squash Flooring  
Courtwall Sound Board  
Courtwall LED Lights  
Courtwall X-Panel  
Courtwall System 4.0  
CT System Walls  
CT Glass Back Walls  
CT 4-Sided Glass Court  
CT Moveable Side Wall  
CT Pro Squash Floor  
CT Height Adjustable Tin  
CT LED Lighting  
Dolomite Squash Door Lock  
Ellis Pearson Glass Back Walls

# WSF Board Report 2022/2023

(Continued)

## Commission Activity

## Courts & Equipment (Continued)

### WSF Accredited Products (continued)

Fiberesin 38mm Front Wall & 28mm Side Wall Racquetball/Squash Court Wall Panels  
GSG HM Type 95.1 Door & Type 95.1 Door Disabled Access, Type 95.2 & Type 95.2 Disabled Access, Type 95.2 COCO-B & Type 95.2 COCO-B Disabled Access, Type 95.4 & Type 95.4 Disabled Access, Type 95.4 Coco-B & Type 95.4 COCO-B Disabled Access, Type 95.6 & Type 95.6 Disabled Access  
HARO Sports Model Melbourne 65 Flooring Panelized Squash Courts  
Prestige Resi-Sleeper, Resi-Panel, Bi-Power Sleeper, Bi-Power "D-B" (Double Batten) Sleeper Modified, Bi-Power Sleeper Modified, Bi-Power Channel and Bi-Power Panel and Universal Air Portable Flooring Systems  
Rebound Plaster  
Rebound 'Sport 2000' Squash Court Paint  
SylvaSquash Flooring System  
Syncotts Synplast Squash Court Hard Plaster  
Syncotts Glass Back Wall  
Syncotts Wall Panel System (Provisional accreditation – full accreditation pending – Subject to final Inspection)  
Tarkett Multiflex M and Proflex M Floors.

### WSF Accredited Companies.

These are companies that offer the essential components of the complete court - four walls, floor, tin and lighting – that are independently or collectively WSF Accredited. A company may use the WSF Accredited products of another company as part of their overall components.

WSF Accredited Companies during 2022-23:

- ASB
- Courtcraft
- CT (CourtTech)
- Courtwall

### Ball Specifications.

The ball specifications for squash and squash57 are unchanged. There is currently squash57 ball testing going on and liaison with several squash57 ball companies.

### Approved Balls which have been tested as meeting WSF Specifications are:

Dunlop XX Yellow Dot Championship Ball  
HEAD Sport AG Yellow Dot Ball  
Huashen Double & Single Yellow Dot Balls  
Karakal Squash Ball  
Karakal SQ57 Black Ball  
Karakal SQ57 Blue Ball  
Perfly SB 990 Ball  
Perfly SB 960 White Ball Single Yellow Dot  
Price SQ57 Black Ball  
Price SQ57 Blue Ball  
Taiball Yellow Dot Ball  
Tecnifibre Squash Ball  
Victor/VICTEC Doppel-Gelb Ball

The Dunlop XX Yellow Dot Championship Ball is the WSF Adopted Ball for use in all WSF and Continental Championships.

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

## Courts & Equipment (Continued)

### Performance against Targets 2022/23

- Compliance with specifications for courts, rackets and other equipment was ensured
- Technical queries were answered promptly
- Technical support was provided to Accredited Companies and their customers
- Support has been provided to the Product and Company Accreditation programme.
- Applications for new Accreditations were processed satisfactorily.
- WSF Squash court specification has been carefully monitored but remains unchanged.
- WSF accreditation have been continually evaluated and responded to.
- The expanded technical information has not yet been added to the WSF accredited products on the web site.
- The Squash 57 Ball Approval and Certified Eyewear programmes are still under review and this process must be completed as soon as possible.
- Accreditation wall testing requirements continue to be tested on site visits.
- The WSF Accredited products has not yet been linked to the WSF specification
- Outdoor squash continues to be developed.
- The WSF failed to get direct involvement in the IOC IPC IAKS Architecture Prize.
- The C&E Commission has recruited new members with expertise specifically required to assist the Commission with their enquiries and direction.



