



**ENGLAND  
HOCKEY**

# TALENT CENTRE FRAMEWORK



**TALENT  
CENTRE**

**MARCH 2021 V1**

Please note this is not a final version. It is designed to provide a good indication about the requirements of for Talent Centre Accreditation.

Feedback on this draft is welcomed by emailing [talent@englandhockey.co.uk](mailto:talent@englandhockey.co.uk)

An update version will be published by mid-June 2021.

# TALENT CENTRE FRAMEWORK

## 1. LEADERSHIP & GOVERNANCE

### SUB-CATEGORY

### CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

<b>1.1 Vision and Strategy</b>	<p>CML1: Plan for the future of the club (for example development plan, needs analysis, SWOT analysis, action plan, etc).</p> <p>TC: The club has a clear vision and plan for its junior section which includes a clear focus on how the Talent Centre would develop over a rolling three year period.</p>
<b>1.2 Compliance</b>	<p>CML6: The club delivers sessions in a safe environment that complies with legal requirements.</p> <p>CML7: The club is affiliated to England Hockey.</p> <p>CML8: The club has an appropriate level of insurance.</p> <p>TC: There are risk assessments (and evidence of) for all junior sessions. These cover all relevant delivery areas e.g. training, registers, drop-off/collection of players etc.</p>
<b>1.3 Training</b>	<p>CMP13: All people that work regularly with young people have completed appropriate safeguarding training and update this training at recommended intervals.</p>
<b>1.4 Governance Structures</b>	<p>CML2: The club has a transparent constitution with a dissolution clause and clear purpose in line with England Hockey recommendations (constitution etc.).</p>
<b>1.5 Leadership</b>	<p>CML4: The club is governed by a committee who face regular election, following which they meet regularly, with decision making recorded and communicated to members. AGMs, etc)</p> <p>CML9: The club committee is structured based on the requirements, skills and diversity of the club. At least 3 members are unrelated or non-cohabiting and conflicts of interests are recognised and managed by the chair and recorded.</p> <p>TC: The junior section of the club is represented on the main committee and the junior section is a standing item on the main committee agenda. The junior selection has a sub-committee which includes representation from people involved with the talent development aspects of the club.</p>
<b>1.6 Policies &amp; Procedures</b>	<p>CML3: The club has adopted England Hockey Safeguarding Young People Policy and Procedures, Equality Policy and Code of Ethics and Behaviour (Respect).</p> <p>TC: The club can demonstrate evidence of club membership, data protection, privacy, disciplinary procedures in relation to all junior activity. The club has adopted the Planning Safe Hockey recommendations.</p>
<b>1.7 Recruitment</b>	<p>CMP12: The club is following England Hockey's safe recruitment guidance, is registered and using England Hockey's Disclosure and Barring Service (DBS)</p> <p>TC: There is an identified Welfare Officer for the Talent Centre delivery.</p>
<b>1.8 Finance</b>	<p>CML10: The club has a specific bank account with two independent signatories or suitable online banking requirements. Accounts are independently reviewed annually and made available to members.</p> <p>TC: The club has a sustainable financial model to ensure the long-term viability of Talent Centre activity.</p>

## 2. COACHING

### SUB-CATEGORY

### CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

<b>2.1 Coaching Philosophy</b>	TC: The Talent Centre has a clear coaching philosophy and coaching leadership which promotes holistic player development and aligns with England Hockey's Talent System Framework.
<b>2.2 Coaching Provision</b>	TC: The Talent Centre engages a sufficient number of quality coaches aligned to England Hockey's guidelines (guideline - 1:12), and Talent Foundations coaching profile engaged.
<b>2.3 Coaching Development</b>	<p>CMP11: Coaching provision is reviewed against England Hockey guidance on appropriate coaching workforce (eg. coaching needs analysis, coaching provision etc).</p> <p>TC: The club is proactive in investing in and supporting coach development. Talent Centre workforce engage in England Hockey core training and development opportunities.</p>

