

England Hockey Age Group Programme - Player Agreement

Dear Player

The England Hockey Player Agreement has been developed to set out our expectations from you as a player, while also communicating what you can expect from England Hockey as a National Governing Body. It outlines certain protocols, codes of behaviour and areas of consent that we require you to agree to in order to be part of and enter into the England Age Group environment.

England Hockey can amend this agreement at any time – written notice will be given of any changes.

Our expectations

You agree to:

- (a) Be contactable and able to attend all England Hockey training days and camps, both in the UK and overseas, as well as any other required screening or testing, events and international matches as organised by England Hockey. Please refer to the most recent call up letter for a list of dates and locations. Please note some activity is subject to change, amendments will be communicated via the England Hockey Talent Team Administrator or Junior Talent Development Manager
- (b) Communicate promptly throughout the programme, in particular regarding availability for the England Age Group programme, through your team manager who will contact the appropriate staff at England Hockey to ensure that the matter is attended to adequately.
- (c) Comply with all reasonable instructions and deadlines established by the Head Coach, Team Manager, Assistant Coaches, Physiotherapist or Junior Talent Development Manager.
- (d) Follow any physiotherapy injury management protocols and Strength & Conditioning (S&C) programme provided by the England physiotherapist and S&C practitioners and discuss with them anything you are unsure of.
- (e) Comply at all times with the terms of the England Hockey Player Agreement, any other applicable rules and regulations and any England Hockey decisions, directions or sanctions.

Breach of Agreement

If you breach any of your duties or obligations as described in 'our expectations' or in any other part of this agreement, England Hockey shall be entitled to take the following action:

- (a) In the event of minor breaches or minor offences of a disciplinary nature and at the discretion of the Head Coach and Junior Talent Development Manager, issue an oral or written warning and/or not select you for a match or series of matches including in competition.
- (b) In the event of serious or persistent breaches of the agreement or serious misconduct please refer to section 8 of the Standard Terms and Conditions (Appendix 1)

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Registered Address: As above
Registration Number: 04623333
Patron: HRH Countess of Wessex

Next Steps

You (and if you are under 18, your parents) should read each part of the England Hockey Player Agreement and the attached appendices carefully. If you agree to the terms and conditions of this agreement and the consent documents, when completing the England Age Group registration you will be asked if you consent to the information within the agreement and appendices.

If you have any questions regarding this agreement, please contact your team manager or the England Hockey Junior Talent Development Manager, Dieter Hill, on dieter.hill@englandhockey.co.uk.

We very much look forward to working with you.

Yours sincerely

Dieter Hill
England Hockey
Junior Talent Development Manager

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Enclosed and attached documents:

Appendix 1 – Standard Terms and Conditions
Appendix 2 – Code of Conduct
Appendix 3 – Studying Overseas Letter
Appendix 4 – Consent and Information Form
Appendix 5 – English Institute of Sport Statement – Medical Information
Appendix 6 – Hydration monitoring
Appendix 7 – Medical provision
Appendix 8 – Concussion Guidelines
Appendix 9 – Cardiac Screening

Attached document 1 – EIS Athlete Privacy Notice
Attached document 2 – EIS PDMS Consent
Attached document 3 – Concussion Policy
Attached document 4 – England Hockey Age Group Selection Policy
Attached document 5 – England Hockey Privacy Policy
Attached document 6 – England Hockey Child Friendly Privacy Policy

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APPENDIX 1

The England Hockey Player Agreement

STANDARD TERMS AND CONDITIONS

1. IMAGE RIGHTS

1. You consent to your performance as part of the England Hockey Age Group programme being photographed/videoed for coaching feedback purposes. England Hockey may use these photos/videos for the coaching and development of athletes, coaches and officials.
2. You consent to the photos/videos being shared with England Hockey coaching and management staff, as well as the sports science and sports medicine team (consisting of doctor, physiotherapist, nutritionist, psychologist and physiologist) if necessary.
3. All filming and still shot photography will be captured and used in accordance with England Hockey's Guidance for Taking and Using Photographic and Recorded Images of Young People (most notably, no personal identification will be labelled to any photo's or film). Photographs may be used by England Hockey for publicity purposes, which may include England Hockey's publications and website. It is a requirement of the England Hockey policy that the consent of both the player and parents/guardians (if player is Under 18) is obtained prior to taking photos or filming.
4. England Hockey has guidelines on the use of photographic and filming equipment at competitions and events which can be found on our website – www.englishockey.co.uk/safe. If you have any concerns that a recording or photograph is in any way inappropriate or intrusive, please contact your team manager in the first instance.
5. Additionally, competitions or matches that the squads attend, may be live or delayed streamed by third parties online. England Hockey will notify the parent / those legally responsible and the young person in advance if this is the case and provide details of the stream.
6. You are not allowed to make any use of England Hockey's intellectual property, including the organisations name or logos, without prior written approval.