# WSF Board Report 2022/2023 (Continued)

## Commission Activity

## Digital

Chair:  
Hossam M Ragab

Members  
Vanessa Asell-Tsuruga  
Hisham Shehabi  
Juan Groh Fili  
Boye Oyerinde

This new Commission has been formed in 2023 to ensure the WSF embarks upon a digital journey and understands the ramifications of being more digital in all its aspects. The rationale to create a Digital Commission is based on the following:

- Ensure the WSF Board and CEO embraces the digital transformation of the sporting movement at large and receive appropriate guidance.
- Bring a digital expertise to our WSF Strategy and our implementation plan.
- Advise the WSF and its stakeholders regarding digital innovation

### Performance against targets

Monthly meetings have been held since the establishment of the Commission and the approval of the Terms of Reference.

- Support the production of social media guidelines distributed to our MNFs.
- Assist the development of the WSF OTT worldsquash.tv platform.
- Provide advice on our social media strategy for all WSF Championships
- Advise WSF in relation to the partnership with Racket:Next, the e-sport developed in conjunction with the International Racquetball Federation
- Assist in all digital related items.
- Review the opportunity to create a WSF digital eco-system.





# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### Disciplinary

**Cases.** The Disciplinary Commission was required to deal with a number of matters in the last year. Disappointingly both of the World Junior events involved multiple referrals. There were 10 referrals from the World Junior Championships in France in August 2022 and 17 referrals from the World Junior Championships in Australia in July 2023. While most referrals did not involve significant incidents, the level of referral is unacceptable a greater level of discipline is required.

There was one referral from the Commonwealth Games and one from the World Games.

One decision was appealed, and a Tribunal appointed to deal with this.

The Integrated Disciplinary Procedure was not utilised during the period.

#### **Performance against Targets 2022/2023**

- There were 29 disciplinary incidents
- It was not necessary to update the WSF Code of Conduct during the period
- Mutual Recognition of Penalties via an Integrated Disciplinary Panel in conjunction with PSA and Continental Federations required no refinement
- Maintained development of offence benchmark penalties

### Ethics

**The Ethics Commission** The Ethics Commission received one complaint during the past year. It was a case which the Chair determined required an investigation following Article 11 of Appendix 7 to the Code of Ethics.

Accordingly, a suitably qualified investigator was found and undertook the brief. She completed her report for consideration by the Commission. The Commission decided that it was a case that could be dealt with pursuant to Article 24 of Appendix 7 to the Code of Ethics and made its recommendations for the Executive Board to consider.

#### **Performance against Targets 2022/2023**

- Maintained the framework of ethical principles
- Investigated and completed a complaint.
- Agreed to continue to wait for the completion of the work being carried out on "conflict of interest" before undertaking any further review of operational procedures.
- As mentioned above await the report before commencing further review of the Code and its Appendices.

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### Governance & Compliance

The Governance & Compliance (G&C) Commission, formerly known as the Governance and Audit Commission, continues its function of governance oversight, compliance monitoring, rule development and interpretation, ethics and integrity promotion, dispute resolution, member association compliance, risk management, education and training, reporting and transparency, and collaboration and communication.

The Chair of the Commission is Robert Bachmann, and the Board Liaison is Zena Wooldridge. The Members of the Commission are Sophie Coughlan and Christian Keidel. The CEO and Operations Manager continue as ex-officio members.

