

# WINCHESTER HOCKEY CLUB- 1891

The near term strategic plan for the next stage of the JUNIOR CLUB  
SECTION development. Doc Ref: WHC D2

Development  
Plan: 2021 -  
2023



## VISION

We aim to offer an inclusive and welcoming environment where we can provide hockey for as wide a range of children as possible, whilst also stretching those who are driven to achieve their full potential.

## SUMMARY

- Provide a combination of an inclusive participation offering and talent development for young players aged 6-18.
- Ensure training and match environments are always safe and fun.
- Enter at least 2 teams per age groups into league & cup competitions, one as a performance team and one as a participation team.
- Actively manage development of all players for U12 age groups and above, including participation in junior and senior hockey.
- Encourage great hockey participation in our local area.
- Continually enhance the quality of coaching to all members.



## SHORT TERM (12 MONTHS) ACTION PLAN

- Strengthen and broaden management structure by:
  - Establish consensus and wide understanding of culture & objectives
  - Encourage additional people to be involved in section management
  - Improve communication amongst and between section management
  - Improve communication amongst and between age group management
  - Improve communication amongst and between age group coaches
  
- Continue to strengthen talent development initiatives by:
  - Integration of objectives & initiatives between TDG & age groups
  - Establish & monitor individual player development plans
  - Support age groups to deliver clear talent development focused sessions and culture
  
- Improve the quality of coaching throughout the junior section by:
  - Coaching programme overseen by junior director of coaching (“JDC”)
  - Junior performance coaches (“JPC”) monitor and support coaches running each age group
  - Coach education through:
    - EH courses
    - JDC workshops
    - JDC & JPC support & guidance
  
- Embed talent development focus within the senior section by strengthening links and communication with club captains, team captains & coaches and other key stakeholders. Use IDPs to communicate common approach to management of individual players.
  
- Create a sustainable plan for a community outreach programme, building on the initial projects at local primary schools.
  
- Plan & roll-out an indoor hockey programme for 2023-24 season, offering indoor hockey exposure for U12+ talent squad players.
  
- Gain accreditation as an England Hockey Talent Centre.



## LONG TERM (3 YEARS) ACTION PLAN

- Continually strengthen coaching under the guidance of the JDC.
- Establish and monitor performance targets for each age group, the talent development programme and the junior section.
- Expand the capacity (primarily pitch space & coach hours) available to enable an increase in the number of members that can be safely accommodated.
- Develop a consistent flow of parent helpers, targeting even numbers for each gender and age group.
- Expand the community outreach programme.
- Formalise the current junior development initiatives as a “Junior Ambassador” programme encouraging juniors to develop coaching, umpiring & other non-playing roles.
- Establish indoor hockey as a core part of the junior hockey provision.



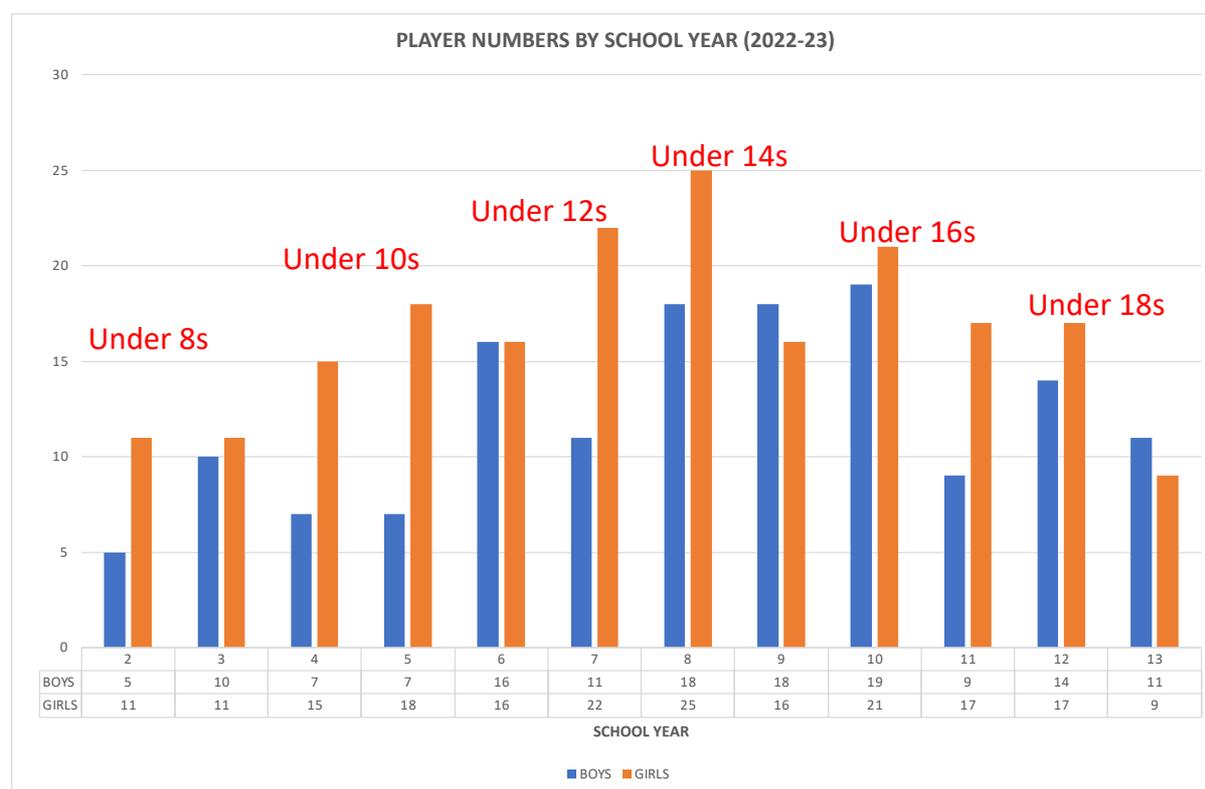
## AIMS & OBJECTIVES

Our overriding aim is to provide a combination of talent development for the competitive and motivated players, alongside an inclusive participation offering for those more interested in active, social hockey without the pressures of competition. Our assessment of the current state of the junior section, whilst recognising that there are differences between groups, is that our participation offering has been stronger than talent development. Whilst we remain firmly committed to both, we believe that this needs rebalancing, with greater support given to talent development.

