ENGLAND HOCKEY

TALENT DEVELOPMENT

A NEW WAY FORWARD

TALENT ACADEMY

APPLICATION PROCESS AND TIMELINE

NOVEMBER 2021

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1. PURPOSE OF THIS DOCUMENT

We are delighted to share more information about the process and timeline to award Talent Academy licences to deliver an England Hockey recognised Talent Academy from September 2022.

It builds on, and supplements previous publications about the strategy and supporting resources which can be found here.

It is specific to the Talent Academy appointment process and is intended for clubs (or universities affiliated to England Hockey) interested in hosting a Talent Academy from September 2022.

Closing dates for applications:

5pm on 3rd January for single club applications

5pm on 31st January for university and joint applications

All completed applications should be emailed to talentacademy@englandhockey.co.uk

2. TALENT ACADEMY OVERVIEW

Talent Academies are intended to develop the highest potential players, per gender, aged 15-18 years. There will be multiple opportunities most weeks for high-quality coaching and training through a combination of dedicated sessions and integration with other activity delivered by the host. Each Talent Academy will have a squad of players selected through a robust process based on the England Hockey player profile.

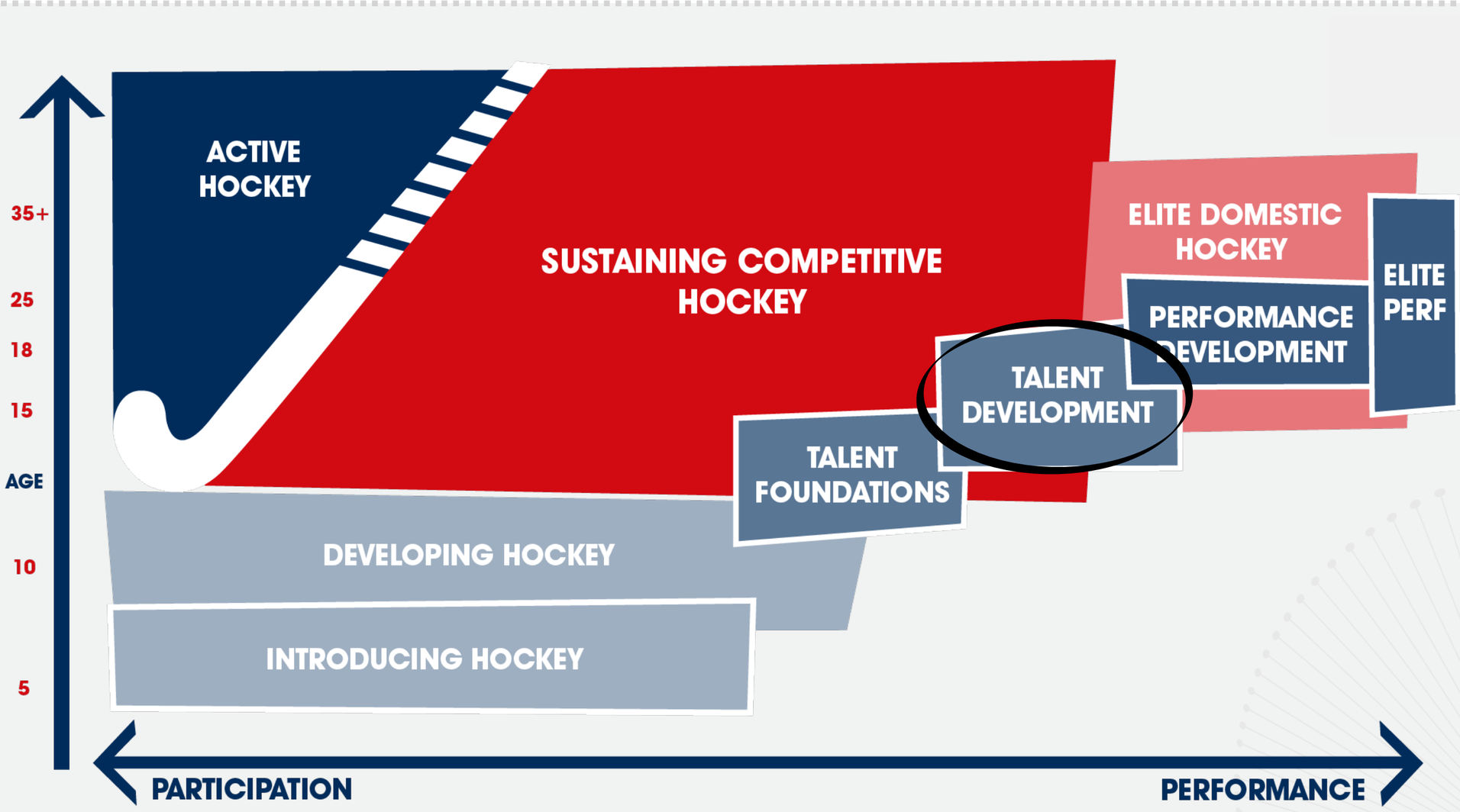
We estimate that our current talent pool means that around 500 players per gender are ready for the intensity and commitment of a Talent Academy.

We envisage that eventually there will be about 24 Talent Academies to strike a balance between accessibility and ensuring a critical mass of high-quality players in each academy. The design of Talent Academies is based on offering the best possible talent development environment - ensuring best with best in training, best v best in competition, and stretching the highest potential young players. Over time, if we develop the depth and breadth of the talent pool, then it may be appropriate to have more Talent Academies.

We do not expect to reach 24 in the first year and we anticipate awarding 10-16 licences initially. If required, we will ensure there is suitable alternative provision in places without a Talent Academy within reasonable travelling distance.

