

# Tayside & Fife Hockey Development Plan 2006 - 2010

## SportTayside & Fife



**SportTayside & Fife is a Sports Partnership established to strengthen infrastructure, leading to sustainable increases in participation and improved performance in sport across Tayside & Fife.**

The partnership consists of four Local Authority partners in Angus, Fife, Perth & Kinross and Dundee City Councils, Perth & Kinross Leisure Ltd and selected Scottish Governing Bodies of Sport (SGB's). Additionally, the Partnership works closely with each of the Local Authorities respective Sports Councils, **sportscotland**, colleges and universities throughout the area and the Tayside and Fife Institute of Sport (TFIS), a support network for identified national athletes. These partnerships will ensure that the full pathway for each sport is supported within Tayside and Fife.

The partnership employs Sport Specific Development Managers for each selected sport along with a generic Coach Development Manager. The Managers will not only deliver specific programmes but will take the strategic lead to ensure that all partners are working towards the same Development Plan for their sport in Tayside & Fife. This will ensure that each partner's annual plan contributes to the overall targets and there is no duplication between partners' work and a more co-ordinated and integrated delivery for each sport.

This document sets out the vision for Hockey in Tayside and Fife. It identifies four specific 'Focus Areas', the 'Goal' for each and the 'Aims' that all partners have agreed they will contribute to achieving during 2006-10. The plan focuses on the high level needs of Hockey. Roles, responsibilities and detailed actions will be included in each partner's annual plans, which will be monitored and evaluated to show the impact the Partnership is having on sport.

## Scottish Hockey Union



Scottish Hockey is looking to promote and develop hockey to ensure everyone can reach their full potential. To achieve this, the SHU is developing partnerships with a number of organisations, including **SportTayside & Fife**. Scottish Hockey has worked with **SportTayside & Fife** since it's inception to develop hockey across the area and is looking forward to working in partnership to improve the delivery of hockey over the next three years.

All sectors of the hockey community in Tayside & Fife and the SHU have contributed to the development of this plan for Hockey. This has been co-ordinated to ensure that continued development of clear player, coach, umpire and official pathways for anyone wishing to become involved in hockey will be achieved. The continued development of these pathways will ensure that opportunities for lifelong participation of individuals and their performance goals can be achieved.

This Development Plan is based on the good work that has already been achieved in Tayside and with the inclusion of Fife we will build on this to ensure everyone has access to the appropriate hockey activities. Each partner will have a responsibility within the plan to develop and maintain their areas of activity to assist each aspect of the pathways.

It is essential that the District, Local Authorities, Clubs, Schools, Facilities, Universities, Tayside and Fife Institute of Sport and other partners work together to deliver this plan. One of the key roles of the Sports Partnership will be to ensure co-ordinated delivery of the plan between all partners.

It is with pleasure and anticipation that I endorse this plan and look forward to the next three years working with the Sports Partnership.

**Jackie Burnett**  
**President**  
**Scottish Hockey Union**

## **Focus Areas**

The Hockey Development Plan has four focus areas:

- Clubs
- Participation & Performance
- Coaches, Officials & Volunteers
- Facilities

The tables in Appendix 1 detail the objectives that will deliver the goals and aims in each of the four focus areas.

### **Clubs**

#### **Goal:**

*To develop a robust, quality assured club infrastructure that delivers Long Term Player Development Principles (LTPD) by implementing the athlete pathway.*

#### **Aims**

- 75% of Tayside and Fife hockey clubs to have an appropriate Club Development Plan in place to develop a professional infrastructure, increase hockey opportunities and membership capacity.
- Identified Tayside and Fife hockey clubs to be progressing with the SHU Club Development Programme or working towards the Local Authority club accreditation standards. Other clubs to be progressing with an Action/Development Plan leading towards the above programmes.
- All clubs and schools to work to Scottish Hockey's LTPD framework and deliver activities appropriate to the age and stage of their participants.
- Identified clubs and schools to provide training specifically for U12, U14 and U16 players as appropriate, and engage in local, regional and national competitions for the above age groups.
- 100% of clubs with Junior Sections to create and maintain a minimum of one formal, school cluster to club link, with a seamless pathway into the junior club.
- Increase the number of schools and youth clubs registered with Scottish Hockey by fifty.