#### Performance against Targets 2022/2023

- Reviewed, proposed amendments, and finalized the Terms of Reference (ToR) for the G&C Commission.
- Drafted and finalized the Memorandum of Understanding with the International Racquetball Federation.
- Reviewed the Risk Register and agreed that such should cover more than the financial aspect of the organisation and discussed the involvement and contribution of the G&C Commission to its management pending comments/feedback from the Audit and Risk Commission on the risks listed and their corresponding impact on the WSF Operations.
- Reviewed and finalised particular sections of the Data Protection Table of Contents and Manual to meet WADA Code of Compliance Questionnaire requirements.
- Reviewed and amended the Force Majeure clause on tender documents to include the right to cancel without penalty to host an event due to non-compliance with NADO or NOC acting as NADO.
- The Commission assigned Ms. Coughlan to propose changes to the various policies and documents of the WSF Code of Ethics and Conflict of Interest (CoI) thereby improving clarity and coherence across the board. These proposed changes are based on the best practices regarding CoI and governance structures and processes. These proposed changes are up for discussion in our next G&C Meeting on Wednesday, September 6, 2023.
- Reviewed and finalized the Notices of the 2023 AGM

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### Marketing & Commercial

Chair:  
Gerard Monteiro

Members  
Marc Hope  
Jon Long  
Matthew Osman

The Marketing & Commercial Commission has been formed in 2023 to make recommendations to the WSF Board to support WSF's marketing and commercial ambitions outlined in its Strategic Plan, including maximising its marketing and commercial potential.

#### Performance against targets

6 online meetings have been held plus an in person meeting in Melbourne during the 2023 World Juniors and several informal meetings in England when the chair has been travelling to London.

- Terms of Reference completed, and objectives agreed.
- Announcement of the new commission establishment done.
- Advice provided on all WSF events organised in 2023: World Cup, World Juniors, Men's Team Championships.
- Support bidding process for 2024 WSF Championships.
- Assist in all marketing related items.



# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### Masters

**The Masters Commission** (particularly Richard Millman and Garry Irwin) provided considerable support during with World Masters 2022 including addressing seeding and draw queries in liaison with the Technical Delegate and highlighting, promoting and calculating results for the Nations Cup.

**Masters Tour and Ranking System.** As previously reported the WSF Masters Tour website has not been sufficiently managed and updated. Details and registration links are currently hosted on the main WSF website <https://www.worldsquash.org/calendar/wsf-world-masters-tour/> while issues with the Masters' Tour website are resolved. Further assistance from WSF is requested to ensure that, National and Continental events automatically register and have link to Masters' Tour site and use Tour logo within collateral.

**Ranking.** Continuing liaison with WSF and Squash Levels to coordinate player ranking to support seeding for future events. World Masters Championships 2024. The Commission has responded to general queries from the organiser including with respect to potential to allocate courts for a complementary Squash57 event. The WSF Masters Championship is being held from 17-24 August 2024 at the Frans Otten Stadium, Amsterdam, Netherlands.

### Performance against Targets 2022/2023

- Develop and promote the World Masters Tour to National Federations and Event Organisers – minimal progress but some correspondence to bring the growing Latin American calendar of events into the Tour.
- Improve wsfmasters.com profile and content and actively support social media feeds - no progress
- Liaise with SquashLevels to establish a closer collaboration to create a world masters rating/ranking - good progress, ongoing.
- Assist Squash Bond Nederland in the preparations of the World Masters 2024 in Amsterdam – ongoing.
- Provide advice on matters, rules and regulations related to Masters Squash – no questions on rules raised during the year
- Assist the Marketing/Commercial Commission and the WSF CEO to consider sponsorship opportunities for Masters Tour events and [www.wsfmasters.com](http://www.wsfmasters.com) – no direct progress during the year.
- Support the organisation of the squash competition for upcoming World Masters Games - WMG Kansai was cancelled. Early discussions with WMG Taipei (2025)

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### Medical

The **Medical Commission** comprises Doctor Anne Smith (Chair), Michel Leglise and Derek Ryan. Its remit is to respond to any medical or scientific questions that arise from the WSF CEO, WSF Commissions or the Executive Committee.