2.1 POSITIONING OF TALENT ACADEMIES

The black circle on the Player Development Model illustrates which level of player Talent Academies are focused on.



2.1 POSITIONING OF TALENT ACADEMIES

Talent development is a non-linear and long-term process. Players have traditionally progressed along a linear pathway structure via county, regional, national teams. This involves brief and intermittent opportunities for players to be identified and develop but is constrained by time and is primarily a filtering system, especially at the early stages.

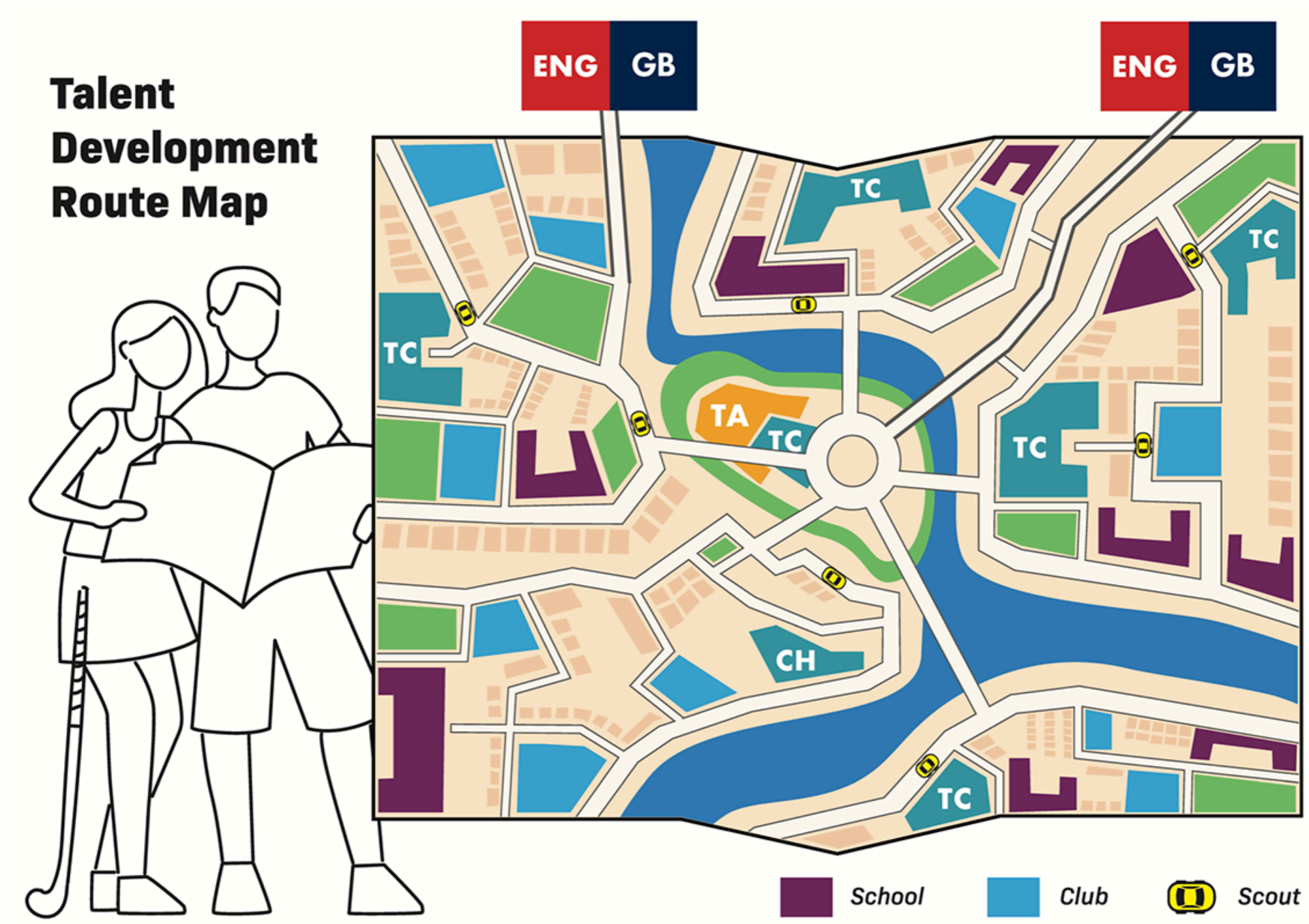
We want the focus of the new talent system to be on talent development, creating more places which provide high quality environments for players to thrive, develop and enjoy playing hockey and offering multiple ways to progress. Clubs, schools, and County Hockey all have a part to play in this as part of a more flexible system with different environments to meet the needs of different players.

There will be multiple ways to progress to the next level. Players can progress to Talent Academies via any school, club or County Hockey or a combination of these. This is a change from the current single route through County Development and Academy Centres.

Similarly, Talent Academies will not be the only route to progress to England and Great Britain national programmes and teams.

