

# Minutes of last meeting

25 April 2023



<b>Meeting name</b>	England Hockey Board meeting				
<b>Venue</b>	England Hockey Head Office - Bisham Abbey NSC				
<b>Date</b>	25 April 2023	<b>Start Time</b>	10.00	<b>End Time</b>	13.00
<b>Lead</b>	Royston Hoggarth (RH)				
<b>Attendance</b>	Present - Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Angela Durnin (AD), Shelagh Everett (SEv), Andy Hunt (AH), Mike Stoddard (MS), Anne-Marie Garner (AMG), Jaquie Barlow (JB), Mark Darbon (MD), Shelia Morrow (SM) Joined online - Simon Mantell (SMA), Andy Hunt (AH), Ed Barney (EB)				
<b>Apologies</b>	None				
RH opened the meeting and welcomed Mark Darbon to his first EH Board Meeting.					
<b>1. Minutes of Nov 2022 Board meeting</b>					
i. Accuracy The minutes were approved as a true and accurate recording with the following amendment: <i>One change is recognising that the Nominations Committee DID NOT recommend hosting an EGM in September 2023 as the issue was resolved in March 2023 AGM.</i>					
ii. Matters arising (see action points tracker) Updates and comments have been added against the actions in the tracker.					
iii. Declarations of interest None declared.					
<b>2. Performance Update</b>					
2.1 EB provided a verbal update and presentation to highlight current thinking and areas of priority as we approach the midway point in the Olympic cycle, a review of performance at the Men's World Cup and some insight into the current state of play within the pathway.					
i. An extensive review of the Men's World Cup performance has been undertaken taking which included player feedback.					
ii. Despite the challenges of the environment in India, good practice was adhered to from a health and wellbeing perspective, and the conditions were much improved from 2018.					
iii. The staff team is functioning well across both programmes and EB is confident we have some of the best players in the world in certain positions.					
iv. EB shared performance stats and highlighted how this had been reviewed with the player. A particular focus was on the consistent drop in performance in Q4 and working with the group to understand how this can be mitigated.					
v. Looking to the Olympics and particularly the qualifier, EB explained the challenges of the route if GB did not win the Euros, although he indicated there was great confidence in both genders.					
vi. It was agreed that EB provide a further update at the next Board Meeting.					
<b>3. Strategic Operations</b>					
3.1 Strategy, business plan and staffing					
i. KK provided an update with revision from additional feedback from staff.					
ii. 70% of feedback was positive and now undertaking some fine tuning particularly in relation to imagery.					
iii. There has been a realignment with our strategy and recruitment completed – now looking at induction and onboarding to incorporate new values, etc.					
iv. The Senior Management Team (SMT) are leading on the creation of the business plan to sit below the strategy.					

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<p>v. The strategy launch will be a soft launch aligned with other plans to share with the Areas.</p> <p>vi. It was agreed that the final version to be sent to board beginning of May for approval.</p> <p>3.2 Commercial Strategy</p> <p>i. NP provided some background and context to the insight work previously undertaken by Two Circles in 2021. This research was updated and used to inform our commercial plan.</p> <p>ii. A commercial sub-group would be created to test the research provided by Two Circles and draft plan and asked the board for volunteers.</p> <p>iii. Charlie Wells (CW), Head of Communications, Marketing and Commercial presented the Brand and engagement strategy.</p> <p>iv. The tender process for kit and retail is underway and a new ticketing platform is in place.</p> <p>3.3 Facilities</p> <p>With funding available from SE to support facilities investment RB presented a paper to the Board highlighting progress to date.</p> <p>i. The Board were provided with detailed information regarding the current facilities funding project and the progress made with approaching investors.</p> <p>ii. The Board discussed the approach, the financial modelling, return on investment and the link to hockey and our wider strategic goals.</p> <p>iii. It was agreed that other funding sources should be investigated and ideas from the Board would be welcomed.</p> <p>3.4 Club Membership</p> <p>RB presented detailed information regarding club activity, participation stats etc. A recommendation was made to further explore our club membership offer.</p>	Approval
<p><b>4. Governance</b></p> <p>4.1 Legal and Governance update – joined by Jason Wiltshire (Head of Legal and Governance) online.</p> <p>i. JW presented current priorities work undertaken in this area following the Whyte Review, the Scottish Cricket report and reports from Sports Resolutions.</p> <p>ii. An internal working group considered the Whyte Review and highlighted EH’s position against the recommendations.</p> <p>iii. JW explained the changes that had taken place to improve independence and efficiencies in this area; namely changes to the safeguarding panel, centralized storage, and an efficient case management software platform.</p> <p>iv. Regulations are currently being reviewed by ASC and Officiating team and will be presented back in June for approval.</p> <p>v. With regard to discipline, JW confirmed that the revised rules and regulations were almost complete.</p> <p>vi. With regard to Health &amp; Safety, JW confirmed that the roll out of the Podium App has been very successful with 60 clubs currently using it. In discussion with the Clubs and Talents teams, we are looking at how we can accelerate the take-up to provide clubs and ourselves with more accurate injury reporting.</p> <p>vii. DCMS advice on concussion will be released on Friday.</p> <p>4.2 Risk register</p> <p>The Board discussed the risk register.</p> <p>i. Updates or comments to be sent to KK.</p>	
<p><b>5. Finance</b></p> <p>3.1 Finance update</p> <p>Paper taken as read with the following comments:</p>	

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<ul style="list-style-type: none"><li>i. Pro League risk is improving, Hays McIntyre are working on VAT recovery and the Finance Subgroup are looking at cost-savings options.</li><li>ii. The Audit for this year is in planning and a 10% increase in fees has been implemented.</li><li>iii. The decision on the new finance system is to be made this week, which will include a new PO system.</li><li>iv. An update on the progress of the Environmental Sustainability project is highlighted in the paper.</li><li>v. MS reminded the Board that at the AGM the question was raised about the GMS spend, which is much higher than we articulated on the day. NP confirmed that the spend will be communicated with the complete break-down of 'on-costs' which could be done through comms or face to face with the Areas.</li></ul>	
<p><b>6. Exec report</b></p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"><li>i. NP highlighted the success of the Premier Division finals held at Surbiton.</li><li>ii. More engaging content is being pushed out on our social media channels.</li><li>iii. AD confirmed that ED&amp;I training will be provided to help progress the Trans Participation review.</li></ul>	
<p><b>7. AOB</b></p> <ul style="list-style-type: none"><li>i. JB asked if officiating could be discussed at future meetings, given the concern about the drop out and lack of investment in young umpires. RB confirmed that the Officiating group are discussing the strategy and incentivisation, which was highlighted as a concern generally in volunteering.</li><li>ii. NP advised that an appointment to GB Board is imminent.</li><li>iii. NP to bring a paper for decision to September Board regarding the future of Pro League.</li><li>iv. RB asked the Board to confirm (or not) their attendance at the Awards Dinner. SE and JB volunteered to be part of the selection panel.</li><li>v. It was agreed to update on GMS and particularly what's different going into September at the next meeting.</li></ul>	