### **Players**

#### **Goal:**

*To provide a player pathway for hockey with opportunities for training and competition for all age groups and ability levels, in line with the SHU LTPD framework.*

#### **Aims**

- Develop and maintain four Local Hockey Development Groups to co-ordinate local hockey activity, increase school provision and strengthen school to clubs links.
- Support Midland Hockey Union to create a professional infrastructure and implement clear planning procedures linking to external programmes
- Establish U12 and U15 Potential Squads in three Local Authorities to develop identified players
- Introduce the Scottish Performance Squad (Tayside and Fife) and integrate the new framework with the existing player pathway.
- Introduce a Performance Hockey Group to streamline communication and ensure appropriate athlete management.

*(See Appendix 2 - SHU Pathways Matrix)*

## Coaches, Officials & Volunteers

### Goal:

*To recruit, retain and develop hockey coaches, officials and volunteers as an integral part of established and developing pathways to improve standards throughout the region.*

### Aims

- Deliver a co-ordinated hockey Education and Training Programme with clear pathways and development opportunities for coaches, officials and volunteers of all abilities
- Provide tailored CPD and mentoring opportunities for identified coaches, officials and volunteers through the Tayside and Fife Hockey pathway.
- Through the Education and Training Programme, identify suitable coaches for the **SportTayside & Fife** Coach Scholarship Programme with a focus on Club, District and Squad Coaches.
- Create and implement a Volunteer Development Programme that will identify, recruit, train, reward and retain volunteers for Midlands Hockey Union, East District Hockey (Fife) and Clubs
- Invest in a full time performance hockey coach for Tayside and Fife region.
- Maintain a database of active and qualified coaches within Tayside & Fife.
- Increase the number of Tayside and Fife coaches/officials registered with the Association of Scottish Hockey Coaches/Officials.

## Facilities

### Goal

*To ensure that the requirements of Hockey are included in **SportTayside & Fife's** facilities strategy that identifies the facility requirements for delivery of sporting pathways in Tayside and Fife*

### Aims

- Actively promote the SHU Facility Strategy to new and existing facilities to ensure strategy targets are being catered for
- Develop the 'Home for Hockey' project to create a base for all Dundee hockey clubs.
- Develop a strategy to build a second water based pitch within the region, whilst maintaining the existing facility to the required standard.
- Develop a strategy to build/access a quality indoor training facility, dedicated to hockey, in partnership with Midland Hockey Union
- Implement partnership agreements with LA and Facility Managers to ensure positive working relations are established with all users.
- Introduce and develop Hockey Facility Groups to improve access to new and existing facilities and maintain facility standards.

## Acknowledgements

Scottish Hockey Union  
**sportscotland**  
Local Authority Sports Development Teams  
Active Schools Managers and Co-ordinators  
Tayside and Fife Hockey Development Group  
Tayside and Fife Hockey clubs  
Tayside and Fife Hockey community / individual input  
Tayside and Fife Institute of Sport



## Contact

Lorna Dobbie - Hockey Development Manager  
**SportTayside & Fife**  
Lynch Sports Centre  
South Road  
Dundee  
DD2 4SR  
Tel: 01382 431851  
E-mail: lorna.dobbie@dundeecity.gov.uk