2. PUBLIC STATEMENTS

England Hockey recognises that players may wish to comment upon games or training but it important that these comments are of a positive, constructive nature.

A 'Public Statement' can be defined as any statement which in whole or part, or the gist of which, becomes or is made public, whether in its original or in any other form. Such statements could be made in a newspaper, magazine, periodical or book, or by any electronic or other means through the medium of television, radio or internet (including without limitation social networking websites).

Public statements made by players or the parents/guardians of a players must not:

- Contain language which could be considered threatening, abusive, indecent or insulting.

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- Contain or constitute any act of discrimination by reason of ethnic origin, colour, race, nationality, faith, gender, sexual orientation or disability.
- Personally, attack another England Hockey player or any member or the England Hockey coaching/management staff.
- Disclose any matter confidential to England Hockey or any information regarding, injuries, team tactics or selection issues.
- Breach the code of conduct (appendix 2).

The potential penalties for breaches of the regulations in relation to public statements are included in section 8 “Conduct and Disciplinary Issues”.

3. SOCIAL MEDIA

Players are responsible for deciding whether their own personal social networking sites, such as Facebook, Twitter, Snapchat, Tik Tok and Instagram are set to private or public.

Even if a player has private social media pages, they should avoid making statements that would breach the public statement policy if they were to be made public. You cannot guarantee total confidentiality on a private page as someone else may make it public.

Players should therefore demonstrate care and restraint when using social media and be aware that:

- the potential audience is unrestricted in terms of age, gender, nationality and number.
- posts may be read by individuals of all ages, and so whatever a player posts it must be suitable for a family audience.
- the audience may include journalists who may follow a player to build up background information on them and interests and opinions, and also to create or embellish stories.
- people may try to provoke a response from a player on social media sites. This could be as a result of mischief-making, or a journalist may try to do this in order to provoke a quote which he can then use in a story.
- other users of social media may not be who they seem or may not use their real identities on social media sites.
- they should not re-tweet or share comments made by other individuals that breaches the public statement policy above.

Players are responsible for anything posted from their own social media account(s), and therefore must recognise the importance of keeping log-in details and passwords secure.

Should any individual receive unwanted communications, they can block the user and end any communication. Details of how to block another user are set out at

<https://support.twitter.com/articles/117063>

<https://www.facebook.com/help/120939471321735>

<https://help.instagram.com/>

<https://www.snap.com/en-US/safety/safety-reporting/>

<https://www.tiktok.com/safety?lang=en>

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4. DATA PROTECTION

England Hockey will keep records about players which may include personal, biographical information and details relating to injuries or and fitness, in hard copy or electronic form. It may be necessary at times to disclose this information to others as outlined below. By consenting to this England Hockey Player Agreement and accepting the terms and conditions, you and your parents, consent to the recording and processing of data related to you.

Under the 2018 Data Protection Act all data protection processing is GDPR compliant. England Hockey is a data controller for these purposes. The England Hockey Privacy Notice and Child Friendly Privacy Notice are attached to your email.

4.1 Sports Science and Sports Medicine Consent

The sports science and sports medicine team (consisting of Doctor, Physiotherapist, Nutritionist, Psychologist and Physiologist) will, when appropriate, discuss athletes' medical and physical status and fitness scores amongst themselves, and formally at meetings with coaching staff present. This is to add a multidisciplinary approach to injury and fitness. Only relevant medical history will be discussed at any time.

In order to monitor injuries across the squad there may be situations where athletes are requested to be in weekly contact with their squad physiotherapist via text message.

All athletes need to consent to any information being discussed and to contact with the physiotherapist via text message. This consent can be withdrawn at any time and will not affect access to support by the staff of the sports science and medicine team.

