



HOCKEY WALES  
HOCI CYMRU



# DEVELOPING TALENTED ATHLETES IN **WALES**

Delivering world class hockey experiences

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## The Welsh Player Pathway 2020/21

Due to the COVID-19 pandemic and the impact this has had on the playing of sport, the Hockey Wales player pathway has been adapted for the 2020/21 season.

For this season only, the pathway will have a slightly different look than previous years, with 360 centres remaining but these will feed into a 'Regional Performance Centre' (RPC)

There will be seven 360 centres operating, six in Wales and one in the South of England. Players who finished in a 360 in 2019/20 and want to continue in the pathway will begin in this tier, along with new players wishing to come into the Welsh pathway.

RPCs will operate out of 3 centres, Colwyn Bay, Swansea and Cardiff. All current National Age Group players and any players who finished the 2019/20 in the Aspire centres will train at one of these Regional NAG centres.

Players in 360 will be nominated into RPCs when they can consistently show the qualities required to thrive in a RPC and a potential to develop further.

### The aim of 360

The 360 programme is a player development pathway, that aims to develop each person who attends to be the best hockey player they can be.

The 360 programme is part of pathway to playing National Age Group hockey for Wales. Any player wishing to represent Wales, must attend the 360 programme and achieve a nomination to the relevant RPC, before potentially being asked to attend the National Age Group Squad for an assessment period.

Entering the 360 pathway is the first step within the performance pathway. Individuals playing at clubs and schools can enter the system via self-nomination. Players will need to be in Year 8 at school / 13 years of age or turning 13 within the school year.

Once within the Welsh pathway players are developed holistically within the programme ensuring they are assisted with technical, tactical, physical and psychological development on a regular basis.

From first entering 360, individuals are then nominated, when ready, by the head coach through to the RPCs. This is completely individual dependent, ensuring players are progressed at the right speed/level.

Players can move through the pathway in either direction, depending on what is best for the individual's development, at any given time. This provides equal and individualistic chances to progress through the system, allowing the individual to unlock their potential.

## The Welsh philosophy

Hockey Wales is a strong believer in a player centred coaching model, where the individual development of the player is put at the heart of everything we do. Working with GB Hockey we have developed a clear and consistent understanding of the key underpinning characteristics of world leading hockey players, which we call the 'End in Mind'

The 'End in Mind' identifies 5 key characteristics of world leading hockey players. Players that are **highly skilled and creative**, have a **What it Takes to Win Attitude**, are **effective decision makers**, can be **self-organising** and are **fast and robust**.

Using the GB Hockey 'Talent Development Framework' (TDF) as our guide, we are looking to develop players to be the best they can be and in turn, produce world leading players for our National teams. The TDF enables hockey coaches across Wales to provide players with a more systemic approach to optimising player development.

## Player Engagement

Full engagement relates to how "engaged" a person is with the programme. To achieve your goals and to fulfil your absolute potential, full engagement is key. Coaches, managers and all other support staff will expect full engagement whilst a player is a member of any Hockey Wales performance programme.

This means a lot more than full attendance; it includes all the little things that are required to maximise your potential such as full attention during sessions and the work that you do away from the 360 Hockey Centre to name a few.

Going forward this will be continually monitored throughout the performance programme and players who are not fully engaged will be subject to a review with their coach.

Full engagement will ensure players are maximising their practice time and develop good habits that will assist in their journey as a performance player.

# COD YMDDYGIAD Y CHWARAEWYR



Ysgwyddo cyfrifoldeb personol am sicrhau eich bod wedi'ch yswirio'n addas ar gyfer y gweithgareddau



Derbyn llwyddiant a methiant, buddugoliaeth a cholled gydag urddas



Peidio byth â defnyddio iaith nac ystumiau amhriodol



Parchu dyfarnwyr, swyddogion, hyfforddwr, chwaraewyr a gwylwyr



Peidio byth â chymryd rhan o dan ddylanwad alcohol neu gyffuriau



Parchu hawliau, urddas a gwerth pobl eraill



Gwarchod eraill sy'n ymwneud â'r gêm rhag cam-drin llafar neu gorfforol ac ymddygiad sy'n bygwth neu'n codi ofn



Parchu ysbryd chwarae teg mewn hoci



Ymddwyn mewn ffordd sy'n cymryd pob cam rhesymol i warchod eich diogelwch eich hun a diogelwch eraill.



Hybu enw da'r gamp a chymryd pob cam rhesymol i atal dwyn anfrï arni.



Gosod esiampl bositif i eraill, yn enwedig gwylwyr a chyfranogwyr ifanc



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# PLAYERS

## CODE OF CONDUCT



Take personal responsibility to ensure that you are suitably insured for activities



Accept success and failure, victory and defeat with dignity



Never use inappropriate language or gestures



Respect umpires, officials, coaches, players and spectators



Never participate under the influence of alcohol or drugs



Respect the rights, dignity and worth of others



Respect the spirit of fair play in hockey



Conduct yourself in a manner that takes all reasonable measures to protect your safety and the safety of others



Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute



Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour



Set a positive example for others, particularly young participants and spectators



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# CANLLAWIAU CYFRYNGAU CYMDEITHASOL



Peidio  
â dwyn anfri ar  
Hoci Cymru  
na'r gamp



Nid  
yw'r we'n ddiennw –  
rhaid cymryd yn  
ganiataol bod posib  
olrhain popeth yn ôl  
i'w  
darddiad



Mae'r  
ffiniau'n gallu bod  
yn aneglur –  
byddwch yn ofalus  
iawn bob amser



Rhaid  
ystyried eraill, heb  
gynnwys unrhyw  
neges heb ganiatâd  
ffurfiol



Peidio  
â thorri cod  
ymddygiad Hoci  
Cymru



Peidio  
â chynnwys  
gwybodaeth enllibus  
na gwybodaeth sy'n  
dwyn anfri neu'n  
aflonyddu,  
na chynnwys dolenni  
at wybodaeth o'r fath



