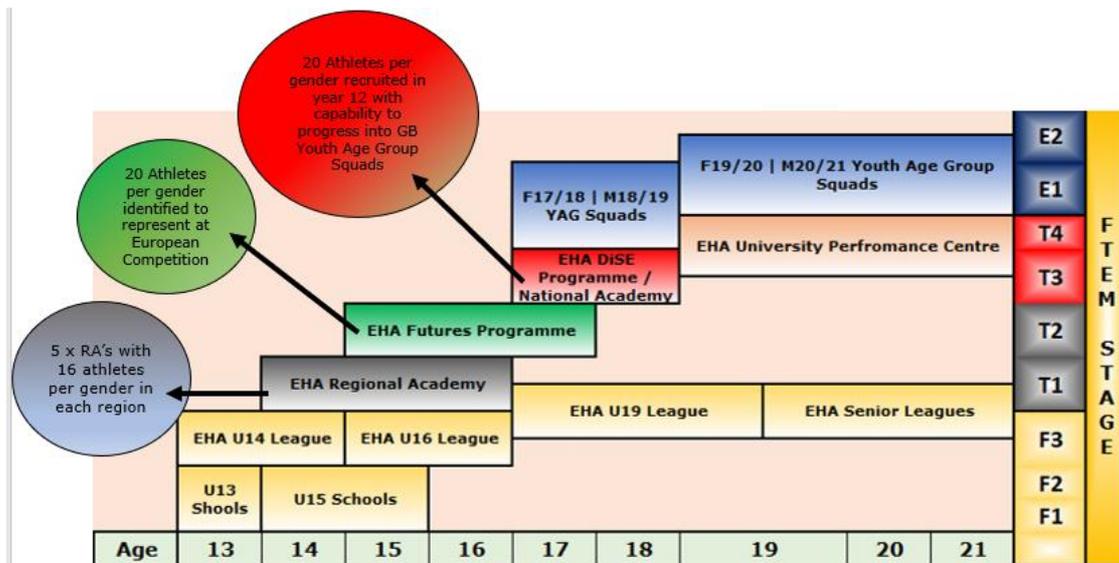


England Handball | Talent Pathway Handbook

Welcome to the England Handball Talent Pathway. In this document you will find key information on processes, procedures and expectations that you are likely to experience at the various levels of the pathway.

Pathway Visual | The image below aims to provide a 'visual' representation of the pathway stages.



Personal Responsibility in Delivering Excellence (PRiDE) | Athletes should understand that as members of the Talent Pathway they are representing their Region and England Handball. We expect that players conduct themselves in an appropriate manner at all times, with PRiDE being the core value that influences their behaviours at training, competition, school, at home and in social situations, including social media.

Calendar | The England Handball calendar is available through the England Handball website ([here](#)) and you can also access the Talent Pathway key events by clicking ([here](#)). It is our intention to ensure all dates and venues are secured and communicated at the beginning of each season. Sometimes venue changes occur due to circumstances out of our control, however the training session will usually take place on the same weekend that is allocated so please allow some flexibility for those eventualities.

Policies & Procedures | England Handball is committed to delivering a quality product, meaning that the athlete and parent experience is of high importance. We therefore have a number of policies and procedures in place to facilitate transparency and raise awareness of key information.

Safeguarding

England Handball is committed to promoting safeguarding and the well-being of young people in the performance pathway. Please familiarise yourself with our safeguarding policy found here | [EHA Safeguarding Policy](#)

If you have any concerns over the well-being or safety of any player, please contact the lead safeguarding officer. Details are found in the contacts section of this document.



Other policies

England Handball adhere to a number of key policies and procedures that can be found here | [General Policies](#) but some of particular importance are listed below

- [Social Media & Young Athlete Policy](#)
- [Anti-Doping Policy](#)
- [Junior Player Recruitment Policy](#)
- [Appeals Procedure](#)

Additional Opportunities | This season, England Handball will be running a coaching and referee education programme for the Regional Academy Players. The players will be able to access bespoke training for the level 1 in coaching and refereeing awards, as well as opportunities to gain experience in these areas via our participation team. There are numerous benefits to undertaking this programme including

- Increased knowledge of rules & refereeing,
- Increased knowledge of skills, coaching & leadership,
- Increased game sense & tactical awareness, and
- Opportunities to gain experience in supporting Handball events.

