

**England Hockey  
Talent Academy Player Selection Review Process  
September 2022**

## **Background**

Talent Academies are intended to develop the highest potential players, per gender, aged u15-u18 years.

Talent Academy hosts have been granted a license to deliver a Talent Academy under the terms of the Talent Academy agreement between England Hockey and the host club.

Each Talent Academy is responsible for identifying a squad of players selected through a robust process based on the England Hockey [complete player profile](#) and the [selection guidance](#).

**If a player (or their parent/guardian if under 18) does have concerns about a selection decision concerning them, they should contact the respective Talent Academy to discuss these concerns and to seek clarification about the rationale behind a decision.**

The following procedures have been adopted by England Hockey in consideration of any player wishing to appeal their non-selection to a Talent Academy programme, if, after discussion with the Talent Academy, a player (or their parent/guardian if under 18) is not satisfied with the rationale of the decision.

Should a player wish to appeal the selection decision by a TA, an appeal can be brought forward on any (either individually or cumulatively) of the following grounds:

- (i) there has been a failure by the Talent Academy to follow the player selection guidelines;
- (ii) the decision makers (the Talent Academy coaches and other staff involved in the selection process) have exhibited bias or have been sufficiently conflicted when making their decision;
- (iii) the decision has been reached based on a significant misjudgement of fact or is one that no reasonable decision maker could ever have reached;
- (iv) the proposed appeal has reasonable prospects of success.

Any appeals which do not satisfy the grounds of appeals above will be dismissed automatically.

## **Step 1 Informal Review**

If after discussion with the Talent Academy, a player (or their parent/guardian if under 18) is not satisfied with the rationale regarding selection they should contact the England Hockey Talent Partnership Manager ([talentacademy@englandhockey.co.uk](mailto:talentacademy@englandhockey.co.uk)) to discuss these concerns.

The Talent Partnership Manager must be contacted within **fourteen** days of the non-selection decision being communicated to the player (or their parent/guardian in under 18).

### **Notice of Appeal**

If after the completion of Step 1 the player (or their parent/guardian if under 18) is still not satisfied with the explanation an initial **Notice of Appeal** should be submitted to the England Hockey Talent Partnership Manager ([talentaademy@englandhockey.co.uk](mailto:talentaademy@englandhockey.co.uk)) within **seven** days (including weekends/non-working days) of the culmination of **Step 1**.

Written acknowledgment of receipt of the **Notice of Appeal** will be made within **three** working days.

The Notice of Appeal should set out the grounds of the appeal and should include full details on which ground(s) as detailed above the appeal is based upon and the way the ground(s) have been met.

If the applicant fails to submit the Notice of Appeal within the time limit set out in this Appeals Process, they will have lost their right of appeal.

### **Outcome of First Appeal:**

The Talent Partnership Manger will consider whether one or more of the grounds of appeal have been met. There are two possible outcomes of the First Appeal:

#### **1) *Appeal dismissed***

If the First Appeal is dismissed, the player will be (i) informed that his or her appeal has been dismissed in writing within **seven** days, (ii) provided with reasons for the dismissal, and (iii) provided with a secondary opportunity to appeal to a panel independent of the Talent Academy programme (the "Second Appeal"). If a player would like to commence the Second Appeal, they must notify in writing ("Notice of Second Appeal") to the Head of Elite Talent

Development within **seven** working days of the First Appeal decision (FAO Head of Elite Talent Development [talentacademy@englandhockey.co.uk](mailto:talentacademy@englandhockey.co.uk)).

(England Hockey in its sole discretion may decide to extend this deadline). The Notice of Second Appeal must contain the grounds of appeal outlined above.

## **2) Appeal upheld**

If the First Appeal is upheld, the Talent Academy selectors will be asked to reconsider their original selection by applying the selection criteria correctly. The Talent Academy is required to ensure that they follow the correct process and consider the correct information. It is possible that selectors will reach the same decision.

## **Second Appeal**

In receipt of the Notice of Second Appeal the Head of Elite Talent Development will convene a three-person Appeal Panel as soon as is practical to determine the appeal. The Appeal Panel will be made up of suitably independent and experienced members who have not been involved in the selection process so far. The Player (or their parent or guardian if under 18) will be given the opportunity to challenge the composition of the Appeal Panel.

The Head of Elite Talent Development shall contact the Talent Partnership Manager and the Talent Academy to inform them of the Appeal, provide them with a copy of the Notice of Appeal and request that they provide any additional information they wish the Appeal Panel to consider within 72 hours of receiving the Notice of Appeal.

The Appeal Panel will ordinarily determine the appeal based on the written submissions of the Player and the Talent Partnership Manager and the Talent Academy without a hearing or the calling of witnesses or the giving of oral evidence. However, the Appeal Panel will have the power to set its own processes and give directions including but not limited to, requesting further information, setting up a teleconference, determining if a hearing is required and if it is, establishing the date, time and place, and format to be followed in such a hearing.

The Appeal Panel will seek to reach its conclusion within **seven** days (or an earlier date if that has been decided and communicated by the Head of Elite Talent Development) of its appointment and will inform all interested parties in writing.

The Appeal Panel shall be entitled to;

- a) Rescind the decision and confirm the inclusion of the Player in circumstances where it is clear that the grounds of the Appeal have been upheld.
- b) Confirm the decision and reject the Appeal.

**No further right of appeal**

There is no further right of appeal following the decision of the Appeal Panel.

ENDS

September 2022