



**ENGLAND
HOCKEY**

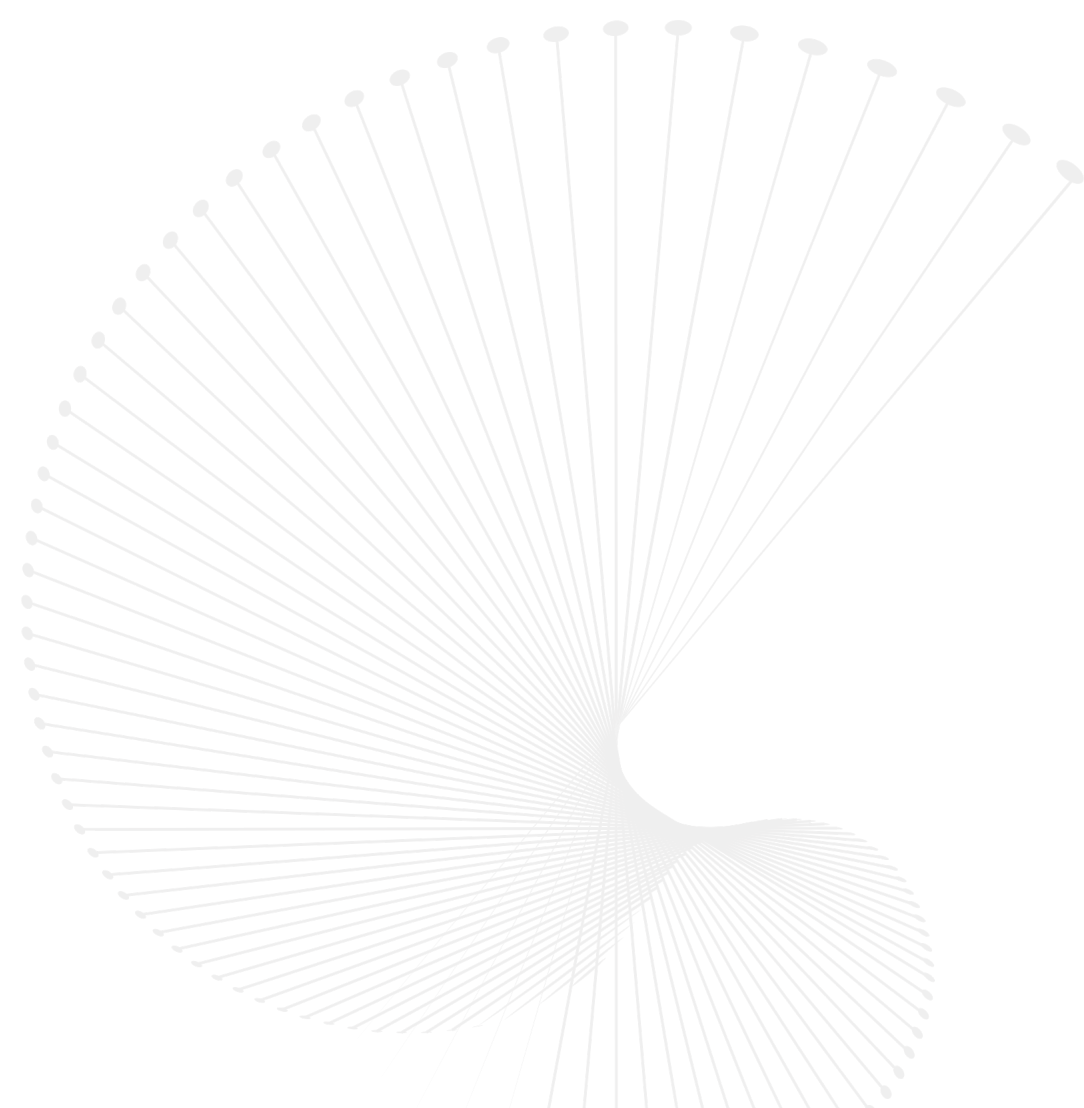
TALENT DEVELOPMENT

A NEW WAY FORWARD

TALENT SCHOOLS

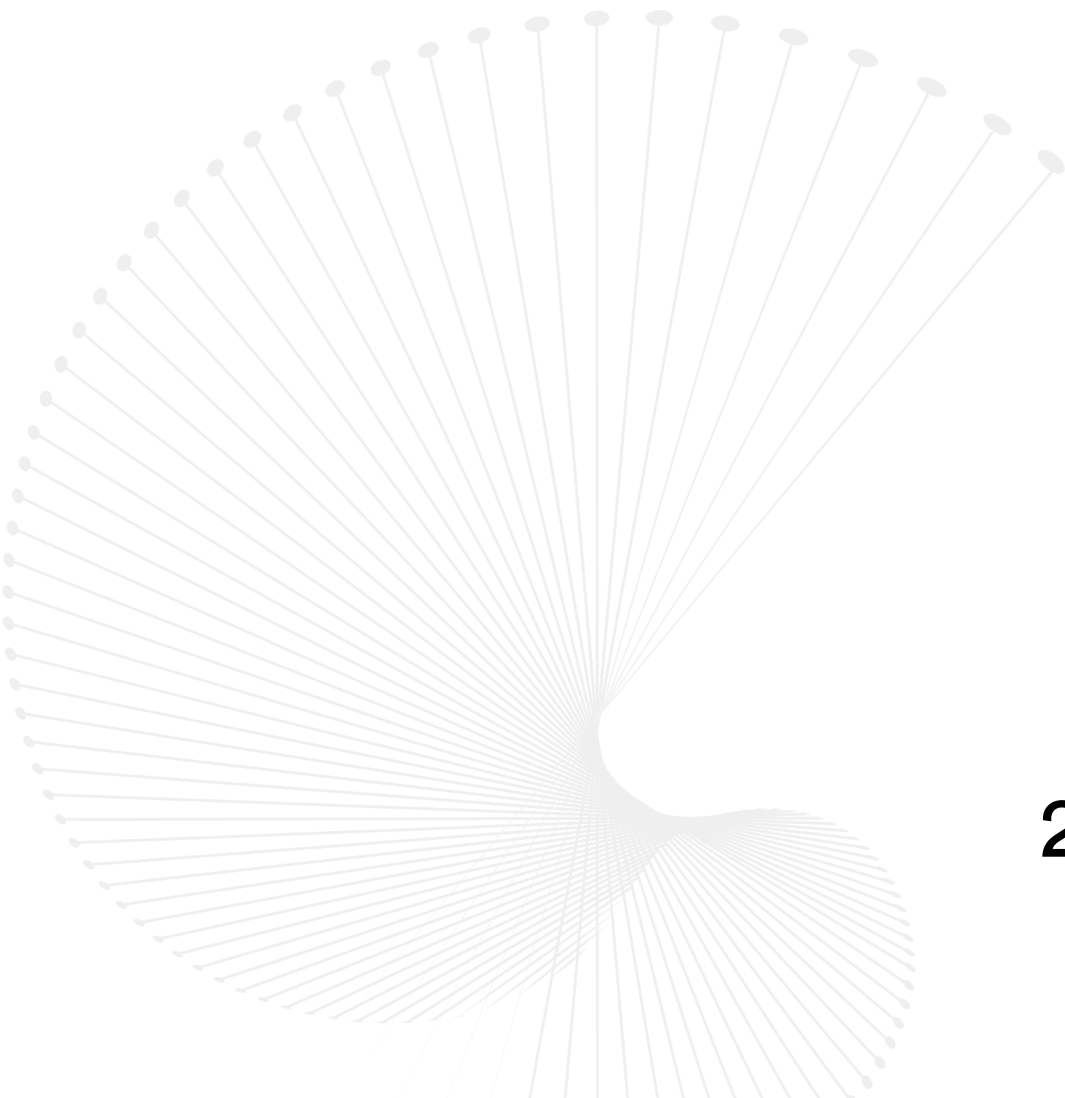


AUGUST 2021



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1. PURPOSE OF THIS DOCUMENT

The purpose of this document is to update schools about England Hockey's new talent strategy, Talent Development – A New Way Forward, and provide more information about Talent School accreditation.

