



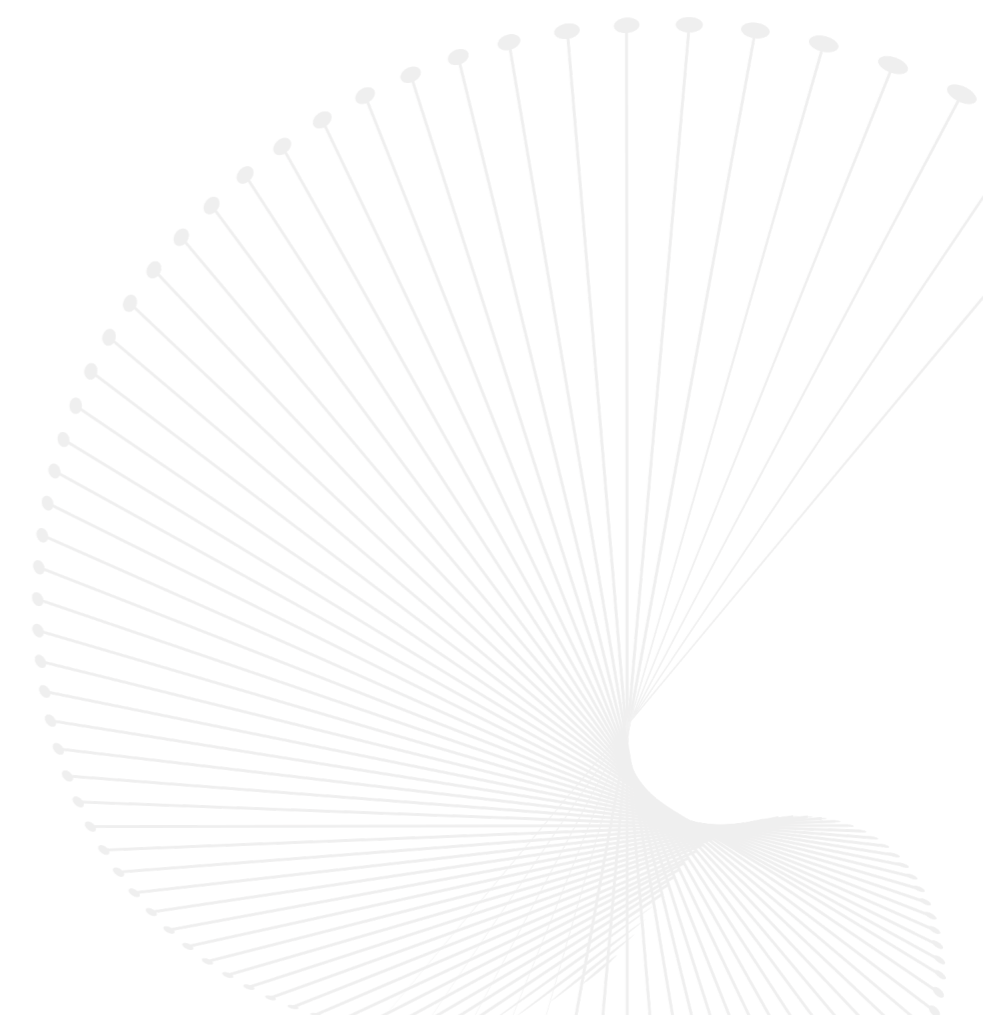
**ENGLAND
HOCKEY**

TALENT DEVELOPMENT
A NEW WAY FORWARD

**HOCKEY TALENT DEVELOPMENT
IN SCHOOLS**

STRATEGY UPDATE

NOVEMBER 2021





1. INTRODUCTION

In August 2021 we published a draft Talent School Framework which set out the criteria for Talent School status. It was accompanied by a document which positioned Talent Schools in context with both England Hockey's wider school offer and its new talent strategy, Talent Development: A New Way Forward.

