

00:00:00.000 --> 00:00:09.670

INTERVIEWER

So the first question is do you feel the rating of the Academy you're currently working within influences your understanding and application of bio banding?

00:00:32.740 --> 00:00:33.080

Interviewee

Yep. I'd say potentially yeah, because obviously to do with sort of staffing and things like that, it's just me within the department so it doesn't provide a lot of opportunities to evaluate things in great detail. So whenever we do have the bio banding events, it's very much for me working with all of the coaches myself and yeah, not having that sort of support. So I would say from the staffing side of things because yeah, it doesn't allow us a great deal of opportunities, really.

00:01:17.960 --> 00:01:37.250

INTERVIEWER

And again, just in terms of, as you say, it's only really yourself who's doing the bio banding. So do you think your role or like your colleagues role influences your motivation to employ bio banding? And if so, why?

00:01:37.900 --> 00:01:57.590

Interviewee

Yeah, definitely so. I think obviously buy in is one of the most important things. If the coaches didn't necessarily buy into it, then it makes it more difficult. However, I'm quite fortunate in my sort of my club, because they do buy into it so the bio banding events that we put on haven't really been a concern. There's only so the lead coaches for the youth development phases have taken to it really well, so it was no issue on this part. It's slightly bit more difficult with some people above, UM, such as the Academy director for example, but it still went ahead perfectly and they didn't sort of like prevent it from happening at all. So yeah, but overall I definitely think it's something which would sort of limit the UM, the amount of bio banding events that you could put on in time.

00:02:29.720 --> 00:02:50.200

INTERVIEWER

Yeah, it is those people higher in the rankings who do actually need to see sort of almost facts and exact benefits as to why they should keep doing such event but then eventually they will catch on and the events can be repeated. So the next question is do you feel like your academic background influences and enables you to employ bio banding techniques?

00:02:36.720 --> 00:02:37.030

Interviewee

Yeah I think so. 'cause obviously you've got to have the understanding of it to be able to sort of apply it in the first place. Uhm, however, I wouldn't necessarily say that my academic background has helped me as such because we didn't recover it at university level in my undergraduate or even postgraduate degrees. I think it's more of a case of it is something that I have actually sought from having the interest in and around growth and maturation. But I would say the obviously the academic side would limit it because you have to have that sort of understanding to be able to apply it.

00:03:28.260 --> 00:03:35.990

INTERVIEWER

And on the flip side to that, with you saying that your colleagues maybe don't know as much about it? Do you feel that coaches could be intimidated or reluctant to engage with bio banding?

00:03:47.710 --> 00:03:53.750

Interviewee

Yeah, 100% and I think it's one of those things where because it's especially lead from the sort of S&C department or sports science departments. If coaches don't understand it, then they potentially will be reluctant to sort of employ it. So because of that I think it's so important to actually educate the coaches on what it is and why we look to sort of employee within the club.

00:04:14.880 --> 00:04:45.270

INTERVIEWER

Yeah, and again, it's just like those beginner type courses, isn't it? Say you never get into coaching without the FA level 1 coaching badge. That could be a question for bio banding in should there be those type of courses out there to give coaches a further understanding allowing them that like simple explanation of why they're doing it and what the benefits for the players will be. So do you feel in terms of how you have applied bio banding previously, would you like to apply different practice going forward?

00:04:36.330 --> 00:04:36.670

Interviewee

Yeah. And I think in terms of when we've applied it, one of the difficulties is more like the logistical side of things. So we work on a sort of week to week basis within our Academy, where the availability of the players is literally said on the week. So it's not really something that we can necessarily plan ahead too much. Now, obviously we can have the groupings of all the players with their percentage of particular under height, but we can't guarantee that that player is going to turn up the following week. Because as I said, it's a week to week basis, I think that's one of the main barriers that we have. And yeah, I think, but it's sort of working in and around and having to adapt to it, because what when we've had a last season, we had a bio banding event and it was just a case of having sort of a few groups so we had a 9 v 9s because we didn't have enough players within that group for 11 v 11s and then I think there was one 11 V 11 but then we had players who were sort of on the cusp of each band who could potentially transfer across if they weren't able to attend. But that's yeah, that's one of the difficulties that we've had.