It builds on, and supplements previous publications about the strategy which can be found [here](#).

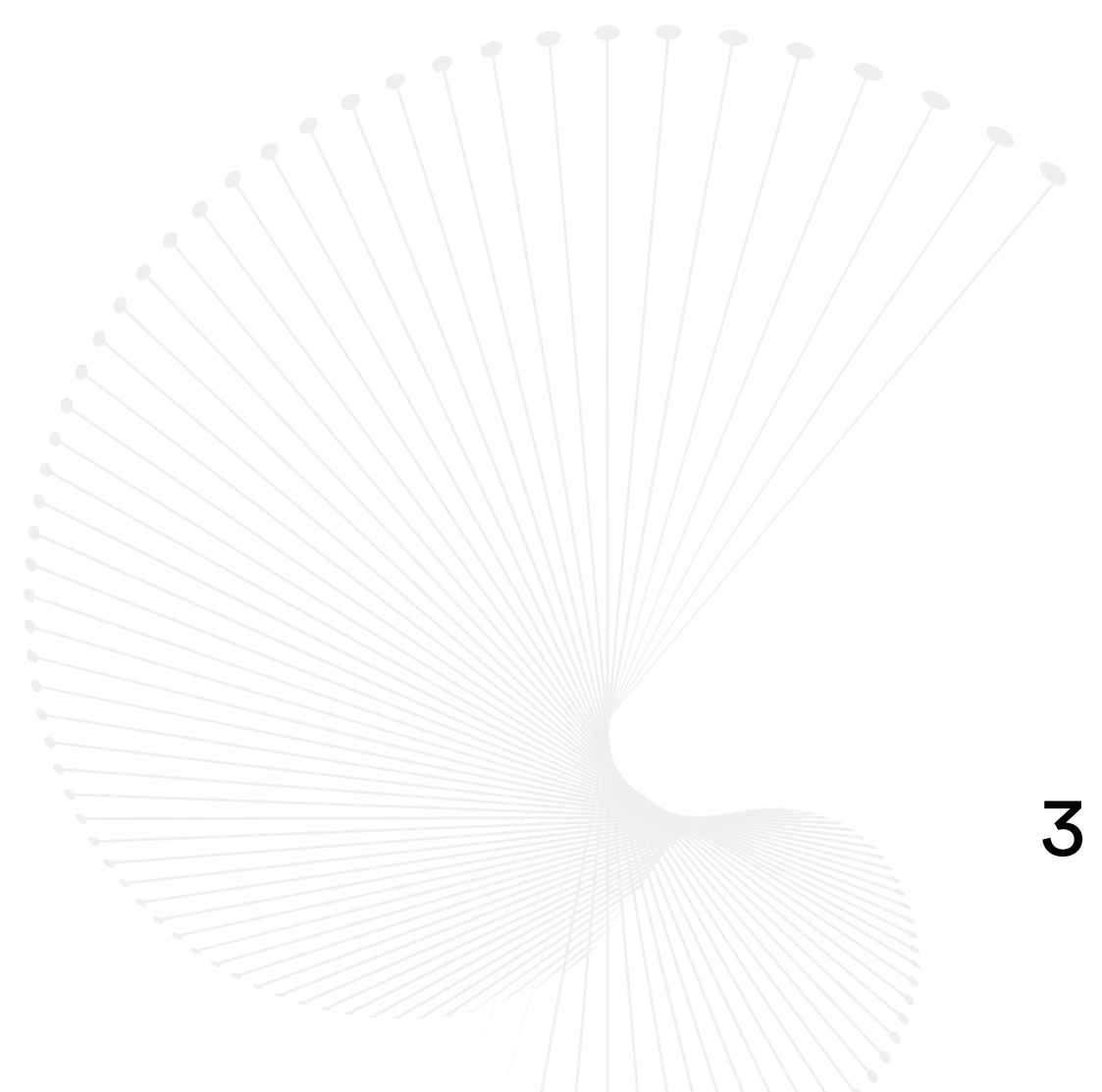
It is intended for schools where hockey is a prominent sport, and those who provide a comprehensive extra-curricular hockey programme, with provision and support for students who have potential and aspiration to develop their hockey to a high level.

The document focuses specifically on Talent Schools and Talent School accreditation. It maps out the accreditation criteria and process along with an implementation timeline.

Talent Schools sit alongside a broader commitment to supporting and developing school hockey and the document also outlines two new school membership offers. More information and support about delivering hockey in schools can be found [here](#).

We hope this enables schools to gain an understanding of their probable position in the future talent system [that best matches their future aspirations] and what resources and structures need to be in place.

It is written primarily for school leadership teams and hockey leads, rather than pupils or their parents. We have created a separate [video](#) which provides an overview of the Talent System for parents and guardians.



