

Category	Sub-Category	Talent Academy Framework (TA)	Minimum Viable Criteria (MVC)	3-year requirement	New club tender application requirements	New club tender application Pre-requisite	Aligns to TC	Current TA re-tender application requirements	
1. Leadership & Governance	1.1 Vision & Strategy	TA: The host will have a clear vision and strategy for the progression of the Talent Academy and its supporting infrastructure aligned to the Talent Academy Framework/England Hockey guidelines.	A 3-year development and action plan that aligns to the Talent Academy framework with achievable actions, timeline and identified person/people responsible.	By 2028 there is an integrated Talent Certification (TC) & Talent Academy 3-year action plan in place for the following 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 how it will engage with stakeholders.			Outline how the Talent Academy has progressed over the license period and the learning the host will take forward to the next 3 years.	
	1.2 Compliance	TA: The host club has England Hockey Club Mark status for the duration of the license period*.	Fully meets the requirement. (*England Hockey will work with any university hosts to agree which criteria are not required due to their governance structures and/or can be evidenced in different ways).		Club Mark is in place by 31st March 2025.	✓	✓	Club Mark status in date by 31st March 2025.	
		TA: The host club has Talent Centre/Talent Certification (TC) status for the duration of the license period.	Talent Centre accreditation /Talent Certification status is in place or the host has started the process by the commencement of the license period.	Talent Certification is in place and the host club is engaged in the ongoing development of its talent development practise and provision including porgresing its TC action plan.	Talent Centre accredited club or currently working towards accreditation.	✓	✓	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.	
		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.	Fully meets the requirement.						Provide evidence of how any initial conditions of the license award were addressed and that these are now in place.
		TA: There are risk assessments for Talent Academy sessions. These cover all relevant delivery areas e.g. training, registers, drop-off/collection of players etc.	There is evidence of policies in place to ensure this criteria is fully met.					✓	
	1.3 Training	TA: A safeguarding matrix is maintained, setting out what level of training is required for each role, which involves working with young people, including names and dates of when each staff member last completed the requisite training.	Fully meet the requirement. A safeguarding matrix and certification evidence is provided for all Talent Academy staff.		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.		✓	Ensure the safeguarding matrix is up to date on the Club Portal.	
	1.5 Leadership	TA: The host will have a Talent Academy management committee (TAMC) responsible for all aspects of the Talent Academy with (a) representation on the host's 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.).	Fully meet the requirement.	Evidence of the TAMC structure is provided that meets the criteria and demonstrable evidence that there are clear roles and responsibilities on how the Talent Academy supports player development in line with the Four P culture (Person, Player, Performance, Partnerships).	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 the 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 or the person who will eventually lead the delivery).			
		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.							
1.6 Polices & Procedures	TA: The host can demonstrate evidence of health and safety, including evidence of awareness and implementation of the Planning Safe Hockey guidance, alignment with the Spirit of Hockey code of conduct, data protection, privacy, disciplinary procedures in relation to all Talent Academy members.	Fully meets the requirement.					✓		

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	1.7 Recruitment	<p>TA: There is an identified & dedicated Welfare Officer for the Talent Academy.</p> <p>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 outlined via a job description.</p>	<p>Fully meets the requirement.</p> <p>There is evidence of job descriptions and examples provided of how staff are contracted.</p>		<p>Provide a named person who will be the Talent Academy Welfare officer, a proposed staffing structure & a recruitment strategy to fill the roles.</p>	<p>An identified (named) person who will be the Talent Academy Welfare officer.</p>		
	1.8 Finance	<p>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.</p> <p>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.</p> <p>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.</p>	<p>Fully meets the requirement.</p>		<p>Provide details of a viable financial model aligned to the financial principles set out in the supporting financial guidance.</p>	<p>Provide details of a viable financial model aligned to the financial principles set out in the supporting financial guidance</p>		<p>Provide details of the proposed financial model for 2025-8 aligned to the Talent Academy financial principles.</p>
2. Coaching	2.1 Coaching Philosophy	<p>TA: The Talent Academy demonstrates a clear coaching philosophy based on an understanding of the needs of current/future players within the Talent Academy. The philosophy and delivery will be consistent with the Talent System Framework and Healthy Talent Development Principles. The Talent Academy, led by its Head Coach, can articulate the philosophy in relation to the person, player, performer and partnerships (4 Ps).</p>	<p>Coaches are able to articulate and bring to life their approach to coaching, its key principles, and how it supports player development.</p>	<p>The Talent Academy coaches will be able to describe how their philosophy has evolved and been refined as the Talent Academy has developed.</p>	<p>Provide details of the proposed coaching workforce for the Talent Academy with identified roles and details of how these will be filled /details of named coaches if these are in place. (Link with 1.7 recruitment).</p>			
	2.2 Coaching Provision	<p>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.</p>	<p>The host will be able to show how the coaching team is able to deliver an appropriate programme of talent development. This should include a designated GK lead who is present at 50% of sessions.</p>					<p>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.</p>
	2.3 Coaching Development	<p>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.</p>	<p>Evidence of a record of CPD that all coaches have undertaken in last 12 months in relation to identified needs.</p>	<p>In addition to the MVC, the Talent Academy can demonstrate how the development of coaches is supporting player development.</p>				