Aims	Baseline Information	Projected outcomes 06/07	Projected outcomes 07/08	Projected outcomes 08/09	Projected outcomes 09/10
<b>CLUBS</b>					
75% of Tayside & Fife hockey clubs to have an appropriate Club Development Plan in place to develop a professional infrastructure, increase hockey opportunities and membership capacity	Dundee 2 P & K 1	23%, (3 out of 13)	54%, (7 out of 13)	69%, (9 out of 13)	77%, (10 out of 13)
13 identified Tayside & Fife hockey clubs to be progressing with the SHU Club Development Programme or working towards the local authority club accreditation standards. Other clubs to be progressing with an Action/Development Plan leading towards the above programmes	Angus ACE – Brechin Ladies ClubDundee – 1 SHU – 1	23%, (3 out of 13)	38%, (5 out of 13) ACE – Brechin, FMGM ClubDundee – Harris, Grove SHU – Perthshire	38%, (5 out of 13)	54%, (7 out of 13 )
All clubs and schools to work to Scottish Hockey's LTPD Framework and deliver activities appropriate to the age and stage of their participants.	New athlete framework.	Outcomes based on education, training and raising awareness.	Deliver LTPD workshops to inform clubs/coaches.  Assist Clubs to integrate new framework with existing structure.  Assist Clubs to plan for future delivery  Monitor & Evaluate Club, District and Squad programmes.	Continue to deliver LTPD Workshops  Continue to assist Clubs to integrate new framework with existing structure.  Continue to assist Clubs to plan for future delivery  Continue to monitor & Evaluate Club, District and Squad programmes.	Continue to deliver LTPD Workshops  Continue to assist Clubs to integrate new framework with existing structure.  Continue to assist Clubs to plan for future delivery  Continue to monitor & Evaluate Club, District and Squad programmes.
Identified clubs and schools to provide training specifically for U12, U14 and U16 players as appropriate, and engage in local, regional and national competitions for the above age groups.  <i>Identified clubs to increase capacity for players aged 14-16 to play <u>Junior Hockey</u> and improve the player pathway from Junior to Senior level.</i>	Training – 8 Competition - 11*.  *4 Clubs enter a total of 3 teams. Kinross & Perthshire combine to enter 1 team.	Training – 8 Competition - 11*.  *4 Clubs enter a total of 3 teams.	Training – + 3 Competition - + 3	Training - + 6 Competition - + 3	Training - + 5 Competition - + 7
100% of clubs with Junior Sections to create and maintain a minimum of one formal, school cluster to club link, with a seamless pathway into the junior club.	3 Formal, 6 informal. (1 club Juniors only, 6 Unis)	33% (3 out of 9)	33% (3 out of 9)	78% (6 out of 9)	100% (9 out of 9)
Increase the number of schools and youth clubs registered with Scottish Hockey by fifty registrations.	31 registered	31 registered	Increase to 48: 20 Primary 20 secondary 8 Youth Clubs	Increase to 65: 30 Primary 25 secondary 10 Youth Clubs	Increase to 82: 40 Primary 30 Secondary 12 Youth Clubs

Aims	Baseline Information	Projected outcomes 06/07	Projected outcomes 07/08	Projected outcomes 08/09	Projected outcomes 09/10
<b>PLAYERS</b>					
Establish U12 and U15 Potential Squads in three Local Authorities (Dundee, Fife and Perth & Kinross) to develop identified players (Total of 6 Squads).	Dundee – U12, U15 P & K – U15	Maintain Dundee Programme. Maintain P & K Programme.	Maintain programme and increase number of squads by 1: Dundee – U12, U15 P & K – U12, U15	Maintain programme and increase number of squads by 1: Dundee – U12, U15 P & K – U12, U15 Fife – U12	Maintain programme and increase number of squads by 1: Dundee – U12, U15 P & K – U12, U15 Fife – U12, U15
Introduce the Scottish Performance Squad (Tayside & Fife) and integrate the new framework with the existing player pathway.	Previous Performance Squad finished November 2005	Commence planning for new programme – starting September 2007. Plan interim squad provision May-July 2007	Recruit PT Head Coach. Recruit GK/Ass. Coach. Recruit 'Heal Physiotherapy' to deliver an Athlete Education Programme M & E Programme	Recruit FT Coach in partnership with TFIS. Implement sportscotland Athlete Support Services Programme. M & E Programme	Monitor & Evaluate Programme in line with national selection.
Support Midlands Hockey Union to create a professional infrastructure and implement clear planning procedures linking to external programmes.	<u>Youth</u> Existing structure is minimal. Current practice does not allow for long term planning.  <u>MHU</u> Structure defined. Group focuses on maintaining existing activity. No development work is undertaken. Planning and procedures are in place. The number of clubs in the district is declining.	<u>Youth</u> Establish current structure and background. Establish current roles and responsibilities. Identify key members. <u>MHU</u> Establish current structure and background. Establish current roles and responsibilities. Identify key members. Identify MHU's capacity to develop hockey within the region.	<u>Youth</u> Implement 50% of new structure - recruit 4 volunteers for specific positions with defined responsibilities.  <u>MHU</u> Recruit an Umpire Convenor Review communication and consultation procedures with Clubs Ensure MHU is representative of the clubs within the district. Communicate with SHU on the role of the District within the new Business Plan	<u>Youth</u> Implement 100% of new structure - recruit a further 4 volunteers for specific positions with defined responsibilities.  <u>MHU</u> Retain Umpire Convenor Define the role of the District with regard to development and growth of the sport in Midlands. Create a MHU Development Plan in consultation with clubs. Refine communication/consultation procedures with Clubs.	<u>Youth</u> Maintain 100% of new structure  <u>MHU</u> Implement MHU Development Plan.

