

Winchester Hockey Club: Junior Section



Talent Development Policy

Junior Club Objectives

The junior section has 2 over-riding aims:

Participation - provide opportunities to play hockey for as many children as possible

Talent Development - provide stretch opportunities for motivated and high potential players

Talent Development Objective

We encourage a culture that supports talent development and competition for those that want it.

We support talent development in a number of ways, partly within the existing age groups and also by providing additional opportunities to a select group of players.

Talent Development Coaches

Our talent development is driven by our professional coaching team:

- Junior Director of Coaching – Richard Penrose
- Head of Boys Performance – Howard Chaplin-White
- Head of Girls Performance – Andrew Howard

All of these coaches are high experienced with at least level 2 qualifications, and are contracted by the Club to provide coaching services to the junior section.

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Talent Development

Within existing age groups (included within normal membership):

Each age group includes a broad range of players, covering a full spectrum of attitudes from those who are highly motivated to progress their hockey and become the best players that they can, to those who are happy to participate in a more relaxed manner.

This spread of players creates challenges for coaching and management.

Within this environment we support talent development by:

- Encouraging a culture that supports talent development and competition for those that want it;
- Streaming players in training groups;
- Splitting squads into A-team & B-team, with fixture programmes for both; A-team more performance focused, with dedicated experienced head coach;
- Giving A-team coaches clear targets to focus on talent development;
- Strengthening coach development support, including oversight by our Junior Director of Coaching and a Performance Coach for each gender;
- Providing sufficient number of coaches so that the player: coach ratio is appropriate;
- Establishing a structured fixture programme designed to appropriately stretch teams;
- Arranging a fixture programme for U10 top end players.

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Outside age groups (additional charges to fund additional costs):

We provide further talent development support outside age groups (called Talent Development Group ("TDG")) by:

- Providing an additional weekly talent group training session
 - Planned and overseen by Junior Director of Coaching, and supported by our Performance Coaches and developing young coaches;
 - Wide spread of ages (U10-U14), but split into appropriate training groups;
- Establishing and monitoring Individual development plans for each player;
- Supporting the transition of juniors to senior teams; managed by our Performance Coaches;
- Mentoring individual players;
- Encouraging players that are considered ready to train with older age group, in addition to own age group.

In order to assist with parent and player communication, there is a clear Selection Policy. Individual age groups will be responsible for their own selection decisions and invitations to the TDG will be decided in consultation with the Performance Coaches. If necessary, players are invited to trial / try out sessions and there are opportunities to join the Talent Development Group at any stage in the season if coaches believe players have improved and are ready.

Participation in the TDG programme is open to members and non-members.