Parchu  
rhanddeiliaid  
Hoci Cymru

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# SOCIAL MEDIA GUIDELINES



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HOCKEY WALES  
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Don't bring  
Hockey Wales  
or the sport into  
disrepute



The web is not  
anonymous –  
assume everything  
can be traced back



The boundaries can  
be blurred – err on  
the side of caution



Be considerate to  
others, don't post  
without formal  
consent



Do not be in  
breach of the  
Hockey Wales  
code of  
conduct



Do not bring the  
sport or  
organisation  
into disrepute



Do not contain or  
link to libellous,  
defamatory or  
harassing  
information



Respect  
Hockey  
Wales  
stakeholders

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### Centres, Venues & Times

#### 360 Eirias

Eirias Park, Eirias Rd, Colwyn Bay LL29 7SP

#### 360 Brecon

Christ College, LD3 8AF

#### 360 Cwmbran

Cwmbran Stadium, Henllys Way, Cwmbran NP44 3YS

#### 360 USW \* Venue TBC

USW Sport Park, Treforest Industrial Estate, Pontypridd CF37 5UP

#### 360 Cardiff

WIS, Sophia Gardens, CF11 9SW

#### 360 Swansea

King George V Playing Fields, Swansea SA3 5AU

#### 360 Wrexham \* Venue TBC

*\*All venues and times are subject to change. Any change of venue will be communicated to player via email.*

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### **Strength and Conditioning**

This year we will be continuing to support players with Strength and Conditioning (S&C) provision and support. Each player will be issued with a programme to follow at home. In addition, we have appointed a specific S&C lead, who will be the point of contact for all players regarding the S&C programme and will also be out visiting the centres to offer guidance and support, to help the players work through the S&C programme.

### **Kit**

**Outfield players must wear shin-pads and a left-hand protective glove, at all times when training.**

**Wearing a gumshield is also highly recommended.**

Players must wear appropriate kit for training.

### **Player Releases**

Our aim is to keep 'as many as we can, for as long as we can', however players need to be working at an appropriate level and have the right attitude towards the programme.

If a player is continually falling below the expectations set by the centre Head Coach, a player could be released from 360. Players need to continually show they are progressing and developing against the 'End in Mind' characteristics in order to maintain their place within the programme.

Players will be released from the 360 programme, if the Head Coach feels it is not the right environment for that player's hockey development, at this point. If this happens, written feedback will be given and a refund based on the number of sessions remaining in the block of activity will be issued.

### **Finance**

The cost for attending a 360 Hockey Centre is £120. For those who have paid in full there is no further action you need to take. For those who paid a chosen amount or the deposit, we will be in touch shortly with instructions on how to make the final transaction. Please get in touch if you have any issues regarding the payment.

Any player nominated from 360 into RPCs will be asked to pay additional fees relating to the sessions they attend at RPCs. This is due to the contact time players receive at RPCs being more than that of a 360 player. The total cost for any player nominated into an RPC will not exceed an additional contribution of £30 max.

**Failure to make these payments will result in your child being unable to attend / removed from the programme.**

If you would like to discuss a flexible payment option please contact Chris Brewer - [Chris.brewer@hockeywales.org.uk](mailto:Chris.brewer@hockeywales.org.uk)

### RPC Information for 360 Members

Your coach will be responsible for nominating you forward for RPC's, if you are successful you will receive an email with all relevant information from the [360@hockeywales.org.uk](mailto:360@hockeywales.org.uk) account.

Below is a list of all 360 and RPC training dates, as a member of 360 you will not be required to attend RPC training sessions unless you have received the email stating you have been nominated. Please where possible try keep the RPC training dates free in case you are nominated as attendance to all is essential.

360	RPC
11-10-20	
23-10-20	
06-11-20	
	08-11-20
22-11-20	
06-12-20	
11-12-20	
15-01-21	
24-01-21	
07-02-21	
12-02-21	
05-03-21	
	07-03-21
28-03-21	
	11-04-21

## Terms and Conditions

- Please attend all sessions and bring your ticket along to show your Head Coach at registration.
- At all sessions you must follow relevant, local Covid restrictions. Your Coaches will do their best to provide the safest environment for you to continue progression whilst keeping the wellbeing of both players and Coaches safe.
- Track and Trace is Mandatory at all sessions.
- If you or anyone in your household develops symptoms of Covid-19 please follow Government Guidelines.
- If anyone who has attended your 360 / RPC session develops symptoms of Covid-19, you will be notified. Please follow the guidelines stated by the Government for those who have come into contact with someone who has developed symptoms.  
<https://www.gov.uk/government/publications/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person>
- Attendance at all sessions is essential, if for any reason you cannot attend your session please inform your Head Coach with a minimum of 48 hours' notice. The only exception from this is if you develop symptoms of Covid-19 within the 48-hour period. We hold the rights to release you from your RPC or 360 Centre if your attendance rate is low.
- If for any reason a session is cancelled, you will be informed via email. Where possible we will try hold further sessions in early summer to make up for any cancelled sessions, where this is not possible, we will result to credit notes and refunds.
- For those whose age permits them to remain in the Pathway for the 2021-22 season, you will receive credit on your account for any sessions cancelled by Hockey Wales for the following season, resulting in a lower fee to be paid. The credit note value will be determined by the number of sessions cancelled and you will be notified of the value by the end of the 2020-21 season.
- Anyone who is due to exit the pathway or chooses not to remain in the pathway at the end of the 2020-21 season, you will receive a refund. The value of the refund will be dependent on the number of sessions missed.