



ENGLAND HOCKEY BOARD APPOINTMENTS

CHAIR RECRUITMENT PACK



ENGLAND
HOCKEY

ABOUT ENGLAND HOCKEY

England Hockey is the National Governing Body for the sport of Hockey in England and is responsible for the management and development of the sport from grass roots to elite activities. We:

- Have a **membership** comprising clubs (750+), counties (42), and Areas (8) that affiliate to it. Approximately 160,000 individuals play in the club system, with an estimated 20,000 playing at university/colleges. C.900,000 children play at school. More than 15,000 coaches, umpires and officials are supported / developed.
- Have an **income/expenditure** of average £9m p.a. The Chief Executive is directly responsible for the operational budget but the Board, chaired by the Non-Executive Chair, approves the annual plan and budget.
- **Employ** 78 staff, and contract with approximately 100 part time consultants mostly in the performance and coaching area. Circa 50 volunteers work at national level to run the sport, with thousands more running the great bulk of grass roots hockey.
- **Are currently the 'nominated country' on behalf of Great Britain Hockey** to qualify and prepare the Great Britain squads for the Olympics. The England Hockey Chief Executive, Performance Director and Head Coaches represent Great Britain as well as England Hockey. There is a Great Britain President to chair the Great Britain board which meets three times a year.



SUMMARY OF THE STRATEGY

PURPOSE Sharing our love of hockey

MISSION Work together to make hockey more visible, relevant and accessible to all

OUR FIVE OPERATIONAL OBJECTIVES



What does success look like?

- Double the number of state schools offering hockey by 2028
- Increase the number of ethnically and culturally diverse players and coaches so that our sport moves towards reflecting the population in line with the National Census
- Support 20 clubs through our targeted ED&I funded initiatives to create and report positive change towards reflecting their communities
- Ensuring all clubs, counties and regions meet the Equality Diversity & Inclusion Framework requirements



What does success look like?

- A thriving and accessible talent system that champions diversity, and delivers breadth and depth of talent
- Clubs excelling in Europe with consistent top four finishes
- Men and women consistently top four at Junior World Cups
- Medal winning performances at 2024 Olympic Games, 2026 World Cups and 2028 Olympic Games
- A hockey community inspired by exceptional role models and team success



What does success look like?

- Commercial growth that enables us to reinvest more back into our game and continue to raise the profile of the sport. We will do this by identifying the right partners for the right product and ensuring all partners are aligned with England Hockey's values
- Increasing the awareness of hockey as a sport amongst children ages 7-13 and parents of children age 5-15 through engaging content across relevant channels
- Increasing positive brand sentiment of England Hockey amongst hockey community
- Increasing positive perception of hockey as a sport for me and as a sport for good (i.e., a sport that positively impacts sustainability and inclusion)



What does success look like?

- Demonstrating and holding ourselves (and others) accountable to the highest standards, throughout our organisation and the game ensuring a clean sport with sound safeguarding and reporting practices, consistently seeking to build and maintain a trusted relationship with all
- Enhancing injury reporting by increasing compliance and including gender split to support concussion monitoring and help us make better informed targeted interventions to protect those on the field of play
- Building on our momentum from our work on social sustainability through the ED&I action plan; develop, communicate, track progress and report against a sustainability programme
- Diversifying England Hockey revenue by increasing to 40%+ (currently 30%) sourced from non ringfenced government sources. This enables us to allow money to flow to areas of the game most in need



What does success look like?

- Doubling the number of 7-13 year olds in club activity
- Ensuring that key groups identified in our Equality, Diversity and Inclusion framework are welcomed and developed in hockey through a system that adapts to the player
- Securing investment to upgrade hockey facilities which will enhance access and quality of experience for key groups targeted in the Equality, Diversity and Inclusion framework, therefore creating and embedding a more inclusive system

