



**W · S · O**  
WORLD SQUASH OFFICIATING

 **SQUASH**  
NEW ZEALAND

**END-TO-END OFFICIATING PATHWAY**

# SNZ END-TO-END OFFICIATING PATHWAY

This programme will enable well-balanced and knowledgeable Referees with appropriate pathways to achieve WSO Levels 0+1 (Rules), 2, 3, 4 & 5 with the aim to perform on the World Stage at levels 4 & 5.

## Background

SNZ is committed to “creating an environment that is cohesive, inclusive, supports growth, and produces Referees capable of successfully officiating on the world stage.” To achieve this vision, we intend to further refine this pathway to underpin the broader WSO structure. A clearly defined End-to-End Pathway will enable SNZ to identify, track and support Referees as they transition from club to world-class Referees.

The End-to-End Pathway will consist of five stages defined by fundamental refereeing skills, pillars, support systems, progression through the WSO level system and maturity to achieve at the level that is required at each stage. A dedicated support system – including mentoring and support services - will be responsible for delivering transition through the pathway (these personnel have been identified below in italics).



## The End-to-End Pathway Stages

The stages and their descriptors are as follows. Fundamental referee requirements are needed to progress through the stages of the pathway.

### Stage one

Club Referee (WSO Level 0 + 1) – Referees understand the basic overview and introduction to the rules of squash at entry-level when participating in squash. Open to anyone wishing to safely play, referee and supervise squash in a basic capacity.

*(Experienced club Referee and WSO level 2 holder)*

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### Stage two

District referee (WSO Level 2) – These referees will be identified at club/district level. They will show promising ability and be receptive to demonstrating good behavioural traits. These Referees will have attained WSO Level 2 and participate in both District and National tournaments; however, progress will not be limited to Appraisals alone, but the overall potential and professional behaviour will also be a key indicator of pathway progression.

*(National Refereeing Director, Senior District/National Referees, Appraisers)*

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### Stage three

National referee (WSO Level 3)– These Referees will have the intention to officiate domestically and potentially on the world stage. They will be identified through their performance Appraisals at appropriate national events (including District, National and PSA events) and by demonstrating positive behavioural traits and good management of officiating matches.

They will continue to develop – and seek out development opportunities - and demonstrate behavioural traits that are conducive to future international success. These Referees will be encouraged to be involved in programmed SNZ and WSO webinars. The SNZ HP Manager will work with the Refereeing Panel which will include both face-to-face contact with the referee and the coordination of the Referees program in conjunction with the Referees individual mentor.

*(National Refereeing director, Senior district/national Referees, Appraisers, WSO)*

### Stage four

Continental Referee (WSO Level 4) –These Referees will be identified as having the necessary ability to officiate at PSA Challenger and higher events domestically and internationally, as well as World Squash Federation recognised events. Will have maintained the WSO level 3 qualifications continuously and have met the requirements of WSO level 4 modules and tests.

*(National Refereeing Director, WSO, Appraisers)*

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### Stage five

International Referee (WSO Level 5) – WSO Level 5 is the highest level of refereeing achievable in squash. Referees will develop a complete understanding of officiating skills to referee at the pinnacle of the game. Open to referees who want to be considered for selection to referee or supervise at the highest level WSF and/or PSA events.

*(National Refereeing Director, WSO, Appraisers)*

## Refereeing Pillars

Six refereeing pillars have been identified and need to be embedded and continually practiced in order for progression through the pathway to occur.

1. **Understand the Players game**
  - i. Good understanding of the rules
  - ii. Player movement – Tactical awareness
  - iii. Match Control and apply Code of Conduct where required
2. **Conduct themselves Professionally**
3. **Receptive to Feedback and 365 Peer Reviews**
4. **Have a Referee Development Plan**
5. **Behavioural Traits**
  - i. Punctual
  - ii. Show impartiality
  - iii. Show integrity
6. **Requirements**
  - i. Code of Ethics
  - ii. Have good hearing and eyesight
  - iii. Police Vetting
  - iv. Online education

## Support Systems

The following six support systems will act as a ‘reservoir’ to the referees. At different times, referees need these supports in order to enable them to progress along the pathway, and some services will be critical to individual referee progression.

### Squash NZ

The SNZ Referee Programme offers referees governance, leadership and opportunities for referee development.

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### WSO Programme

The WSO is a partnership between the WSF and the PSA to create an online education and assessment portal to standardise officiating qualifications worldwide as well as containing useful resources. The Squash NZ Referee Pathway is being migrated over to the World Squash Officiating Framework.

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### Resources

There are the resources available to referees throughout the pathway and recommended to gain knowledge and upskill of the styles of play, rules and development. They include WSO videos and webinars, PSA TV, SNZ sponsored Teams meetings.

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### Events

Competitions are necessary to provide referees matches to officiate, professional development

opportunities, and the chance to get appraisals required to maintain and achieve pathway progression. These events include local and district competition (interclub, tournaments, teams’ events), national events, PSA events, world championships and Commonwealth Games.

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### Funding

Funding is critical to referee development and pathway progression. Various funding streams

include club and district event support, local and national scholarships, SNZ, WSF and international sporting bodies.

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### Support Networks

Networks and mentors serve an important component in individual referee development. It

offers positive communication and advice, maintains positive mental health, and provides appropriate squash referee and guidance.



## Management of Delivery

REFEREE LEVEL	SUPPORT	DEVELOPMENT	EVENTS	LOCATION
Club Referee	Club, SNZ	WSO level 0 + 1	Local	NZ
District	EOI, SNZ, Districts	WSO Level 2	Local & District, National	NZ
National	SNZ, WSO	WSO Level 3	National/PSA Satellite & Challenger	NZ/INT
International	WSO, SNZ, PSA, WSF	WSO Level 4 & 5	PSA Challenger +	NZ/INT