00:05:59.790 --> 00:06:15.430

INTERVIEWER

Yeah, and I'm sure with you saying that the scheduling changes week to week, does the application of bio banding vary then between the phases of development in the Academy or is it like the same kind of structure of bio banding for all three phases?

00:06:16.240 --> 00:06:40.040

Interviewee

Yeah, so bio banding events only come around probably about three times for us in the season, and that's at the very most. Now we aim for age groups under 12 to under sort of well, we say under 16, but obviously under Sixteens and the fifteens the majority of them are going to be post PHP or in around that category, so. The main groups that were looking to target are the Under 12 to sort of under 14s age groups. 'cause that's where obviously we see the the biggest variability and so those are the main groups we look to target and then if there are sort of specific players, let's say for example we've got one player who's in the under Sixteens now. But he's got a biological age of a 14 year old, and he's only at 92% of his predicted adult high. So we might potentially take him down for

the bio banding event, but then in regards to that, obviously there's a lot of education around why we would be doing that because we don't want to make it look like he is being played down or there's any negative connotations, you want to keep it as a sort of open and honest, but in a positive way as we can.

00:07:35.060 --> 00:07:44.580

INTERVIEWER

Yeah, so based off what you saying, we can primarily say that the youth development phase is when bio banding is most efficient.

00:07:45.090 --> 00:07:46.350

Interviewee

Yeah, pretty much.

00:07:45.600 --> 00:08:16.590

INTERVIEWER

So the next questions are based on the perceived influence on maturity practice and your answers from the survey. So, the first one which you disagreed with is to what extent do you believe that differences in maturation status impact the development of tactical characteristics and you disagreed with this? Could you please just tell me a little bit more why you disagree with this statement?

00:08:24.710 --> 00:08:31.570

Interviewee

I think I put that mainly because I believe that the tactical side is more how the players sort of learn. Now obviously there will be differences in terms of the cognitive side, but I do believe that some players who are less mature or yeah, let's physically mature at least. Are they able to still understand the tactical side, they just might not necessarily be able to display it as physically as the others, so that's where I was going from with that point.

00:09:12.050 --> 00:09:27.760

INTERVIEWER

Yeah no, that's fine. And then the second one, which you disagreed with, is to what extent do you believe that maturity related differences in physical development characteristics impact your ability to accurately assess the physical competence of a child.

00:11:15.210 --> 00:11:18.660

Interviewee

Yeah, I don't necessarily think that the maturity related differences would prevent myself from being able to assess this competency because you're still able to run some tests and still able to sort it, 'cause the test at that period of time would be what they are and provide a snapshot ... if you know what I mean. So whatever they score in that physical assessment or physical competency is where they're at that sort of period in time, so I don't necessarily think that it's going to change the accuracy at all. I think it's going to be accurate just at that snapshot.

00:12:03.520 --> 00:12:32.220

INTERVIEWER

Yeah, no I can agree with that because obviously physical abilities and competence of children is ever changing, like literally week by week, day by day. And that that's the reason they are at the Academy because you want to push them to see that change. But yeah, that's great and so the next

questions are based on your implementation of bio banding. So the first one is just. Could you please give some detail on a positive experience you've had with via bio-banding please?

00:12:10.940 --> 00:12:11.270

Interviewee

Yeah, so I think for me it's being able to sort of see what actual stage of maturation process they are at, because then it allows me to highlight wherever they say, have an increased chance of injury, so there was a research study .. Uh, it's just been published I think, or I've just literally just read about it and it's highlighting the injuries that tend to occur at different percentages or predicted adult height. And for me that's really beneficial because then I can actually look at tailoring .. Uh, sort of injury prevention programs to their stages of maturation. So for example, we've got one player at the moment that, well, it's that player that was talking about the lad who is in the under Sixteens who's 92% of his predicted height. It's enabling me to actually produce his gym programs in the evenings to suit his needs a lot more, so working a lot of rounds he's sort of hit hip strengthening and sort of leg strength for the moment just to try and facilitate strength gains and hopefully prevent any injuries occurring or reduce the chances of the injury anyway.

