



Talent Hockey at Guildford Hockey Club 2022-2023: FAQs

This FAQs document is designed to answer questions about Talent Hockey at Guildford Hockey Club. For the introductory presentation [please click on this link](#).

You may wish to read through it all, but it is designed to act as a reference for one-off questions that you might have about our talent hockey programmes.

Summary: Future Stars & Talent Academy

Alongside our regular junior hockey programme Guildford Hockey Club runs a talent programme for enthusiastic players and those with high potential from across Southwest Surrey and Hampshire. This programme is called **Future Stars**.

- Future Stars Foundations: for players in school years 4-6
- Future Stars Intermediate: for players in school years 7-9
- Future Stars Advanced: for players in year 10-13 who are not selected as part of the Guildford Talent Academy

Alongside Future Stars, Guildford Hockey Club runs an England Hockey **Talent Academy** for 25 players of each gender in year 10-13.

Future Stars and the Talent Academy are open to both members and non-members of Guildford Hockey Club. A summary of all four programmes, including their location, the number of places available, how we coach, and the selection requirements, can be found in our [introductory presentation](#).



‘What is Talent Hockey?’

What do we mean by talent?

We will all have our own definitions of what talent is. This may be a combination of our experiences as a player, coach, parent, our knowledge of research in this area, and what we have observed and digested from other sports, the media and other publications.

Having a written, shared definition and understanding is not just an academic exercise, it is a fundamental piece of the puzzle that sits behind talent. It is something to come back to when we encounter problems and have decisions to make.

Talent is developed from potential. Everyone has a certain amount of ‘natural giftedness’. This natural make-up we all come with is unique to each of us and is only the starting point. We do not define this as talent, and do not describe players with an abundance of natural gifts as ‘talented’. Instead, we would describe them as ‘having potential’. Talent is what you develop from these natural beginnings - through experiences and training.

For example, a child with fantastic hand-eye co-ordination develops this unique ability over a number of years into a fantastic first touch, knowing exactly what angle their stick should be at and how soft their hands should be to manipulate the ball into exactly the right position for their next action - this first touch is a talent for hockey.



Our Approach to Talent Development

Our approach to talent development reflects our understanding of Talent and can be summarised as follows:

TALENT DEVELOPMENT APPROACH

The following principles will underpin our approach to talent identification and development

<p>1 Recognising talent is about future potential not just current performance</p> <p>Current performance plays a part in understanding future potential but in isolation is a poor indicator and should not be relied on by itself. Other Indicators of future potential are:</p> <ul style="list-style-type: none"> • Superstrengths – current superstrength of a player that sets them apart from others • Level of all Player Qualities (see Chapter 4) • Ability to learn – players who can respond positively to a learning stimulus. This can be a differentiating factor of potential meaning they progress faster than their peers • Physical, psychological, social maturation – understanding how mature a person is in relation to their peers in all these three domains can indicate how much room for growth exists • Relative Hockey and Physical Training age – determining how much time has been spent in quality environments on a hockey field and performing specific physical training can also indicate how much more room for growth there is. <p>It is important that we continually re-evaluate our view on a player's potential. Constantly re-assessing is critical.</p>	<p>2 RARE principles - Right Athlete Right Environment</p> <p>A young person's experience is shaped by the environments they inhabit so matching the environment to their physical, mental and social needs at any point in time is critical to ensuring they can thrive, develop and enjoy their time.</p> <p>Knowing what is right for an individual, placing the player at the heart of any decision.</p>	<p>3 Open, inclusive and 'keep the net wide' approach</p> <p>We know that talent selecting talent is tricky. With this in mind, one of the most important things is that our talent system is 'open' with opportunities to join / re-join over many years. We have plenty of examples where players have not played age group hockey but have still been a successful senior international.</p> <p>Inclusivity is about all people (irrespective of age, gender, ethnicity, religion, sexual orientation, disability) fitting in and feeling comfortable. We all have a responsibility to support one another feeling welcome and integrated.</p> <p>'Keeping the net wide' refers to allowing opportunity for more players to develop their gifts over longer periods. Selection and decisions should be at 'this point in time' and not a final decision.</p>	<p>4 Multiple opportunities; multiple eyes; multiple contexts</p> <p>Providing opportunity for players to perform over numerous contexts, such as training and matches in different environments, allows greater opportunity for them to demonstrate their potential.</p> <p>Having multiple eyes on players, whether that be coaches, teachers, managers, or scouts, allows a more comprehensive view. Multiple opportunities allows us to work with players over a longer period of time to fully inform ourselves about the player rather than a one-off snapshot.</p>	<p>5 Quality and frequency of training and competition</p> <p>Providing frequent, high quality, enjoyable training and competition is the bedrock of developing talent.</p> <p>Partnerships between school, club, county and other stakeholders are key in providing more consistent messages to players, whilst keeping the player at the heart.</p>
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Why are England Hockey Introducing a new talent system?