The programmes will run concurrent to the existing RA training and competition schedule so no additional days are required and final information will be communicated before the October session. The programmes have been heavily discounted to £15.00 per course (£30.00 in total). For more information, please contact the National Performance Manager.

Athlete Progression | National Team representation begins with the Great Britain Men's and Women's Junior National Teams at U17 (W) & U18 (M).

The England Handball [Futures Programme](#) is an 'extension' of the U16 Regional and U18 National Academy (DiSE) Programmes which aims to facilitate targeted development of players showing progress in appropriate personal and Handball competencies. Fundamentally, players will gain further exposure to training environments with performance & national team coaches and begin to experience training camp situations culminating in foreign or home-based tournament options.

Futures Programme Key Dates

Date	Event	Location	Cost
W/C 17/12/2018	Selection 1	N/A	N/A
05 & 6/01/2019	Training Event 1	SMS, Aylesbury HP21 9PP	£40.00
W/C 01/03/2019	Selection 2	N/A	N/A
23/03/2019	Training Event 2 Girls	SMS, Aylesbury HP21 9PP	£25.00
24/03/2019	Training Event 2 Boys	SMS, Aylesbury HP21 9PP	£25.00
W/C 28/04/2019	Final Selection	N/A	N/A
26, 27 & 28/07/2019	RA Camp	SMS, Aylesbury HP21 9PP	N/A



Summer Tournament Programme | Players selected for the Futures Programme will be eligible to compete at Generation Cup in Denmark which takes place from 29th July to 3rd August 2019. Players will need to be U17 (born after January 2002). The squads will be referred to as England Lions / Lionesses. The squads will travel to Denmark directly from the Regional Academy Camp. This trip is self-funded, costs will be communicated as soon as flights are secured.

Player Selection & Assessment

- Coaches will assess technical and tactical competencies of their own RA & DiSE cohorts throughout the season (training & club competition).
- Coaches from other regions will contribute to the assessment of technical and tactical competencies at the RA Competition events.
- This will support a ranking system allowing us to identify the players making the sufficient progress to gain selection.
- Fitness Data will be collected throughout the season and will contribute to the selection process.
- Player attendance will be monitored and used to support the selection process.
- Injury status may impact on selection.
- Availability for the proposed summer tournament will impact the selection to Futures training sessions.
- Players born in 2002 – 2003 will take priority for selection for the Futures Programme.
- Whilst every attempt to ensure selections are made in a fair and objective manner, subjective information may be used in some instances.
- If a player would like to appeal against non-selection, they should do so by following the appeals procedure outlined in the policies section.
- The England Handball National Performance Manager has final approval on all selection decisions.
- Players will be notified via email of their selection or non-selection as outlined in the key dates above.
- Selection criteria may be revised from time to time. Any revisions will be communicated to all players.
- England Handball reserves the right to select players outside of the talent pathway.

Selection Principles

- England Handball will select players demonstrating the greatest potential, regardless of their background, ethnicity, school or club, to perform at junior international level and contribute to the success of the senior national team programmes.
- England Handball will aim to identify players demonstrating excellence across a range of technical, tactical, physical competencies as outlined in the FTEM Framework ([here](#)).
- Selection will be based on a player's potential to achieve excellence in the future, and not an athlete's level of performance at the time of assessment.

Regional Academy Programme 2018-19

Objective | the Regional Academy (RA) programme is designed to *supplement* the development of players that are demonstrating a solid foundation in core technical & tactical competencies within the context of junior Handball in England.

The programme runs parallel to the academic year and supports the inclusion of players under 16 years old that meet the criteria below;

- Year 10 (14-15 y/o) – member of school team competing in England Handball Schools competition
- Year 11 (15/16 y/o) – member of Handball club competing in affiliated England Handball Leagues



Player Recruitment | Typically, players are nominated by clubs to attend the RA trials in July. Players unable to attend the trial may be offered an opportunity to trial when the RA commences in September. Clubs should nominate no more than six players per gender, although this may differ depending on regional needs. Academies will aim to recruit from all clubs within the region. The maximum intake is 16 players per gender. Players may be deselected from the Academy in December, this will be primarily based on 1) attendance at Club and Regional training/competition 2) Injury status 3) Attitude to training.