2. THE FUTURE HOCKEY TALENT SYSTEM

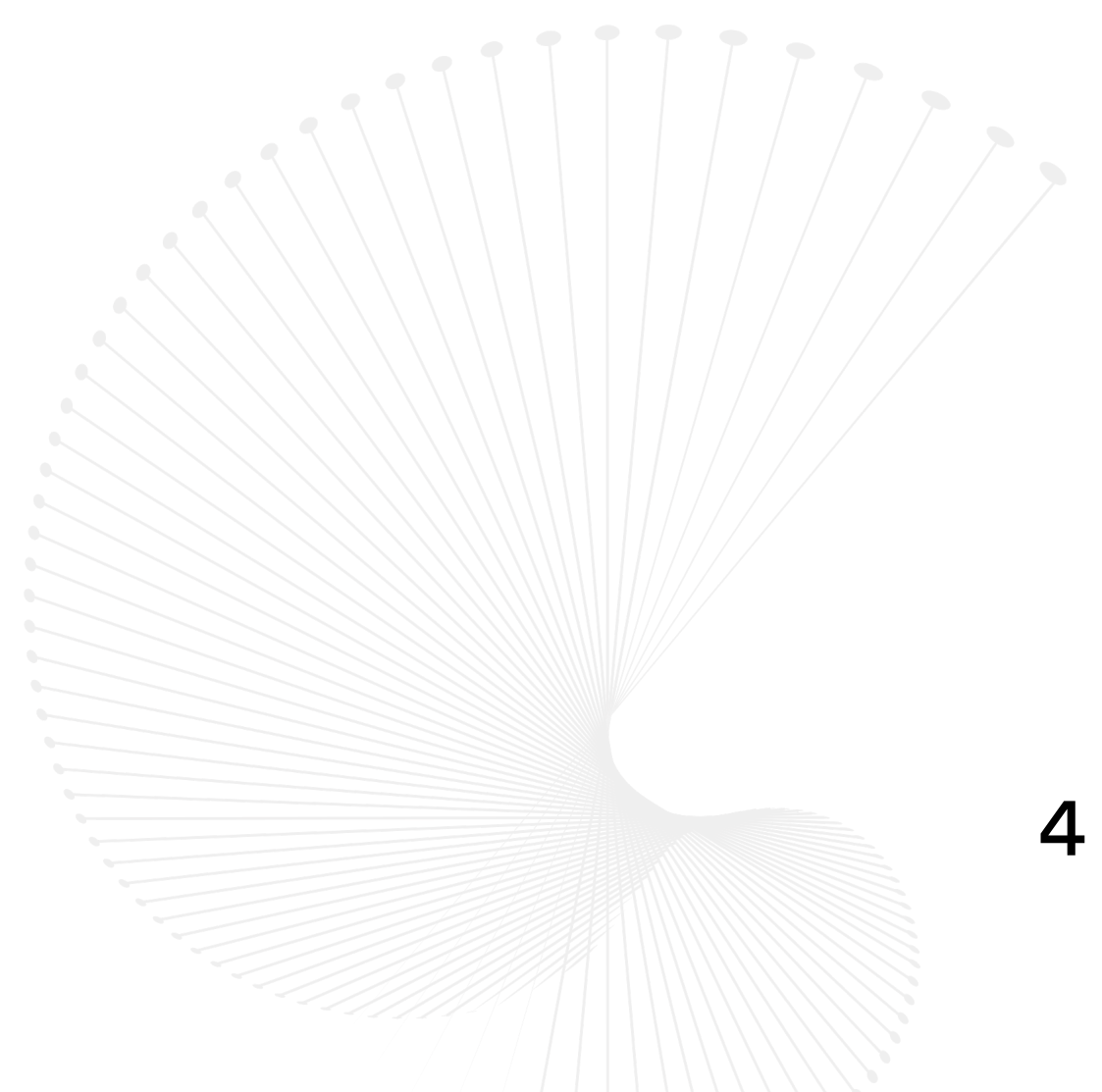
Clubs and schools are the heart of junior hockey in England, with most young players spending 80% or more of their hockey playing and training time in club and/ or school teams. In the future we want to place greater emphasis on these environments and recognise entities that provide high quality, inspirational and inclusive opportunities for high potential players to thrive and develop.

Together these are expressed by our **purpose**, **aspiration**, and overarching **priorities** for the future talent system.

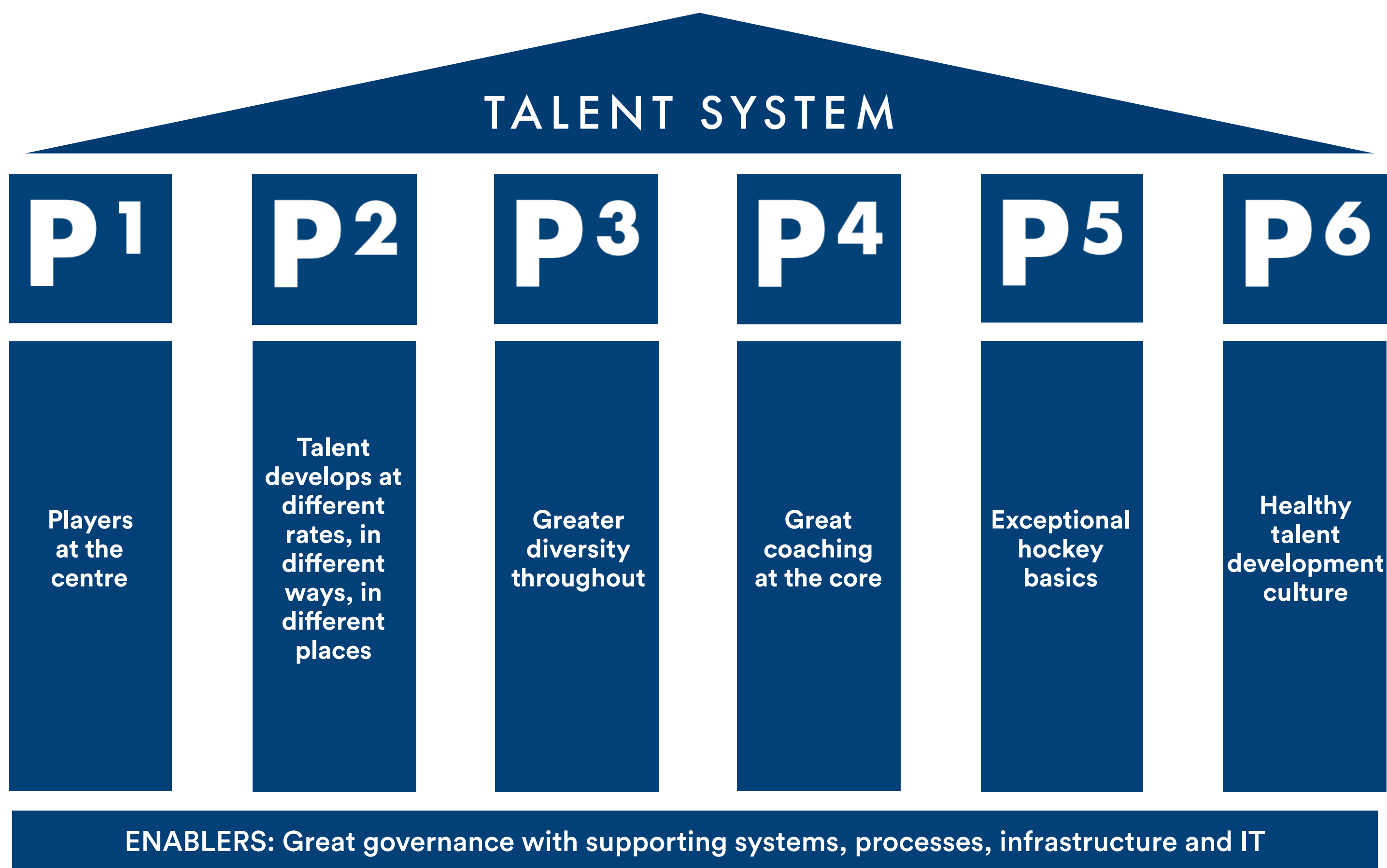
The purpose of the Talent System is to produce greater breadth and depth in the talent pool.

Our aspiration is to create:

- A phenomenal generation of players which the hockey community in England and Great Britain are proud of.
- Exceptional talent development environments which breed competition for places at every level and lead to a vibrant elite game in England, English clubs excelling in European club hockey and role models inspiring through consistent international success.
- A player identification and development system which attracts and excites young people and inspires them to be the best they can be, and which values both current performance and future potential.
- Safe, enjoyable, and inclusive talent development environments with a duty of care for everyone's wellbeing.