England Hockey explain here why they are launching a new Talent Strategy

[WHY A NEW TALENT SYSTEM. PORTRAIT.pdf](#)



Guildford Talent Academy

What is a Talent Academy?

Talent Academies are intended for the highest potential 15 – 18-year-old players (year 10-13). Nationally this will be approximately 500 players. This equates to 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 club. Every Talent Academy will have a squad of players selected through a robust process based on the England Hockey Complete Player Qualities [SECTION 4 Great Britain Talent System Framework 'Complete Player Qualities'](#)

How many Talent Academies will there be?

There are 17 club-based Talent Academies and four areas where, because a suitable club has not been found, England Hockey will lead the Talent programme. The nearest Talent Academies to Guildford are Surbiton, Reading, East Grinstead, and Southampton.

Will all Talent Academies be run in the same way?

No. Each club will create a programme that best suits the needs of players in its catchment area. The provision will therefore vary between Academies - for instance, which night of the week, or which days of the month. However, high quality of coaching, overall contact time, and access to players from across the Talent Academy catchment area will be consistent.

How many players are Talent Academies intended to support?

Each Talent Academy supports 25 players per gender from year 10-13.

What area does the Guildford Talent Academy cover?

23 clubs fall within the Guildford Talent Academy area. They are:



Club name	Players Aged 14-18
Aldershot & Farnham HC	112
Alton HC	120
Bognor Town HC	0
Camberley & Farnborough HC	89
Chichester Centurions HC	0
Chichester HC	59
Civil Service HC	15
Cranleigh HC	13
Cranleigh Men's HC	0
Fleet & Ewshot HC	98
Guildford HC	272
Haslemere HC	111
Lavant HC	3
Littlehampton HC	3
Middleton HC	12
Penguin HC	2
Petersfield HC	75
SJB Academy HC	3
Team Surrey Spartans HC	7
Warlocks Vets HC	0
Woking HC	132

How are Talent Academies funded and what is the cost?

Talent Academies are non-profit making entities, funded by player contributions. The cost of attending a Talent Academy is in line with the cost (per/hour) of attending Performance Centre Hockey.

Because of the significant increase in contact time there is a considerable cost to attending a Talent Academy. Each Talent Academy is working hard to reduce these costs, and there is provision for assisted places should the need arise.

To find out about financial support for players involved in Talent Academy Hockey, or any hockey at Guildford Hockey Club, please contact Hockey@GuildfordHC.com to speak to the Director of Hockey (Dan Fox).

Fees for attending the GHC Talent Academy are split into three termly instalments of £240, payable at the start of each term.



How are Talent Academy Squads selected?

Players are nominated for Talent Academy trials by clubs, schools, counties or Performance Centres. For 2022 this process took place in June and trials will be in September.

Trials for the Guildford Talent Centre will take place on Sunday 11th and Sunday 18th September 2022. Invitations to all players that have been nominated will be sent out in August.

The trial process is outlined [here](#).

There is an ongoing nomination process for schools, clubs, and counties operated by England Hockey.