Whilst our priority is the development of English (British Passport Holders), each academy can select up to three foreign players that have a desire to take dual nationality

Attendance | Players are expected to attend all sessions, but a minimum requirement of 80% for the year is acceptable. Although not expected to train, players should try to attend sessions when injured so they can continue to develop their understanding of the game and follow the RA curriculum. This may also allow screening by appropriate medical staff.

Clubs & The RA | The RA programme relies heavily on club development & engagement and it is therefore paramount for clubs in the region to liaise with their respective academies to facilitate;

- Talent Identification (TiD)
- Athlete Goal Setting & Feedback
- Coaching Session Observation Opportunities

Regional managers and coaches will aim to liaise with club coaches three times per year at U16 fixtures or at Regional Sessions to discuss player progress. This will be implemented by the Regional Academy Manager.

Communication | It is important that clear lines of communication are established and maintained in each academy, especially regarding key dates and player feedback. The Regional Academy manager is responsible for all communications regarding activity in their designated region. Parents and players should contact them directly for any questions or queries regarding training & key events. If a player would like to speak directly to a coach, it is best practice to include the Regional Academy manager in any emails/texts and conversations.

Parents Groups | Parent engagement is very important to us. Each region will aim to facilitate parent forums so key topics can be discussed and put forward to the Regional staff and National Performance Manager. These should be operational by October.

RA Tournament | The Regional Academy tournament programme is in place to provide an additional development opportunity in a competitive environment. Winning this tournament is not the priority for an academy. Each academy will be looking to provide an appropriate platform to stretch and challenge each player to promote learning the game. Whilst coaches are encouraged to select every player, if they feel a player has not earned the right to participate they hold the right to deselect the player from the tournament squad.

RA Payments | Links to the payment system will be sent out via the regional managers for each block. Any queries accessing or making payments should be directed to the Performance Administrator who has direct access to the system.

- Regional Academy Block 1 | £65:00 | Deadline 8th September 2018*
- Regional Academy Block 2 | £65.00 | Window 1st - 13th January 2019
- Regional Academy Block 3 | £70.00 | Window 1st - 21st April 2019



National Academy | Diploma in Sporting Excellence Programme 2018-19

Objective | To provide additional training and education opportunities to players demonstrating *potential* to represent youth & senior national teams.

Player Recruitment | Athletes can be selected to the National Academy - Diploma in Sporting Excellence (DiSE) programme upon entering year 12 (school year). The programme is funded via the Education & Skills Funding Agency and delivered in cooperation with Loughborough College. Athletes must complete the application process (online) to be considered for DiSE. For information on player selection, see selection section.

Attendance | Players are expected to attend all sessions, but a minimum requirement of 80% for the year is acceptable. Although not expected to train, players should try to attend sessions when injured so they can continue to develop their understanding of the game and follow the DiSE curriculum. This may also allow screening by appropriate medical staff.

Clubs & The NA | The NA programme aims to support clubs by offering informal coach development opportunities through observation and access to the NA sessions. It is also vital that athletes and coaches share player progress and at appropriate points in the season.

Communication | It is important that clear lines of communication are established and maintained, especially regarding key dates and player feedback. The National Performance Manager is responsible for all communications regarding training & events. Parents and players should contact them directly for any questions or queries regarding this. If a player would like to speak directly to a coach, it is best practice to include the National Performance Manager or their designated Tutor in any emails/texts and conversations.

Parents Engagement | We will aim to facilitate parent forums at DiSE events so key topics can be discussed. Parents will be provided the opportunity to forward ideas to the National Performance Manager. These will be operational by November.

Expenses | DiSE Athletes can claim contributions to accommodation and travel expenses when attending National Academy events. Please click [here](#) to access the Athlete Expenses Policy.

Key Contacts

Staff Member	Role	Email
Bobby White	National Performance Manager	bobby.white@englandhandball.com
Vikki Gleave	Performance Administrator	performance@englandhandball.com
John Pearce	Lead Safeguarding Officer	john.pearce@englandhandball.com