### 3. TALENT DEVELOPMENT ENVIRONMENT

#### SUB-CATEGORY

#### CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

<b>3.1 Junior Club Pathway</b>	TC: A quality junior pathway exists for both genders which is well understood throughout the club. The pathway has effective and credible recruitment processes, good communication and use of England Hockey player profiles. England Hockey and the club align in supporting one another and promoting respective pathways and opportunities.
<b>3.2 Critical Mass of Players</b>	TC: There is evidence of a critical mass of players at Talent Foundations level in each gender to provide high-quality peer group provision for 12-15 yr. olds. The club is able to cater for minimum of 100 players in a talent environment (circa a minimum of 25 per gender at U14 & U16).
<b>3.3 Annual Programme</b>	TC: There is an annual programme for the Talent Centre which operates extensively throughout the year. Delivery aligns with England Hockey's talent principles and the Talent System Framework.
<b>3.4 Training Provision</b>	CMP11: Coaching provision is reviewed against England Hockey guidance on appropriate coaching workforce (eg. coaching needs analysis, coaching provision etc). TC: The club is proactive in investing in and supporting coach development. Talent Centre workforce engage in England Hockey core training and development opportunities.
<b>3.5 Competition Provision</b>	TC: There is competition provision for Talent Foundations level players aligned to England Hockey guidelines in the following areas. A) Talent Foundations stage 12-13 yr. olds / Talent Foundations 14-15 yr. olds B) Talent Academy/National Age Group programme players C) Stretch through exposure to adult hockey. TC: Enter teams in Tier 1 England U14 and U16 competitions in both genders (aligned with the Junior Competition Framework)
<b>3.6 Equipment</b>	TC: Equipment is available to meet the needs of the Talent Centre and to ensure equipment isn't a barrier to entry to the Talent Centre.
<b>3.7 Player Education</b>	TC: There is an age appropriate (12-15 years) education programme to introduce players about becoming a performance athlete and adopting good performance habits. Additional education and support exists to prepare players' transition to Talent Academy level.
<b>3.8 Facilities</b>	TC: The club has access to hockey facilities to deliver the Talent Centre together with a plan to ensure this is sustainable over a minimum of a three-year period. Other facilities such as changing rooms and access to indoor space are suitable for junior players.

## 4. PLAYER DEVELOPMENT & WELLBEING

### SUB-CATEGORY

### CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

<b>4.1 Player Health (physical and mental wellbeing)</b>	<p>TC: Player health and wellbeing is embodied all activity. Training and awareness on a multitude of factors which contribute to physical and mental wellbeing will be a mandatory part of the Talent Centre people development programme.</p> <p>TC: This is covered across a number of elements (2.1,4.2, 4.3, 4.4, 5.1,5.2, 7.1)</p> <p>TC: The Welfare officer or other designated person should be visible and approachable to Talent Centre players to ensure they feel comfortable to seek support or raising concerns.</p>
<b>4.2 Right Athlete, Right Enviroment</b>	<p>TC: The club puts the player first and provides opportunities for stretch &amp; consolidation. The club reviews and proactively supports external opportunities for the player where appropriate.</p>
<b>4.3 Player Experience</b>	<p>TC: The club is committed to providing high-quality, fun and enjoyable player experiences aligned to the Player Development Model. It supports a whole person approach to player development and considers player physical, mental and social development. There is regular two way 1-1 feedback between players and coaches (not always written) with appropriate engagement with parents.</p>
<b>4.4 Player Profiling</b>	<p>TC: The Talent Centre coaches will have a full understanding of the England Hockey Player Profile and the profiling process to enable them to (a) emphasise development of the player profile qualities within the Talent Centre programme (b) identify players with the potential to progress to a Talent Academy (c) develop simple goals and development points for players aligned to the player profile.</p>