Is there a cost to attend the Talent Academy Trial Days?

There is a £60 charge to trial for Talent Academy. This covers both days of hockey at the trials on Sunday 11th and Sunday 18th September.

Both days will include coaching from players and coaches with international experience, as well as formal assessment as part of the TA and FS programmes.

What days and times does Talent Academy training take place?

WHO	YEAR 4,5,6			YEAR 7-13						
SQUADS	FUTURE STARS FOUNDATIONS			YEAR 7-9 FUTURE STARS INTERMEDIATE			YEAR 10-13 FUTURE STARS SENIOR		YEAR 10-13 TALENT ACADEMY	
WHERE	FUTURE STARS FOUNDATIONS: CRANLEIGH	FUTURE STARS FOUNDATIONS: BROADWATER	FUTURE STARS FOUNDATIONS: ST TERESAS	FUTURE STARS YEARS 7&8 BROADWATER	FUTURE STARS YEARS 7-9 CRANLEIGH	FUTURE STARS YEARS 9 CHARTERHOUSE	FUTURE STARS GIRLS: CHARTERHOUSE	FUTURE STARS BOYS: CHARTERHOUSE	FUTURE STARS GIRLS: CHARTERHOUSE	FUTURE STARS BOYS: CHARTERHOUSE
WHEN	MONDAY 6:30-7:45PM	TUESDAY 6:30-7:45PM	THURSDAY 6-7:15PM	TUESDAY 6:30-7:45PM	MONDAY 6:30-7:45PM	WEDNESDAY 6:30-8PM	MONDAY 6:30-8:30PM	THURSDAY 6:30-8:30PM	MONDAY 6:30-8:30PM	THURSDAY 6:30-8:30PM
NUMBERS AND SELECTION	18 PLAYERS NON-SELECTIVE	24 PLAYERS NON-SELECTIVE	24 PLAYERS NON-SELECTIVE	30 PLAYERS 2 STREAMS	24 PLAYERS SELECTIVE	24 PLAYERS 2 STREAMS	50 PLAYERS SELECTIVE	50 PLAYERS SELECTIVE	25 PLAYERS SELECTIVE	25 PLAYERS SELECTIVE
CONTACT TIME	10-12 WEEKS EACH TERM	10-12 WEEKS EACH TERM	10-12 WEEKS EACH TERM	10-12 WEEKS EACH TERM	10-12 WEEKS EACH TERM	10-12 WEEKS EACH TERM	21 Evenings and 5 days	21 Evenings and 5 days	32 EVENING SESSIONS 13 DAY SESSIONS	32 EVENING SESSIONS 13 DAY SESSIONS
TERMS	AUTUMN SPRING SUMMER	AUTUMN SPRING SUMMER	AUTUMN SPRING SUMMER	AUTUMN SPRING SUMMER	AUTUMN SPRING SUMMER	AUTUMN SPRING SUMMER	YEAR ROUND (SEPTEMBER – JULY)	YEAR ROUND (SEPTEMBER – JULY)	YEAR ROUND (SEPTEMBER – JULY)	YEAR ROUND (SEPTEMBER – JULY)
TERMLY PLAYER CONTRIBUTION	£100	£100	£100	£100	£100	£100	£140	£140	£240	£240



Is there any athlete development or off-pitch activity included?

There is more to becoming a great hockey player than just what you do on the pitch! Talent Academy players will also have access to additional sessions covering nutrition, physiotherapy, performance analysis, and strength & conditioning.

Does the Talent Academy play matches?

Talent Academy competition is scheduled for the summer of 2023. During the season competition for players continues to be provided by regular junior and senior club fixtures.

Do I need to be a Guildford Hockey Club member to attend the Guildford Talent Academy?

No. A Talent Academy is open to players from all clubs and schools.

What happens if I am not selected for a Talent Academy squad?

Guildford Hockey Club runs a broader Talent development programme called Future Stars. The Future Stars Advanced Squad is open to players in year 10-13.

