



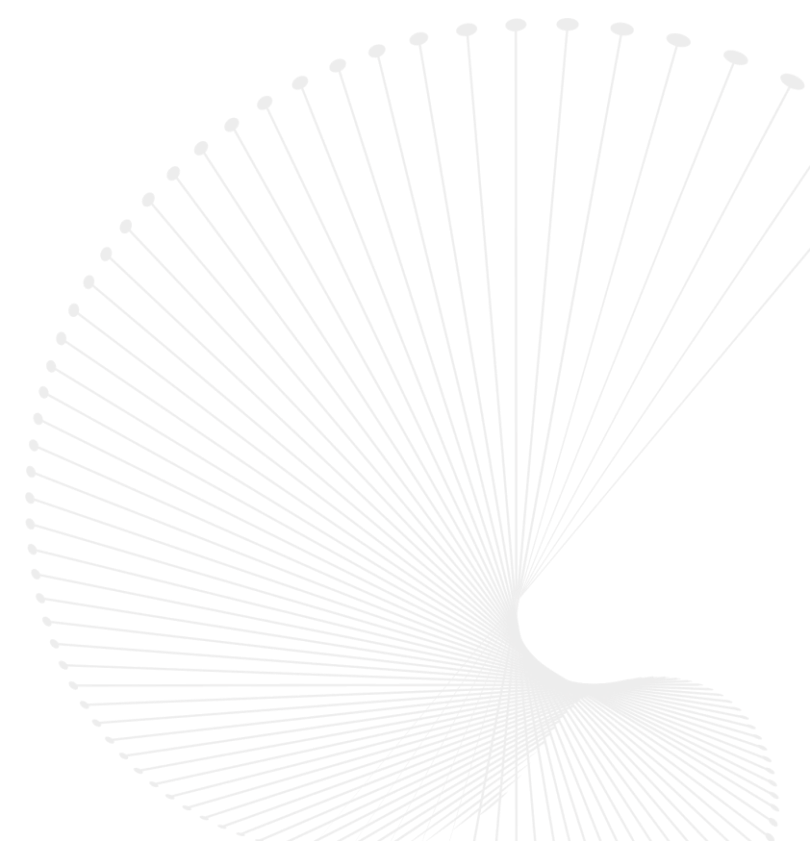
**ENGLAND
HOCKEY**



**TALENT
ACADEMY**

APPLICATION PROCESS AND TIMELINE

(updated December'24)





CONTENTS

1. Purpose of this document	3
2. Talent Academies – An overview	4
1. Positioning of Talent Academies	4-6
3. Talent Academy Framework	7
4. Talent Academy Application process	8-9
5. Talent Academy Assessment process	10
5.1 Pre-requisites	
5.2 Longlist Assessment	
5.3 Shortlist Assessment	
5.4 Selection Review	
6. Timeline	12
7. Supporting Information	13
71 Financial Model	13
72 Additional information for university applications	14
73 Talent System Framework	15
8. Application form	16
9. How to find out more	
Appendix 1: Talent Academy MVC and application requirements	17-23



1. PURPOSE OF THIS DOCUMENT

We are delighted to share more information about the process and timeline to award Talent Academy licenses to deliver an England Hockey recognised Talent Academy from September 2025.

Talent Academies began delivery in September 2022 with 17 club hosted and four England Hockey led programmes. This network has grown to 24 for 2024-5. There has been a huge amount of progress and learning since 2022 and individually and collectively the Talent Academy programmes have grown and have developed. As we plan for the 2025-8 licensing period it is essential to recognise this progress whilst also providing the opportunity for new hosts to join the network.

This document is specific to the Talent Academy appointment process and is intended for clubs (or universities who are members of England Hockey) interested in hosting a Talent Academy from September 2025.