#### Performance against Targets 2022/2023

- Responded to requests for medical and scientific information in a timely manner
- Represented the WSF on ITA/WADA Forums



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## Commission Activity

### Rules

**Membership and Structure.** During 2022-23 the WSF Rules Commission membership comprised: Chair - Michael Collins; Members - Lee Drew, Srikanth Seshadri and Leonardo Arozena.

**Activity during the period.** No physical meetings of the members were possible and so all communications and discussions took place via email and zoom meetings.

- The Commission received a request from the WSF Executive Board to consider a comprehensive and detailed submission proposing changes to the Singles Rules in order to create more consistency in terminology and grammar throughout the rules.
- The Commission further received a request from the PSA to change certain official calls in the Singles Rules.
- The Commission received various submissions and proposals throughout the period from member nations and individuals proposing improvements and changes to the current rules.
- The Commission has accordingly been active collating all of the abovementioned submissions and proposals and workshopping these to determine which are relevant and appropriate to incorporate into the Rules.
- The Commission intends to complete this work and prepare its own submission to the WSF Executive Board for consideration at the next AGM.
- If the WSF Board is supportive of the submission the Commission will prepare the formal Resolution and Motivation for inclusion in the AGM documents.

As the WSF website "Frequently Asked Questions" was discontinued the Chair continues to respond to individual rules interpretation queries forwarded to him by the WSF office. The Commission received numerous rules related queries during the year from many of the squash playing countries which were resolved and clarified. The Chair frequently assists squash publications with general queries and the formulation of rules related quiz questions and answers.

#### **Performance against targets 2022-2023**

- There were no specific targets or mandates received from the previous period under review.
- The Commission has not completed identifying all instances of discrepancy between WSF and PSA rules and highlight these in the standard WSF rules. This will be carried forward and when finalised will be published as an annexure to the Rules of Squash
- The Commission held a zoom workshop to prepare submissions and a supporting motivation for further rule changes for adoption by the AGM.

## Commission Activity

## Squash57

**Performance against Target:** 2022/2023's Forward Plan had the goals of:

**Balls:** new specifications for Squash57 balls: **COMPLETED**

**Coaches:**

Deliver Squash57 Fast Path Fundamentals for existing squash coaches  
**COMPLETED**

Work towards a Squash57 Fundamentals course for new coaches **DE-PRIORITISED**

**Officials:** develop Squash57 Officiating Course **DELAYED** pending favourable discussions with organisers of the 2024 World Squash Masters

**Rules:** re-publish the detailed Squash57 rules with clearer wording for foot-faulting **COMPLETED**

**Competitions:**

push forward with regions willing to host Squash57 events (ongoing) IN PROGRESS

Squash57 to be included in the 3WallBall World Championships - Las Vegas  
**COMPLETED BUT** not invited to 2024's event because of new rift between Racquetball and Squash America

Exhibitions: envisage the launch of Squash57 exhibitions and competitions in parallel to WSF key events, e.g. the World Squash Masters in Poland **FAILING** though some notable exceptions, e.g. New Zealand and Canada

Marketing/Promoting Squash57: ongoing and in 2023 we were interviewed on [BBC Essex](#)

**Commission Focus Areas**

**Network:** we have continued to maintain & build our global network of Squash57 representatives and enthusiasts (ambassadors) and our [Squash57 YouTube channel](#) and SM presence continues to grow.

**Marketing/Promoting Squash57:** the WSF has relied on the Squash57 Commission promoting Squash57 through limited social media channels. Squash57 could/should be being played in all squash playing nations. If Squash57 is to become more strategic and key to the WSF's inclusivity 'campaign' then it requires and deserves a greater level of (professional) resourcing. In the meantime, we will push ahead at our volunteering pace

**Inclusivity:** in 2021 the WSF initiated a Diversity/Inclusivity initiative alongside England Squash. Partially as a consequence, ES have their 'Inclusion and Diversity' initiative and the WSF, with the recommendations from former World #1 paralympic tennis player Robin Ammerlaan, have developed rules for Wheelchair Squash57. Over the last year Squash57 Commission's Lolly Gillen, with the full support of Squash Canada, has been running a successful Wheelchair Squash57 program in Ontario offering both singles and doubles play by combining wheelchair athletes with able bodied players. Rules have again been modified to accommodate different degrees of mobility. Wheelchair Squash57 programs are now being expanded in Ontario and BC. Wheelchair players are participating in either a sport wheelchair or their own personal day chair depending on their ability to transfer.

# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### World Squash Officiating W.S.O

WSO Project. WSF and PSA have reached an agreement to amend WSO, and this includes signing a temporary variation to the original MoU. According to this addendum, PSA will take full financial responsibility for the Project from January 1, 2023, until June 30, 2024. During this period, WSF will make financial contributions of £1,000 per month from January 2023 to June 2023 and £2,250 per month from July 2023 to June 2024. After June 2024, both parties will make efforts to agree on a new funding structure. If no mutual agreement is reached at least one month before the end of the period, the funding arrangements will revert to the original agreement. The financial agreement replaces the consultancy fee previously committed by WSF to Roy Gingell, who is now employed full-time as a WSO Professional Referee and Development Lead.

WSO Structure. A new governance structure has been implemented within the WSO, emphasising the inclusion of the Head of WSO position and the constitution of the Steering Group. The new governance framework aims to enhance organisational efficiency, accountability, and strategic decision-making. Lee Drew has been appointed as the Head of WSO, owing to his contributions to the project thus far. He will directly report to the Steering Group, which currently consists of William Louis-Marie, Alex Gough, and one other member (currently under active recruitment).

Advisory Group. WSO is re-evaluating its inactive 'Advisory Board' and plans to rename it as the 'Advisory Group.' Once established, the group will actively support the WSO Team in delivering strategic objectives, aiding in the ongoing development of materials and documentation. Additionally, the group will play a crucial role in communication through continental/national federations, supporting WSO's adoption as the central platform for worldwide squash officiating and assisting up-and-coming referees' pathway through the WSO structure. These efforts are aimed at continuous improvement and successful project delivery. Unfortunately, Jim Hay, the appointed Chair of the Advisory Board, has been unable to fulfil this role due to personal reasons.



# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### World Squash Officiating W.S.O

Referee Appointments. WSO has continued to manage the appointment process for all WSF and PSA World Tour events. This requires a significant amount of work involving checking availability, negotiating refereeing budgets, and arranging logistics.

PSA Relationship. We have continued to work closely with the PSA to develop collaboration on all refereeing issues, especially within the WSO project.

General support. WSO has consistently provided support for all WSF events, focusing particularly on all aspects of refereeing, including the Women's World Teams and World Junior Individuals/Teams. Furthermore, ongoing communication with numerous Continental and National Federations regarding the migration to the WSO website is actively in progress.

#### Performance Against Targets 2022-2023:

Complete WSO Level 4 and Level 5 modules  
**COMPLETED**

Develop and complete WSO Appraiser (Assessor) and Mentor modules **IN PROGRESS**

Provide multi language access (a minimum of three languages) within WSO **NOT COMPLETED AND LATER IN THE ROADMAP DUE TO COST AND DEVELOPMENT CHALLENGES**

Facilitate the development of referee pathway plans with Continental and National Federations, linking to the current WSO Strategic Plan **IN PROGRESS**

Continue to provide input to source external funding for WSO. Including submitting Erasmus funding application to European Union Fund to develop referees within ESF by March 2023[AG1] **IN PROGRESS, ERASMUS RELIES ON AN EU-BASED BODY TO APPLY AND IS ON HOLD**



# WSF Board Report 2022/2023 (Continued)

## Commission Activity

### World Squash Officiating W.S.O

#### Performance Against Targets 2022-2023: (Continued)

Achieve 3,500 total members of WSO (currently 2263)  
**COMPLETED (CURRENTLY 4,308 USERS)**