Selection for Future Stars also takes place at the start of September. Those players attending Talent Academy trials will not have to trial for Future Stars as well. Should you wish to apply for a Future Stars place should you not be selected for Talent Academy, then you will be able to register your interest at the end of August.

Players that are not trialling for a Talent Academy place may also apply for the Future Stars Programme. Details about this can be found in the section below.

Will other local clubs offer talent development?

Other clubs across Southwest Surrey and Hampshire already offer some excellent hockey. Over time it is likely that more clubs will gain Talent Centre Status to reflect their ability to deliver high-quality talent development. Alton HC have already been awarded Talent Centre Status. Check with your local club for their specific talent offer.

Is there Talent Academy kit?

We will be offering Talent Academy branded kit at an additional cost. Selected players will be able to order kit (training t-shirts and a jumper) at the start of the programme.



How will training load be managed for Talent Academy players?

The programme is designed to maximise contact time while balancing players' other hockey, academic and social commitments. Rest weeks are built in, while there are longer breaks during periods where we know academic pressure is likely to be highest. Talent Academy hockey is designed to put players at the centre, so if you have any concerns around training load during the course of the year you are encouraged to talk to the coaches so we can help you manage your commitments.

How is the programme managed?

The Talent Academy programme will be managed via Teamo. If you play at Guildford HC, you'll already be familiar with the platform. If you play your regular junior / adult hockey at another club, you will need to download the Teamo App, join the GHC account and you will then be added to a Talent Academy group.

Teamo is a GDPR-compliant platform that will give you access to the Talent Academy calendar, allows you to indicate your availability to attend, helps us to keep track of emergency details and payments, and allows us to send messages / emails to the Talent Academy group.

Payments will be scheduled on a termly basis and will also appear in your Teamo account.



Future Stars

What is Future Stars?

The Future Stars programme has been running since 2021. It is run by Guildford Hockey Club to provide talented hockey players with an additional opportunity to play and train.

The programme is part of a wider drive by England Hockey to deliver a talent system through clubs rather than exclusively through county and regional hockey associations.

The aim is to create a simpler environment that has fewer conflicting demands on players' time. This will 'put the player at the heart of everything' and give more players an opportunity to fulfil their potential.

The Future Stars programme is in addition to existing junior and adult club hockey.

What does Future Stars look like?

Future Stars Foundations Year 4-6:

- Weekly evening sessions throughout the year
- Three locations: Cranleigh School (Mondays 6:30-7:45pm), Broadwater School (Tuesdays 6:30-7:45pm), and St Teresas School (Thursdays 6-7:15pm).
- Cost: £100 per term.
- No selection: players grouped by experience within sessions.
- Sign up on Teamo for September 2022 taster sessions or, after September 2022, contact Hockey@GuildfordHC.com

Year 7-9 Future Stars Intermediate:

- Weekly evening sessions throughout the year
- 6:30 – 7:45pm
- Three locations: Cranleigh School (Mondays), Broadwater School (Tuesdays), and Charterhouse School (Wednesdays Year 9 only).
- Cost: £100 per term.
- Selection takes place on the first two evenings of each term.
- Two squads of players (A and B) will be selected based on experience and potential.
- Sign up on Teamo for September 2022 trial sessions or, after September 2022, contact Hockey@GuildfordHC.com

Year 10-13 Future Stars Advanced:

- 21 evening sessions and six day-long sessions spread across 10 months
- Monday (girls) and Thursday (boys) evening sessions (see calendar for dates)



- Time: 7-9pm
- One location: Charterhouse School
- Capacity for up to 15 players per gender per school year group
- Additional sessions such as nutrition, physiotherapy, psychology, performance analysis, and strength and conditioning are included.
- Cost: £140 per term.
- Selection takes place at the start of September. Players may trial at a later by arrangement.
- Players are selected based on current performance and future potential
- Exiting players will continue to be part of the 2022-23 squad. Prospective new players should contact Hockey@GuildfordHC.com

What will a Future Stars session look like?

