

# Talent Academy Appointment Panels

## Terms of Reference

### January 2022

#### Introduction

Talent Academies are intended for the highest potential 15 – 18-year-old players.

We estimate that the current talent pool will lead to around 500 players per gender being immersed / ready for the intensity and commitment of a Talent Academy. This equates to approximately the top 60% of players who currently attend Performance Centres, plus those who are part of England Age Group squads.

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. Every Talent Academy will have a squad of players selected through a robust process based on the England Hockey Player Profile.

We envisage that eventually there will be about 24 Talent Academies. With this number, the aim is to strike a balance between accessibility and a critical mass of high-quality players in each academy.

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 accessibility.

We do not expect to reach 24 in the first year and we anticipate awarding **10-16 licences** initially, dependent on the readiness of applicants to deliver against the Minimum Viable Criteria (MVC).

Licences will be valid for three years subject to annual review and the host continuing to meet the requirements sets out in the partnership agreement e.g., up to date Clubmark.

The Talent Academy appointment process is a four-stage process:

Stage 1: Application

Stage 2: Assessment against a set of pre-requisites (creation of a longlist)

Stage 3: Assessment against the full application criteria (creation of a shortlist)

Stage 4: Appointment by the Talent Academy Panel from shortlisted applications

Full details of the Talent Academy criteria and the application and appointment process can be found in the Talent Academy Framework and the Talent Academy Application and Appointment Process

**ENGLAND HOCKEY LTD**  
Bisham Abbey National Sports Centre  
Marlow, Buckinghamshire, SL7 1RR  
**Tel:** +44 (0)1628 897500  
**Email:** [info@englandhockey.co.uk](mailto:info@englandhockey.co.uk)  
[www.EnglandHockey.co.uk](http://www.EnglandHockey.co.uk)  
**Twitter:** @EnglandHockey  
**Facebook:** England Hockey

document and supporting video/application form. These are published on the England Hockey website <https://www.englishockey.co.uk/play/future-talent-strategy>

## Purpose

The purpose of the Talent Academy Appointment Panels is to carry out Stage 4 of the Talent Academy appointment process. I.e., review the shortlisted applications against the assessment criteria, and award Talent Academy licenses to deliver a Talent Academy from September 2022.

It is anticipated that each panel will meet once although this may be split into more than one session. These are time bound panels created for the sole purpose of appointing Talent Academy licenses for 2022.

The appointment process will be reviewed after the initial appointments.

## Membership

Membership will comprise a combination of England Hockey staff and members external to England Hockey. Members will be required to understand England Hockey's Talent Strategy, (Talent Development: A New Way Forward), and possess an up to date understanding of the hockey infrastructure in England including knowledge of clubs and performance hockey.

Panel members must have no personal or business interest in the applications being considered by the panel.

There will be four\* panels, each of which will consider shortlisted applications from two England Hockey Areas. This is to ensure that each panel includes representatives with local knowledge.

Each panel will consist of six members:

- Great Britain Head of Elite Talent Development (Heather Williams) who will Chair the panel
- England and Great Britain Performance Director (Ed Barney)
- A member of England Hockey Finance and Administration Directorate
- A member of the England Hockey Development Directorate
- Two members recommended by the England Hockey Area Standing Committee (ASC) who are either members of the ASC or members of the hockey community with and understanding of performance hockey put forward by the ASC.

The England Hockey Finance and Administration Director will approve the members for each panel sitting. Any connections to applicants must be declared and will be considered. If the connection is a conflict of interest, a prospective panel

**ENGLAND HOCKEY LTD**  
Bisham Abbey National Sports Centre  
Marlow, Buckinghamshire, SL7 1RR  
**Tel:** +44 (0)1628 897500  
**Email:** [info@englishockey.co.uk](mailto:info@englishockey.co.uk)  
[www.englishockey.co.uk](http://www.englishockey.co.uk)  
**Twitter:** @EnglandHockey  
**Facebook:** England Hockey

members may be excluded from parts of the discussion or decision or not approved as a panel member.

At the request of the Chair, additional England Hockey staff may be invited to attend the meeting to take minutes or to provide information.

\* Geographical coverage will be considered but this does not mean that Talent Academies will be evenly distributed across the country or that there will be an equal number of Talent Academies in each EH Area.

## **Voting**

Only panels members have a vote. Each panel member will have one vote.

Each panel will not make final decisions but will make recommendations about the shortlisted applications in the geographical area under consideration.

If required, members of multiple panels may be asked by the Chair to reconvene to re-consider shortlisted applications in close geographical proximity which have been considered by different panels.

The Chair will present the recommendations to the England Hockey Executive who will make the final decision.

January 2022