There are different application requirements for current and potential Talent Academy hosts. We quality assure each Talent Academy against the Talent Academy Framework each year and require current Talent Academies to upload evidence to the England Hockey Club Portal. This information will be used as part of the assessment process to avoid current hosts submitting duplicate information so must be up to date by 2nd February 2025.

**Closing dates for applications:
Sunday 2nd February 2025 (ALL 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 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.

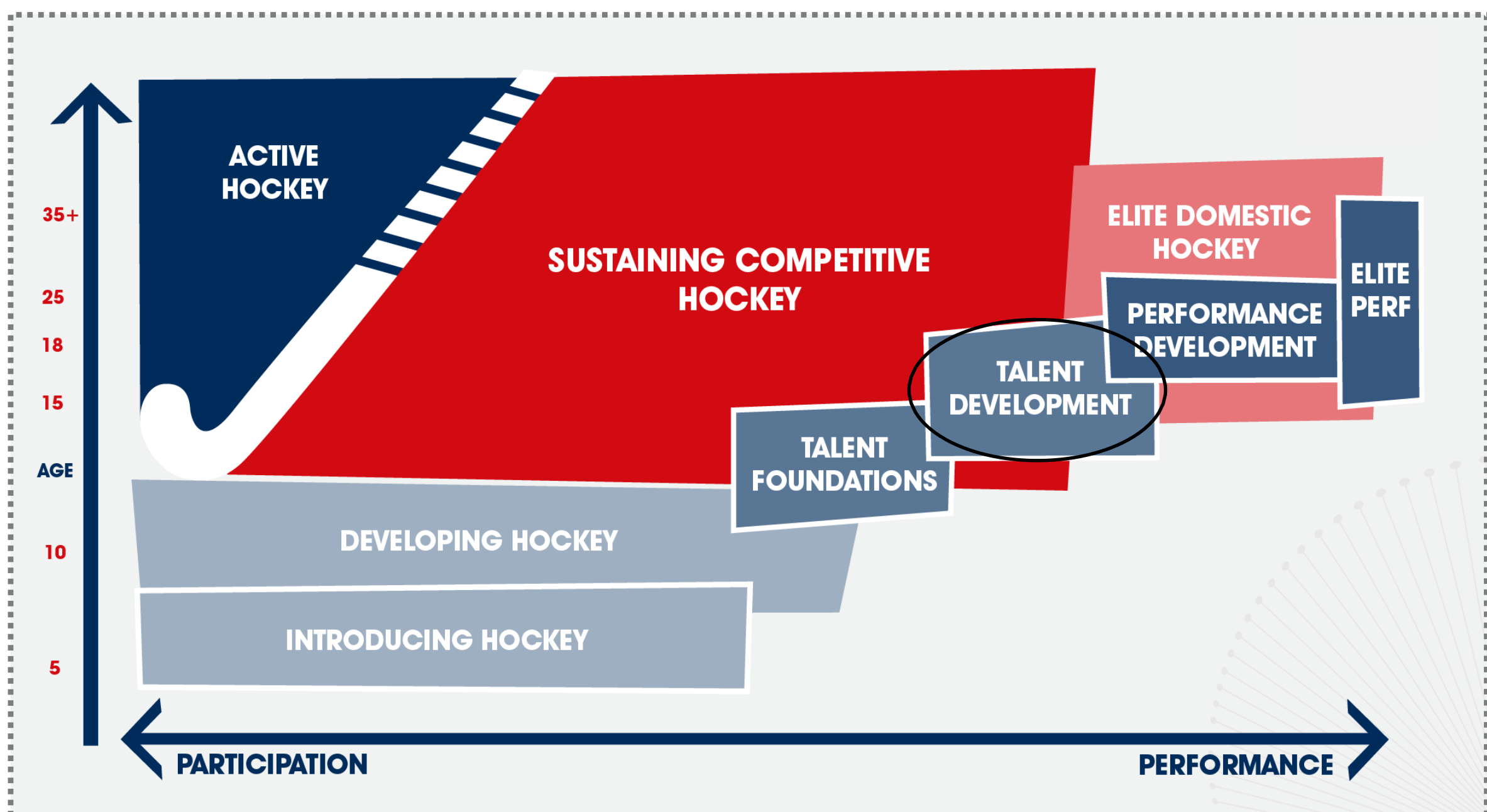
We estimate that our current talent pool means that around 650-700 players per gender are ready for the intensity and commitment of a Talent Academy.