These sessions aim to stretch and challenge young players. The content will reflect what hockey looks like at the highest level and will be delivered by coaches who are working with Great Britain and England teams as well as experienced coaches from Performance Centre, Guildford 1st teams and our junior age group squads.

As well as learning through gameplay there will be time to develop skills, practise thinking tactically, and develop a detailed understanding of a player's own super strengths and areas to work on.

If I cannot make the day and time scheduled for my age group, can I still take part?

The basis for Future Stars is making training work for individuals. We think that each Future Stars group will have the right amount of time to develop outstanding players without overloading them or precluding time for other sports and enjoying a social life. Having several locations, and different training evenings is designed to give you flexibility week by week.

Whilst each player will sign up to attend sessions at one venue, it will be possible, in some instances, to switch venues should the need arise.

Who will be coaching The Future Stars?

We have an outstanding coaching that we are extremely excited about.

Talent Lead Girls: Beckie Middleton is GHC Men's 1st team coach. As an England and Great Britain International with 104 caps Beckie's experience in international hockey and club hockey, where she played at the highest level in the Netherlands, Australia and New Zealand is complimented by her time as a coach with Surbiton Women's 1st XI and the Great Britain Elite Development programme.

Talent Lead Boys: Dan Fox. GHC Men's 1st team coach. Dan is a Double Olympian and has 164 England and Great Britain caps. He has extensive experience coaching in the Men's and Women's Great Britain Elite Development programme. He has also spent time as Great Britain Senior Men's Assistant Coach and worked extensively in junior hockey, including time as a Performance Centre Head Coach.



Lead Coach: Helen Jelley is a GHC Women's 1st XI and former Premier League Hockey player in Leicester. Helen is now Head Coach of the Weybridge Performance Centre.

Lead Coach: Lucy Wood is an England and Great Britain International and Commonwealth Games medallist. Lucy brings a wealth of experience to Future Stars after a hugely successful first year coaching junior hockey at GHC.

Lead Coach: Ryan Colman is a GHC Men's 1st XI player and a full-time hockey coach with a background learning and coaching in South African School sport.

Lead Coach (Goalkeepers): Aurora Mears plays Premier League Hockey and is an experienced coach of young players across the South East. Aurora is an exciting young coach who will be working across the Academy and within our junior section.

Lead Coach: Shay O'Connell is GHC Women's 1st XI coach and has developed a superb group of young players and adults in his time at the club, which includes leading the indoor Women's squad into National League Division 1. Shay provides a superb link between Future Stars and adult hockey at GHC.

How does Future Stars fit in with schoolwork and exams?

The player is at the heart of this programme. This means that the 21 evening sessions will be organised to reflect times when age groups have significant academic pressure. For instance, early January is a light training period for U18 teams as schools begin mock exams for Year 11 and 13 pupils. Equally, an individual player may choose not to attend some sessions. We envisage that catching up sessions later in the season, particularly when other junior and adult hockey finishes will work for some young players.

What is happening to Performance Centre Hockey?

Performance Centre hockey will be replaced by club-based talent programmes in 2022. The final Performance Centre activity will be in August 2022.

What is happening to County Hockey?

County Hockey (also known as Development Centre and Academy Centre Hockey) will change. It will no longer be the first step on a 'Pathway' to Performance Centre and National Age Group hockey (although County hockey coaches can nominate players to attend a Talent Academy trial).

In 2022-23 County Hockey (Surrey or Hampshire in most cases) will continue to run and provide ongoing opportunities for participation for players in year 8 upwards. GHC and other clubs and schools will nominate players for Development Centre hockey in the summer and this leads to opportunities for Academy Centre Hockey in the Autumn and Spring (approximately 4 training days and 4 match days). It is up to individual players if they would like to continue with county hockey alongside or instead of the Future Stars programme.



In 2022 Surrey Hockey split between Southeast and Greater London areas, meaning a smaller catchment of players.