OUR PRIORITIES: TALENT SYSTEM PILLARS



- P1** **Players at the centre:** Putting the player at the heart of everything we do. This will require building shared performance and talent ambitions with clubs and schools, simplifying the support system, bringing clarity to the number of stakeholders around a player and enabling players to move more freely into the right environment.
- P2** **Talent develops at different rates, in different ways, in different places:** There is no one size fits all approach. The talent system needs to embrace many routes and opportunities for players to shine, and to be robustly observed and assessed by multiple eyes on multiple occasions.
- P3** **Greater diversity throughout:** Finding and developing more talented players from many ethnic and socio-economic groups. Work is required to remove barriers which inhibit inclusivity and progression.
- P4** **Great coaching at the core:** Supporting and developing coaches to be experts in identifying and developing talent, with the ability to build great relationships with players.
- P5** **Exceptional hockey basics:** Placing greater emphasis on hockey fundamentals and skill development.
- P6** **Healthy talent development culture:** Developing our collective understanding of talent culture; both what it takes to progress and develop and how we all need to behave based on shared values, purpose, goals and expectations. All organisations should demonstrate their belief in and commitment to a culture which considers the person, the player, performance and partnerships.



**TALENT
SCHOOL**

3. TALENT SCHOOLS

Our aspiration is for there to be a network of Talent Schools around the country who share our aspirations and philosophy about talent development in hockey.

Talent School accreditation will recognise those schools which prioritise their hockey programme, offer a comprehensive programme for talented 11–16* year olds and wish to work closely with England Hockey to provide the best possible opportunities for talent players. (* recognising many schools will also cater for 17–18 year olds while others will start from 13 years old.)

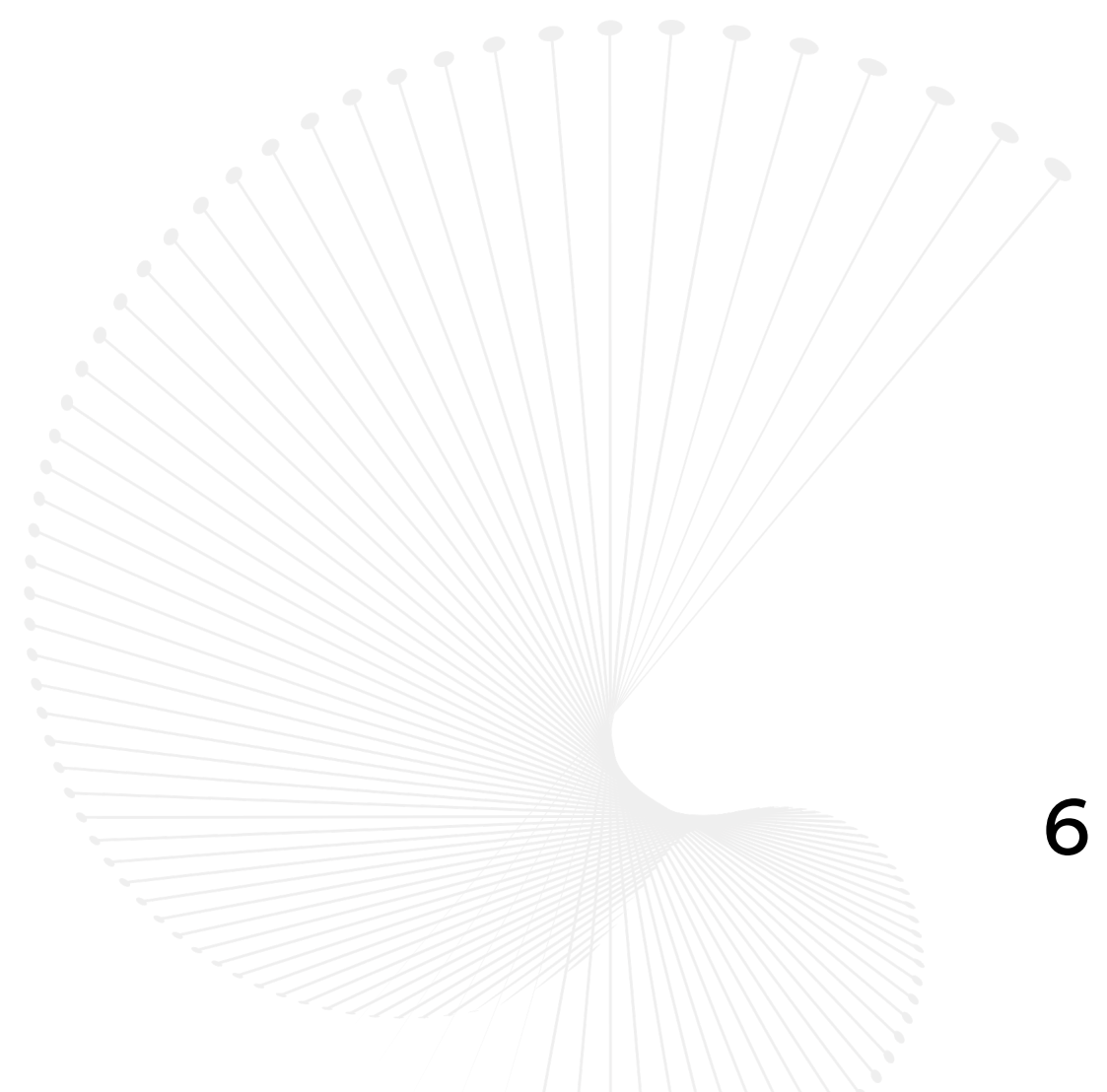
Many schools provide hockey programmes for younger pupils (under 11 years old) which is outside the scope of Talent School accreditation.

Talent Schools will be identifiable by their accredited status and able to use England Hockey's Talent School logo to promote their school. Talent School accreditation will set high standards of delivery and recognise schools that can provide exceptional early talent development environments.

Talent School accreditation is intended to recognise the significant contribution that school hockey plays in developing our most talented players. We would like to work more closely with these schools, building on the excellent hockey provision that already exists.

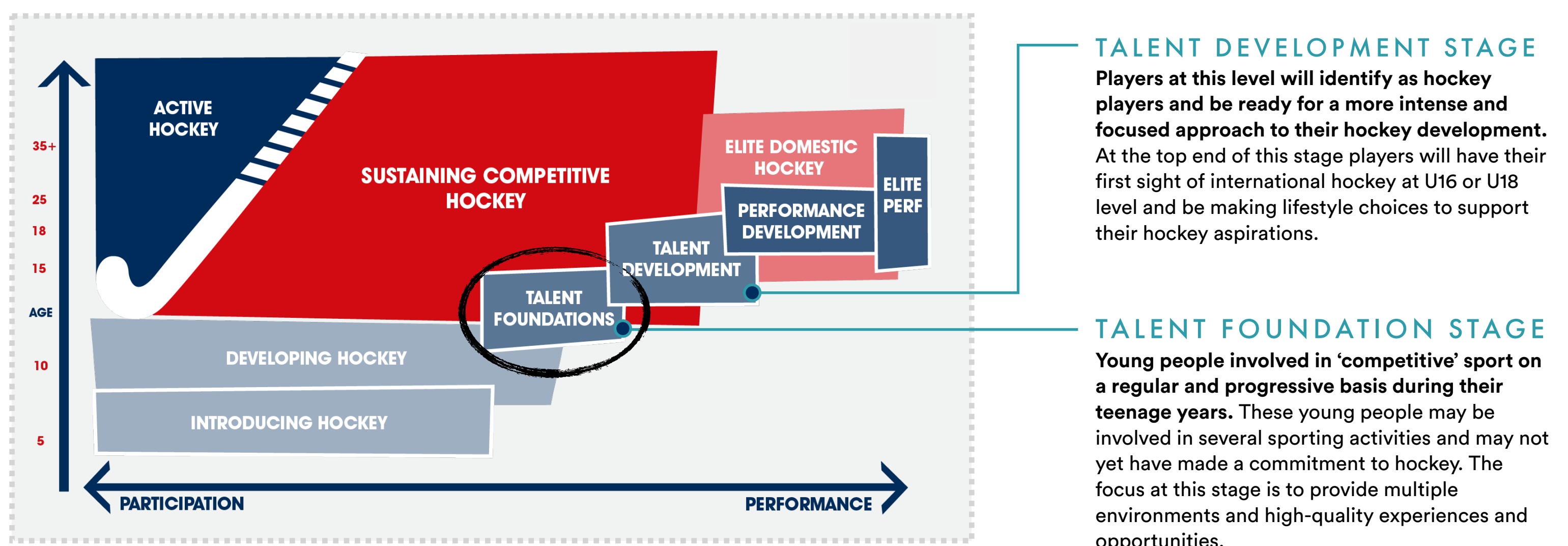
The following section of this document details:

- 1. Positioning of Talent Schools**
- 2. The Talent School Framework**
- 3. How to become a Talent School**
- 4. School membership benefits**
- 5. Talent School accreditation packages**
- 6. Implementation timeline**



3.1 POSITIONING OF TALENT SCHOOLS

The Player Development model identifies nine participant segments and shows how participants develop within and through the sport. It is age and stage related, not age and stage dependent, acknowledging participants develop at different rates and have different needs.



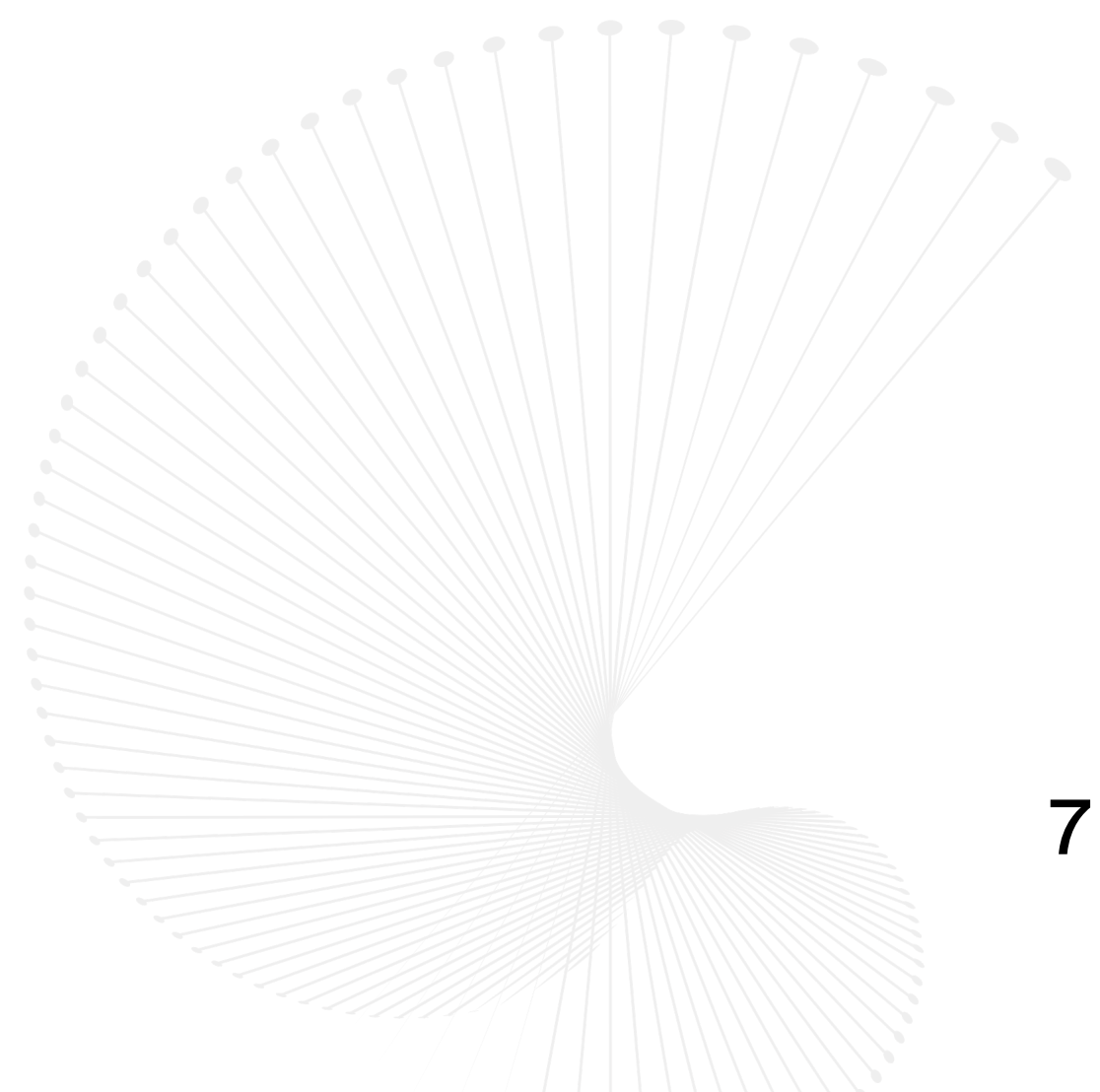
The performance system refers to elite hockey.

This is comprised of both the elite domestic game (the top tiers of the England Hockey League (EHL)) and international teams. It includes the UK Sport funded programmes that exist to prepare and deliver national teams i.e. the Senior Central Programme and the Great Britain Elite Development Programme (GB EDP).