### Membership

Historically we have accepted any players that apply to join the club, which in some age groups has created very large groups that are difficult to manage and negatively impacts the quality of the experience for all members.

In other age groups we currently have low numbers that, unless addressed, could limit the ability of the Club to field teams of an appropriate standard.



We have established target numbers for each age group based on the training space and number of coaches and subject to overall maximums as follows:

- U8 & U10: 50 per group
- U12 – U16: 45 per group



In age groups with low numbers, we are establishing initiatives to recruit new members. Where demand exceeds capacity priority will be given based on player and parent commitment as set out in the Membership Policy.

The capacity constraints are driven by pitch space and coach availability. Over time, we will aim to relieve these constraints so that we can increase the capacity of our membership.

### ***Participation***

We will continue to offer weekly training sessions and the opportunity to play in teams entered into lower level leagues and friendly fixtures for players that are not ready or interested in a more competitive talent based environment.

We aim to ensure that there is sufficient coaching provision for all areas of the junior section, with all coaches guided by the JDC, so that all players participating receive a high quality hockey experience.

In conjunction with the longer term plans for community outreach programmes, we will aim to increase participation in hockey in the local area.

### ***Talent Development***

Talent development is a relatively new initiative within the junior section, which we intend to deliver as follows:

#### Management focus

- Junior Director of Coaching (JDC) will drive talent development in all areas of the section;
- Junior Performance Coaches (JPC) will oversee the age group coaching, prepare and monitor individual development plans, and work with age group coaches to ensure appropriate talent development of individual players and the team;
- Performance targets for each age group and the talent development programme will be established and monitored.

#### Within existing age groups (included within normal membership):

- Encourage a culture that supports talent development and competition for those that want this;
- Streaming players in training groups;
- A-team / B-team split; fixture programmes for both;
- A-team more performance focused, with dedicated experienced head coach;
- A-team coaches given clear targets to focus on talent development;
- Strengthen coach development support;
- Structured fixture programme designed to appropriately stretch teams;
- Fixture programme for U10 top end players.

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

- Additional weekly talent group training session



- Planned and overseen by JDC, and supported by other professional coaches and developing young coaches;
- Wide spread of ages (U10-U14), but split into appropriate training groups;
- Individual development plans for each player;
- U14 and above: support transition of juniors to senior teams; managed by performance coordinator;
- U14+ players invited to appropriate senior training regardless of participation in Saturday hockey;
- Individual mentoring;
- Talented players encouraged to train with older age group, in addition to own age group, where considered appropriate.

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

### ***Indoor Hockey***

Historically we have entered, and enjoyed some success in, the England Hockey U16 & U18 indoor championships. We have ambitions to expand the indoor hockey offering beyond this limited objective with a view to developing consistently competitive teams in all age groups and using indoor hockey skills to improve players' outdoor abilities. We aim to offer indoor hockey opportunities to as wide a range of players as possible.

We are hopeful that a local indoor facility will be available from the start of next season, and we intend to book this for regular weekly training sessions.

### ***Community Outreach Programme***

We are conscious of the need to grow hockey participation in the local area, supporting sports provision in the community and encouraging a steady supply of new members to the Club. In time, we would like to develop a wide ranging programme across multiple primary and secondary schools in the Winchester area. This is an ambitious target that will need further planning, development and staffing. This will be an on-going development objective.

Our primary school outreach programme, led by Angie Cottee, has delivered 6 week blocks to Weeke, Western & Olivers Battery primary schools.

In the short term, we intend to:

- Continue to roll out this 6 week programme to more primary schools.
- Establish a beginner group at the Club to provide on-going opportunities to the players that would like to continue hockey beyond the introduction sessions at their schools.



- Offer the opportunity to these primary school pupils to join holiday and summer term training groups.
- Build on existing links with Kings school, to identify areas that we can support the school with their hockey provision, and ensure that we maintain a regular flow of players from the school who join the Club.

### ***Funding***

The Club provides a budget for coaching and pitch hire costs for the standard training and match play opportunities open to all members. Additional playing opportunities (eg, TDG, holiday camps & summer training) will incur additional charges to cover costs incurred delivering each opportunity.

The junior section sponsor, Happy Hot Tubs, has agreed a 3-year sponsorship package which will enable the club to develop the initiatives discussed.

### ***Coach Development***

It is our belief that the quality of the coaching is fundamental to all aspects of the playing side of the Club. We will constantly encourage our coaches to develop through England Hockey led training, support from the Junior Director of Coaching and other experienced coaches and self-directed reflection and learning.



## Appendix One

### Reporting formats.

Annual review of player development status is recorded and reported to the club using document WHC87.

Latest copy here:



WHC87 Player  
Pathway Development

### Current Coaching development Programme and planner



WHC18-Club-Coaching-Planner-1 guideline



WHC86 Coaching  
Development update