00:14:00.670 --> 00:14:12.930

INTERVIEWER

Can you just discuss how you have bio banded players and like which maturity method of use?

00:14:10.700 --> 00:14:11.120

Interviewee

Yeah, so we use the khamis roche method to find percentage of predicted adult height and then work from there and then use scores from their equations to highlight whether they're early, average or late.

00:14:27.600 --> 00:14:32.400

INTERVIEWER

So, the next question is how has bio banding proven useful for your club and essentially, what is the rationale for your club using bio banding?

00:15:06.980 --> 00:15:12.130

Interviewee

So I think for us it's because of our category I think it's more about the injury prevention side of things. So being able to highlight when they typically are going to be going through a growth spurt and when there are greater chances of growth-related issues. Uh, it sounds a lot more of like a reactive way to look at it rather than a proactive way. But just because of the staffing, UM, it's just trying to highlight who might be going through those growth related issues. So then we can still keep a closer eye on them. Get the coaches to sort of ask them every day how they're feeling, whether they've got greater levels or soreness, where they they've been at, war in their knees, etc. And then we can look at sort, decreasing their loads, and then having me put more sessions for them in terms of rather than having a whole training session, having half the training session, but then the rest of it is with me doing some sort of movement, some competency work or some strengthening work. Things like that, so that's it. It's really good for highlighting that.

00:16:12.850 --> 00:16:31.560

INTERVIEWER

Yeah, and I'm just on the flip side, to everything what we've already kinda covered. UM, we're going

to be going more into maybe the negatives and the barriers of bio banding, and so could you just give me an example of when bio banding could have potentially provided a new challenge, say for yourself, or even for the athletes?

00:16:32.390 --> 00:16:32.690

Interviewee

We haven't had too many negative outcomes from it to be honest, but then I don't know if that's more a case of I haven't been told about it because the lead is the strengthening coach ... I was unable to attend our last one. I was told by the coaches that it went really well, but obviously that's just the coach is telling me that so there could be some issues in terms of players not enjoying it or parents thinking, oh, he's being played down. But the fact that I haven't heard about it, seems to give me a bit more confidence. Uh, so we haven't had too many negative outcomes. I think the only thing is obviously it doesn't always go to plan because the last event that we had with xxxx, we had to move a couple of players into bands who weren't technically meant to be there. But it was just yeah apart from that, I think that's the that's the main sort of barrier we've had.

00:17:36.240 --> 00:17:47.370

INTERVIEWER

Do you feel it is important to introduce new challenges? UM, within talent development based on bio banding?

00:18:04.650 --> 00:18:06.960

Interviewee

Yeah, I think it's. I think it's really important because specifically within those ages, I think it's really important to just keep on challenging the lads and to not let them get too comfortable. So I think the bio banding is a great way of adding in different challenges, not just physically sort psychosocially as well so if they're grouped together with people who they're not typically used to working with, can they then sort build great relationships with them? Can they potentially, if they're an older player chronologically, can they go with individuals who are not typically in their age group. Or can they be bit more of a leader whereas they might not be a leader in their actual age group? It's little things like that, which I think can really yeah benefit like going forwards.

00:18:55.580 --> 00:19:01.690

INTERVIEWER

So do you feel bio banding offers an advantage over traditional approaches?

00:19:04.180 --> 00:19:05.110

Interviewee

I would say it should be used, in my opinion is a supplement to training so. The issues we have, yes, bio banding the concept is absolutely spot on in terms of grouping players physically however. We need to remember that that's just one portion of it, so if you're looking at the FA's model sorry then you also need to consider the technical tactical side of it like there's so many different points we need to consider, so I would never say I wouldn't really say it has advantages because I do think the traditional model is needed as the players are going to come up against individuals who are bigger and stronger than at some point in their career, they're going to get that when their men they're going to get that when they're young, so I don't think we should eradicate that at all. I think we should have the biases in there, but then use bio banding as a sort of supplement alongside it.

00:20:14.970 --> 00:20:24.780

INTERVIEWER

Yeah, and almost just use them hand in hand such as sticking with the traditional approaches which have worked for so long but then using bio banding to open up them opportunities for those players who may not get a look in otherwise.