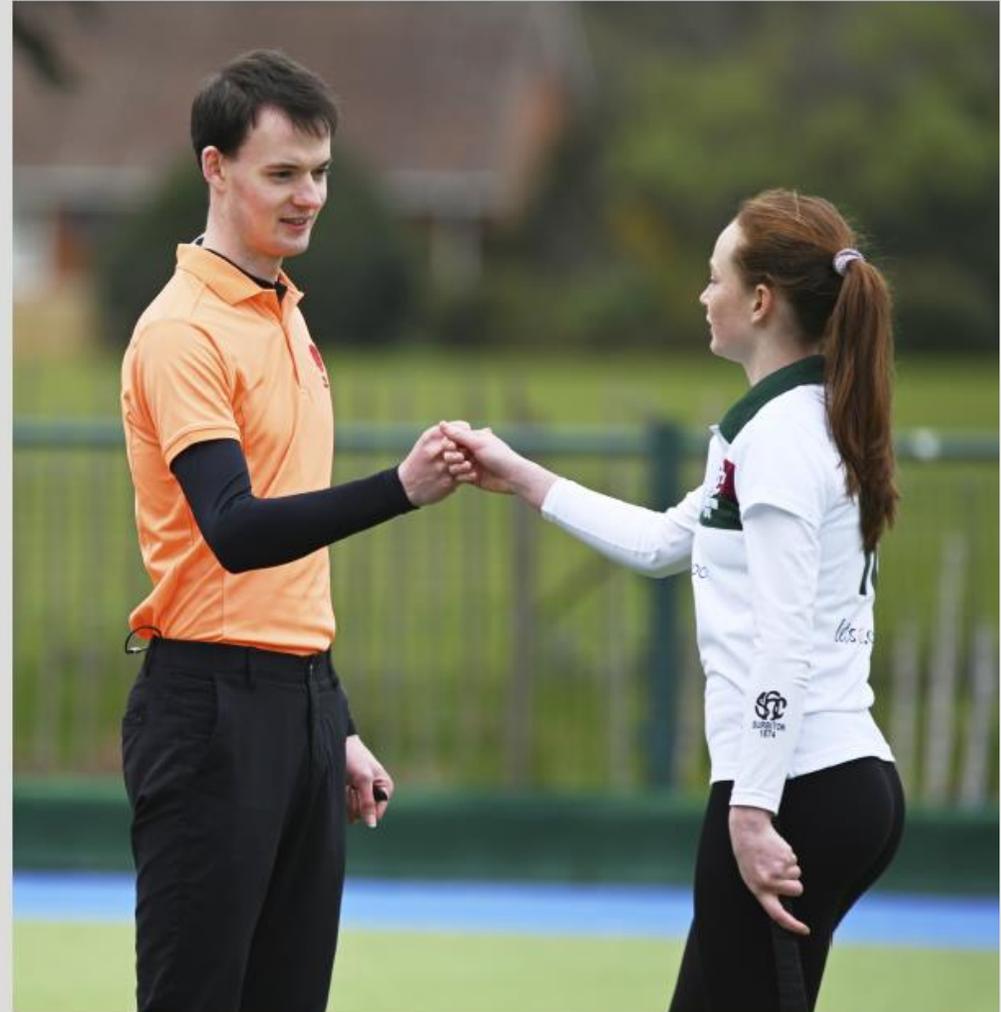
VALUES FOR THE SPORT

Values uphold and protect our sense of fairness and help define how we behave with each other both on and off the pitch.

Whilst the rules of the game may change and evolve, the inherent values of our game (whether written down or not) largely remain the same; how we talk to each other, treat each other with respect, act with integrity, behave in our community, involve others and see hockey as a force for good in society. You might say it is how you can spot a “hockey” person.

We wanted to articulate those values and behaviours that are seen, heard and felt; that you have told us are important.

They are not rules, but they are a guide, a moral compass, what we can expect of each other in every aspect of the game; whether you are crossing the white line with stick in hand, coaching, running your club or running the governing body.



VALUES FOR OUR SPORT



COLLABORATE INCLUSIVELY.

- We allow everyone to bring their whole self to work and play
- We champion diversity of thought to find the best solutions for hockey
- We embrace differences and encourage contribution



CARE FOR PEOPLE AND PLACES.

- We ensure that hockey is a place of psychological and physical safety
- We always consider our impact
- We value everyone and protect our environment



PLAY WITH SPIRIT. WIN WITH GRACE.

- We enjoy what we do and want everyone in hockey to do likewise
- We respect the rules of engagement and challenge with courtesy
- We bring the positivity and energy of hockey to every space we enter



RESILIENT IN EVERYTHING WE DO.