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	2.4 Coach integration	<p>TA: Coaches across the club (or with other clubs) are working together to support the hockey diet for TA players.</p> <p>TA: Coaches of the host's senior teams are connected to the Talent Academy to ensure integration of junior players into senior environments.</p>	The Talent Academy can provide case study examples on how coach collaboration has occurred to support player development.					
	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.	Fully meets the requirement.	Share examples of the different routes a young player may move through the pathway. In addition provide a policy detailing how players are transitioned from junior to senior (adult) hockey.	Outline the junior pathway which sits around the Talent Academy for both genders articulating where the stretch points are. No additional information is 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 of senior (adult) hockey (National League/ Area Premier).	✓	Provide evidence to demonstrate how the Talent Academy is supporting players to progress via different routes.
	3.2 Critical Mass of Players	<p>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.</p> <p>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.</p>	The Talent Academy has identified and inducted a group of approximately 25 players from 15-18 in each gender. Through their recorded player profiles, the Talent Academy can demonstrate these players are of the appropriate level based on a combination of current performance and future potential and have committed to attend a minimum of 75% of sessions across the cycle (September-July).		Provide an overview of how players in the different categories will be catered for (i.e., all hockey with Talent Academy host, senior (adult) 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	Fully meets the requirement.		Detail a viable proposal to meet the MVC in			

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3. Talent Development Environment	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.	The Talent Academy delivers a minimum of 110 hours of training spread appropriately across the three blocks where mid-week training sessions are a minimum of 1.5-2hrs, including integrated stretch opportunities for high potential players within senior environments.	The Talent Academy demonstrates an increase in training provision by 10%.	3.3 Annual programme and 3.4 Training provision			
	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.	Each player should have appropriate opportunities for competitive hockey in line with their development plan, both / either within the Talent Academy, host club or other local clubs within the Talent Academy catchment area. Talent Academy players do not play Junior County Hockey.		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.	Fully meets the requirement.		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 Player 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.	An education programme is in place with evidence of consistent delivery and impact on player development is presented.					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 with increased full pitch access during block three (April - July 75% of the time). 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 TA should have access to a classroom for up to 30 people that can effectively support player learning (Wi-Fi, AV function, tables & chairs) Access to a gym is preferable with an indoor conditioning space as a minimum.	All on pitch and essential off pitch provision in place (toilets and changing rooms).		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		

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4. Player Development & Wellbeing	4.1 Player Health (physical and mental wellbeing)	<p>TA: Player health and wellbeing is central to the 'Person First' principle. Staff will be supported to access relevant training.</p> <p>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.</p> <p>TA: The Talent Academy can demonstrate evidence where player voice is central to their culture.</p>	<p>Evidence that appropriate training has been accessed by Talent Academy staff. In addition, players and parents are aware of who to report to if they feel they are not able to play hockey in a safe environment.</p>	<p>Evidence shows that a 'Person First' approach is being lived in the Talent Academy, via player/parent feedback (e.g. surveys/player voice initiatives).</p>	<p>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.</p>		✓	
	4.2 Right Athlete Right Environment (RARE)	<p>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.</p> <p>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.</p>	<p>Fully meets the requirement.</p> <p>There is evidence that the RARE principles have been shared with parents and that player centred decision making is taking place guided by a player's IDP.</p>					
	4.3 Player Experience	<p>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.</p>	<p>Fully meets the requirement.</p> <p>Evidence shows how players and parents are encouraged to take the opportunity to feedback on their experience to the Talent Academy. Evidence of coach to player feedback, i.e. player profiling/ individual development plans.</p>				✓	
	4.4 Player Profiling	<p>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.</p>	<p>Player profiles completed twice per year. Initial profile completed at the start of the Talent Academy year (before January 31st). The second profile completed at the start of block three (April/May) to support a full player review.</p>					
	4.5 Individual Player Management	<p>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.</p> <p>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).</p>	<p>The Talent Academy, (and principally the head coach), can demonstrate good practice in terms of player management; individual player profiling and development plan at a minimum of two points during the annual cycle involving a player and their parents/guardians.</p>	<p>The Talent Academy can demonstrate how the player profiling and individual development plans are shared with a player's other environments (club/school).</p>				
	4.6 Selection (de-selection)	<p>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.</p>	<p>Provide evidence of the host's selection approach and process.</p>					

