

Junior Competitions Framework Focus Group



ENGLAND
HOCKEY

We are looking for forward thinking people with experience of working in Junior Competitions who want to make a difference for the sport. Have you got the enthusiasm to help young hockey players develop and thrive within a new competitions framework for the sport?

England Hockey

England Hockey's vision is to become a 'Nation where Hockey Matters' through "providing inspirational leadership for all to fulfil their potential". The current focus for the organisation is delivery of its five objectives within a 2013 -2017 strategic plan:

- **Growth in participation** - Increase the number of people participating in hockey
- **International success** - Continue to raise the performance bar of athlete and coach development and create positive role models for the sport
- **Increased visibility** - Deliver high profile domestic and international events that attract increased spectator numbers, TV coverage, and sponsorship
- **Enhanced infrastructure** - Enhance the playing experience by improving facilities, coaching and officiating
- **A strong and respected NGB** - Continue to maintain high governance standards

Background

The Board of England Hockey (EH) commissioned the EH Competitions Department to undertake a review of its Junior Competitions in 2016.

As part of this review a draft framework for Junior Competitions and underlying principles were developed. Clubs, schools, local competitions organisers were asked to feedback on this through a consultation process. (See Appendix 1)

The feedback received offered clear insight that the proposed framework and accompanying principles were strongly supported. (See Appendix 2)

A glossary of terms used is available as Appendix 3.

The Board agreed that a time limited Junior Competitions Framework Focus Group (JCFFG) be established to help shape the detailed offer, model and implementation of competitions within the framework.

Responsibilities

Using the experience of those appointed the responsibility of the JCFFG is to sense check, scrutinise and feedback on more detailed information for the Junior Competitions Framework as developed by EH staff in line with the feedback from the consultation process. This will include the following

- Structures/formats of individual competitions at Tier 1 and Tier 2 including entry criteria at Tier 1.
- Principles for competitions at Tier 3 and Tier 4, nb a separate sub group may be established to consider this.
- The responsibility for delivery of individual competitions
- Principles of the geographic spread for different competitions – local, area and national.
- Regulations for individual competitions, specifically those around eligibility
- Implementation plan and timeline including any pilot or trial activity.

All of this to be undertaken taking account of key insight gained from the review, see Appendix 2

Timeline

We are looking to complete the first two tiers' detailed framework by 10 March 2017

Membership

The JCFFG will consist of the following representatives.

- i. Events Manager – who will chair the group
- ii. Competitions Manager
- iii. Competitions Officer
- iv. 2 Regional HA representatives as nominated by the Regional Consultative Committee.

The following positions are to be filled using an open recruitment process.

- v. 1 representative from a High Performing Club with a junior section
- vi. 1 representative from a High Performing School
- vii. 1 representative from an Emerging Club with a junior section
- viii. 1 representative from an Emerging School
- ix. 1 member with experience of managing junior league hockey
- x. 2 members with experience of managing Tier 3 and Tier 4 junior activity, (see Appendix 1)

Reporting Structure

The JCFFG shall report to the Board of England Hockey via the England Hockey Commercial Director.

Meetings

The JCFFG will meet a minimum of twice during the period October to December with other tasks to be undertaken remotely.

To Apply

If you wish to apply to join the group please complete the expression of interest form

CLOSING DATE: 12.00 noon, Monday 20 November 24 October 2016.

Appendix 1

i. The Proposed Junior Outdoor Competition Framework - Clubs

The table below summarises the new outdoor competitions framework for juniors playing in Clubs. Note that this framework is **indicative** and will be developed to meet Local and Area needs particularly at Tiers 3 and 4 – a **flexible and changing framework** is considered essential to increase participation, meet local needs and then deliver retention. See key below for the descriptors.

Tiers	U18	U16	U14	U12	U10	Short Description	Target Markets
Tier 1	●					National knockout cup and plate competitions, as currently are played.	High Performing Clubs Intermediate Clubs
Tier 1		●	●			Area Premier Leagues – a maximum of 8 leagues, geographically based with a maximum of 64 clubs. Teams play in leagues and those who finish at the top qualify for national finals via play-off matches.	High Performing Clubs
Tier 1				●		7-a-side Local Leagues. Qualify for Area finals, then National finals.	High Performing Clubs Intermediate Clubs
Tier 2		●	●			Local Leagues some of which could also be small sided. Geographically based to minimise travel. Different levels within the leagues may be offered to meet local needs, i.e. Division 1, Division 2 etc. – to include concept of Area finals.	Intermediate Clubs High Performing Clubs' 2nd teams
Tier 2		●		●	●	Small sided Local and Area festival style competitions, concluding at Area level.	Intermediate Clubs Emerging Clubs High Performing Clubs' other teams
Tier 3		●	●			Small sided Local Leagues.	Emerging Clubs Intermediate Clubs 2nd teams High Performing Clubs' other teams/players
Tier 4				●	●	6-a-side Big Ball, Small sided, In2Hockey & Quicksticks Local introductory activity (*U11 and below)	Intermediate Clubs. Emerging Clubs High Performing Clubs' other teams