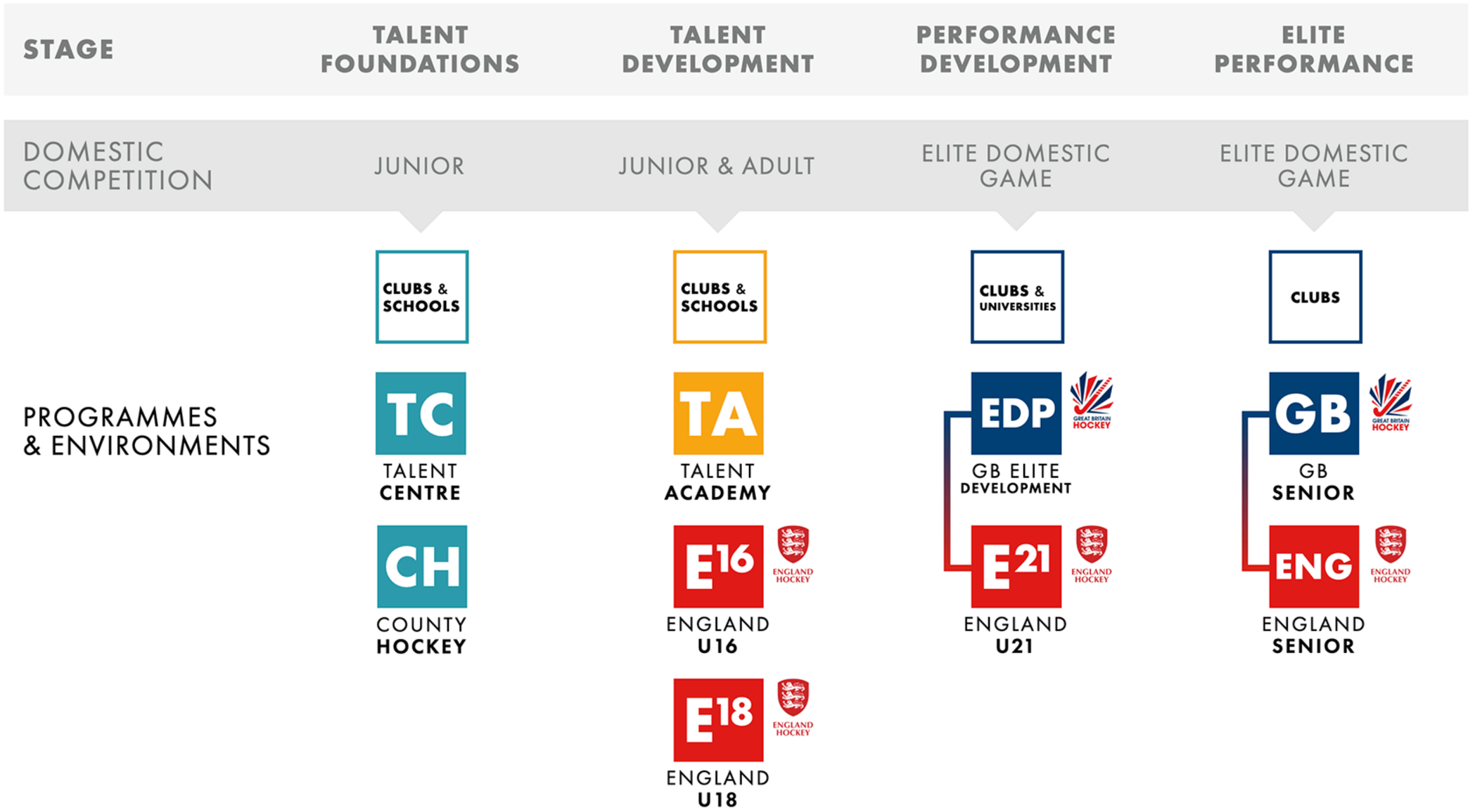
We have created an illustration of a map showing the territory around each Talent Academy and the many different routes to progress to national programmes. We would like Talent Academies to become centres of excellence in their locality, to attract talented players and high-quality coaches and be a source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

We will define the catchment areas as we progress through the appointment process.



2.1 POSITIONING OF TALENT ACADEMIES

The Talent System structure diagram below shows the programmes and environments at each stage.



3. TALENT ACADEMY FRAMEWORK

The Talent Academy Framework provides a comprehensive specification for a Talent Academy. Consistent with the Talent Centre Framework, it consists of eight categories:

A draft version was published in March 2021 to give potential hosts a clear indication about what will be required. This has now been updated and the final version for 2022-3 can be found here.

It consists of eight elements split into sub-elements:

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**

It defines a Minimum Viable Criteria (MVC) and an aspirational criterion for each sub-element.

In developing the MVC, we have asked ‘what is the minimum level of provision needed to make a true change in the opportunities for the most talented 15-18 year olds’. The MVC is the level which will be used to assess Talent Academy applications for Year 1.

4. TALENT ACADEMY APPLICATION PROCESS

In awarding Talent Academy Licences, all applications submitted will be reviewed against the Talent Academy Framework. The additional factor not detailed in the Framework is geographical distribution. This will be a critical factor, with the aim of ensuring optimal population coverage and accessibility.

England Hockey commits to evaluate each proposal through an objective, and equitable assessment against the criteria. Each applicant should at the request of England Hockey be prepared to discuss any aspect of its proposal.

We recognise that matching the need in a geographic area with the ambition and capability of entities to host a Talent Academy will require a careful and sensitive approach. In some parts of the country there may be more credible applications than licences available. In other places, whilst the ambition and need may exist, potential hosts may need support to meet the MVC.

In Year 1 we will consider the following types of Talent Academy host:

- Single clubs affiliated to England Hockey
- Universities with hockey teams affiliated to England Hockey
- Joint applications from a maximum of two different clubs

We will not consider applications from schools although we welcome applications from clubs which have a partnership agreement or similar arrangements with schools (for facilities or the sharing of other resources).

Not all the sub-categories in the Talent Academy Framework will be used to assess applications. Some criteria will only be applicable once the Talent Academy is in place, and some refer to processes which are still to be developed by England Hockey.

Appendix 1 details the information required in the application.

ClubMark is a requirement for all Talent Academy hosts* and will need to be in place before a Talent Academy licence is confirmed.

