

HELPING YOUNG PLAYERS TO BE IN THE

RIGHT ENVIRONMENT FOR THEIR DEVELOPMENT

Clifton-Robinsons HC is well respected for welcoming players and helping them settle in quickly so that they can enjoy and develop their hockey. We are fortunate to have such a wide variety of ways to play that can meet the full spectrum of recreation to elite performance. However, a player chooses to engage, it is paramount that they feel that they are benefitting from being a member at Clifton-Robinsons, socially, mentally and athletically. The Club wishes players to find their niche, be able to express themselves and to grow within the Club. It is equally important that each player feels part of the Club as a community and embraces the values on which the success on which that community was based. It also recognises that it cannot always meet everyone’s aspirations.

England Hockey (EH) has developed the ‘RIGHT ATHLETE RIGHT ENVIRONMENT’ principles that are intended to support players and parents to make good decisions about the most appropriate hockey environment(s) to attend. These principles are intended to guide the direction of a player’s hockey journey and will be the backdrop to the conversations that occur between all parties engaged in a player's programme.

The Club Talent Centre will aim to ensure a player is receiving the appropriate hockey opportunity and support within the Club and seek to link up with their School and any other playing environment to help create a complimentary approach to a players’ programme. That said, in terms of stretch and development, there are plentiful but finite opportunities within the Club: it is a competitive environment and so not everyone’s aspirations can be met.

**RARE Principles**

The RARE principles as produced by EH to help guide decisions about the best environment for a player on a day- to-day basis, especially when there are multiple options available e.g., club and school hockey matches, but also other factors such as school scholarships and availability may sometimes override what might seem to be the best decision in the interest of the player.

Therefore, whilst Clifton-Robinsons has endorsed and adopted the EH principles of ‘RIGHT ATHLETE RIGHT ENVIRONMENT’ there are factors outside of the Club Talent Centre and beyond its control that will impact on the implementation of those principles.

In line with RARE principles, the Club:

* Will always aim to help the player (and their parents/guardians) take an educated decision, about the steps in a player’s hockey journey by providing appropriate information and experience, to inform a review of all the available options.
* Will aim to make player centred decisions based on what is best for the individual player at that moment in time in the Talent Centre Environment, and where at all possible in other areas that provide stretch.
* Fully recognizes that no party (coach, club, school, university, county, England Hockey) has ‘ownership’ of a player.
* Fully respects that the final decision about which hockey environments a player attends rests with the player (and their parents/guardians).
* Acknowledges that England Hockey would like to help guide the process but not control it.
* Appreciates that the opinion of all stakeholders in current and prospective environments is important and necessary in the decision-making process.
* All factors which make up a RARE assessment should be considered before a player changes environment.

**What we do?**

Some practical processes in place at the Club to help players to be in the *Right Environment* for their development include:

* Identify players to be invited to the Talent Centre with a desire and/or potential to develop their hockey with input gathered from a widest variety of sources.
* Provide support and guidance about the development process to encourage, focus and manage expectations.
* Include players in pre-season training with a view to placing them with the right adult squads for in season training and competition.
* Ensure as many players as possible have competitive age-group opportunities.
* Maintain regular coach-player feedback loop and..
* Maintain a player mentor scheme to support players in performance level squads.
* Review player development regularly in their adult squad and the Talent Centre/Age Group Squad.
* Seek to retain an effective and efficient link with key stakeholders; namely parents and schools.

More detail around each of these can be found on the website.

The EH RARE document can also be found on the website.