



Talent Academy Appointment Panel

Terms of Reference

March 2024

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 expect it to take several years to reach 24 dependent on the readiness of applicants to deliver against the Minimum Viable Criteria (MVC).

Licenses awarded in 2024 will be valid for an initial 12months + 3 years subject to a satisfactory progress/ Quality Assurance review in May 2025.

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 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 Panel 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 2024.

It is anticipated that the panel will meet once although this may be split into more than one session. This is a time bound panel created for the sole purpose of appointing Talent Academy licenses for 2024.

The appointment process will be reviewed each year.

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 one panel, which will consider shortlisted applications from two England Hockey Areas.

The panel will consist of five members:

- Great Britain Head of Elite Talent Development (Heather Williams) who will Chair the panel
- 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 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.

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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.

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

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