PLAYERS ctd...					
Develop and maintain four Local Hockey Development Groups to co-ordinate local hockey provision, increase school provision and strengthen school to clubs links.	25% - 1 in Dundee	Maintain DHDG. Research provision/capacity to create LHDG groups in Angus, Fife and Perth & Kinross.	50% - 2 Area's Angus LHDG (create) Dundee LHDG (improve)	75% - 3 Area's Maintain Angus and Dundee create P & K LHDG	100% - 4 Area's Maintain Angus, Dundee and P & K LHDG's Create Fife LHDG
Introduce a Performance Hockey Group to streamline communication and ensure appropriate athlete management.	No existing group.		Research purpose of group. Establish aims/objectives. Recruit targeted professionals and volunteers. Establish practical working arrangements.	Monitor and evaluate purpose & impact of group. Review key representatives on group Review working arrangements. Hold 4-6 meetings per year.	Continue to monitor and evaluate purpose and impact of group. Continue to hold 4-6 meetings per year.

Aims	Baseline Information	Projected outcomes 06/07	Projected outcomes 07/08	Projected outcomes 08/09	Projected outcomes 09/10
COACHES, OFFICIALS & VOLUNTEERS	Baseline	2006/07	2007/08	2008/09	2009/10
Deliver a co-ordinated hockey Education and Training Programme with clear pathways and development opportunities for coaches, officials and volunteers of all abilities.	Informal programme delivered.	Research current provision. Plan in conjunction with Local Authorities and SHU.	L1 Angus / Dundee L1 P & F / Fife	L1 Angus / Dundee L1 P & F / Fife L2 Angus / Dundee / P & F / Fife	L1 Angus / Dundee L1 P & F / Fife L2 Angus / Dundee / P & F / Fife
Provide tailored CPD and mentoring opportunities for identified coaches, officials and volunteers through the Tayside and Fife hockey pathway.	Informal system in place	Investigate current CPD and mentoring opportunities. Investigate system for mentoring coaches/officials.	Recruit suitable mentors for coaches, officials and volunteers. Recruit Coaches Negotiate capacity of F/T Performance Coach for mentoring purposes.	Implement STF Mentoring programme. Link mentors to developing coaches, officials and volunteers in club and district prog. Coaches to be appointed to positions in club and district programmes where appropriate. Exit Strategy implemented.	Coach progress to be monitored and evaluated. Coaches to be appointed to positions in club and district programmes where appropriate. Exit Strategy implemented.
Through the Education and Training Programme, identify suitable coaches for the <b>SportTayside &amp; Fife</b> Coach Scholarship Programme with a focus on Club, District and Squad Coaches.	Informal system in place. No Hockey Coaches recruited at present.	Gather information on current programme. Identify programmes where coach development is required.	Implement STF Scholarship Programme. Design System and Exit Strategy for Hockey Coaches. Recruit 2 Coaches	M & E Year 1 Coaches Implement Exit Strategy where appropriate. Review system. Recruit 2 Coaches	M & E Year 2 Coaches Implement Exit Strategy where appropriate. Review system. Recruit 2 Coaches
Create and implement a Volunteer Development Programme that will identify, recruit, train, reward and retain volunteers for Midlands Hockey Union, East District Hockey (Fife) and Clubs.	Informal recruitment procedure in place.	Research current procedures.	Audit current system and begin establishment of recruitment, training, reward and retention procedures.	Establish procedures to recruit, train, reward and retain volunteers. Implement recruitment and training procedures.	Continue to implement recruitment, training, reward and retention procedures.
Invest in a full time performance hockey coach for Tayside and Fife region.	TFIS: 2 Part Time Coaches	TFIS: 2 Part Time Coaches	TFIS: 2 Part Time Coaches STF: 2 Part Time Coaches FT Performance Coach: Recruitment Process January-March 2008	TFIS/STF Full Time Performance Coach: Start April 2008 TFIS: 1 Assistant Coach STF: 1 Assistant Coach M & E: Review Performance Coach and impact of programme.	TFIS/STF Full Time Performance Coach TFIS: 1 Assistant Coach STF: 1 Assistant Coach M & E: Review Performance Coach and impact of programme.