Over the last few months, we have engaged with many stakeholders with expertise and connection with school hockey. This included direct communication with approximately 250 schools with an invitation to attend one of four engagement sessions to discuss the criteria and process.

Thank you to everyone for your insight and feedback.

We have reflected on what we heard, considered it within the context of our aspirations and priorities for talent development, and the implementation of our new strategy.

We are now ready to share some adjustments to our original proposal.

More information and support about delivering hockey in schools can be found [here](#) and more details about the new talent strategy [here](#).



2. POSITIONING OF SCHOOLS IN THE 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.

Our aspiration is for a network of Talent Schools across the country that share our ambitions and philosophy about talent development in hockey.

Talent School accreditation is intended to recognise the significant contribution that school hockey provides in developing our most talented players.

We know there are more opportunities for high potential hockey players in the independent sector and state grammar schools, than in many other state schools.

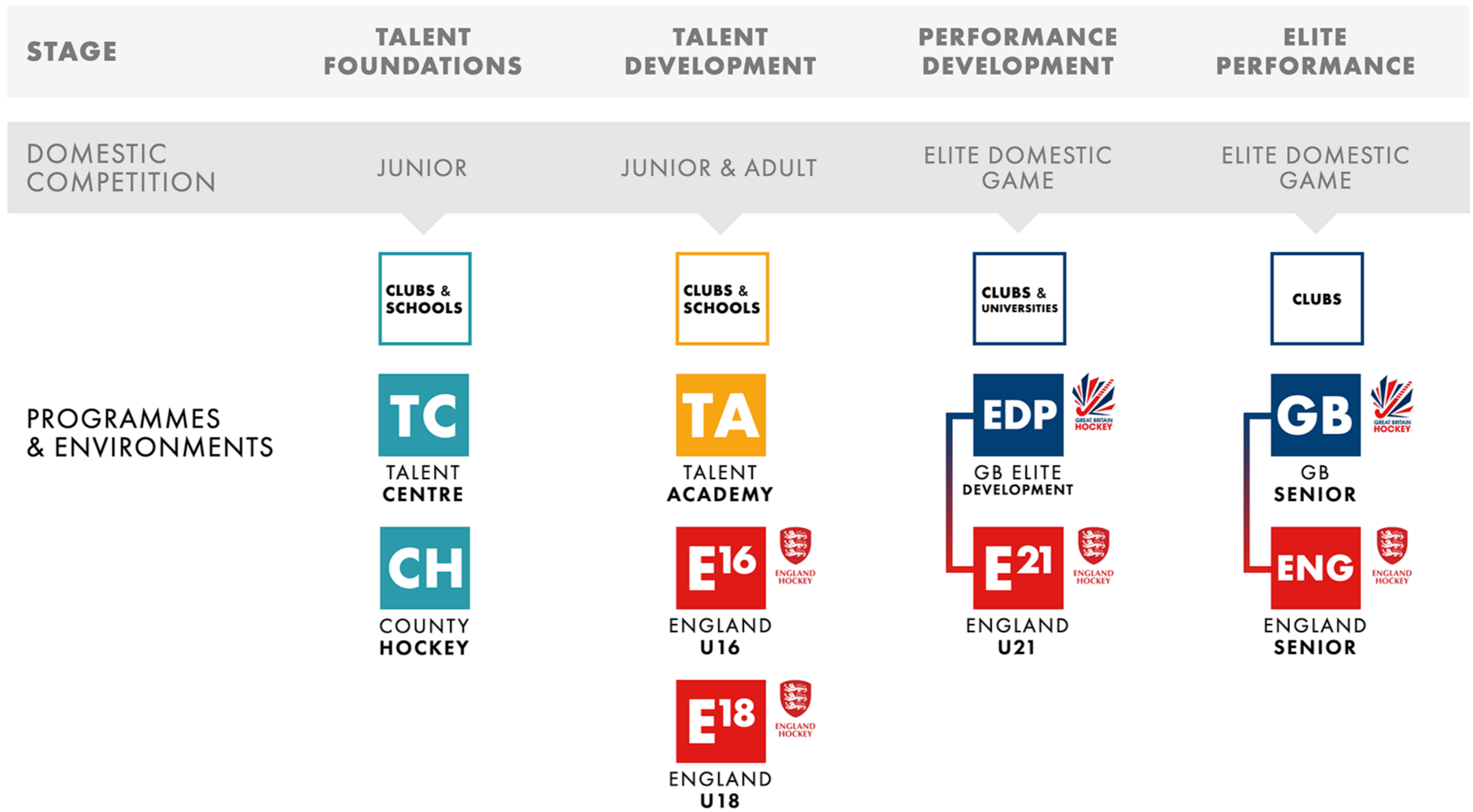
Through the Talent School accreditation process, we wanted to support more state schools with the aspiration to develop their talent development provision. We also want to contribute to England Hockey's wider Equality, Diversity and Inclusion strategy with outreach and community work linked to accredited schools.