00:20:17.600 --> 00:20:17.960

Interviewee

Yeah.

00:20:25.740 --> 00:20:35.300

INTERVIEWER

Um so do you feel bio bonding places too much emphasis on a specific group of players? Or do you feel it's neutral for all of them.

00:20:39.320 --> 00:20:39.880

Interviewee

I think some of the players who are more sort in that on time period might not get that because a lot of the literature always talked about obviously the early maturers or the lateness etc, but there's not a lot of detail around it for on time players, so I'm not sure how much it will benefit them, because if they're on time they could just be not so far away from the early maturers, and it could be not so far away from the late maturers. So, are they going to benefit a lot from it? I'm not too sure. It might sort of benefit more delayed maturers who are now able to display greater technical side of things and physical side of things when they group together. And obviously I think it's really beneficial for the early maturers because they need to be playing against players who are at least matched to them, because if they're just playing with late maturers or on time when they had early then they could just rely on the physical side and not so much the technical tactical side.

00:21:49.510 --> 00:21:52.380

INTERVIEWER

So do you feel by bio-bonding could potentially run the risk of neglecting those on time players.

00:21:57.930 --> 00:21:58.460

Interviewee

Uhm. I wouldn't go so far to say neglecting, but I would say it's probably not as beneficial, but I wouldn't say it's necessarily neglecting.

00:22:11.190 --> 00:22:36.370

INTERVIEWER

Yeah no, that's fine and so we are on to the next set of questions now and these are based again on the barriers. I know we've already touched on them a little bit, but these hopefully be able to highlight them a bit more, and so the first one is just a general. If you could please provide some detail on negative experience if I'd using bio banding and the challenges you may have faced.

00:22:37.690 --> 00:22:38.390

Interviewee

Uh is more so much in terms of as I mentioned, like the logistical side of things in terms of making sure that we've got the players available and then communicating with the other sort of clubs because the process started with me discussing it with one of the S&C coaches at the other club. And then having to discuss it within the club and it's just ... there's a lot of organization for it, with a lot of

things that can go wrong. Whereas obviously in my role my main job is the U18 teams and then I do the Academy sort on top. So, in terms of the amount of time that I can devote to it, there's not an awful lot. So it can be a bit time consuming in terms of making sure that we've got the perfect sort of programme or method going forwards and so that would be ... I would say that would that would be the biggest one 'cause there's a lot of sort of to-ing and fro-ing and or how many players you have and then it sort of changes and it's constantly adapting for more of the logistical side.

00:23:43.860 --> 00:24:09.500

INTERVIEWER

Yeah, and I'm not sure if you'd be able to remember from the survey they were some options for barriers which you rated and I can shout a few of them out if you don't remember. But the next question is based on these and just do you feel that these are barriers which all academies face? Or do you feel they are only barriers faced within your club?

00:24:10.250 --> 00:24:21.490

INTERVIEWER

If I highlight three you can maybe just go into a bit more detail about them. So there was situational factors, personnel to implement bio banding and disruption to the training program.

00:24:22.760 --> 00:24:23.140

Interviewee

I think the personnel obviously is a big one for me and I do think that is limited within our category. I think obviously, the higher you get, the more stuff you have, so you're able to actually devote a bit more time to making sure that it runs perfectly. But yeah, that was a big one for me, I think 'cause ultimately bio banding won't be one of the... if you're looking at it overall and you're looking at the basics and what needs to be done within a role at cat 3 because I've got a role involving so many different areas, I want to focus on the basics, but doing them well. And I would say bio banding is maybe more of a luxury tool as opposed to something that sort of needs to happen, so we're not able to implement it as much as I would like. Uh, so that their personal for me is huge one.

00:25:21.040 --> 00:25:23.910

INTERVIEWER

and the next one was disruption to the training program.