Achieve 60 total member Federations who have signed MOU (currently 20) **NOT COMPLETED (CURRENTLY 24) FOCUS HAS BEEN ON DEVELOPING WEBSITE 2.0 AND NEW COURSES**

Review the allowance policy for all WSF and PSA tournaments.  
**COMPLETED**

Additional Performance Points:

Agreed new WSO governance and operational structure  
**COMPLETED**

Agreed variation to the WSO MoU with PSA – guaranteeing WSF financial liability/exposure until July 2024 **COMPLETED**

New WSO Website Launched in line with WSO direction, including new features and easy access for changing or updating the site. **COMPLETED**

Launch of two new player certificate courses – introductory and tournament level. Tournament level course made mandatory for World Juniors Championships. **COMPLETED**

Roy Gingell and Andrea Santamaria begin full-time roles with WSO, 50% refereeing and 50% into the development of WSO, Officiating, and Referees. **COMPLETED**

Deliver online and in-person, proof of concept, training programmes for Member Nations – Nigeria Squash (2 phase programme) and Egyptian Squash (2 x workshops) **COMPLETED**

The referee daily payments during PSA World Tour events have been increased from \$115 to a range of \$150-\$275 per day. **COMPLETED**

# WSF Board Report 2022/2023 (Continued)

## Commission Members

### Athletes'

Joint Chair:  
Sarah-Jane Perry  
Saurav Ghosal

Members:  
Sarah Cardwell  
Catherine Giachino  
Faraz Khan  
Joelle King  
Hollie Naughton  
Eain Yow Ng  
Juan Vargas  
Nilo Vidal

### Audit & Risk

Chair:  
David Mandel

Members:  
Janet Sairsingh  
Thomas Whiteway

### Ethics

Chair:  
David Howman

Members:  
Alison Burchell  
Keith Flavell  
Gerard Monteiro  
Boris Vittoz

### Disciplinary

Chair:  
Gerard DeCourcy

Members:  
Andrew Shelley  
Ken Stillman  
Cedric Tyen

### Championships

Chair:  
Cyrus Poncha

Members:  
Andrew Cross  
Amna El Tarabolsy  
Michael Gäde  
Tamika Hunt  
Emily Mak  
Jackie Robinson  
Thomas Troedsson

Hardball Liaison:  
Graham Bassett

### Governance & Compliance

Chair:  
Robert Bachmann

Members:  
Sophie Coughlan  
Christian Keidel

### Coaching

Chair:  
Sarah Fitz-Gerald

Director:  
Michael Khan  
Members:  
Karen Cagliarini  
Jenny Denyer  
Ashraf Hanafi  
Keir Worth

### Marketing & Commercial

Chair:  
Gerard Monteiro

Members:  
Marc Hope  
Jon Long  
Matthew Osman

### Digital

Chair:  
Hossam Ragab

Members:  
Vanessa Assell-Tsuruga  
Juan Ramero Groh Fili  
Boye Oyerinde  
Hisham Shehabi

### Masters

Chair:  
Garry Irwin

Members:  
Angelique Clifton-Parks  
Sarah Fitz-Gerald  
Malcolm Kerr  
Domingo Mihovilovic  
Richard Millman  
Wayne Seebeck  
Pavel Sladacek  
Nick Taylor

# WSF Board Report 2022/2023 (Continued)

## Commission Members

### Medical

Chair:

Dr. Anne Smith

Members:

Derek Ryan

Dr. Michel Leglise

### Rules:

Chair:

Collins

Members:

Leonardo Arozena

Lee Drew

Srikanth Seshadri

### Squash 57

Chair:

Patrick Osborn

Member:

Tim Baughurst

John Cordeaux

Mark Fuller

Lolly Gillen

### World Squash Officiating (Refereeing)

Head of WSO

Lee Drew

WSO Professional Referee &  
Development Lead

Roy Gingell

Player Education Lead

Josh Taylor

Advisory Group Chair

Jim Hay



# WSF Board Report 2022/2023 (Continued)

## National Federations by Continent

### AFRICA

#### Full Members

Botswana  
Egypt  
Kenya  
Libya  
Mauritius  
Namibia  
Nigeria  
South Africa  
Zimbabwe

### ASIA

#### Full Members

Bahrain  
Bangladesh (P)  
China  
Chinese Taipei  
Hong Kong, China  
India  
Iran  
Iraq  
Japan  
Jordan  
Korea  
Kuwait  
Macau, China  
Malaysia  
Pakistan  
Philippines  
Qatar  
Saudi Arabia  
Singapore  
Sri Lanka

### EUROPE

#### Full Members

Belgium  
Cyprus  
Czech Republic  
Denmark  
England  
Estonia  
Finland  
France  
Germany  
Gibraltar  
Greece  
Hungary  
Ireland  
Israel  
Italy  
Liechtenstein  
Lithuania  
Luxembourg  
Malta  
Monaco  
Netherlands  
Norway  
Poland  
Portugal

### EUROPE

#### Full Members

Romania  
Russia  
Scotland  
Spain  
Sweden  
Switzerland  
Ukraine  
Wales

### OCEANIA

#### Full Members

Australia  
New Zealand  
Papua New Guinea  
Tahiti

### PANAMERICA

#### Full Members

Argentina  
Barbados  
Bermuda  
Brazil  
British Virgin Isles  
Canada  
Cayman Islands  
Chile  
Colombia  
Ecuador  
El Salvador  
Guatemala  
Guyana  
Jamaica  
Mexico  
Paraguay  
Peru  
St. Vincent & the  
Grenadines  
Trinidad & Tobago  
USA

# WSF Board Report 2022/2023 (Continued)

## National Federations by Continent

### AFRICA

#### Associate Members

DR Congo  
Gambia  
Malawi  
Seychelles  
Sierra Leone  
Uganda



SQUASH FEDERATION OF AFRICA  
FÉDÉRATION AFRICAINE DE SQUASH

### ASIA

#### Associate Members

Indonesia  
Nepal  
Palestine  
Thailand



### EUROPE

#### Associate Members

Armenia  
Austria  
Belarus  
Bulgaria  
Croatia  
Guernsey  
Iceland  
Isle of Man  
Jersey  
Latvia  
Serbia  
Slovakia  
Slovenia  
Turkey



EUROPEAN  
SQUASH

A partner of World Squash

### OCEANIA

#### Associate Members

Cook Islands  
Fiji  
New Caledonia  
Norfolk Island  
Samoa  
Vanuatu



Oceania  
SQUASH

### PANAMERICA

#### Associate Members

Bolivia  
St. Lucia



FEDERACION PANAMERICANA DE SQUASH

# WSF Board Report 2022/2023 (Continued)

## Friends of World Squash

The WSF gratefully acknowledges the contribution of the Friends of World Squash to the development of squash worldwide, the scheme is currently being reviewed and updated and due to be relaunched in 2024.

### Friends for Life 2011 Scheme

HRH Tunku Imran	(Malaysia)
Horst Babinsky	(Germany)
Mike Corby	(England)
Bob Finch	(Australia)
Jack Herrick	(USA)
Michael I Hill	(England)
Air Chief Marshal M. Abbas Khattak	(Pakistan)
Charles C. Kingsley	(USA)
Mokhzani Mahathir	(Malaysia)
David Y Makhani Mui, MJ JP	(Hong Kong)
Squash Bond Nederland	(Netherlands)
Eui Rock Oh	(Korea)
N Ramachandran	(India)
Vinod B. Sekhar	(Malaysia)
Thomas H. Tarantino	(USA)

### Annual Member

Mitchell J. Guthman (USA)