As part of the total education to the players there may be situations where it is deemed appropriate to allow them the opportunity to experience recovery strategies during competition and tournaments. This may consist of contrast showers, ice baths and hydration monitoring which could include urine testing which may help accelerate recovery following maximal exercise. These strategies will be explained to the athletes and supervised at all times. These strategies will never be compulsory and will always be the choice of the athlete. Athletes under the age of 16 years will not be offered ice baths or hydration monitoring.

Please see the information sheet regarding hydration monitoring (appendix 7) for further information.

4.2 Online Platform

There will be the opportunity for athletes involved in the England Age Group programmes to have video and documents uploaded/downloaded onto a secure internet site.

This will be a web platform (HUDL) that allows users to exchange video instances with their players and coaching staff. With this tool it becomes easier for coaches to communicate remotely. The platform can be used to monitor and influence the learning and development of each player. By building profiles, the coach can keep track of athletes and give them 24/7 access to video material of their matches and training.

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4.3 School and Club feedback

At times it may be necessary for player reports, fitness information and feedback to be shared with a player's club or school to aid with their physiological and technical development.

Under EH's Safeguarding and Protecting Young People in Hockey Policy it is a requirement that the consent of both parents/guardians and the young person is obtained prior to the sharing of this information to Schools and Clubs or uploading/downloading on the online platform.

5. FITNESS AND TRAINING

All players as part of the England Age Group programmes should strive to be optimise their individual development. Players are expected to commit to programmes and education offered by England Hockey, including but not limited to:

- Nutrition
- Strength
- Speed
- Endurance
- Mobility
- Psychology
- Recovery and rehabilitation

In time you will be required to submit training diaries on a weekly basis. The training diaries will allow coaches and team managers to support you during periods of excess load, while also challenging you if prescribed work is not being followed.

6. HEALTH AND SAFETY

Players have a responsibility to take personal care of their health and safety. Physiotherapy support will be present at England Age Group training days and camps. Injuries incurred during the camp will receive attention and treatment. Subsequent treatment away from camps is the responsibility of the individual athlete.

If a player is unable to attend training or a camp due to injury, they must speak to the squad physiotherapist and Head Coach as soon as possible so that a decision can be made regarding the attendance of the player.

Further information regarding medical and physiotherapy provision can be found in appendix 8.

7. TRAVEL INSURANCE

For all overseas travel, England Hockey arranges Worldwide Medical and Security Assistance Cover through Aviva.

All England training squad players must hold a European Health Insurance Card or Global Health Insurance card. You must bring a valid EHIC or GHIC card with you on all trips with England Hockey. If medical

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expenses are incurred because a player does not have a EHIC or GHIC card the player will be invoiced after the event.

If you do not have one, please apply online:

<https://www.gov.uk/global-health-insurance-card>

Parents and players can also consider supplementing any insurance taken out by England Hockey, by taking out their own individual insurances to cover life assurance, travel, disablement, serious injury and private medical and dental insurance.

8. CONDUCT AND DISCIPLINARY ISSUES

In accordance with the England Hockey athlete disciplinary process, we encourage all players to behave in a way that is in the best interests of the individual and of the organisation.

Players should comply with the code of conduct (appendix 2) and follow all reasonable instructions from England Hockey coaching/management staff.

If a player is deemed by England Hockey coaching/management staff to have breached the terms of the agreement the following will apply:

- No disciplinary action will be taken against a player until the case has been fully investigated.
- At every stage in the procedure the player will be advised of the nature of the complaint and will be given the opportunity to state their case before any decision is made.
- At all stages the player will have the right to be accompanied during the disciplinary hearing by a representative of their own choosing.
- No player will be dismissed without warning except in the case of serious or material breaches or serious misconduct.
- A player will have the right to appeal.

9. PROTECTIVE EQUIPMENT

9.1 Mouth Guards

It is England and Great Britain Hockey (GB) policy that mouth guards are worn at all times during training and match play. Wearing of mouth guards has been found to reduce the incidence of injuries to the mouth, lips and teeth and help prevent concussion.

All senior and junior squad athletes are entitled to a new mouth guard every year. The mouth guard moulding kits will be distributed when final squads have been announced. These will be returned at a later training day. Once the impression has been made it is sent to OPRO and a mouth guard returned to the player. The company keeps the mould for up to 12 months so that a replacement can be easily provided in case of loss.

Players must consent to wearing a mouth guard when playing or training for hockey, in the knowledge that this is a requirement of England/Great Britain Hockey.