ClubMark is awarded for a three-year period after which clubs must re-accredit. However, it will be important to ensure it is kept up to date and renewed promptly. If the club's ClubMark status lapses this will automatically lapse its Talent Academy licence, until ClubMark is successfully renewed.

* There may be some hosts who could deliver a Talent Academy with governance standards equivalent to ClubMark but who are not able to achieve some of the criteria due to the nature of the entity e.g., a university. These will be dealt with on a case-by-case basis. In these cases, supporting evidence for all criteria except those which England Hockey agrees are not required will need to be uploaded to England Hockey's accreditation management system (the Club Portal) in the normal way.

Prospective hosts will not be required to duplicate evidence they have already provided as part of ClubMark or Talent Centre accreditation. The sub-categories this applies to are highlighted in the table in Appendix 1.

Not all the Talent Academy MVC will be required in the application. Some criteria will only become applicable once the Talent Academy licence is granted, some can only be evidenced through delivery and some refer to processes which are still to be developed by England Hockey.

5. TALENT ACADEMY ASSESSMENT PROCESS

5.1 PRE-REQUISITES

Prior to evaluating proposals, England Hockey will carry out an initial review of each proposal to confirm its completeness and compliance with the pre-requisites.

The pre-requisites are a sub-set of the MVC criteria that we believe are fundamental to hosting an effective Talent Academy. Without these in place, we do not consider the applicant is ready to deliver a Talent Academy, and their application will not be taken further in Year 1.

- Evidence that the host can have ClubMark in place by 31st March 2022.

- An identified (named) person who has the time, expertise, and influence to lead the development of a Talent Academy (note this does not need to be the Head Coach or the person who will eventually lead the delivery).

- An identified (named) person who will be the Welfare Officer for the prospective Talent Academy.

- Details of a viable financial model for the Talent Academy aligned to the financial principles set out in the supporting financial guidance.

- Evidence of the junior pathway which sits around the Talent Academy for both genders including the stretch points and the provision of appropriate level adult hockey (National League/Area Premier).

- Evidence that there are facilities available to the Talent Academy which meet the MVC, and that these can be made available to the Talent Academy while maintaining the current host's delivery aligned to its development plan.

After the closing date for applications, applicants will be given seven days to rectify missing information if they are informed that they haven't met the pre-requisites.

5. TALENT ACADEMY ASSESSMENT PROCESS

5.2 LONGLIST ASSESSMENT

The longlist will consist of all single club applicants that meet the pre-requisites.

The England Hockey Talent Team will review all applications on the Longlist against the criteria. At this stage clubs may be asked for more information.

Clubs will be shortlisted from the longlist. Before a club is excluded from the shortlist, it will be given the opportunity to attend a 1-1 meeting between the club and England Hockey (the default is that this will be online, but it may be in situ) to review the application. It will be given seven days to respond to the identified shortcomings in their application before a decision is taken.

Feedback will be provided to any club not taken forward to the shortlist for Year 1.

5.3 SHORTLIST ASSESSMENT

This will include a panel assessment. The Terms of Reference for the panel will be published by mid-December 2021. They will set out the role of the panel and the skill sets of panel members. Panel members will comprise a mix of England Hockey staff and independent members.

Each shortlisted club will be supported through this part of the assessment process by a member of the England Hockey Talent Team.

5.4 SELECTION REVIEW

Shortlisted clubs who are not subsequently awarded a Talent Academy licence will be entitled to have the decision reviewed. The appeals process will be published in early 2022.

6. TIMELINE

STEP	WHEN	WHAT IS REQUIRED?
Single club applications	By 5pm on 3rd January 2022	Completed application form sent to talentacademy@englandhockey.co.uk
Confirm single club longlist	4th January to 14th January	Pre-requisite checking. Applicants whose application don't meet the pre-requisites will be notified by 7th January and given seven days to rectify their application. Only additional information relating to the pre-requisites will be accepted at this stage
Confirm single club shortlist	4th January to 31st January	Application review. Clubs may be asked for more information or invited to a meeting (online or in-situ). Clubs will be given seven days to respond to any shortcomings in their application
University applications	By 31st January 2022	Completed application form sent to talentacademy@englandhockey.co.uk
Joint applications (max two different clubs in Year 1)	By 31st January 2022	Completed application form sent to talentacademy@englandhockey.co.uk
Assess joint and university applications	1st Feb – 21st February	Application review. Applicants s may be asked for more information or invited to a meeting (online or in-situ). Applicants will be given seven days to respond to any shortcomings in their application
Single club shortlist confirmed	By 14th February	
Full shortlist confirmed	By 28th February	
Final assessment	1st March to - 31st March	Panel assessment
Provisional list of Talent Academies	TBC 5th April	
Review window	TBC to end of April	
2022 Talent Academies as confirmed with catchment areas	TBC 6th May	
Confirm locations of any England Hockey led activity to fill gaps in provision	TBC by end of May	
Talent Academy player nominations	May 2022	England Hockey open nominations for players not part of the 2021-2 Performance Centre programme
Talent Academy inductions	June 2022	
Performance Centre Challenge Cup	25th July – 28th July (U15) 29th July – 1st Aug (U17)	Primary selection route for players for the 2022 Talent Academies
Talent Academy assessment	2nd Aug – 7th Aug	Local Talent Academy assessment activity)

7. SUPPORTING INFORMATION

7.1 FINANCIAL MODEL

As we have previously communicated, in implementing Talent Academies, England Hockey wants to ensure that they are financially viable for clubs and players, and sustainable in the medium and long term. We are committed to supporting this in a realistic and achievable way.