The current network of 24 Talent Academies strikes 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.

Of the current 24, three are led by England Hockey. Our aspiration is for all academies to be hosted within local clubs or universities, and we hope to achieve this through the tender process. In exceptional circumstances England Hockey may continue to lead one or more in a geographical locations where there are no applications which meet the minimum criteria.

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 traditionally progressed along a linear pathway structure via county, regional, national teams. This involved brief and intermittent opportunities for players to be identified and develop but was constrained by time and was primarily a filtering system, especially at the early stages.

The talent system focusses on talent development, creating inclusive and accessible high-quality environments for players to thrive, develop and enjoy playing hockey with multiple ways to progress. Clubs, schools, and County Hockey all have a part to play in this as part of a flexible system with different environments to meet the needs of different players.

Players can progress to Talent Academies via any school, club or County Hockey or a combination of these.

Consistent with a non-linear approach Talent Academies and England Age Group squads are not mutually exclusive. Talent Academies provide an important environment for many England Age Group programme players, especially in the Summer period outside the domestic season.

With Talent Academies operating aligned to the Talent Academy Framework we have and a network of environments delivering an impactful programmes and a step-change in talent development provision. From these some players will progress to England Age Group programmes.

It isn't the only route to progress to England and Great Britain national programmes and teams, however over time player's Talent Academy experience this will lead to more players with the qualities required for Senior international hockey.

This is not the only purpose or role of Talent Academies; not all players will to progress to international hockey, but we aspire to ensure all players enjoy a rich developmental experience which better prepares them for high level adult/ university hockey alongside holistic life skills.

As we enter the second license period, we would like to see Talent Academies become hubs to support clubs, schools and Junior County Hockey in the locality, with strong relationships and partnerships which put players' needs at the centre of the relationship.

Each catchment area consists of Talent Centre accredited /Talent Certified clubs, other clubs, schools, and County Hockey programmes.

We will update the catchment areas once the new Talent Academy network is confirmed.

2.1 POSITIONING OF TALENT ACADEMIES

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



Talent Centre accreditation (TC) will be rebranded to Talent Certification to better reflect that it is a quality assurance mark rather than a programme or squad that players are selected into. The TC Framework will be updated to incorporate Talent Foundations and Talent Development environments for players up to 18 years rather than limited to 11-14 years.

A key objective of the England Hockey Talent Strategy is to put clubs at the heart of talent development provision and contribute to improving junior club hockey.

Talent Academy's are not intended to be standalone entities distinct from their host. Instead, they should be integrated in it with players able to benefit from some of the opportunities available in the wider club. Equally we want the expertise in the Talent Academy to contribute to the development of the club and particularly its Talent Foundations provision.

There will be a lot synergy between the updated TA and TC Frameworks to minimise duplication of work and we hope to develop online modules for TC to create more flexible delivery.

Talent Certification (or working towards it) will be a pre-requisite to holding a Talent Academy license from September 2025.

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:

An updated Talent Academy Framework 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.

The MVC defines the level or provision what we consider to be the minimum level of provision needed to offer a high-quality performance impacting talent development environment for high potential 15-18 year olds'.

The MVC is the level which will be used to assess Talent Academy applications.

4. TALENT ACADEMY APPLICATION PROCESS



In awarding Talent Academy licenses, all applications submitted will be reviewed against the Talent Academy Framework. The additional factor not detailed in the Framework is geographical distribution. This will continue to 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 licenses available. In other places, whilst the ambition and need may exist, potential hosts may need support to meet the MVC.