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9.2 Mandatory use of a Left-Hand Glove

The low barrier defensive techniques adopted in international hockey, coupled with the increased intensity of the game at this level, England Hockey has introduced the mandatory use of a robust and substantial left-hand glove. Wearing a glove will help to protect players from injury therefore enabling them to participate and be available for training and games. In addition, players will be able to engage in the appropriate tackling techniques with confidence.

9.3 Penalty Corner Defensive (PCD) Equipment Advice

We strongly advise players involved in PCD situations to purchase their own equipment to be used across their club, school and England environments.

Owning your own personal PCD equipment will reduce the chance of cross contamination from pooled equipment and will ensure players have appropriately fitting kit.

England Hockey do provide facemask, kneepads, gloves and box protection for PCD situations in both a training and match context.

10. DOPING CONSENT

All athletes competing in international squads may be subject to an unannounced sample collection from UK Anti-Doping (UKAD). If selected, athletes must report to doping control where a doping control officer who will complete the sample collection procedure with the athlete and an England Hockey chaperone will meet them. England Hockey support players and parents with education on their anti-doping rights and responsibilities. Further information can be found on the UKAD website at www.ukad.org.uk

11. REMOTE PLATFORM DIALOGUE

On occasion England Hockey coaching and management personnel may contact players to arrange a 1:1 meeting via ZOOM/TEAMS or similar. Parents will be notified of the appointment time and are welcome to be involved.

Throughout the programme small group activity and full squad remote interactions will also take place. Parents or guardians may not be notified directly of group activity.

By signing the Player Agreement consent form, players and parents/guardians give consent to engaging through remote platforms.

12. TRANSPORTATION OF PLAYERS

With parent/guardian consent through signing this player agreement; in certain situations, it may be necessary for a staff member to transport players in their own vehicles for medical attention or transfer between venues.

12.1 Minibus Hire

On occasion England Hockey will hire minibuses for the transportation of players between accommodation and playing venues. The minibuses will

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be driven by members of the coaching and management team and will be fully insured through the England Hockey transport policy.

By signing the Player Agreement consent form, players and parents/guardians give consent to being transported in minibuses driven by England Hockey contracted or full-time staff.

13. FEES

England Age Group programmes do not receive the level of investment Senior Squads and GB Elite Development Programme receive through grant income. In order to deliver a meaningful and impactful programme, players are required to make a financial contribution.

Any training camps or competitions which include overnight accommodation will require a player contribution of £65.00 per player, per night. Any exceptions to this fee structure will be communicated clearly.

Where cost may be a barrier to attend the England Age Group activity, or if you have any queries, please e-mail Dieter Hill, the England Hockey Junior Talent Development Manager, dieter.hill@englandhockey.co.uk as soon as possible. Any communication of this kind will be dealt with in confidence.

13.1 Fees Incurred by Supporters

From time to time players may withdraw or be withdrawn from camps and/or competitions due to picking up an injury, wellbeing issues or disciplinary reasons. England Hockey cannot be held liable for any costs incurred by parents or players for travel or accommodation paid for camps and competitions where a player either withdraws or is withdrawn from the squad.

14. AUTHORISED ABSENCE

England Hockey is sympathetic in cases of personal or family tragedies which require leave of absence. Such circumstances should be discussed and agreed with the Head Coach as far as is reasonably possible before any arrangements are finalised.

APPENDIX 2

The England Hockey Player Agreement

CODE OF CONDUCT

Expected Minimum Standards of Behaviour England Age Group programme: training and camps

England Hockey is committed to developing junior players into world class talent and realising their potential whilst nurturing them and providing an environment dedicated to player well-being. In order to achieve this, there must be cooperation from both players and parents/guardians.

By signing this Player Agreement, players and parents/guardians agree to abide by this code of conduct. Any breaches, depending on the nature, may result in disciplinary action as outlined in appendix 1, section 8 (conduct and disciplinary issues).