We would like to make an investment into each Talent Academy. Our ability to do this will be primarily dependent on the level of funding that can be secured from Sport England for 2022-25. We now know that this will not be confirmed until the first quarter of 2022.

Financial support from England Hockey needs to continue to be seen as additional funding to enable the Talent Academy to provide a greater level of service, not as an income stream to cover its core costs to deliver the Minimum Viable Criteria. Therefore, the financial model proposed in the application shouldn't include this.

In June 2021 we published a budgeting guidance document and a financial template to help potential hosts build a financial model. This is available here.

It includes a set of principles to help ensure that financial decisions related to the Talent Academy create a financially sustainable model which considers both the added value and the financial impact to its multiple stakeholders (Talent Academy squad players, other host club players, workforce, volunteers etc.)

These will be the principles used to evaluate applicants' financial model:

- **Clubs will host a Talent Academy because it aligns with the club's purpose and aspirations, not to deliver 'for' England Hockey.**
- **Talent Academies will be 'Not-for-Profit' programmes and any surplus will be re-invested in the Talent Academy or returned to players.**
- **Talent Academy delivery models will create win:win outcomes for both the Talent Academy and the host.**
- **Player contributions will fall within a range set by England Hockey and be in consideration of the cost of running the Talent Academy.**
- **Player contributions will be differentiated and aligned with different levels of Talent Academy membership as identified in the Talent Academy Framework.**
- **Talent Academies will provide discounted places to reduce socio-economic barriers.**

At this stage in the process, we will not be prescribing a range for player contributions as this range will need to be in relation to costs. However, the player fees in the financial template should be at the upper end of the fees we expect players to be charged for the MVC delivery.

7. SUPPORTING INFORMATION

7.2 ADDITIONAL INFORMATION FOR UNIVERSITY APPLICATIONS

We recognise that the governance structures of universities mean it is not possible for them all to achieve England Hockey ClubMark status. As stated in section four above, England Hockey will work with prospective university hosts to agree which criteria are not required and/or can be evidenced in different ways. Supporting evidence for all other ClubMark criteria will need to be uploaded to England Hockey's accreditation management system (the Club Portal) in the normal way.

Most of the application guidance in this document for single clubs is equally relevant to university applications too. We are keen to engage with universities with strong performance hockey programmes that are interested in hosting a Talent Academy and encourage them to contact the England Hockey Talent Team via the talent email address to discuss their proposal talent@englandhockey.co.uk.

7.3 ADDITIONAL INFORMATION FOR JOINT APPLICATIONS

In the first instance we are interested to learn which clubs have the aspiration and capacity to deliver a Talent Academy as a single club.

As we've previously communicated, we are very open to hear from clubs in a locality that feel they might need to deliver in partnership with each other. It will require carefully considered governance structures, and this is a primary reason for limiting joint applications to two different clubs in Year 1.

We also recognise that significant considerable work will be required by any clubs considering this model and we urge clubs to contact us via the talent email address talent@englandhockey.co.uk to discuss their initial proposal.

The principles below are intended as initial guidance for clubs considering a joint application.

- A dual club application must meet the pre-requisites set out in section 5.1 above for single club applications.
- Both clubs must be able to demonstrate they can achieve England Hockey's ClubMark status by March 2022.
- The junior pathway which sits around a Talent Academy is critical. Therefore, both clubs must be able to evidence their delivery of a Talent Foundations Programme that would meet the criteria laid out for Talent Centres, regardless of whether they are a Talent Centre or not. (This does not mean both clubs must be in the first cohort of clubs working towards Talent Centre accreditation).
- A dual club Talent Academy will require its own Management Committee/Board with equal representation from each club and an independent Chair.
- A dual club Talent Academy will require its own constitution/governing document which sets out the purpose of the Talent Academy and the respective roles and responsibilities of each club.

7. SUPPORTING INFORMATION

7.4 PLAYER SELECTION IN 2022-3 (YEAR 1)

Talent Academy players will be selected slightly differently in Year 1 because Talent Academies will not exist long before the start of the 2022-3 cycle.

There will be two ways to be selected:

- Via a 2021-2 Performance Centre: Each Talent Academy and the England Hockey Talent Team will work closely together to select the players based on profiles developed during the 2021-2 Performance Centre cycle and the Performance Centre Challenge Cup
- Through the open nomination process, clubs, schools, and counties may nominate players who are not part of the 2021-2 Performance Programme. The nomination process will open at the end of May 2022

Talent Academy player nominations	May 2022	England Hockey open nominations for players not part of the 2021-2 Performance Centre programme
Performance Centre Challenge Cup (1)	25th July – 28th July (U15) 29th July – 1st Aug (U17)	Primary selection route for players for the 2022 Talent Academies
Talent Academy assessment (2)	2nd Aug – 7th Aug	Local Talent Academy assessment activity
Final Talent Academy assessment	Early September 2022	Final assessment for players identified through (1) or (2) above

7.5 TALENT SYSTEM FRAMEWORK

The Talent System Framework (TSF) is an evolution of the Talent Development Framework, providing greater clarity of the ideal experiences and environments that will support a player's journey through the Talent System. The Talent System Framework and supporting video can be found on England Hockey's 'Hockey Hub', here.

It provides information, examples, and tools to explain many of the terms referred to in the Talent Academy Framework.

The TSF does not prescribe one method by which to develop players; it seeks to provide the opportunity for consistency and alignment in what needs to be developed and why.

8. APPLICATION FORM

A copy of the application form can be downloaded here.

9. HOW TO FIND OUT MORE

A video about the application process will be added to the website soon, and will also be available here.