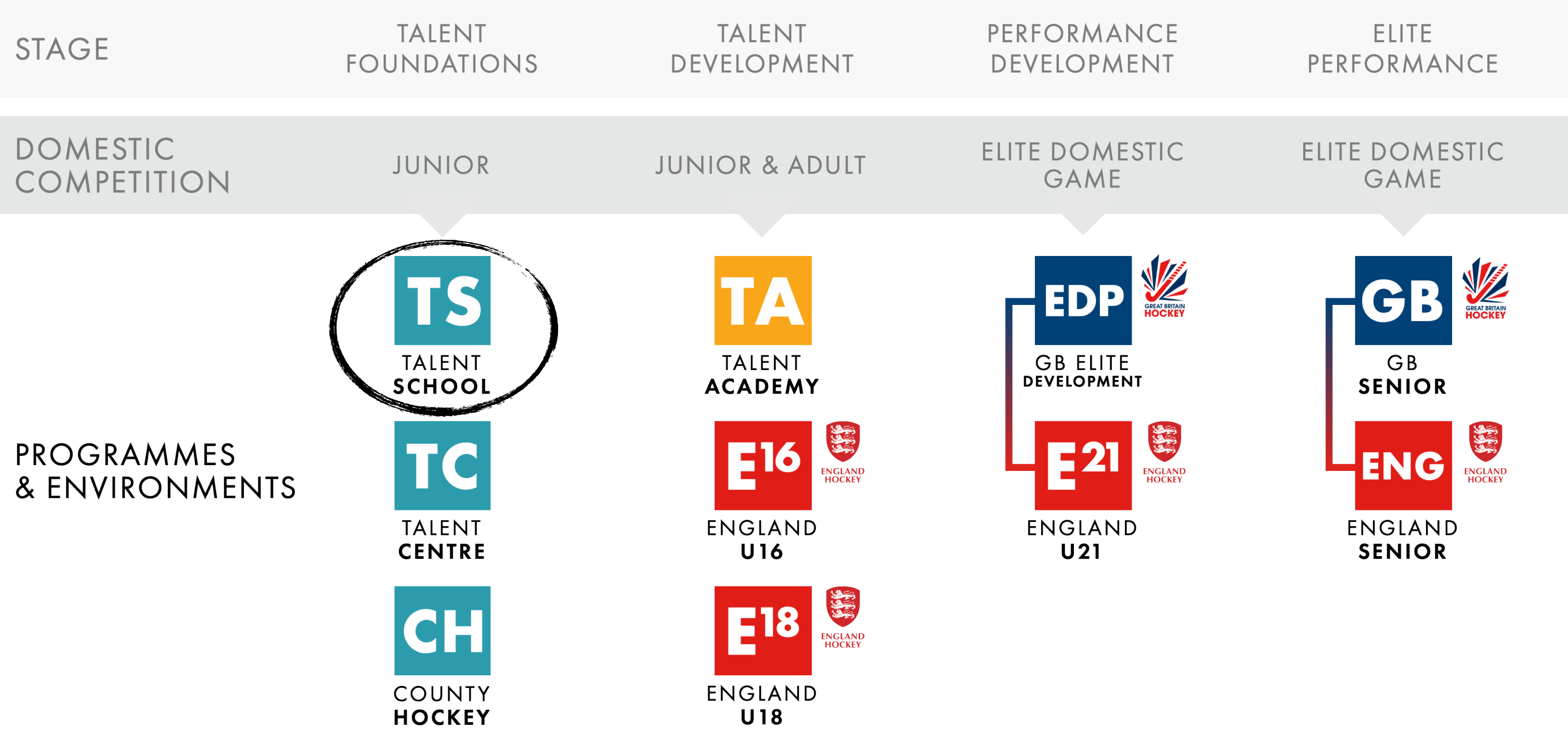
The performance system is underpinned by the talent system, where our highest potential junior players develop.

This 'talent pool' (Talent Foundations and Talent Development stages) is vital for the success of elite senior hockey

The black circle on the Player Development Model above illustrates where Talent Schools are positioned, recognising that the 'talent' provision is likely to be part of a wider school hockey programme.



Performance and Talent System Structure



We want to discover more talent from many different backgrounds and locations by supporting a comprehensive network of local inspirational environments throughout England. Talent will come through many routes if there are lots of opportunities to build good fundamentals and an understanding of hockey through enjoyable experiences.

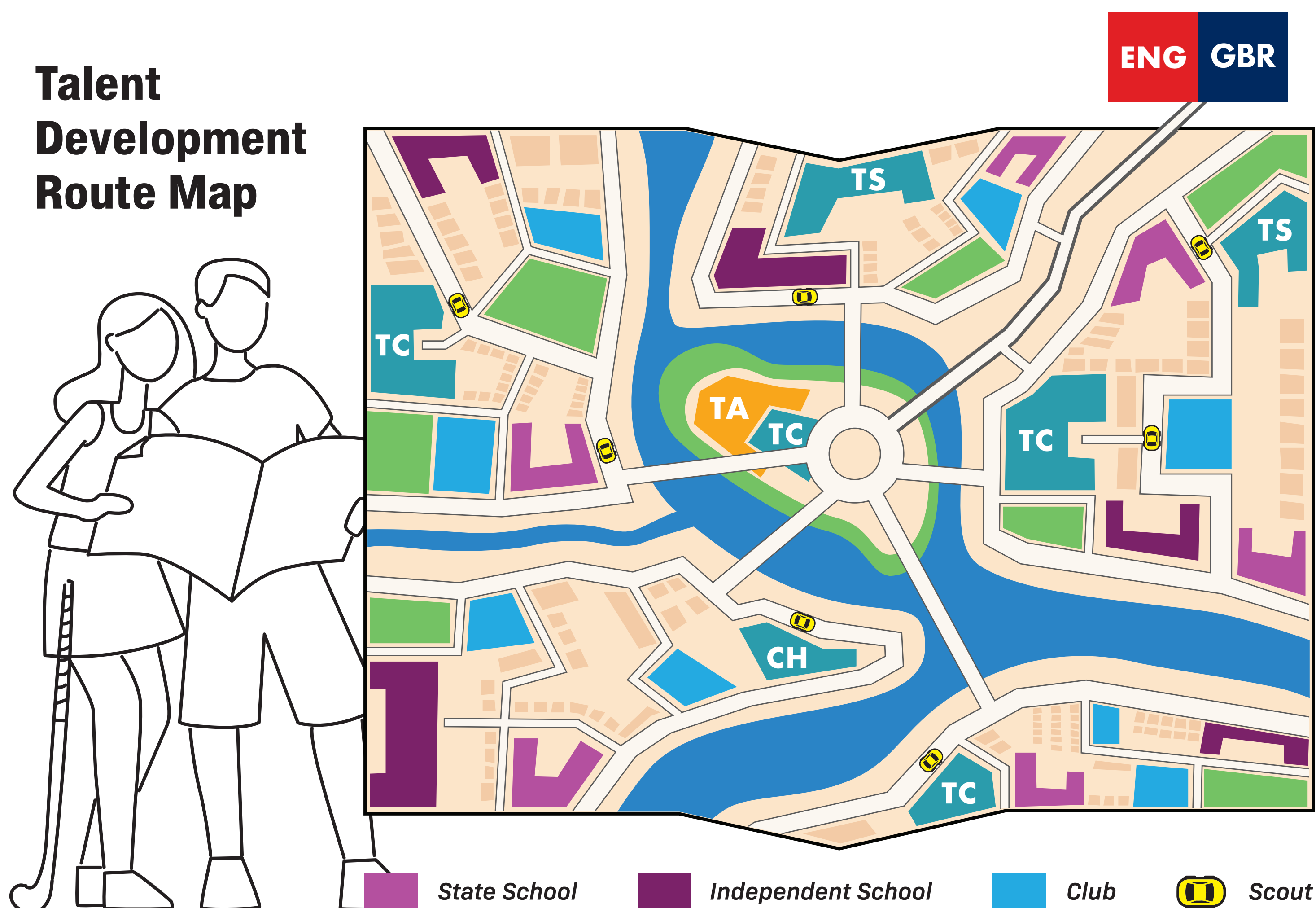
Between the age of 11 and 14 most players who progress to international level require around 200 hours or 120 sessions a year of high-quality coached hockey in different playing positions, alongside regular, informal, and less structured hockey, and other sports. Players need to experience being in both the top and bottom of the ability group and stretched some, but not all the time, so they experience success and challenge.

Talent Schools, Talent Centres embedded in clubs, and County (Sub-Area) Hockey will all provide early talent development opportunities. They will build important foundations to help players progress, but they will not be prerequisites to be selected to a Talent Academy. Many clubs and schools offer excellent training and competitive opportunities for these age groups. To encompass all these development opportunities within the talent system, a player will be able to choose which ones they attend, with each providing equal opportunity to progress. This is why County Hockey, Talent Schools and Talent Centres in clubs are all shown at Talent Foundations level.