All players should have:

Respect for the game

- Participate in hockey with a positive attitude and with the right spirit
- Attend all training days and camps, making every effort to be on time
- Give maximum effort and strive for the best possible performance
- Commit to the England Hockey programme and all that it entails (nutrition, fitness etc)
- Always thank the opposition, coaches, umpires and officials after every game or training session
- Accept success and failure, with pride, a positive attitude and set a positive example to others

Respect for others

- Everyone involved should be valued whether they are: a player, official, umpire, coach, opponent or spectator
- Respect the decisions of umpires and officials and follow the instructions of coaching/management staff
- Protect others involved in the game from verbal or physical abuse and from other forms of threatening or intimidating behaviour such as bullying
- Leave all rooms and facilities clean and tidy at all times and ensure they are as you found them upon check in. If you notice any damage in your rooms when you check in, please report it immediately to your team manager
- Use social media in a positive way and treat others with the same respect you would in person (as outlined in section 3 of the standard terms and conditions – social media).

Self-respect

- Be committed to self-development and working towards reaching one's potential in hockey
- Do not smoke, drink alcohol or take drugs of any kind (other than prescription)
- Never use inappropriate language, signs or gestures
- Wear suitable clothing for the activity in which you are taking part
- Respect the facilities where you play and the equipment that you use

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- Tell someone you trust if the behaviour of other makes you feel uncomfortable in any way
- Do not engage in sexual behaviour
- Do not leave the site for any reason unless you are accompanied by a member of staff
- Do not enter any accommodation other than your own

England Hockey Policy on alcohol

England Hockey takes a zero-tolerance approach to players drinking alcohol whilst in the care of the organisation, regardless of whether a player is over 18 or if the parents/guardians of a player are present.

The drinking of alcohol under any circumstances will be regarded as a serious breach of the terms of this agreement.

THE PARENTS/GUARDIANS AGREE TO

- Encourage and help the player meet targets, including abiding by this Code of Conduct
- Support the player without undue pressure, praise good work and refrain from criticising lapses
- Set a good example to the player
- Respect the opportunity given to the player
- Communicate with the England Hockey staff, keeping them informed about matters affecting the player

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APPENDIX 3

Dear Athlete,

Re: Studying overseas

Any athlete considering studying overseas (for example in the USA) are strongly advised to discuss this with their respective England Age Group Head Coach at the **earliest opportunity**, and Dieter Hill subsequently.

We are aware that institutions in the USA are proactively recruiting athletes at an age when they are considering university choices and increasingly well before this time. England and Great Britain Hockey strongly believes that the best developmental opportunities for progression to playing at senior international level lies with athletes remaining and studying in England. Studying overseas (in a country where the quality of domestic hockey is average to poor) is likely to play a detrimental role to future aspirations of playing for England / Great Britain. In addition, we have a close working relationship with the majority of key hockey universities in the UK and recognise the industry-leading role that they play in supporting 'dual aspirations' e.g., achievement of sporting and academic or vocational aspirations.

Historically, there was a policy of "no further involvement" within the England / Great Britain Hockey system if athletes studied overseas.

The Great Britain Elite Development Programme (GB EDP) commenced in September 2017 and has been designed to ensure athletes with the potential to help GB win medals at future Olympics are given the best opportunity to achieve their potential. This programme unashamedly focuses on developing 'medal winning Olympians of the future'. A considerable amount of time and effort has gone into designing and resourcing the GB EDP and I am confident that we now have one of, if not, the best hockey development programme in the world.

England boasts some of the most high-profile universities in the world, who have a history of supporting and maximising players' dual career aspirations. Examples of players include Lily Owsley Harry Martin and Fiona Crackles who are three senior international players whose development trajectory has been maximised through complementary support between England / Great Britain Hockey and their academic institution during a period of study, while they have also transitioned from being a part-time to full time athlete.

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Given the developmental opportunity within the GB EDP programme, we believe that any athlete outside this system, that chooses to play in an environment of poor / average domestic hockey will likely be left behind in developmental terms. Indeed, history demonstrates that athletes who have previously chosen to study overseas have not gone on to make the senior squads.

Whilst that is our view, we recognise that institutions in the USA are approaching an increasing number of players and that some are beginning to choose this as their preferred academic choice. With this in mind, England / Great Britain Hockey, may, on a case-by-case basis, support players playing abroad with a bespoke GB EDP involvement. This would be on the basis of:

- Early and effective communication with England Hockey Junior Talent Development Manager
- We would advise players to engage with England Hockey at the very early stages of contact or negotiations with prospective schools
- Attendance to an NCAA Division 1 top 20 ranked school
- Commitment by player and institution to be available for GB EDP activity as follows:
 - o January warm weather training camps
 - o March spring break
 - o Easter holidays
 - o Summer holidays (May-August) including any minor clash with US pre-season

We would hope / expect that high potential players playing abroad would be able to negotiate a contract (with the respective institution) that provides adequate financial support (flights etc.) to support involvement in prescribed GB EDP windows. England / Great Britain Hockey would be happy to support any dialogue with institutions relating to the release of players during key windows shown above.

