

**England Hockey
2026 Talent Academy Appointment Appeals Policy
December 2025**

Background

The following procedures have been adopted by England Hockey in consideration of any appeal made by a shortlisted Talent Academy applicant (“applicant”) wishing to appeal by virtue of them not being granted a license to deliver an England Hockey Talent Academy.

For the avoidance of doubt an “applicant” is a club or university which applied to host a Talent Academy commencing in September 2026 and has been notified by England Hockey that they have been included in the shortlist of applications to be considered by the Talent Academy Appointment Panel.

Any applicant seeking a review of the decision to not award them a license to deliver a Talent Academy should be aware of the time limits contained in this policy which are designed with the intention of resolving issues in a timely, fair and transparent manner. All applicants should read this policy carefully and satisfy themselves that they are eligible to appeal in the first instance. Any appeals which do not satisfy the grounds of appeal below will be dismissed automatically.

We would strongly encourage the parties to utilise the appeals process, with any legal challenge, be it dispute resolution or before a court of law, only being employed once the above has been exhausted.

Grounds of appeal

An applicant may appeal against a decision only on the grounds that:

- (i) there has been a failure by England Hockey to follow the Talent Academy appointment process (i.e., there has been a procedural defect);
- (ii) the decision makers (the Talent Academy Appointment Panel) have exhibited bias or have been sufficiently conflicted when making their decision;
- (iii) the decision has been reached based on a significant misjudgement of fact or is one that no reasonable decision maker could ever have reached;
- (iv) the proposed appeal has reasonable prospects of success.

Any appeals which do not satisfy the grounds of appeals above will be dismissed automatically

Notice of Appeal

This Appeals procedure is commenced when an applicant affected by a non-appointment decision submits a formal written appeal by

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email (the **Notice of Appeal**) to the England Hockey Chief Executive Officer or other nominated person, who shall act as “Chairperson” for the purposes of these Appeals Procedures.

The Notice of Appeal must be received by the individual identified above within **seven** days (including weekends/non-working days) of the non-appointment decision being communicated to the applicant. Written acknowledgment of receipt of the Notice of Appeal will be made within two working days.

If the applicant fails to submit the Notice of Appeal within the time limit set out in this Appeals Process they will have lost their right of appeal.

The Notice of Appeal must set out full details of the applicant’s ground(s) of appeal and include:

- (a) details of the decision which the applicant is appealing;
- (b) precise details of the ground(s) of appeal upon which the applicant relies; and
- (c) any documents, written evidence or signed statements upon which the applicant relies in support of its appeal. These documents must be relevant specifically to the applicant’s grounds of appeal.

Appeal Panel and Conduct of Appeal

England Hockey shall appoint its Chief Executive as Chair of the Appeal Panel.

The Chair shall request a minimum of two additional personnel to sit as the Appeal Panel. This may be the Chair of England Hockey, an Independent Director or non-salaried Board Member of the England Hockey Board. All of these will have been independent of the original selection process and not have any conflict of interest.

The review will take no longer than five working days from the time the ‘Notice of Appeal’ is received.

There are two possible outcomes of this initial appeal:

1) Appeal dismissed

If the appeal is dismissed, the applicant will be (i) informed that its appeal has been dismissed in writing within five working days, (ii) provided with reasons for the dismissal, (iii) provided with the date on which the decision was made, (iv) copies of any supporting documents.

2) Appeal upheld

If the appeal is upheld, the decision will be set aside and the Chief

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Executive will agree the composition of a further Talent Academy Appointment Panel and ask it to reconsider the original application by applying the assessment criteria correctly and make a recommendation to the England Hockey Executive.

The Talent Academy Appointment Panel is required to ensure that it follows the correct process and considers the correct information. It is possible that the Panel will reach the same decision and that the Executive will ratify this decision.

No further right of appeal

There is no further right of appeal following the decision of the Appeal Panel

ENDS

Dec 2025