We now believe there is a better way to move towards these aspirations in the foreseeable future with England Hockey focussing on Talent Centre and Talent Academies in clubs, alongside targeted talent development resources and opportunities for schools.

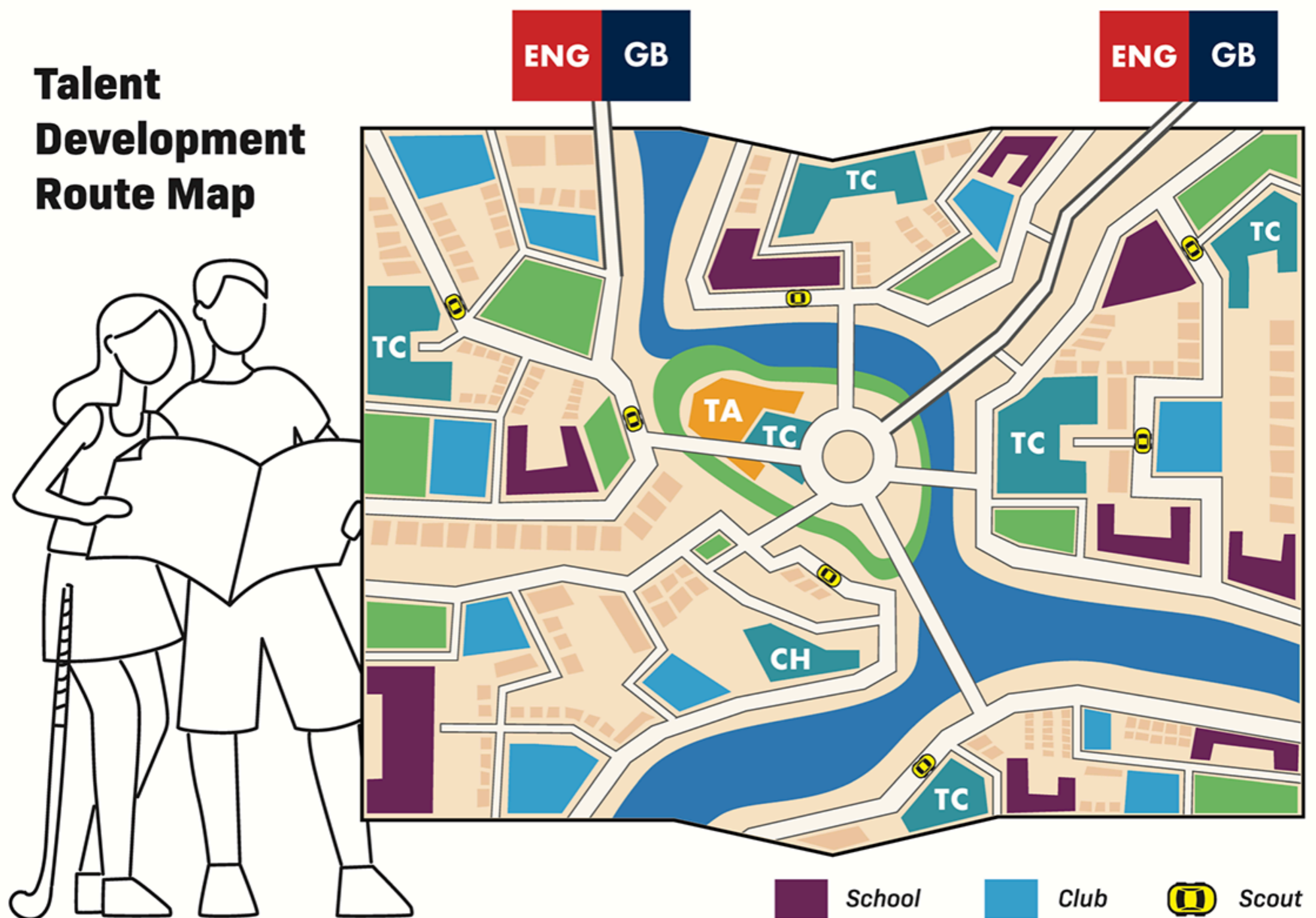
The feedback we received indicated that there is significant support for formal accreditation and many stakeholders said they would welcome more discussion about the content and how an accreditation could be positioned in the school sector. We will continue to engage with schools about a future Talent School accreditation and learn more about where it could have most impact.