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Culture	5.1 Healthy Talent Development Culture	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. 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.	Evidence of how the healthy talent development culture principles are implemented in the Talent Academy e.g. minutes of TAMC meetings, club notice boards. Evidence that the club is sending the appropriate people to training modules.		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.		✓	
	5.2 Young People in Senior (Adult) Hockey	TA: The host has adopted the England Hockey healthy talent development 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.	Evidence how the club have implemented England Hockey young people in senior hockey guidance.				✓	
	5.3 Inductions	TA: Induction sessions are held for all new players, parents and workforce to the Talent Academy squads twice a cycle.	Provide evidence of inductions within the annual programme with reference to training on policies and procedures.					
	6.2 Outreach Work	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.	This plan will include how it will engage with state schools and/or communities who do not have regular high quality access to hockey e.g. running a festival / open assessment events.		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.		✓	
	6.3 Inclusion	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. 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.	The Talent Academy can demonstrate how it has structured its annual programme to support access to the Talent Academy, how it has identified potential and ensured staff have undertaken relevant EDI training to raise awareness.		Provide an overview of how the host proposes to create an inclusive Talent Academy environment and remove non-performance barriers.			
	6.4 Lower Socio-economic Support	TA: The Talent Academy has mechanisms to support players' access to talent activity from lower-socio economic backgrounds/ in financial need. Talent Academy budgets should demonstrate an ability to support a minimum of two players per gender free of charge (FOC)* (or the equivalent of two FOC through discounted places). TA: England Hockey and the Talent Academy will strive to work together to ensure that socio economic status does not restrict the involvement of any high potential individual.	The Talent Academy will be able to provide a minimum of two scholarship places per year per gender which includes the cost of attending and travelling to the Talent Academy.					

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	6.5 Diverse Workforce	TA: The club is proactively seeking diversity in its workforce with specific focus towards providing opportunities to broaden diversity across the TA.	The Talent Academy coaching workforce comprises a mix of genders and a plan is in place to ensure future diversity of the coaching workforce.	The Talent Academy has a gender split of no more than 60% of one gender and coaches who are from different ethnic backgrounds. Where this is not achieved the Talent Academy has a development plan in place to support under-represented groups compared with the demographics of its catchment area.			✓	
7. Stakeholders	7.1 Partnership Working	TA: The Talent Academy has a comprehensive communication 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.	The Talent Academy can evidence engagement especially around supporting player development through examples with coaches from other environments. A calendar of activity exists that demonstrates engagement points across the cycle.	The Talent Academy will act as a hub to support clubs and schools in the locality. There will be an individual engagement plan developed and agreed between England Hockey and the Talent Academy. The Talent Academy will be able to provide examples of strong productive relationships with entities in the catchment area with the player's needs at the centre of the relationship. Where there are challenging relationships a planned approach to overcome these will be in place.	Demonstrate a willingness to engage with clubs and schools in the local area to ensure a joined up programme for each Talent Academy player.		✓	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.
	7.2 Parental Engagement	The TA throughout the cycle can show evidence of a plan to educate and communicate with parents around talent development and performance parenting, with parents able to feedback in a systemic way.	There are a minimum of two player & parent engagement opportunities per year, to educate but also receive feedback on their experiences outside of the England Hockey Talent Academy Stakeholder Survey.				✓	
	7.3 England Hockey Engagement	TA: Maintain contact with England Hockey Talent, Coaching and Development teams as appropriate regarding Talent Academy activity.	The Talent Academy has representation at Talent Academy workshops and support sessions.		Demonstrated engagement and a willingness to work in collaboration with the England Hockey Talent team.		✓	
	7.4 Communication	TA: The Talent Academy has an appropriate form of communication to squad members and parents; this should include evidence of communication of policy, (e.g. news boards, e-newsletters, email communications etc.) which is suitable and engaging for young people and their parents. Moreover, all Talent Academies should have all players/parents registered to the Talent Platform.	The Talent Academy can provide evidence of engaging parents, players and stakeholders within the Talent Academy catchment area.					
8. Data & Insight.	8.1 Quality Assurance	TA: The Talent Academy engages fully in the Annual QA process including the one-two-one review meeting each year. TA: Hosts will commit to participating in ongoing quality assurance of the Talent Academy and the Talent System.	Host committed to participate fully in an ongoing quality assurance process and embrace their Talent Academy Development Plan.					

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	8.2 CRM Data	TA: All players engaged in the Talent Academy activity are registered on the England Hockey Talent Platform.	<p>Players will be identifiable via the Talent Platform in relation to the end of cycle event and for bulk communication purposes.</p> <p>Squads are kept up to date and previous squad members removed etc.</p>					
	8.3 Success Indicators	TA: Success indicators include: number of players progressing into the EAG/u21 environments, individual data from the TA bi-annual survey as well as meeting the activities within the License Agreement.	Player data will be collated and reviewed annually.					