00:25:24.520 --> 00:25:25.560

Interviewee

Yeah, I think with that one as well. That's quite a big one as there are constantly sort of games going on, and obviously they're not necessarily in a league within the ages that we look to use, but there are a lot of fixtures happening, and obviously it depends on the clubs that you're playing against. They're starting their facilities, whatever they want to do, bio banding and there's only a handful of teams that would actually be interested in it. Uh, because I think obviously the barriers of coaches maybe not buying into it. Things like that might prevent other clubs from implementing it as well. Uhm, and obviously they are like floodlit cup games. Things like that which can potentially get in the way for some of the older age groups. But yeah, so I think disruption to the schedule is a factor because it has limited us in the past, definitely.

00:26:20.250 --> 00:26:25.120

INTERVIEWER

So do you feel maybe some of these barriers could be alleviated if you was say at category one Academy?

00:26:26.330 --> 00:26:27.120

Interviewee

Yeah, I think again, I'm gonna have to put it down to staff in that I think just being able to have more chats in in greater detail with more individuals, I think that that would just make things a lot easier.

00:26:44.660 --> 00:27:12.310

INTERVIEWER

Yeah no, that's great. The next question is following on ... do you feel from past experiences bio banding barriers could be eased?

00:27:13.850 --> 00:27:15.390

Interviewee

I don't know. Um, I think tournaments are a good opportunity to do it, potentially because you've got a lot of players in, and around the area so you can potentially experiment with. Oh, this player is, let's say one of the bands is 85 to 90% or displays 84%, but so could they try in one of these tournament fixtures. Going into this group and then potentially the next feature going up into the next group and seeing which one would they tend to get bit more like a benefit from little things like that might sort of help from. Other than that I think it's just communication between the clubs and so making sure that there are sort of like minded practitioners who want to do it and having like preparing it for months ahead rather than sort of on the on the off chance.

00:28:11.050 --> 00:28:27.380

INTERVIEWER

And almost kind of get these tournaments already in the schedule before each season and have this repeated season after season. So clubs and coaches can prepare for it well in advance?

00:28:19.050 --> 00:28:19.450

Interviewee

Yeah. Yeah, I think planning ahead the big one.

00:28:29.410 --> 00:28:45.560

INTERVIEWER

Yeah, that's great, and so we are on to the second to last group of questions. There're only three questions in this one, and they're on the multidisciplinary application of bio banding. And so, the first one is do you feel any of your answers would differ if playing position was accounted for, when bio banding? So an example statement from the survey is if it's under the assumption that primary playing position is not yet fixed. When assessing players for talent, which of the physical, tactical etc characteristics do you feel are important and so do you feel your opinion on these could change if playing position was fixed?

00:29:22.400 --> 00:29:29.680

Interviewee

Uh, yeah, I do think so. Yeah, because obviously different positions require different physical outputs. Uh, so obviously if they're playing on the wing, they're going to have to cover a lot more explosive distance over, particularly longer distance as well. Uh, whereas if they are centre backs they'll be doing a lot of more lateral movements and not so much sort of total distance. So yeah, I would definitely say so.

00:29:46.880 --> 00:29:53.600

INTERVIEWER



Can you just describe how and why you have used bio banding? So say for instance was it in match type play, training or S&C

00:30:00.240 --> 00:30:06.970

INTERVIEWER

And then go through the, UM, physical technical, tactical, psycho-social. If you're able to please.

00:30:07.280 --> 00:30:10.140

Interviewee

Yeah, so we've used it within sort of general sort of general maturation classifications, so essentially every time we take the height and weight and things like I produce a report which highlights their percentage predicted adult height, and what that actually means. Whether they're early, mature on time late etc. Then I also add notes as to whether they fit into a category of more susceptible to injuries or growth related issues, and whether they're potentially going through a growth spurt.

So that's one way. It's good to get information out to the coaches and that's one way that we use it and then otherwise we use it in fixtures. Sometimes we don't have any plans for this season that as of yet but we tend to try to do 2 or 3 bio banding fixtures across a season.

00:31:17.150 --> 00:31:26.050

INTERVIEWER

Yeah, and the next part of the question was if it was focused around the physical, technical, tactical or psychosocial components?