There was overwhelming agreement that the new talent system offers more routes to progress and recognising that schools, clubs and County Hockey all have a part to play. Players can progress to Talent Academies via any school, club or County Hockey or a combination of these as opposed to the single pathway through County Development and Academy Centres.

We have illustrated this in the Talent System structure diagram which shows the programmes and environments at each stage.



The talent development route map gives another view of this through the eyes of a player.





3. TALENT DEVELOPMENT SUPPORT AND RESOURCES FOR SCHOOLS

England Hockey's talent development support for schools is in addition to its wider school hockey membership packages. Appendix 1 details the benefits in both the Basic (free) and Full membership offers.

3.1 TALENT SCHOOL FRAMEWORK

The Talent School Framework was 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 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 providing an exceptional hockey talent development environment for all its young people.

This will be updated and be a freely available guidance resource for schools.

3.2 SELF-DIAGNOSTIC TALENT ENVIRONMENT TOOL

This will link to the Talent School Framework and be included as part of England Hockey's Full School Membership. (See Appendix 1 for full details of the membership packages).

Schools will also be able to access it as part of a standalone talent development module designed to help schools benchmark themselves and create a development plan.

3.2 TALENT DEVELOPMENT - A NEW WAY FORWARD WEBINARS

There will be a series of workshops and webinars about England Hockey's new Talent Strategy during the 2022 summer term (end of April / beginning of May). These will be free of charge and focussed on explaining aspects particularly relevant to school, e.g., the Talent Academy player nomination process.

More details including dates, content and how to book will be published in February 2022.

3.4 STANDALONE TALENT DEVELOPMENT MODULES

From September 2022 a series of Talent Development modules tailored to teachers and coaches in schools will be available to schools aspiring to develop their provision for high potential hockey players. These will be:

- Available to all schools at a small cost (free of charge to schools that have purchased England Hockey's Full membership)
- The content will focus on supporting players at early talent development level and include topics such as:
 - High Potential v Talented
 - Talent Development Culture
 - Improving Hockey Intelligence
 - Player Profiling and Assessment
 - Using the Self-diagnostic Talent Environment Tool

Alongside these modules, schools will be able to subscribe to a bespoke support package from England Hockey which could be coach development specific or take a wider talent development focus dependent on their wants/needs.

3.5 TALENT SCHOOL DEVELOPMENT PROGRAMME

From September 2023 our intention is to evolve the standalone modules into a Talent School Development Programme for schools based on a review of the 2022 programme.