## 5. CULTURE

### SUB-CATEGORY

### CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

<b>5.1 Healthy Talent Development Culture</b>	<p>TC: The club has adopted the England Hockey healthy talent development culture principles, and adoption is communicated on noticeboards, websites etc. Culture and player wellbeing are standing items on Talent Centre committee meeting agendas.</p> <p>TC: The club is committed to the ongoing development of a healthy talent culture. It is committed to engaging in annual awareness and training sessions on topics such as equality, diversity and inclusion, psychological safety, unconscious bias etc. aligned to an England Hockey programme.</p>
<b>5.2 Adult/Junior Integration</b>	<p>TC: The club has adopted the England Hockey healthy talent culture principles throughout the club (or in all aspects where junior players could be involved ) and proactively ensures that juniors are prepared for and integrated into senior environments which display appropriate behaviours.</p>
<b>5.3 Inductions</b>	<p>CMP14: Induction for new workforce (coaches/volunteers) around policies and procedures. Key roles are communicated and understood. (eg. e-newsletters, communications, minutes, signed agreements, etc).</p> <p>TC: Induction sessions are held for all new Talent Centre squad players, parents and workforce at least once a year to aid understanding of all relevant Talent Centre delivery.</p>



## 6. EQUALITY, DIVERSITY & INCLUSION

### SUB-CATEGORY

### CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

<b>6.1 Local Community</b>	CMLo17: The club actively encourages new members (for example news boards, e-newsletters, promotions, activities, etc).
<b>6.2 Outreach Work</b>	TC: The club will have a comprehensive and realistic plan about how it will contribute to creating a more diverse talent pool. There is evidence about how the club engages (or plans to engage) with all demographics of the local community to offer access to hockey.
<b>6.3 Inclusion</b>	<p>CML5: The club has an inclusive, accessible, clear and varied membership proposition and evidence of who the clubs members and volunteers are (for example membership form, website link). The club provides a variety of playing opportunities (for example website links, adverts, communications, etc).</p> <p>TC: The club has a full junior programme catering for 11-18yr olds (ideally below 11 too) with clear and supported exit routes for those that progress from Talent Centre to Talent Academy level and for those who don't, to retain them in the sport. The Talent Centre is aligned with either the adult section of the club or other environments which provide stretch to talented players.</p>
<b>6.4 Lower Socio-economic Support</b>	TC: The club has mechanism to support players to access talent level activity from lower socio-economic backgrounds/ those in financial need.
<b>6.5 Diverse Workforce</b>	TC: The club is proactively seeking diversity in its workforce with specific focus towards providing opportunities to broaden diversity in its talent and performance sections.

## 7. STAKEHOLDERS

SUB-CATEGORY

CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

7.1 Partnership Working	TC: The club had a programme in place to engage with schools and clubs in the locality. It supports players to transition to a Talent Academy when appropriate and works with Talent Academy coaches to align a player's programme when they split their time across clubs.
7.2 Parental Engagement	TC: There is evidence of education & communication with parents about talent development and 'performance' parenting. The club provides opportunities for parents to feedback in a systemic way.
7.3 England Hockey Engagement	TC: The club maintains contact with England Hockey Talent, Coaching and Development teams as appropriate.
7.4 Communication	CMS16: The club has an appropriate form of communication to its members – this should include evidence of communication of policy. (eg. news boards, e-newsletters, email communications etc).

CM+ CM refers to a Clubmark criteria followed by the statement it refers to e.g. CML1 refers to statement one in the leadership section  
 TC TC Additional Talent Centre requirement



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# 8. DATA & INSIGHT

SUB-CATEGORY

CLUB MARK (CM) / TALENT CENTRE ACCREDITATION (TC)

8.1 Talent Development Metrics	TC: To be developed. A set of metrics will be developed to track the longitudinal progress of the Talent System.
8.2 CRM Data	TC: All players engaged in Talent Centre activity will be required to register on an England Hockey CRM system.
8.3 Success Indicators	TC: Ongoing accreditation will be dependent on clubs continuing to meet the standard for Talent Centre accreditation. A set of Key Performance Indicators (KPIs) aligned to the Accreditation criteria and the six Talent System pillar will be developed.

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