Finally, any player deciding to play hockey overseas even when connected to a programme of study will be required to obtain a No Objection Certificate. For further details please access the No Objection Certificate guidelines which can be viewed [here](#).

Yours faithfully,

Ed Barney
Performance Director

APPENDIX 4

The England Hockey Player Agreement

CONSENT FORM

Player consent

Please complete the England Age Group consent form through registering via the online player management system.

We ask parents and players to complete the registration together, having read in full the player agreement and associated documents.

While we acknowledge many of you may have submitted much of this information previously, we now need to go into further detail and ask that you spare 20 minutes of your time completing the form. Please note the information is only good if it is accurate; please ensure spelling of names, entry of email addresses and date entries are correct.

At the end of the form, we ask you to confirm you have received a copy of the England Hockey Player Agreement, including appendices 1 to 9, and attached documents 1 to 6. We will ask you to confirm you understand and agree to the terms and conditions in appendix 1 and the expectations of the code of conduct in appendix 2 providing your consent or otherwise by submitting the form.

If there is anything you are not prepared to consent to, please place this information in the space provided.

Should you have any questions or queries relating to any of the information provided, please contact England Hockey Junior Talent Development Manager, Dieter Hill on dieter.hill@englandhockey.co.uk

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Registration Form

English Institute of Sport Statement – Medical Information

Please note that the completed questionnaire will be kept strictly confidential and information will only be made available to the Chief Medical Officer, other members of the medical team who may be involved directly in your care during GB & England Hockey competitions and camps as well as team managers and coaches where appropriate involved in this process. By completing this questionnaire, you give your consent for this information to be shared with those members of staff stated above who will be involved in your medical care during your time with England hockey squads. If you have any queries regarding this, please contact Dieter Hill.

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APPENDIX 6

Hydration Monitoring: Information for Athletes and Parents

This information sheet has been put together in order to inform both parents and athletes of the reason why hydration needs to be monitored and how it can be undertaken. The reason for this is that the U18 management teams have decided to offer the athletes the option to have their hydration status monitored to aid in recovery post-performance. Although this does not affect athletes under the age of 16 it is useful for all to understand the process.

Maintaining hydration throughout sport is vitally important as it allows for peak performance. A loss of as little as 2% of body water can have a negative impact on performance. It can reduce the capacity to exercise, increase fatigue, reduce the ability to perform highly skilled tasks, decrease mental function, lower immune function, reduce the body's capacity to regulate temperature, reduce muscle strength, reduce speed and increase the perception of fatigue.

All of these can contribute to not only a reduction in performance but also an increased risk of injury. The good news is that by drinking regularly during exercise, athletes can prevent all the declines mentioned and improve performance - good justification for every athlete and coach to make fluid replacement and monitoring a key priority during training and competition.

Thirst is a very poor indicator of dehydration as by the time thirst is experienced 2-3% of the body water has already been lost. A better way to monitor levels of hydration is by daily urine analysis and pre and post-match weights being recorded. The daily urine analysis usually done first thing in the morning will give the athletes information as to how much fluid they need to consume prior to their performance. Taking body weight pre and post-performance can calculate how much weight is lost and hence how much fluid is lost to again give the information to the athletes on how much fluid is needed to replace that which is lost. This monitoring falls in line with the established protocols used with the England Hockey and Great Britain, U21 and senior squads and to which the U18 boys and girls wish to follow.

The athletes will be asked to provide a morning urine sample every day in a sample bottle provided. The sample is collected by the athletes in the privacy of their own bathrooms and delivered to the squad physiotherapist where urine specific gravity is assessed using a medical refractometer which can indicate levels of hydration. The athlete will be told their daily scores and advice given to them on their daily fluid requirements. The urine is then destroyed, sample bottle cleaned and returned to the athlete for the next day's sample collection. The analysis scores will be given to the squad management team for information but not to the rest of the squad athletes.

These scores will never be used to determine or contribute towards team selection they are just used to enable the athletes to perform at their best. This monitoring is purely voluntary, and the athlete can opt out at any time during the trip to stop, however once stopped the athlete cannot resume during the same trip this is to allow for some continuity and meaningfulness of results.