We will consider the following types of Talent Academy host:

- Clubs who are member of to England Hockey
- Universities with hockey teams who are members of England Hockey

We will not consider applications from schools, counties or any organisation which isn't a member of England Hockey.

We anticipate awarding licenses split across the England Hockey Areas as detailed below, recognising that the location of a host close to an Area boundary may change this ratio.

Area	Number of TAs
North-West	2
Yorkshire & North-East	2-3
Midlands	3-4
East	3
London	3
South-East	2-3
West	3
South Central	4

The Bury St Edmunds (East) and Sutton Coldfield (Midlands) Talent Academy licenses were awarded on 1 + 3 basis in 2024. This means that subject to a satisfactory QA audit and a desire to continue they will be offered a TA licensee for 2025-8.

4. TALENT ACADEMY APPLICATION PROCESS



Appendix 1 details the information required in the application for both current and prospective hosts.

ClubMark is a requirement for all Talent Academy hosts* and will need to be in place before a Talent Academy license 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 license, until ClubMark is successfully renewed.

As described in section 2.1 Talent Centre Accreditation /Talent Certification** will be a requirement to host a Talent Academy in the future.

*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.

**If a host or potential host does not have a full junior section it will be required to satisfy all the TC criteria for its Talent Academy and be able to demonstrate how it is supporting one or more clubs in its locality to attain and maintain TC certification.

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 license is granted, some can only be evidenced through delivery.

5 . TALENT ACADEMY

ASSESSMENT PROCESS



5.1 PRE-REQUISITES

Prior to evaluating proposals, England Hockey will carry out an initial review of each proposal from prospective new hosts 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.

- Evidence that the host can have ClubMark in place by 31st March.
- Talent Centre accredited club or currently working towards accreditation.
- 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 new applicants that meet the pre-requisite plus all current Talen Academy hosts who apply.

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

5.3 SHORTLIST ASSESSMENT

This will include a panel assessment. The Terms of Reference for the panel can be found [here](#).

The Terms of Reference sets 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 license will be entitled to have the decision reviewed in accordance with the appeals process that can be found [here](#).

6 . TIMELINE

STEP	WHEN	WHAT IS REQUIRED?
Application window closes	Midnight on 2 nd February	Completed application form sent to talentacademy@englandhockey.co.uk
Longlist confirmed	By 14 th February	Pre-requisite checking. Applicants whose application don't meet the pre-requisites will be notified by 7 th February and given seven days to rectify their application. Only additional information relating to the pre-requisites will be accepted at this stage.
Full shortlist confirmed	By 7 th March	Applicants whose application does not meet the MVC will be notified by 28 th February and given 7 days to rectify their application. Only additional information relating to the MVC will be accepted at this stage.
Final assessment	TBC 12 th – 28 th March	Panel assessment
Provisional list of new Talent Academies	TBC 14 th April	
Review window	TBC by 30 th April	
Talent Academies confirmed with catchment areas	TBC 16 th May	
Confirm locations of any England Hockey led activity to fill gaps in provision	by 6 th June	

7. SUPPORTING INFORMATION

1. FINANCIAL MODEL

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.

You can find a budgeting guidance document and a financial template to help potential hosts build a financial model [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 an acceptable 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, our learning over the last three years has informed us that the hourly rate for delivery should be somewhere between £6-£8 an hour. In addition, 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.

As described in section 4, if a host or potential host does not have a full junior section it will be required to satisfy all the Talent Certification criteria for its Talent Academy and be able to demonstrate how it is supporting one or more clubs in its locality to attain and maintain Talent Certification.

Most of the application guidance in this document for club applications 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 academy email address to discuss their proposal talentacademy@englandhockey.co.uk.