Clubs interested in applying to host a Talent Academy can book a 1-1 appointment to answer queries not covered in this document or the supporting video. These will be limited to 20 mins per club and focus on the application form only.

Appointments will be available at various times from Monday 6th December to Friday 18th December. Please email talent@englandhockey.co.uk to request the booking link.

These are for single club applications only. Universities or clubs considering a joint application with another club should contact the Talent Team directly at talent@englandhockey.co.uk.

APPENDIX 1

Talent Academy MVC and application requirements

LEADERSHIP AND GOVERNANCE

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	CLUB MARK	TALENT ACADEMY MVT	APPLICATION REQUIREMENTS	PRE-REQUISITE
1.1 Vision & Strategy	TA: The host will have a clear vision and strategy for the development of the Talent Academy and its supporting infrastructure aligned to the Talent Academy Framework/England Hockey guidelines.		✓	A short overview of the vision, strategy and supporting infrastructure for the Talent Academy, and how it will be integrated into the wider entity and engage with stakeholders.	
1.2 Compliance	CML6: The club delivers sessions in a safe environment that complies with legal requirements.	✓		Covered in Clubmark	✓
	CML7: The club is affiliated to England Hockey.	✓		Covered in Clubmark	✓
	CML8: The club has an appropriate level of insurance.	✓		Covered in Clubmark	✓
1.3 Training	CMP13: All people that work regularly with young people have completed appropriate safeguarding training and update this training at recommended intervals.	✓		Covered in Clubmark	✓
	TA: A safeguarding matrix is maintained, setting out what level of training is required for each role which involves working with young people, and when the postholder last completed the requisite training.		✓	Demonstrate there will be a process in place to keep abreast of safeguarding training for all personnel involved in the Talent Academy. No additional information required if this has already been covered through the Talent Centre accreditation process	
1.4 Governance Structures	CML2: The club has a transparent constitution with a dissolution clause and clear purpose in line with England Hockey recommendations (constitution etc).	✓		Covered in Clubmark	✓
	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.	✓		Covered in Clubmark	✓
	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.	✓		Covered in Clubmark	✓
1.5 Leadership	TA: The host will have a Talent Academy management committee responsible for all aspects of the Talent Academy with (a) representation on the hosts main management committee or board (b) consists of both men and women and at least one independent member (not a member of the club or with any other conflicts of interest with the Talent Academy e.g. parent/coach etc.) TA: Agreed decision making process is established to allow the Talent Academy to make decisions quickly and easily. Evidence of open selection of personnel involved in Talent Academy programme leadership based on competence including, against a skills matrix (TBD), including those with a high-level knowledge of talent development. TA: The leaders of both the host and the Talent Academy are very clear about the purpose of the Talent Academy, how it supports the players and its responsibilities to them, its integration in the wider club/ entity and the surrounding community. They make sure this is communicated to all relevant personnel and are responsible for creating the culture that ensures players can be the best that they can be aligned to the 'Healthy Talent Development Culture' Principles.		✓	Details the proposed leadership structure to meet the criteria set out. This must include a named person who is going to take responsibility to lead the application process and development of the Talent Academy	An identified (named) person who has the time, expertise, and influence to lead the development of a Talent Academy (note this does not need to be the Head Coach of the person who will eventually lead the delivery)
1.6 Policies & Procedures	CML3: The club has adopted England Hockey Safeguarding Young People Policy and Procedures, Equality Policy and Code of Ethics and Behaviour (Respect) and Planning Safe Hockey	✓		Covered in Clubmark	✓
	CMP12: The club is following England Hockey's safe recruitment guidance, is registered and using England Hockey's Disclosure and Barring Service (DBS)	✓		Covered in Clubmark	✓
1.7 Recruitment	TA: There is an identified Welfare Officer for the Talent Academy TA: All coaches and support staff will be recruited, appointed, and contracted by the host. All recruitment procedures are open and transparent. A staffing structure exists which demonstrates (full-time, part- time or volunteer) positions together with roles and responsibilities.		✓	Provide a named person who will be the Talent Academy Welfare officer, proposed staffing structure & recruitment strategy to fill the roles	An identified (named) person who will be the Talent Academy Welfare officer,
1.8 Finance	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.	✓		Covered in Clubmark	✓
	TA: The host has a clearly articulated not for profit financial model, including audited accounts for the Talent Academy, which demonstrates the ability to deliver the MVC levels of provision to players for the initial three years of the Talent Academy. TA: Player contributions should reflect different circumstances and cater for (a) Players who play all their club hockey at the Talent Academy host (b) Players who play all their junior hockey at the Talent Academy host but play adult Tier 1-4 for a different club (c) 'Remote' players selected for the Talent Academy but unable to attend on a weekly basis. TA: Talent Academy budgets should demonstrate an ability to support a minimum of two players per gender free of charge (FOC). These places should only be awarded to those players whose economic circumstances would otherwise impact on their ability to access the Talent Academy. This could be equivalent of 2 FOC places e.g. 4 × 50% discounted places.		✓	Provide details of a viable financial model aligned to the financial principles set out in the supporting financial guidance	Provide details of a viable financial model aligned to the financial principles set out in the supporting financial guidance