Hydration monitoring around a match is performed by the athletes in the changing room where before and after the match their weight is recorded. The difference in weight correlates to the amount of fluid lost which then needs 1.5 times more fluid to be drunk to replace the loss.

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Again, this monitoring is voluntary and can be stopped at any time. Again, once stopped the athlete will not be allowed to resume on this trip to allow for some continuity and meaningfulness of results. The results will be shown to the squad management team but to none of the other athletes. These scores will never be used to determine or contribute towards team selection they are just used to enable the athletes to perform at their best.

If there are any questions, feel free to contact Matthew Davies, England Hockey Pathway Physiotherapy Lead

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APPENDIX 7

Medical and Physiotherapy Provision Letter

Dear Athlete/Parent

It is important for all staff and athletes to understand the provision of physiotherapy and medical cover that can be provided for NON-FUNDED athletes by GB/England Hockey.

The following will be available:-

All coaching staff will have a current first aid certificate and will be able to deal with, in the first instance, an emergency on the pitch.

At National training camps, U16, U18, U21, both men and women, there will have access to physiotherapy. Whilst at the camp, injuries will be assessed, treated and relevant advice given.

Physiotherapists at these camps do not carry medication as it is beyond their scope of practice to prescribe and dispense. If at a home camp an athlete requires medication for an injury or illness, where appropriate they will be taken to the nearest hospital and their parents informed, if not appropriate to attend A+E their parents will be contacted to come and collect the athlete.

Whilst travelling overseas the physios may carry a medication kit that can be used in conjunctions with a remote medical consultation and where appropriate, medications dispensed. However, you may wish for your child to travel with their own small supply of medication. With parental consent the following medication, preventative or protective products may be useful for players to have with them while on camp or tournament at home and overseas:

Paracetamol 500mg (Max 10)
Ibuprofen 400mg (Max 6)
Antihistamine tablets – either Cetirizine 10mg or Loratadine 10mg
Anthisan Cream – for insect bites
Gaviscon or Rennie's tablets
First Defence Nasal Spray
Appropriate sunscreen
Insect Repellent

All Physiotherapists are pitch side trauma trained through external bodies, UKAD advisors, have Safeguarding training, and are HCPC and CSP registered

The following will not be provided: -

Access to any English Institute of Sport physiotherapy or medical staff.
Any costs towards private physiotherapy or medical treatment.
Therefore, England Hockey/GB Hockey highly recommends that any athlete involved who is not funded takes out personal private health insurance. The benefits are: -

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Access to private physiotherapy and medical treatment

The NHS has very few specialist sports injuries clinics and the wait to receive an appointment after being referred by the GP could be weeks and even months.

Access to orthopaedic surgeons and private investigations including MRI scans. The wait to see a surgeon in the NHS after being referred by the GP is usually months and then if a scan is required a further wait occurs. An MRI scan costs, if self-funding, approximately £500 and an operation £5,000.

England Hockey/GB Hockey do appreciate this is an extra cost to the family. Unfortunately, the NHS does not consider sports medicine a priority and the wait for an appropriate appointment may be extensive. This could affect the recovery from an injury and the time needed away from playing.

There are a number of private health schemes around. The prices vary but, in general, the cheaper they are the less cover is provided. If existing cover is present, please check the small print as sports injuries may be excluded, and outpatient cover may be limited.

Yours sincerely

Matthew Davies
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APPENDIX 8

Concussion Guidelines

All concussions must be taken seriously to safeguard the health and welfare of players. Failing to do so can have serious consequences, including death.

What is concussion?

- Concussion is a brain injury caused by a blow to the head or body which leads to shaking of the brain
- Concussion results in a disturbance in brain function that can affect a child or young person's thinking, memory, mood, behaviour, level of consciousness, as well as producing physical symptoms such as headache and dizziness
- Concussion usually occurs without loss of consciousness
- Most concussions recover with physical *and* mental rest

Principles of concussion management:

RECOGNISE – REMOVE – RECOVER – RETURN

1. **RECOGNISE** - know the symptoms and signs of concussion and the DANGER SIGNS of potentially more serious brain injury.