ii. The Proposed Junior Outdoor Competition Model - Schools

The table below summarises the new Junior Outdoor Competition model for Schools. Note that this model is again **indicative**. The timing of the resulting activity will complement and provide an exit strategy for School Games participants, particularly at Tier 4 activity.

Tier	U18	U16	U14	U13	U12	U11	Short Description	Target Markets
Tier 1	●	●					4 Area Premier Leagues leading to knockout stages & final for boys and girls. Max 32 teams. Similar to current Boys U18 Cup but organised with teams playing in	High Performing schools

							Leagues. Opportunity to incorporate existing school fixtures.	
Tier 2	●	●	●	●		●	Local – Area – National round robin competitions. U13 & U11 - 7-a-side. U11 concludes at Area level. Similar to existing competition formats	U14, U13, U11 High Performing & Intermediate Schools. U18 & U16 Intermediate Schools & High Performing schools 2 nd teams
Tier 3	●	●	●	●	●	●	Local – Area – National festival competitions. U14, U12 & U11 - 7-a-side,	Emerging Schools
Tier 4			●	●	●	●	6-a-side & Quicksticks Local introductory activity	Emerging Schools

nb these does not cover indoor hockey at this stage

Appendix 2

Junior Competitions Framework - Summary Consultation Findings

The table below shows the level in descending order of importance that was placed on each of the key principles from external consultation. The feedback from clubs, schools and organisers followed almost identical trends in terms of the level of **agreement** with these principles to underpin change.

Key Principles	Clubs	Schools	Organisers
Increase and widen participation	95%	90%	98%
A framework to support the development of young players from beginners to elite	90%	89%	96%
Offer a tiered competition programme	88%	87%	93%
Provide a framework with regular fixtures	87%	70%	84%
Regulations that are appropriate to the tier of competition, e.g. eligibility	86%	79%	81%
Travel distances commensurate with the level of competition	86%	77%	85%
Reach out to new markets and raise awareness of opportunities	77%	77%	89%
Reflect new opportunities and the changing sport and hockey competition landscape, e.g. small sided games	69%	68%	82%
Structures not constrained by geographical regional and county boundaries	39%	43%	45%

Appendix 3

Junior Competitions Framework - Glossary

“Tiered competition” Within an age-group different competitions are run so that teams of similar standards play each other.

“Festival” competitions Usually held over one day with multiple teams and matches. Flexible structures which do not necessarily lead to play-offs and finals

“High Performing” Schools which specialise in hockey and qualify for National finals of age group competitions. They have developed a number of players who have played for England age group teams.

“Intermediate” Schools. Traditional hockey playing schools which compete in County and Regional age group competitions

“Emerging” Schools. Schools which play some local hockey but who do not compete, or which find it difficult to compete, at County level in current age group competitions.

“Other” Schools not necessarily participating in any formalised external competition to date

“High Performing” Clubs with a well developed junior section, which qualify for National finals of age group competitions. They have developed a number of players who have played for England age group teams. They have sufficient players to run more than one team at a number of age groups.

“Intermediate” Clubs with a robust junior section, which have a number of age group teams and play in national competitions and/or local competitions, both 11-a-side and 7-a-side .

“Emerging” Clubs with a developing junior section, which have age group teams who play in local competition, currently 7-a-side only.

“Other” Clubs not necessarily participating in any formalised external competition to date.

“Area” refers to a geographic area based on spread of entrants and where the country is split into four “Areas”. These are similar to the Areas currently used to define JRPC Tier 2 activity and also the current Boys U18 Schools Cup draw up to the Quarter Final stage.

“Local” refers to geographic zones below “Areas”.

These could be

i a traditional County HA;

ii. a Sub County where a County is split into two or more sections, i.e. where a County traditionally has a large number of entrants or there is a group of local schools and clubs who form a group for a competition.

iii a Combined County, where one or more neighbouring Counties have a traditionally low number of entrants and combine to form one group. This is similar to JAC centres. These will be based on the geographic spread of entrants and may be different for different Tiers and age groups.