APPENDIX 1

Talent Academy MVC and application requirements

COACHING

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	CLUB MARK	TALENT ACADEMY MVT	APPLICATION REQUIREMENTS	PRE-REQUISITE
2.1 Coaching Philosophy	TA: The coaches will demonstrate a clear philosophy based on an understanding of the talent development principles. The philosophy and delivery will be consistent with the Talent System Framework and the Player Development qualities. The Talent Academy, led by its Head Coach, can articulate the philosophy and has this captured coherently (e.g., document, video, presentation etc.)		✓		
2.2 Coaching Provision	TA: Coaching provision in place which meets coaching ratios (guideline - 1:12), skills combination (skills required across the coaching team) and recruited against a role description/ talent coach profile.		✓		
	CMP11: Coaching provision is reviewed against England Hockey guidance on appropriate coaching workforce. (e.g. coaching needs analysis, coaching provision etc).	✓		Provide details of the proposed coaching and workforce for the Talent Academy with identified roles and details of how these will be filled / details of named coaches matched against the coaching profile if these are in place. (Link with 1.7 recruitment)	
2.3 Coaching Development	TA: The host is proactive in investing in and committed to supporting coach development, including completing a coach needs analysis against the coaching profile. Talent Academy workforce engage in appropriate training and development opportunities to maintain CPD. TA: All Talent Academy coaches will have recorded individual needs analysis and development plans.		✓		
2.4 Coach integration	TA: Coaches communicate using common language and work together to create a joined up hockey programme for each player. TA: Coaches of the host's senior teams support and are connected to the Talent Academy to ensure integration of junior players into senior environments.		✓		

APPENDIX 1

Talent Academy MVC and application requirements

TALENT DEVELOPMENT ENVIRONMENT

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	CLUB MARK	TALENT ACADEMY MVT	APPLICATION REQUIREMENTS	PRE-REQUISITE
3.1 Junior Club Pathway/ School Pathway	TA: A quality junior pathway exists for both genders which is well understood throughout the host. The pathway has effective and credible recruitment processes, good communication and use of England Hockey player profiles. England Hockey and the host align in supporting one another and promoting respective pathways and opportunities.		✓	Outline the junior pathway which sits around the talent Academy for both genders articulating where the stretch points are. No additional information required if this has already been covered through the Talent Centre accreditation process	Evidence of the junior pathway which sits around the talent Academy for both genders including the stretch points and the provision of appropriate level adult hockey (National League/ Area Premier).
3.2 Critical Mass of Players	TA: Each Talent Academy in each gender will aim to identify and select a squad of 25 players. The minimum number of players is 15. In addition to the squad of full-time players, the Talent Academy programme may have additional players (who still reside in the catchment area) who due to individual circumstances (e.g., distance from resident location to the Talent Academy) can attend less than on a weekly basis. It will be for the Talent Academy head coach with the player to decide if being a member of the Academy is appropriate for them and depending on their likely attendance what an appropriate subscription would be. Note: some provision to cater for players who reside in different Talent Academy catchment areas at different time of the year (e.g. due to attending a boarding school) may be required from time to time.		✓	Provide an overview of how players in the different categories will be catered for (i.e., all hockey with Talent Academy host, Senior hockey with another club, affiliate player)	
3.3 Annual Programme	TA: An annual programme which operates extensively throughout the year is in place and matched with the development needs of high potential 15-18yr old hockey players, whilst also meeting the specific needs against their individual player profiles. This should be consistent with the Talent System Framework and the player qualities described in it.		✓	Detail a viable proposal to meet the MVC in 3.3 Annual programme and 3.4 Training provision	
3.4 Training Provision	TA: The coaching environment will deliver consistently high quality, intensive training opportunities that cover the tactical, technical, physical and mental factors linked to the player development qualities. Sessions will run for 44 weeks from September to July and will offer training opportunities multiple times per week (including four weeks off during the programme). The training provision will build as the Talent Academy matures and build on the foundations of the MVC criteria. Training groups will not be constricted by age banding.		✓		
3.5 Competition Provision	TA: The Talent Academy will be eligible to compete in the England Hockey Talent Academy specific competition (likely to commence in 2023-4). Each Talent Academy should demonstrate how they will ensure appropriate competition for each player including adult hockey with the hosting club or through collaboration with neighbouring clubs. Talent Academy players should be playing adult hockey in the England Hockey League (EHL) or Area Premier Division (Grade 1 & 2 adult competitions) dependent on age/performance standard.		✓	Provide details about how Talent Academy players will be supported to play in the n the England Hockey League (EHL) or Area Premier Division (Grade 1 & 2 adult competitions)	See 3.1
3.6 Equipment			✓	Provide assurance that equipment is available if required. No additional information required if this has already been covered through the Talent Centre accreditation process	
3.8 Facilities	TA: As a minimum there will be access to a full-sized hockey pitch (water based or high-quality sand dressed) with exclusive use for some, but not all, sessions. The pitch should have a minimum of four moveable goals although six is desirable. Changing rooms and toilets should be available for each gender. In addition, each Talent Academy should have access to a classroom for up to 30 people. The classroom will have functioning and fit for purpose Wi-Fi, audio and visual equipment with tables and chairs which can be configured to suit the learning and development experience. Access to a gym is preferable with an indoor conditioning space as a minimum.		✓	Provide details of facilities available to the Talent Academy including the location where Talent Academy activity will take place	Evidence that there are facilities available to the Talent Academy which meet the MVC, and that these can be made available to the Talent Academy while maintaining the current host's delivery aligned to its development plan