3.6 STATE SCHOOL SUPPORT

From January 2023 we will support a cohort of state schools linked to Talent Academies or Talent Centres with the aspiration to develop their hockey provision for high potential players.

This will be for schools identified by England Hockey based on a set of criteria. These criteria and more details of the programme will be published in 2022. The scale of the programme and level of support available is dependent on England Hockey securing additional funding.

3.7 TALENT SYSTEM FRAMEWORK

The Talent System Framework (TSF) provide a wealth of information about the ideal experiences and environments that will support a player's journey through the hockey talent system.

It provides information, examples, and tools to guide anyone wishing to development their provision for high potential hockey players. The TSF does not prescribe one method by which players can be developed, it seeks to provide the opportunity for consistency and alignment in what needs to be developed and why.

The Talent System Framework and supporting video is feely available on England Hockey's 'Hockey Hub' - [here](#).

4. WHY CHANGE?

- **We will connect with more schools and therefore have greater impact on more schools and more high potential hockey players**
- **We will be able to support a more diverse range of hockey schools**
Schools with a small hockey programme which provides individualised support to high potential players, may not aspire to or be able to become a hockey Talent School. However, they may wish to enhance the support to individual students who play most of their hockey elsewhere.
- **Targeted support to identified state schools**
We recognise that many state schools will be unable to meet the Talent School criteria. State school provision for high potential players can be better achieved via links to Talent Academies and/or Talent Centres supplemented with additional support from England Hockey.

5. TIMELINE

	FEB'22	APR-MAY'22	SEP-DEC'22	JAN-APR'23	MAY'23-SEP'23	SEP'23-
Talent Development – A New Way Forward webinar bookings open						
Talent Development – A New Way Forward webinars						
Talent Development Modules						
Talent Development support to identified state schools						
Talent School Development Programme						

4.7 APPENDIX 1: SCHOOL MEMBERSHIP BENEFITS

Benefit of Membership	Basic Membership Free	Full Membership £200 per school year
<p>Access to the 'core' schools area on Hockey Hub</p> <p>Providing general hockey delivery support and assistance to schools and CPD opportunities for teachers</p>	✓	✓
<p>Access to 'enhanced' schools area on the Hockey Hub</p> <p>Providing more tailored hockey delivery support, plus advice on, & signposting to, further bespoke development & CPD opportunities</p>	✗	✓
<p>Pre-recorded video content and webinars</p> <p>Covering a range of topics that can be accessed when convenient and relevant to support delivery</p>	✓	✓
<p>Access to inspirational pre-recorded content with international hockey players</p> <p>This content can be used as and when you wish, to inspire your pupils and/or to support your delivery within school</p>	✓	✓
<p>Ready-made session content to help with both lesson or session planning, and also delivery and assessment</p>	✓	✓
<p>Termly e-newsletters to keep you up to date with schools news, exclusive offers & access to tickets to international matches</p>	✓	✓
<p>Help and support to identify suitable CPD courses to help school staff develop and improve their hockey delivery</p>	✓	✓
<p>15-20% discount on the paid for Online Coach Development Offer for school staff</p> <p><small>Savings</small></p> <p>£10 per Workshop £15 per Intro Course £59 per Sessional Course £80 per Coach Course</p>	✗	✓
<p>Invitation for 1 representative from your school to attend 1 England Age Group training day per year</p> <p><small>Worth £75</small></p>	✗	✓
<p>Access to bespoke webinars to help develop umpiring within your school</p> <p><small>Worth £10 pp per session</small></p>	✗	✓
<p>Live forums where particular topics can be discussed, networks can be formed and learning can be shared with other teachers</p> <p><small>Worth £10 pp per session</small></p>	✗	✓
<p>Priority access to FIH Pro League tickets, via the EH priority ticket window</p>	✗	✓