<b>COACHES, OFFICIALS &amp; VOLUNTEERS ctd...</b>	<b>Baseline</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>
Maintain a database of active and qualified coaches within Tayside & Fife.	Current database out of date	Review existing database.	Audit of active and qualified coaches and officials in Tayside & Fife.	Maintain database of active and qualified coaches in Tayside & Fife.	Maintain database
Increase the number of Tayside & Fife coaches registered with the Association of Scottish Hockey Coaches Increase the number of Tayside & Fife officials registered with the Association of Scottish Hockey Officials	Figures to come from SHU SHU Business Plan target TBC	Identify targets to be met.	Figures to be inserted from results of above audit and info from SHU.	Figures to be inserted from results of above audit and info from SHU	Figures to be inserted from results of above audit and info from SHU

Aims	Baseline Information	Projected outcomes 06/07	Projected outcomes 07/08	Projected outcomes 08/09	Projected outcomes 09/10
FACILITIES	Baseline	2006/07	2007/08	2008/09	2009/10
Ensure that the requirements of hockey are included in STF Facilities Strategy that identifies the facility requirements for delivery of sporting pathways in Tayside and Fife	No Tayside & Fife Strategy exists	Information to be gathered on current provision and access for indoor and outdoor facilities.	Tayside and Fife Facility Strategy completed.	Tayside and Fife Facility Strategy implemented	Tayside and Fife Facility Strategy reviewed and developed.
Actively promote the SHU Facility Strategy to new and existing facilities to ensure strategy targets are being catered for.	Strategy promoted by SHU.	SHU Facilities Strategy to be written and promoted by SHU.	SHU Strategy to be used to influence build and spec. of new and re-furbishment of current facilities. Review SHU Strategy for Tayside & Fife priorities.	Continue to use SHU Strategy. Continue to review SHU Strategy for Tayside & Fife priorities.	Continue to use SHU Strategy. Continue to review SHU Strategy for Tayside & Fife priorities.
Develop the 'Home for Hockey' project to create a base for all Dundee hockey clubs.	Project developed to December 2006	Research work completed to date.	Identify a private investor. Consult with clubs with regard to facility specification and facility access. Develop project in line with STF Facility Strategy.	Develop project in line with STF Facility Strategy. Promote demand for facility through STF Regional Facilities Forum.	Continue to develop project in line with STF Facility Strategy. Continue to promote demand for facility through STF Regional Facilities Forum.
Develop a strategy to build a second water based pitch within the region, whilst maintaining the existing facility to the required standard.	Current outdoor provision, access and demand established.	Establish current provision, access and demand for outdoor facilities.	Establish current water pitch maintenance requirements Identify a private investor. Develop project in line with STF Facility Strategy.	Develop project in line with STF Facility Strategy. Promote demand for facility through STF Regional Facilities Forum.	Continue to develop project in line with STF Facility Strategy. Continue to promote demand for facility through STF Regional Facilities Forum.
Develop a strategy to build/access a quality indoor training facility, dedicated to hockey, in partnership with Midland Hockey Union	STF investigating PPP. MHU investigating private opportunities.	Establish current provision, access and demand for indoor facilities. Investigate PPP facilities with Dundee City Council	Establish access agreements for MHU League, Club Training and Player Improvement Programmes. Develop project in line with STF Facility Strategy.	Develop project in line with STF Facility Strategy. Promote demand for facility through STF Regional Facilities Forum.	Continue to develop project in line with STF Facility Strategy. Continue to promote demand for facility through STF Regional Facilities Forum.