7. SUPPORTING INFORMATION



7.3 TALENT SYSTEM FRAMEWORK

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 can be found [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

There will be two optional online information sessions for prospective hosts:

12.30 – 13.30 on Tuesday 7th January 2025

19.00- 20.00 on Wednesday 8th January 2025

Please email talentacademy@englandhockey.co.uk to request the meeting invite.

APPENDIX 1

Talent Academy MVC and application requirements



LEADERSHIP AND GOVERNANCE

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	APPLICATION REQUIREMENTS (current hosts)	APPLICATION REQUIREMENTS (new hosts)	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.	Outline how the Talent Academy has progressed over the license period and the learning the host will take forward to the next 3-years.	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	TA: The host club has England Hockey Club Mark status for the duration of the license period TA: The host club has Talent Centre/Talent Certification (TC) status for the duration of the license period. TA: Deliver the Talent Academy in accordance with the terms set out in the License Agreement with England Hockey. Signed agreement agreed by the Chair or delegate of the host club.	Club Mark status in date by 31st March 2025 Talent Centre accreditation /Talent Certification status is in place or there is written commitment from the host club to (re)commence the process in September 2025. Provide evidence of how any initial conditions of the license award were addressed and that these are now in place.	Evidence that Club Mark will be in place by 31st March 2025. Talent Centre accredited club or currently working towards accreditation.	✓ ✓
1.3 Training		Ensure the safeguarding matrix is up to date on the Club Portal.	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.	
1.5 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: 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.)
1.7 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	TA: The host has a clearly articulated not for profit financial model, including an annual report showing the income and expenditure for 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 senior (adult) hockey for a different club (c) 'Affiliate' players selected for the Talent Academy but unable to attend on a weekly basis due to geography or other reasonable factors i.e. An England Age Group player. 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 x 50% discounted places..	Provide details of the proposed financial model for 2025-8 aligned to the Talent Academy financial principles.	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	APPLICATION REQUIREMENTS (current hosts)	APPLICATION REQUIREMENTS (new hosts)	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.	Provide details of the proposed coaching structure to ensure the 'best' coaches are coaching regularly and consistently and there is a consistent coaching team through the cycle.		
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.		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)	
2.4 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	APPLICATION REQUIREMENTS (current hosts)	APPLICATION REQUIREMENTS (new hosts)	PRE-REQUISITE
3.1 Junior Club Pathway/ School Pathway	TA: A junior pathway exists and is presented for both genders, which is well understood throughout the host club showing how multiple routes to progression occur.	Provide evidence to demonstrate how the Talent Academy is supporting players to progress via different routes.	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 per gender will aim to identify and select a minimum squad of 24 and maximum 30 players. 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 on a part time 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. Part time attendance should not be less than 50% of the programme to effectively support player development. 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 is presented which operates extensively throughout the year is in place and matched with the development needs of high potential 15-18 year 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 all complete player qualities. Sessions will run from September to July in three blocks, offering at least 110 hours provision (approx. 10 hours per month not including competition). At least four weeks off during the programme should be included for recovery as well as the entire of August. The three blocks are 1. Sept-Dec 2. Jan-March/April 3. April-July.			
3.5 Competition Provision	TA: The Talent Academy will compete in the England Hockey Talent Academy games programme across the three blocks of delivery. Outside of specific Talent Academy events the host should also demonstrate how they will ensure appropriate competition for each player including senior (adult) hockey with the host club or through collaboration with neighbouring clubs. TA players should be playing senior (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 England Hockey League (EHL) or Area Premier Division (Grade 1 & 2 adult competitions).	
3.6 Equipment	TA: Equipment is available to meet the needs of the Talent Academy and ensure equipment isn't a barrier to entry to the Talent Academy.		Provide assurance that equipment is available if required. No additional information required if this has already been covered through the Talent Centre accreditation process	
3.7 Education	TA: The Talent Academy will provide regular learning opportunities (minimum 10 hours per gender per cycle as part of the 110 hours of provision excluding competition) to develop a range of life skills to support player development. Education for players and parents should focus on Individual Development Plans, Performance Analysis, Physical Development including testing, rest & recovery.	Provide an outline plan of the education programme to develop a range of life skills which support player development		
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	APPLICATION REQUIREMENTS (current hosts)	APPLICATION REQUIREMENTS (new hosts)	PRE-REQUISITE
4.1 Player Health (physical and mental wellbeing)	TA: Player health and wellbeing is central to the 'Person First' principle. Staff will be supported to access relevant training.			
	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. TA: The Talent Academy can demonstrate evidence where player voice is central to their culture.			
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 leadership 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 evidence of an ongoing two-way feedback loop between players and coaches (not always written) with appropriate engagement with parents.		Provide evidence from current operating practises that England Hockey can be confident that 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. The Talent Academy will be following a player profiling process aligned to the England Hockey player profile.			
4.5 Individual Player Management	TA: All players should have a 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 appropriate leadership and stretch hockey engagement to support holistic player 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.			