For some players at Talent Foundations level, a Talent School will be their main hockey environment. For others, it will be part of their hockey diet, complementing club provision which may be at a Talent Centre and/or County Hockey. Some players attending an accredited Talent School may also be part of a Talent Academy. In line with both our ‘Players at the centre’ and ‘Healthy talent development culture’ pillars, Talent School and Talent Academy coaches will work together to create an aligned programme for the player which considers their all-round development.

We’ve created an illustration of a map showing the territory around each Talent Academy and the many different routes to progress to national programmes. We would like Talent Academies to become centres of excellence in their locality, to attract talented players and high-quality coaches and be a source of expertise and support to their catchment areas. Each catchment area will consist of accredited and non-accredited clubs and schools and County Hockey programmes.

Talent Development Route Map



There is no prescribed route to progress to a Talent Academy or England Age group programmes. Each Talent Academy will have a defined catchment area and run 'festival' events to see nominated players from clubs and schools in its catchment area (including but not limited to Talent Schools and Talent Centre clubs) and will also invite nominations via County Hockey.

3.2 TALENT SCHOOL FRAMEWORK



The Talent School Framework details the criteria for a Talent School. It is designed to be both an evaluation tool for schools seeking Talent School accreditation and a development tool to support a school to develop its provision and practices for talented young hockey players.

It consists of eight categories which split into sub-categories:

- 1. Leadership and governance**
- 2. Talent development environment**
- 3. Coaching**
- 4. Player development and wellbeing**
- 5. Culture**
- 6. Equality, diversity and inclusion**
- 7. Stakeholders**
- 8. Data and insight**

The draft Talent School Framework describes each sub-category and provides an overview of the requirements to achieve Talent School accreditation.

It covers a wide range of topics to help schools assess the infrastructure, people, and practices it has in support of junior hockey players. If a school 'scores' highly we are confident that it will be focusing its attention on the six Talent System Pillars and providing an exceptional hockey talent development environment for all its young people.

Systemically, more environments providing high quality provision with a focus on the six pillars will increase the quality, quantity, and diversity of talented players, increase competition for places at higher levels and ultimately lead to better performances on the senior stage.

It is not the final version; this will be published in the Autumn following feedback and further engagement with schools. All Talent Framework resources can be found on the right hand side of the talent pages on the website [here](#).

3.3 HOW TO BECOME A TALENT SCHOOL



There will be a phased introduction of Talent Schools from April 2022 with the first schools achieving accreditation in Spring 2023.

In the first tranche of schools from April 2022 we are especially keen to work with schools that can champion Talent School accreditation and encapsulate our vision for early talent development in schools, linked closely with clubs; schools who already have an established hockey programme which supports players at Talent Foundations and Talent Development level, and those with the aspiration and capacity to improve the diversity of the hockey talent pool in England.

We will also place a strong emphasis on geographical spread and ensuring gender balance.

This is a new programme which we know will evolve over time as we work through the accreditation with the first cohort of schools. Therefore, in the initial year we would like to work with a cross-section of schools to pilot and test the criteria and process in different settings and circumstances.

We do not have fixed numbers projected as accreditation is based on a school's capability to fulfil the criteria. However, we have capacity to work with approximately 25 schools in the first accreditation window from April 2022 – March 2023 and anticipate capacity for a similar size cohort in year two from April 2023.

TALENT SCHOOL ACCREDITATION PROCESS

STEP 0: EXPRESSIONS OF INTEREST

To ascertain the appetite of schools to become accredited, schools will be asked to complete an Expression of Interest (EOI) in the second half of the Autumn term.

STEP 1: ENGLAND HOCKEY SCHOOL MEMBERSHIP

England Hockey will be launching two School membership packages; Membership and Membership Plus; basic membership is free of charge and offers a range of resources to schools and membership plus which will provide additional resources and benefits for a small fee per year.

Schools interested in becoming a Talent School will need to register for one of these packages. More details will be published shortly on Hockey Hub. These schools will be the ones invited to apply for a place in the first Talent School accreditation window.

STEP 2: TALENT SCHOOL ACCREDITATION

There will be a 12- month window to gain accreditation each year (April - March), with places confirmed in the preceding February.

This will be divided into two phases: a support window from April-July and then an evidence collection and evaluation phase from September-March. Accredited status will then be awarded in time for the start of the following academic year.

To formally enter the process schools will need to register to gain access to the supporting resources and book an evaluation place.

A one-off registration fee of **circa £600*** (to formally begin the Talent School accreditation process discounted by the cost of Membership Plus if the school has already taken out Membership Plus package for the current academic year).

* There will be an opportunity to apply for means tested discounted places.

TALENT SCHOOL ACCREDITATION PROCESS

STEP 2: TALENT SCHOOL ACCREDITATION (CONT.)

The registration fee will cover a 12-month window and the support required (April – March the following year). It will also bring exclusive access to several innovative talent and coach development resources. This will be payable once England Hockey confirm that it has capacity to support the school to attain accredited status in a specific accreditation window.

This registration fee will contribute to the cost of support from the England Hockey Talent and Coaching teams, talent development resources, access for school staff to the four compulsory Talent School training modules, a coaching analysis, an evaluation, and a post evaluation report.

This is additional support to that available as part of the England Hockey school membership packages. More information about the cost of school membership and the benefits package is available on the England Hockey Hub in September 2021.

By the end of phase 2, the school will either meet the Talent School accreditation criteria and become accredited, or it will be deemed not yet ready for accreditation. If a school is deemed 'not yet ready' then they will be offered feedback and the opportunity to prepare to enter the process at the next window. The registration fee is non-refundable, even if a school does not meet the criteria to be awarded Talent School status by the end of the phase 2 (evidence collection and evaluation) accreditation window.

The first accreditation window will be open from April 2022 to March 2023. Schools will be expected to enter the process and pay the registration fee by the end of April 2022 if they wish to achieve accreditation in this first window.

Window 1 Phase 1: April 2022- August 2023

Window 1 Phase 2: September 2022 -March 2023

Accreditation in place for September 2023 and start of 2023-24 academic year.

STEP 3: MAINTAINING TALENT SCHOOL ACCREDITATION

To retain Talent School accreditation, there will be an on-going subscription (circa £600 per annum). This will cover the cost of ongoing support and quality assurance and a range of innovative resources tailored to schools' needs. This is in addition to the school membership subscription and will be payable in September each year.

3.4 TALENT SCHOOL ACCREDITATION PACKAGES



TALENT SCHOOL SUPPORT

Accredited schools will pay an annual subscription (payable in September each year for the upcoming academic year) which maintains their accreditation, provides access to use the England Hockey Talent School brand as a mark of quality assurance, and covers England Hockey administrative costs.

They will have access to the package of talent education resources exclusively available to Talent Centres, Talent Schools and Talent Academies, as well as mandatory online 'good practice in talent development' modules to keep up to date as part of maintaining accreditation.

They will also have access to all the benefits of Membership Plus.

The school will be required to demonstrate that its identified Talent School coaches have completed their coaching needs analysis, that a simple plan is in place, and that the coaches supporting the Talent School are fully engaged in their individual development.

It is expected that the Talent School deliverers will identify and design their development plans, for which England Hockey would then offer some supporting tools and guidance.

TALENT SCHOOL BESPOKE SUPPORT

Whilst the requirement for continued improvement to maintain accreditation will be set, it will be up to each school to choose whether to invest in enhanced levels of support through an England Hockey programme.

