

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: 2024 -
2025



WINCHESTER HOCKEY CLUB
JUNIOR SECTION - 2024-25 STRATEGIC PLAN

SUMMARY

- Provide a combination of an inclusive participation offering and talent development for young players aged 6-18.
- Continue with a sustainable plan for a community outreach programme, including initial pilot projects at local primary schools.
- Ensure training and match environments are always safe and fun.
- 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 and Hockey HUB membership
 - JDC workshops
 - JDC & JPC support & guidance
- Establish and monitor performance targets for each age group and the talent development programme.



AIMS & OBJECTIVES

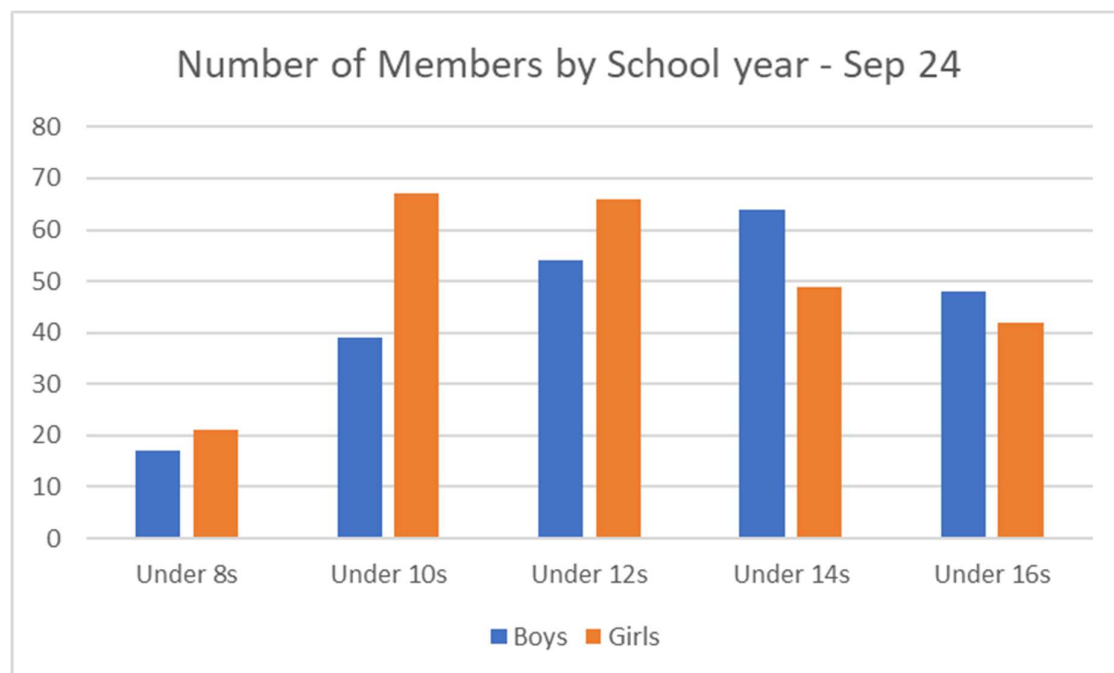
Our overriding aim is to provide a combination of talent development for the competitive and motivated players, alongside an inclusive participation offering for those more interested in active, social hockey without the pressures of competition.

Our assessment of the current state of the junior section, whilst recognising that there are differences between groups, is that our participation offering is now more balanced with the talent development programme. We remain firmly committed to both, maintaining this balance.

Membership

Historically we have accepted any players that apply to join the club, which in some age groups has created very large groups that is 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. Where possible we will look to run additional groups per age group to accommodate larger numbers, subject to the following:-

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

A full programme of coaching and playing schedules is shown on club website and Teamo.

Talent Development

Talent development is a relatively new initiative within the junior section, (a guide for parents and players is available – WHC67), which we intend to deliver as follows:

Management focus

- JDC focus will be to drive talent development in all areas of the section;
- JPCs 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 (appendix 1).

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 Junior Director of Coaching, 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; (WHC64)
- U15 and above: support transition of juniors to senior teams; managed by performance coordinator;
- 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.

Future Initiatives

Our main short-term initiatives include:

- Develop the roles of Head of Boys Performance and Head of Girls Performance, working under the guidance of JDC. As a team, these coaches will be responsible for supporting the coaches of each age group to deliver our talent development objectives, run the talent development group training sessions, establish and monitor individual player development plans and manage the integration of older junior players into the senior section.
- Continuing personal development of all coaches to support them to deliver quality training sessions for all age groups.
- Establish the weekly talent development group training as an on-going initiative for players from under 10 – under 14 age groups.
- Review and support the now established plan to support under 16 – under 18 players in their continuing talent development and integration with the senior section.
- Strengthen links with local schools, to encourage early engagement with the club.
- Maintain the England Hockey accreditation as a Talent Centre – awarded in 2023.
- (JDC will utilise the Club's coaching planning format WHC18 and progress reported through WHC86).

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.

We intend to continue with the success of the programme to:



- 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.
- Offer local primary schools an “Introduction to Hockey” 3-week after school club.
- 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.

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.

Funding of the outreach programme will be considered as part of its planning and development.

Sponsorship

We are fortunate to have had an amazing sponsor of the junior section that has provided the funding for Coach development, and our outreach programme. This sponsorship is critical to these elements of our programme, and we will look to either renew or source another sponsor for the following season.

Coach Development

Our coaches, along with their current qualifications, are detailed at Appendix 1.

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 Developmen

Current Coaching development Programme and planner



WHC86 Coach
Development update :

Our People planning tool – coaching



WHC18
11-Club-People-Planr