RECOGNISING CONCUSSION:

After a fall or impact, concussion should be suspected in the presence of any one or more of the following:

1. Symptoms e.g. headache, dizziness, nausea
2. Physical signs e.g. unsteadiness, dazed/dinged
3. Impaired brain function e.g. confusion, memory loss, disorientated
4. Abnormal behaviour e.g. change in personality
5. Confirmed or suspected loss of consciousness

DANGER SIGNS

- Deteriorating conscious state (more drowsy)
- Increasing confusion or irritability
- Severe or increasing headache
- Repeated vomiting
- Unusual behaviour change
- Seizure or convulsion
- Double vision
- Weakness, tingling or burning in limbs
- Midline or severe neck pain

2. REMOVE

If concussion is suspected immediately remove the individual from play and do not allow to return.

Players with any symptoms following a head injury must be removed from playing or training and must not return to activity until all symptoms have cleared. Specifically, they must not return to play on the day of any suspected concussion.

The player should be monitored over the next 24-48 hours for any of the danger signs (listed above) and ***if any symptoms or signs that develop, or if there is an overall deterioration, then immediate medical help should be sought.***

3. RECOVER

All cases of concussion and suspected concussion must be given time to recover - rest the body (e.g. avoid sports, running, cycling, swimming and weight training) and rest the brain (e.g. avoid reading, television, computer, video games and social media) until symptom free.

Children and young people (***under 18***) must rest from training and matches for a minimum of 14 days unless cleared to do so by a doctor specialising in concussion assessment and management.

4. RETURN

For Players Over 18 years of age

- Once the player is entirely symptom free then they should follow a Graduated Return To Play (GRTP) protocol. This should be done under the guidance of a Doctor or Physiotherapist familiar with the protocol
- Players that fail to progress through the GRTP because symptoms return should be referred for further medical review
- Players who complete a GRTP must receive medical clearance from a doctor or an approved healthcare professional before returning to play

For Players Under 18

Concussion and participation in sport:

- Following the 14 day rest period, if entirely symptom free, they should then follow a Graduated Return To Play (GRTP) protocol under the guidance of a Doctor or Physiotherapist familiar with the protocol
- It is recommended that every child or young person is assessed by a doctor before returning to play. Ideally, that doctor should be one with expertise in managing concussion
- Children and young people that fail to progress through the GRTP because symptoms return should be referred for further medical review

Concussion and school studies:

- Children and young people should return to academic studies before they return to sport.
- It is reasonable for a child to miss a day or two of school after a concussion if they feel unwell or if on returning to lessons their symptoms return. But extended absence is uncommon
- In a small number of cases, symptoms may be prolonged and this may impact on the child's studies. In such cases, early referral back to GP and educational support services is advised

RECOGNISE – REMOVE – RECOVER – RETURN

APPENDIX 9

Cardiac Screening – England Age Group Players

As part of the England Hockey programme, we would like all athletes to undergo cardiac screening. For those who haven't had it before, cardiac screening is a basic but effective assessment looking to identify possible abnormalities of the heart. The process takes 20-30 minutes and involves completing a questionnaire as well as an ECG (heart trace). Depending on the findings, you may then go on to have an echocardiogram (scan of the heart).

It is very important that you have this done to assess whether you have any underlying condition that may be exacerbated by exercise. A number of these conditions can present suddenly, despite years of exercising at high intensities, and can potentially be life threatening. **While not mandatory, we strongly advise for all athletes aged 16 years and over on an England/GB Hockey programme to have undertaken cardiac screening.** The screenings should be conducted at the ages of 16/18/21 years old and all results should be provided to the Chief Medical Officer (CMO).

You may organise a screening session and we would recommend that you get this done through CRY (Cardiac Risk in the Young). CRY hold regular sessions open to the public around the country that you can book into via their website. The website also provides more information about cardiac screening should you require. Please use the link below for a list of availability that you can book onto:

<https://www.testmyheart.org.uk>

By undertaking your screening through one of the CRY services or EIS sessions, this will enable Nicky Osborne (England Hockey CMO) to access the results. At the time of undertaking your screening you will be asked if you are happy to share information, please consent to this and share the name of our CMO if requested. As a reminder, only when you have undertaken your screening, please share the date of your screening and results (if not CRY), or that you have used a CRY service, directly with Nicky on nicky.osborne@greatbritainhockey.co.uk

If you have already completed a cardiac screening with your school or hockey club within the last 3 years then you do not have to repeat this, please share your results with Nicky on the above email.

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