In 2021 the cost of County Hockey was £120 for DC camps in the summer and a further £135 for 12 hours of training and 4 match days in the Spring and early Summer of 2022.

How do I decide whether to take part in County Hockey?

This will be different for everyone. The best thing to do is speak to Dan or Beckie to discuss the advantages and disadvantages. The considerations will be:

- The quality of coaching
- Opportunities to play with different people from other clubs
- The challenge and opportunity of selection
- Travel times
- Contact time
- Costs

Why is the system changing?

- The current system of talent development is described as narrow. This means that there are relatively few ways to enter it; often single trial days set against dozens of other players.
- The system is also complex. This means that the Pathway Is managed by lots of different organisations, which makes organizing what is best difficult; conflicting demands are common.
- The system is inconsistent. This means that the quality of delivery is not the same everywhere and could be better. Concentrating resources at clubs should improve the quality of delivery and the focus on individual player development.

How does nomination for National Age Group Squads work in 2022-23?

National Age Group Squads (Wales, Scotland, or England U16, U18, U21) is either from Performance Centre (in its final iteration in 2022) or through a direct nomination from a player's Hockey Club or a player's school. In the future nominations will be through Talent Academies, clubs or schools.

Is Future Stars open to players from other clubs?

Like the Guildford Talent Academy, the Future Stars programme is open to players from all clubs and schools.

What happens to the usual Friday and Sunday junior programme?



The GHC junior programme is going from strength to strength, and this remains the place for matches and competitions. Future Stars is in addition to your regular junior hockey.

What are other clubs planning to do?

The wider picture is a move to a simpler and better system of talent development in English Hockey. Clubs have been invited to develop new programmes to make this happen. We developed Future Stars in 2021, one year before the formal transition to a club-based model of talent development.

Alongside Guildford, 16 other clubs have been chosen to deliver Talent Academies in England. It is likely that some of these clubs will begin to offer a broader talent programme, like Future Stars. Clubs that are not Talent Academies are also likely to expand their offer to young players.

How does Future Stars impact on adult hockey?

The additional training sessions should not have a significant impact on adult hockey and the players involved. By reducing the number of stakeholders involved in each player's hockey journey the new talent framework should make balancing training load over the course of a week simpler and more successful.

Will the Future Stars Programme play matches?

In due course England Hockey would like clubs' 'Talent Centres' and 'Talent Academies' (their language for what we are developing) to play fixtures alongside junior hockey. In 2022 junior hockey fixtures will still be played through our regular junior sides. However, there is likely to be match play within the Future Stars training programme and this might look like outdoor or indoor fixtures against top local schools or clubs in 2023.

Is there GHC Future Stars kit?

We will be offering Future Stars branded kit at an additional cost. Players will be able to fill in a form to order kit (training t-shirts and a jumper) at the start of the programme.

I'm interested in applying for a place at Future Stars – what do I do next?

Future Stars Foundations Year 4-6:

- No selection: players grouped by experience within sessions.
- Sign up on Teamo for September 2022 taster sessions or, after September 2022, contact Hockey@GuildfordHC.com

Year 7-9 Future Stars Intermediate:

- Selection takes place on the first two evenings of each term.
- Two squads of players (A and B) will be selected based on experience and potential.



- Sign up on Teamo for September 2022 trial sessions or, after September 2022, contact Hockey@GuildfordHC.com

Year 10-13 Future Stars Advanced:

- Selection takes place at the start of September. Players may trial at a later by arrangement.
- Players are selected based on current performance and future potential
- Exiting players will continue to be part of the 2022-23 squad. Prospective new players should contact Hockey@GuildfordHC.com

Can I spread the word?

Yes! If you have friends or team mates who Future Stars is likely to be suitable for, please let them know where to find this information and encourage them to sign up for the trial / taster sessions.

Any other questions about Talent Academy or Future Stars?

Please speak to Dan Fox (Director of Hockey) or email Hockey@GuildfordHC.com