The second option is to subscribe to a bespoke support package from England Hockey. This will support coaches in identifying their development needs and then co-creating a bespoke people development plan for the school. England Hockey's coach development and talent teams will support the delivery of this programme and then provide an evaluation of the key developments that have occurred.

This bespoke programme will be agreed between the school's lead and an England Hockey Coach Developer. The fees for this support are to be confirmed.

3.5 SCHOOL MEMBERSHIP BENEFITS



BENEFIT	M'SHIP	M'SHIP PLUS	TALENT SCHOOL
Access to core schools' area on Hockey Hub – providing general delivery support and assistance	✓	✓	✓
Access to enhanced schools' area on the Hockey Hub – providing more tailored delivery support and signposting to further development opportunities		✓	✓
Pre-recorded video content and webinars that can be accessed at any time to support delivery	✓	✓	✓
Access to inspirational pre-recorded messages for your pupils from international hockey players	✓	✓	✓
Ready-made session content to help with lesson / session planning, delivery, and assessment	✓	✓	✓
Termly newsletters for schools to keep you up to date with exclusive offers & tickets to international matches	✓	✓	✓
Help to identify suitable CPD courses for school staff	✓	✓	✓
15-20% discount on the Online Coach Development Offer (paid per workshop) for school staff		✓	✓
Invitation to attend England Age Group training days for learning, development, and networking		✓	✓
Live forums where particular topics can be discussed, networks can be formed, and learning can be shared with other teachers		✓	✓
Access to webinars to help develop umpiring within your school		✓	✓
Use of the Talent School (TS) brand			✓
Access to the dedicated intranet for accredited England Hockey Talent Centre/Talent Academy and Talent School accredited entities.			✓
Access to Talent focussed Community of Practises exclusive to Talent Schools and Talent Centres			✓
Annual event for Talent School head teachers focussed on talent development			✓
Annual event for Talent School heads of hockey (or equivalent) and their talent development coaches.			✓

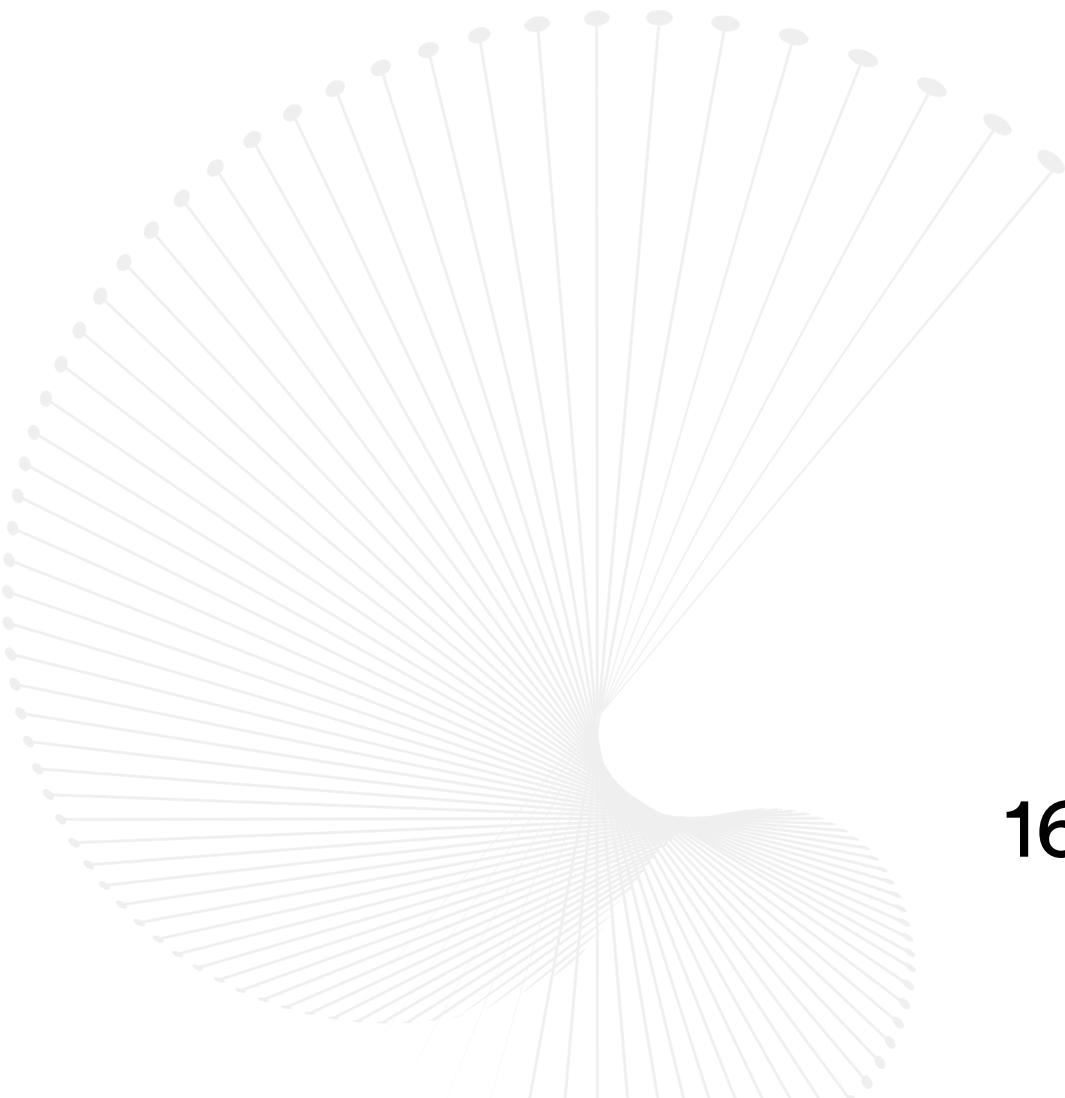
Note 1: The Talent School accreditation benefits package is intended to recognise and support the school hockey environment and its infrastructure rather than provide direct benefit to pupils. The benefit to pupils will be indirect and flow from this.

Note 2: This is an overview of the likely benefits of the membership packages. More details will be available from September 2021 on the Hockey Hub.

3.6 IMPLEMENTATION TIMELINE



	JULY '21	SEP-OCT'21	NOV'21	NOV-DEC'21	JAN'22	APR -AUG'22	SEP'22-MAR'23	APR'23-MAR'24
Talent School update and draft accreditation criteria								
Online forums/school engagement sessions								
Final Talent School Framework published								
Expressions of Interest for cohort 1								
Cohort 1 confirmed (circa 25 schools)								
Talent School accreditation window 1 (phase 1 support)								
Talent School accreditation window 1 (phase 2 evidence and evaluation)								
Talent School accreditation window 2								



3.7 ENGAGEMENT DATES



England Hockey's Talent Team are offering Talent School accreditation engagement sessions. To ensure all those interested are able to access these sessions, we request that a maximum of 2 representatives from each school sign up, and that both representatives sign up to the same session, detailed below.

Tues 14 September, 12- 1pm

[Sign up here](#)

Thurs 16 September, 4-5pm

[Sign up here](#)

Thurs 16 September, 7-8 pm

[Sign up here](#)

Mon 20 September, 12 -1pm

[Sign up here](#)

If you have any feedback on the information included in this document, or have specific questions that have not been answered above, please contact talent@englandhockey.co.uk.



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