FACILITIES ctd...	Baseline	2006/07	2007/08	2008/09	2009/10
<p>Implement partnership agreements with LA and Facility Managers to ensure positive working relations are established with all users.</p>	<p>Informal relationship with LA's / personnel.</p>	<p>Identify facilities where partnership agreements may be required:</p> <p><u>Angus</u></p> <p><b>Arbroath SC, Saltire LC</b></p> <p><u>Dundee</u></p> <p>LA – <b>DISC, Dawson Morgan, Grove, Mayfield</b>, Dundee Uni</p> <p><u>Fife</u></p> <p><b>Caledonia, Woodmill HS, Queen Anne HS, St. Andrew's Uni</b></p> <p><u>P &amp; K</u></p> <p><b>Bells SC, Perth Academy, Auchterarder HS</b></p>	<p><u>Existing Facilities</u></p> <p>Angus – 1/2</p> <p>Dundee – 5</p> <p>Fife – 4</p> <p>P &amp; K – 3</p> <p><u>New Facilities</u></p> <p>Angus - Kirriemuir (TBC)</p> <p>Dundee – New Schools</p> <p>P &amp; K – New School (Completion Date TBC)</p> <p><u>Existing &amp; New Facilities</u></p> <p>Review Annually</p> <p>Agree arrangements for forthcoming year.</p>	<p><u>Existing Facilities</u></p> <p>Angus – 1/2</p> <p>Dundee – 5</p> <p>Fife – 4</p> <p>P &amp; K – 3</p> <p><u>New Facilities</u></p> <p>Angus – Forfar (TBC)</p> <p>Dundee – College (TBC)</p> <p>Fife – Glenrothes (TBC)</p> <p><u>Existing &amp; New Facilities</u></p> <p>Review Annually</p> <p>Agree arrangements for forthcoming year.</p>	<p><u>Existing Facilities</u></p> <p>Angus – 1/2</p> <p>Dundee – 5</p> <p>Fife – 4</p> <p>P &amp; K – 3</p> <p><u>New Facilities</u></p> <p><u>Existing &amp; New Facilities</u></p> <p>Review Annually</p> <p>Agree arrangements for forthcoming year.</p>
<p>Introduce and develop Hockey Facility Groups to improve access to new and existing facilities and maintain facility standards.</p>	<p>Dundee (DISC/Dawson)</p>	<p>Establish Dundee Facility Users Group for 2007/08</p>	<p>Dundee Facility Users Group established</p> <p>P &amp; K Review Requirement.</p> <p>Groups will be created in line with completion of new facilities</p>	<p>Angus - Review Requirement</p> <p>Dundee Facility Users Group ongoing</p> <p>Fife - Review Requirement</p> <p>P&amp;K Result of 2007/08 Review</p>	<p>Angus Result of 08/09 Review</p> <p>Dundee group ongoing</p> <p>Fife Result of 08/09 Review</p> <p>P&amp;K Result of 2007/08 Review</p>

