

## DEVELOPMENT & EDUCATION COMMITTEE

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### Terms of Reference

#### Development & Education Committee (DEC)

March 2019

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#### 1. AIMS AND OBJECTIVES

The overall aims and objectives of the Development & Education Committee are to assist the FIH in supporting member National Associations with the implementation of Hockey2024, and future global development strategies:

#### 2. AUTHORITY, STRUCTURE AND MEMBERSHIP

2.1 The Committee derives its authority from the FIH Executive Board and the members agree to be bound by and to comply with the Integrity Code, the Committee and Advisory Panel Protocols established by the Executive Board, and any other applicable FIH Regulations.

2.2 The membership of the FIH Development & Education Committee shall be as directed by the FIH Executive Board, currently being: -

Committee	Executive	By Invitation
1 x Chair; 5 representatives (1 per CF); 1 x Athletes representative; 1 x Hockey Foundation representative;  Secretary will be a member of FIH Staff;	The President is an ex-officio member of the Committee/Panel but does not have the right to vote.  The CEO is an ex-officio member of the Committee but does not have the right to vote, however will refer items from time to time.	If necessary and/or appropriate, members of other Committees and/or FIH staff will be invited.

The Committee may create temporary Sub-Committees for specific projects.

#### 2.3 Gender Equality:

The Committee aspires to 50/50 representation aligned to the FIH Gender Equality Policy.

#### 2.4 Knowledge / Competencies

##### I. Knowledge

- a. Be familiar with the FIH Hockey Revolution Strategy and the Hockey2024 global development strategy
- b. Understand the FIH governance structure and policies
- c. Extensive knowledge/experience of international, continental and domestic coaching and coach education
- d. Extensive knowledge/experience of international, continental and domestic officiating and officials education
- e. Extensive knowledge/experience of national association governance, operations, finance, marketing and development
- f. Extensive knowledge/experience of global sport and social development initiatives and international funding and governance structures, including Olympic Solidarity, UN SDGs

## **II. Competencies**

- a. Strategic thinking – big picture not minutiae; goal and future orientated; ability to think from others perspectives
- b. Communication – ability to articulate ideas, opinions, rationales, and comments in a clear, concise, and logical manner
- c. Decision making - Ability to make informed decisions efficiently with fairness and integrity in the best interests of hockey

## **3. RESPONSIBILITIES**

- 3.1 To implement and evaluate the Hockey2024 global development strategy.
- 3.2 To assist/advise the FIH Academy in developing FIH Academy resources for the purposes of helping National Associations and Continental Federations to develop their coaches, officials and management teams.
- 3.3 To assist/advise on developing, tracking, maintaining and appointing FIH Academy Educators and education workforce
- 3.4 To provide a support structure for the ongoing development of the FIH Academy workforce
- 3.5 To provide opportunities high performance/elite coaches to regularly improve their skills and experience.
- 3.6 To assist/advise on the creation and implementation of Hockey2024/Development programmes to support National Associations, Continental Federations and Recognised Development Organisations

## **4. STRATEGIC PRIORITIES AND ALIGNMENT WITH HOCKEY2024**

- 4.1 to increase the people participating in hockey globally - Target: women (Equally amazing), young people (Hockey dreams), beyond hockey (event legacy and social development).

- 4.2 to increase the number of nations participating in international events - Target: game format pathways, youth and adult multi-sport events, high performance pathway planning, continental events.
- 4.3 to ensure better skilled and more professional hockey people (Coaching, Umpiring, Officiating & Management) - Target: FIH Academy programmes and courses
- 4.4 to ensure that hockey athletes are at the heart of hockey development programmes - Target: engagement, deployment, representation in Hockey4Life programmes
- 4.5 to create stronger club, school and organisational networks in member National Associations - Target: NA Hockey Development Plans, Hockey Ready programme for NAs, guidance and resources
- 4.6 to ensure there are more places to play and better access to equipment - Target: Playing surface guidance, equipment resourcing initiative

## **5. WORKING METHOD**

Upon request to the FIH, meet once per year physically. If necessary, members will also hold conference calls.

Sub-Committees will normally hold conference calls and report back to the main Committee

## **6. TERM OF PANEL**

The Committee will be appointed on a biennial basis.