00:31:27.000 --> 00:31:27.460

Interviewee

Definitely to do with their physical side of things and more so than anything else, so the YDP is very keen in around the physical side, so he likes sort of things like this to try and help the lads physically. 'cause as we are cat three we don't have a lot of contacts on the players and sort of gym time is limited so we've only got gym sessions with 14 and above at the moment and that's only started this season and the Under 14's only have one gym session. A month with the rest of it being home based work. So for us, we've always used it as a good physical marker because we have had to be more reactive than proactive so it's being able to highlight this individual is going through a growth spurt, or he's at a time with more susceptible to injury to can I get a little program for him to do at home? Which is going to target his coordination balance and whatever part of the body he needs to strengthen at that moment in time.

00:32:29.960 --> 00:32:41.590

INTERVIEWER

Yeah, and I'm I know you just kind of touched upon it there and you did mention it earlier, but is there any more you know on why you implemented bio banding based on the injury prevention?

00:32:42.970 --> 00:32:49.520

Interviewee

Yeah, just because we have struggled with growth-related issues, the majority of the years I've been here. Because we have the physical syllabus but we don't have the time and facilities to take it off as much as I'd like to. So sometimes we do struggle with players who do go through growth spurts or because they're slightly weaker. They tend to struggle a bit more, so that's why we tend to use it because it's again a reactive way of looking at it and saying, right he's at 89% now we will put on this

little program to help with these issues that he's having, and then we'll assess it as he goes through to sort of post PHP time.

00:33:31.950 --> 00:33:52.160

INTERVIEWER

So we are coming to the last few questions now. I think there's just maybe two or three and then we can start to wrap the interview up. And so, the first one is what, uh, what is it about bio banding which enhances assessment within, you know the physical, technical, tactical psycho-social side?

00:33:59.500 --> 00:34:02.470

Interviewee

I think it's great because it puts the number to the thoughts. So, it's one of those things where I've had the coach is telling me to numerous times I could see that you're going through a growth spurt, I can see he's struggling etc, but as practitioners and working in sports science specifically, it's nice to have the numbers to back it up because it's not just an opinion, it's then actually supported. And then obviously it helps in terms of programming and taking things forward so you can see their progression through the maturation process and see what growth stage they are at. And so I think that's been really beneficial to be honest.

00:34:44.250 --> 00:34:59.980

INTERVIEWER

Yeah, and again as you was mentioning earlier, those people higher up. It is those type of people that do want to be seeing the numbers and the progressions so it does allow you to go to them and say well look. Here's the numbers. Here's your proof as such of why it's way of putting your time and effort into.

00:35:01.320 --> 00:35:09.390

Interviewee

Yeah, because it allows. I think, particularly with S&C as well. Having the numbers just backs up the opinion because the technical coaches tend to have more of a philosophy and everything sort of opinion based because they can't necessarily quantify some of the things that they're looking at, whereas with us it's good to have that quantifiable measure to then back up their opinion as well. Otherwise it's just an opinion sometimes.

00:35:27.930 --> 00:35:30.990

INTERVIEWER

Yeah, that's great and just looking from your survey responses you said that players should be introduced to bio banding from the ydp. And could you just go into a little bit more about why you think this?

00:35:44.360 --> 00:35:46.230

Interviewee

Yeah, just 'cause obviously in around those ages or when they're going to particularly struggle a bit more. Obviously, I did mention that earlier, but we do extend it to the under 12s because obviously the growth spurts can typically occur between 11 and 16 so that's why we tend to extend it down slightly so it is introduced to under 12, but obviously you're going to get the greatest variability in and around those sort of under 13's under 14 age groups and for us the under 14 years, particularly where we've had the biggest, the biggest variance.

00:36:31.710 --> 00:36:46.370

INTERVIEWER

Yeah so we've come to the final question and it's just the general one why you are more likely to implement bio banding based on the survey?

00:36:47.470 --> 00:37:06.570

Interviewee

Yeah, so I think obviously it just reminds me of how important actually is sometimes and it is something that can help our methods at the club, I'm quite bad in terms of thinking about bio banding more specifically within bio banding Games. Uhm, but in terms of actually using it on more day to day basis, it's really beneficial because it can just allow that greater insight into where the players are at the moment. I'm so I think it's more of just a reminder of Oh yeah, this is a great tool that we can use and it sort of motivates me to continue using it to the best of our ability.