

Wimbledon HC Self Determination Charter

BELONGING - INCLUSIVE - SELF-DETERMINED

An agreement between
club, coaches, parents
and players for the
path ahead.



OUR PURPOSE

Why this agreement exists.

We believe hockey should develop people before it develops players.



The pursuit of **success** teaches us the road.



The pursuit of **performance** teaches us behaviour.



The pursuit of **achievement** shows us what we are capable of.

But lasting success is measured by much more than results.



Everything in this Agreement exists to help create that environment.

BELONGING
INCLUSIVE
SELF-DETERMINED

We want every young person who leaves Wimbledon Hockey Club to leave with:



confidence



independence



resilience



friendships



a love of the game



and the desire to continue contributing to hockey throughout their life.

OUR SHARED BELIEFS

PEOPLE | PROGRESS | TOGETHER

BELONGING
INCLUSIVE
SELF-DETERMINED

WE BELIEVE BELONGING COMES FIRST.

Young people perform best when they know they belong. Belonging creates confidence. Confidence creates courage. Courage creates learning. Learning creates performance.



WE BELIEVE DEVELOPMENT IS A JOURNEY.

No player develops in exactly the same way. Comparison steals confidence. Progress should be measured against ourselves, not against somebody else's timeline.



WE BELIEVE CHALLENGE AND COMFORT COMBINE.

We often assume that challenge is the only way to develop. In our sport, being comfortable to take bigger roles, bigger moments and bigger opportunities require just as much thought as being 'stretched'. Therefore think of the two as a balanced equation.



WE BELIEVE MISTAKES ARE PART OF LEARNING.

Mistakes are not failures. They are evidence that someone is attempting something difficult. We celebrate thoughtful mistakes because they lead to growth.



WE BELIEVE OWNERSHIP GROWS OVER TIME.

Adults begin the journey. Young people gradually take control of it. The purpose of great coaching is not dependence. The purpose of great coaching is independence.

OUR ROLES

DIFFERENT ROLES. SHARED PURPOSE.

Every member of our community contributes differently.
When everyone fulfils their role, young people thrive.



THE CLUB

creates the
environment.



COACHES

create
learning.



PARENTS

create
support.



YOUNG PEOPLE

create
ownership.

None of these roles is more important than another.

Together they create the conditions for development.

THE CLUB'S AGREEMENT

WE COMMIT TO:



Create an environment
where every young
person feels they belong.



Recruit and support
coaches who share
this philosophy.



Educate parents
alongside players.



Celebrate development
as highly as
achievement.



Create opportunities
for increasing
ownership.



Protect
psychological safety.



Maintain consistent
standards across
the club.



Review this Agreement
regularly with
our community.

CULTURE BEGINS WITH US.

THE COACH'S AGREEMENT

I COMMIT TO:

BELONGING
INCLUSIVE
SELF-DETERMINED



Coach the person
before the player.



Challenge
with care.



Ask before
I tell.



Help players
solve problems.



Encourage
curiosity.



Create environments
where mistakes
become learning.



Give honest,
respectful and
constructive
feedback.



Hold players
accountable without
diminishing
confidence.



Treat every
player fairly.



Make myself
progressively
less necessary.

THE PARENT'S AGREEMENT

I COMMIT TO:

BELONGING
INCLUSIVE
SELF-DETERMINED



Support rather
than coach.



Encourage rather
than instruct.



Trust the
coaching process.



Respect coaches,
officials and
opponents.



Celebrate effort
and courage.



Allow my child
to experience
challenge.



Allow my child
to make
mistakes.



Help my child
own their
journey.



Remember that
hockey belongs
to my child –
not me.



Contribute
positively to the
experience of
every player.

THE YOUNG PERSON'S AGREEMENT

BELONGING
INCLUSIVE
SELF-DETERMINED

I COMMIT TO:



Take increasing
ownership of my
development.



Be brave enough
to try difficult
things.



Learn from
mistakes.



Ask questions.



Ask for
feedback.



Respect
others.



Support my
teammates.



Avoid
Comparison.



Don't be in
a rush.



Leave the
environment better
than I found it.

OUR SHARED COMMITMENTS

The standards we all uphold.

BELONGING
INCLUSIVE
SELF-DETERMINED



FEEDBACK

We believe feedback should:



Be honest.



Be respectful.



Be timely.



Be specific.



Be constructive.



Provide
solutions.



Protect
dignity.



Encourage
learning.



We reject feedback that humiliates, intimidates or diminishes.

CHALLENGE

We perceive challenge as 'stretch' and this isn't always the case.
Being challenged when comfortable hits the sweet spot.



**HIGH CHALLENGE
LOW SUPPORT**

Creates
anxiety.



**HIGH CHALLENGE
HIGH SUPPORT**

Creates
growth.



**LOW CHALLENGE
HIGH SUPPORT**

Creates
comfort.



*Confidence comes from
the balance of stretch and comfort.*



*Showing what you can do in your own
age group is just as important as
testing yourself in adult hockey or
Talent Academy.*

COMMUNICATION & RESPECT

WE COMMIT TO:



Open and respectful communication.



Listening to understand.



Speaking with kindness.



Respecting every individual.



Avoid discussions about other people.



Working together to solve problems.



Protecting our club culture.



Being role models on and off the pitch.



*Respect is shown in how we speak,
how we listen and how we act.*

WHAT SUCCESS LOOKS LIKE

When a young person leaves Wimbledon Hockey Club, we hope they:



Still love
hockey.



Know how
to improve.



Enjoy solving
problems.



Think
independently.



Support
others.



Respect
the game.



Feel they
belong.



*Representative honours are achievements.
These qualities are our legacy.*

THE JOURNEY

A pathway to lifelong participation.



BELONG

I know
I matter.



EXPLORE

I am brave
enough to try.



IMPROVE

I learn
through
challenge.



OWN

I increasingly
take
responsibility.



CONTRIBUTE

I help
others
grow.

“

The goal is not just to be the best player you can be,
but the best person you can be.

”

OUR AGREEMENT

A shared responsibility. A shared commitment.

By becoming part of Wimbledon Hockey Club we recognise that developing outstanding young people is a shared responsibility.



THE CLUB
creates the
environment.



COACHES
create
learning.



PARENTS
create
support.



YOUNG PEOPLE
create
ownership.



*Together we create self-determined athletes
and lifelong members of our community.*