APPENDIX 1

Talent Academy MVC and application requirements

PLAYER DEVELOPMENT AND WELLBEING

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	CLUB MARK	TALENT ACADEMY MVT	APPLICATION REQUIREMENTS	PRE-REQUISITE
4.1 Player Health (physical and mental wellbeing)	TA: Player health and wellbeing is central to the 'Person First' principle. Training and awareness on a multitude of factors which contribute to physical and mental wellbeing will be a mandatory part of the Talent Academy people development programme. TA: This is covered across a number of elements (2.1,4.2, 4.3, 4.4, 4.5, 4.6, 5.1 5.2, 7.1) TA: The Welfare Officer or other designated person should be visible and approachable to Talent Academy players to ensure they feel comfortable to seek support or raising concerns.		✓		
4.2 Right Athlete Right Environment	TA: The host's coaches and other personnel who interact with Talent Academy players put the player first and provides opportunities for stretch and consolidation as appropriate both within and external to the host. TA: Players not yet at Talent Academy level should not be encouraged to move to the host unless there is clear evidence that the opportunities available to that player are significantly better.		✓		
4.3 Player Experience	TA: The host is committed to providing high quality and enjoyable player experiences aligned to the Player Development Model, which supports a balanced lifestyle and considers player physical, mental and social development and wellbeing. There is regular two-way 1-1 feedback between players and coaches (not always written) with appropriate engagement with parents.		✓	Provide evidence from current operating practises that England Hockey can be confident the host will embrace these aspects of the Framework. No additional information required if this has already been covered through the Talent Centre accreditation process	
4.4 Player Profiling	TA: The Talent Academy coaches will have a full understanding of the England Hockey Player Profile and the profiling process. All players will be profiled against the England Hockey player profile (which is fully described in the Talent System Framework). National protocols document (in development) will provide protocol details. Player IDP's should demonstrate goal setting and annual progression in line with EH Talent System Development requirements.		✓		
4.5 Individual Player Management	TA: All players should have development plan which is mapped against their Player Profile. This should include simple goal setting, creating of an action plan and regular review. TA: Facilitate engagement and connection with peers and social development. (e.g. in one school or other peer group hockey session per week).		✓		
4.6 Selection (de-selection)	TA: The Talent Academy will have a clear, documented and communicated identification & selection process based on the England Hockey Talent Academy guidelines. There will be a defined catchment area for each Talent Academy. TA: The Talent Academy will have procedures in place to ensure selection and de-selection decision are dealt with sensitively and aligned to the 'person first' principle.		✓		

APPENDIX 1

Talent Academy MVC and application requirements

TALENT ACADEMY

CULTURE

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	CLUB MARK	TALENT ACADEMY MVT	APPLICATION REQUIREMENTS	PRE-REQUISITE
5.1 Healthy Talent Development Culture	TA: The host 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 Academy management meeting agendas. TA: The host is committed to the ongoing development of a healthy talent development 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.		✓	Demonstrate how the host will ensure that a healthy talent culture will be created throughout the entity (or in all aspects where Talent Academy players could come into contact). No additional information required if this has already been covered through the Talent Centre accreditation process.	
5.2 Young People in Senior (Adult) Hockey	TA: The host has adopted the England Hockey healthy talent culture principles throughout (or in all aspects where Talent Academy players could come into contact) and proactively ensures that juniors are prepared for and integrated into senior environments which display appropriate behaviours.		✓		
5.3 Inductions	CMP14: Induction for new workforce (coaches/volunteers) around policies and procedures. Key roles are communicated and understood. (e.g. e-newsletters, communications, minutes, signed agreements, etc.).	✓		Covered in Clubmark	✓

APPENDIX 1

Talent Academy MVC and application requirements

EQUALITY, DIVERSITY AND INCLUSION

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	CLUB MARK	TALENT ACADEMY MVT	APPLICATION REQUIREMENTS	PRE-REQUISITE
6.1 Local Community	CMLo17: The club actively encourages new members (for example news boards, e-newsletters, promotions, activities, etc).	✓		Covered in Clubmark	✓
6.2 Outreach Work	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,		✓	Provide a comprehensive and realistic plan about how the host will contribute to creating a more diverse talent pool. This will include plans to engage with state schools and/or communities which do not have access to hockey. No additional information required if this has already been covered through the Talent Centre accreditation process.	
6.3 Inclusion	CML5: The club has an inclusive, accessible, clear and varied membership proposition and evidence of who the club's members and volunteers are. (e.g., membership form, website link) The club provides a variety of playing opportunities (for example website links, adverts, communications, etc).	✓		Provide an overview of how the host proposes to create an inclusive Talent Academy environment and remove non-performance barriers	

APPENDIX 1

Talent Academy MVC and application requirements

STAKEHOLDERS

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	CLUB MARK	TALENT ACADEMY MVT	APPLICATION REQUIREMENTS	PRE-REQUISITE
7.1 Partnership Working	TA: Coaches communicate using common language and work together to create a joined-up hockey programme for each player. TA: The Talent Academy has a comprehensive programme in place to engage and work with other clubs and schools in its catchment areas. It is a source of expertise and support on hockey talent development within the catchment area.		✓	Demonstrate a willingness to engage with clubs and schools in the local area to ensure a joined up programme for each TA player	
7.3 England Hockey Engagement	TA: Maintain contact with England Hockey Talent, Coaching and Development teams as appropriate. Appoint a member of the host to represent the Talent Academy in the England Hockey Talent Academy Management Committee (structure tbc).		✓	Demonstrated engagement and a willingness to work in collaboration with the England Hockey Talent team	
7.1 Partnership Working	TA: Coaches communicate using common language and work together to create a joined-up hockey programme for each player. TA: The Talent Academy has a comprehensive programme in place to engage and work with other clubs and schools in its catchment areas. It is a source of expertise and support on hockey talent development within the catchment area.		✓	Demonstrate a willingness to engage with clubs and schools in the local area to ensure a joined up programme for each TA player	

ENGLAND HOCKEY

TALENT DEVELOPMENT

A NEW WAY FORWARD

TALENT ACADEMY

APPLICATION PROCESS AND TIMELINE

NOVEMBER 2022