- We are open minded and adaptable
- We support each other to be successful
- We believe in our purpose and in the impact of hockey

THE OPPORTUNITY - CHAIR

This is an exciting opportunity to lead one of the few Olympic sports as it embarks on its new strategy for the next 5 years. We are an ambitious, diverse and inclusive sport, priding itself on having gender parity, and an age demographic from as young as 5 through to 85.

England Hockey is on a journey to build on the incredible achievements of the last decade, which includes success at Olympics, Commonwealth Games and European championships as well as significant improvements in the development of grassroots hockey.

In the last 4 years we have transformed the governance of our sport, implemented a new Game Management System (GMS), created a new and more inclusive talent system and invested in technology and data to support our strategic direction in a digital world.

With a new strategy in place, an enhanced focus on strong leadership, further international success, visible impact, facilities investment and youth and sustainability, we are working closely with our membership to create a long-term future for our game together.

We are looking for individuals with the relevant skills and experience but more importantly someone who supports our goals and ambitions and will drive our board agenda. This is an amazing time to be part of the sport of Hockey as we continue to build on stable foundations and share the love of hockey with our membership and our partners.

THE ROLE



Time commitment: 25 Days (approx. 2 days per month formal commitment but other ad hoc commitments will be required)

Term: 3 Years

Location: England Hockey Head Office - Bisham Abbey National Sports Centre – a mix of remote and face-to-face meetings

Responsible to: Membership

Direct Reports: Chief Executive

Remuneration: Expenses Paid. Additional remuneration may be considered for the appropriate candidate.



THE ROLE



The specific responsibilities of the Non-Executive Chair include:

- Through the Board to have overall strategic responsibility for England Hockey to enable England Hockey to achieve its far-reaching goals and ambitions.
- To build on the solid foundations of the sport and the organisation to oversee its long-term financial sustainability.
- To lead the Board in setting the direction, long term vision and performance of England Hockey to deliver the strategy and ensure alignment to the Code for Sports Governance.
- To build and maintain relationships with stakeholders, including our funding partners, sponsors, and our International Federation to influence the direction of travel.
- To manage and act as coach/mentor to the Chief Executive, providing advice and support, particularly on strategic matters.
- To attend and provide appropriate information for the Remuneration Committee.
- To attend the Annual General Meeting and be prepared to answer questions on behalf of the Board.
- To represent the organisation externally with key stakeholders, and with senior figures nationally and internationally.

THE PERSON

Many of the following will be required:

Knowledge and Experience

- An understanding of the British sporting system, particularly the sporting 'political' environment and complexities of funding requirements.
- Substantial commercial experience and understanding of growing business operations.
- Board experience at Chair level with practical experience of chairing decision making committees/bodies.
- An understanding of the governance framework and the complexities applicable to not-for-profit organisations.
- Awareness and understanding of the importance of technology to drive change in a modern world.
- Experience of bringing together stakeholders at both domestic and international level.
- A commitment to the values and principles of the organisation.
- A passion for sport and a knowledge of hockey.



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THE PERSON



Skills and Qualities

- An inclusive leader.
- Highly motivated with personal integrity and the ability to invoke trust and respect.
- An effective collaborator who is able to build and retain stakeholder relationships, particularly internationally.
- Inspirational, engaging and inclusive in nature and style, able to act as a role model and ambassador for our sport.
- Ability to act as a champion for sport.
- Sound decision making skills with the ability to listen and challenge respectfully.



HOW TO APPLY



We are committed to recruiting a board that is representative of society.

We encourage applicants from the widest range of backgrounds. We are particularly keen to welcome applications from female, black, Asian, LGBT+ and disabled people and those from minority ethnic, faith and racial groups.

Please submit your CV and a covering letter identifying the qualities and value you can bring to the role to HR@englandhockey.co.uk.

Closing Date: 15th December 2023

Interview Date: w/c 22nd January 2024

For an informal conversation regarding the role, please contact: Nick Pink – Nick.Pink@englandhockey.co.uk



England Hockey, Bisham Abbey National Sports Centre,
Bisham, Marlow, Bucks, SL7 1RR, England.
www.englishockey.co.uk
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