APPENDIX 1

Talent Academy MVC and application requirements



CULTURE

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	APPLICATION REQUIREMENTS (current hosts)	APPLICATION REQUIREMENTS (new hosts)	PRE-REQUISITE
5.1 Healthy Talent Development Culture	<p>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 committee agendas.</p> <p>TA: The host is committed to the ongoing development of a healthy talent development culture. It is committed to engaging in workshops on topics such as Equality, Diversity and Inclusion.</p>		<p>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.</p>	
5.2 Young People in Senior (Adult) Hockey	<p>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.</p>		<p>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.</p>	

APPENDIX 1

Talent Academy MVC and application requirements



EQUALITY, DIVERSITY AND INCLUSION

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	APPLICATION REQUIREMENTS (current hosts)	APPLICATION REQUIREMENTS (new hosts)	PRE-REQUISITE
6.2 Outreach Work	<p>TA: The Talent Academy will have a comprehensive and realistic plan about how it will contribute to creating a more diverse talent pool with regards to identifying and supporting potential. There is evidence about how the club engages (or plans to engage) with players via different routes from all demographics of the local community to offer opportunities to the Talent Academy.</p>		<p>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 with regards to identifying and supporting potential. No additional information required if this has already been covered through the Talent Centre accreditation process.</p>	
6.3 Inclusion	<p>TA: The Talent Academy actively seeks to remove any non-performance barriers to entry; training session times and locations should be accessible ideally by public transport and individual needs relating to (but not limited to) any of the protected characteristics must be considered. As part of culture development all coaches and other personnel will undergo Equality, Diversity and Inclusion awareness training.</p> <p>TA: There will not be fixed quotas for currently under-represented groups per Talent Academy, however there will be a requirement to take significant account of a player's hockey background and previous support received when assessing future potential.</p>		<p>Provide an overview of how the host proposes to create an inclusive Talent Academy environment and remove non-performance barriers.</p>	

APPENDIX 1

Talent Academy MVC and application requirements



STAKEHOLDERS

SUB-CATEGORY	TALENT ACADEMY (TA) CRITERIA	APPLICATION REQUIREMENTS (current hosts)	APPLICATION REQUIREMENTS (new hosts)	PRE-REQUISITE
71 Partnership Working	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.	A plan about how the Talent Academy will act as a hub to support clubs, schools and Junior County Hockey in the locality and demonstrate how it will strengthen relationships with entities in the catchment area with the player's needs at the centre of the relationship.	Demonstrate a willingness to engage with clubs and schools in the local area to ensure a joined-up programme for each Talent Academy player.	
73 England Hockey Engagement	TA: Maintain contact with England Hockey Talent, Coaching and Development teams as appropriate regarding Talent Academy activity.		Demonstrated engagement and a willingness to work in collaboration with the England Hockey Talent team.	



**ENGLAND
HOCKEY**



**TALENT
ACADEMY**

APPLICATION PROCESS AND TIMELINE

(updated December'24)

