

Board meeting (abridged) minutes

13 September 2022



Meeting name	England Hockey Board meeting					
Venue	England Hockey Head Office - Bisham Abbey NSC					
Date	13 Sept 2022	Start Time	10.00	End Time	13.00	
Lead	Royston Hoggarth					
Note taker	Helen Clarke					
Attendance	Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Angela Durnin (AD), Simon Mantell (SMA), Shelagh Everett (SEv), Richard Sykes (RS), Andy Hunt (AH), Kate Swann (KS), Mike Stoddard (MS), Sheila Morrow (SMo)					
Apologies	Ed Barney (EB)					
<p>RH confirmed this will be Kate Swann's final meeting as she steps down from the England Hockey Board and formally thanked her for 6 years of service.</p>						
<p>1. Minutes of 28 June 2022 Board meeting</p> <p>i. Accuracy The minutes were approved as a true and accurate recording.</p> <ul style="list-style-type: none"> - The ASC have made a formal request to receive board minutes. The Board approved a summary version may be shared with sensitive items redacted. <p>ii. Matters arising (see action points tracker)</p> <ul style="list-style-type: none"> - The Board action tracker has been updated. <p>iii. Declarations of interest None reported</p>						Action
<p>2. Exec report</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. NP provided a short re-cap of the summers events commenting on the positive results and experiences of all involved. ii. Introduction of the Challenge Cup was successful with positive feedback received from coaches on the amount of contact time this format afforded them. iii. Talent System implementation continues and communications on the changes should continue. iv. National League engagement has been broadly positive. The name of a designated lead contact for each club should be recorded to reduce duplication and conflicts. v. The Board discussed the future position of the FIH Pro League. In the absence of visibility of the next cycle's participation agreement, the Board deferred making a decision until the November board meeting when the participation agreement has been received and reviewed. vi. NP updated on the work of the Men's Hockey World Cup 2026 project group. vii. RB provided clarity and additional context to the school's membership offers. viii. Following Claire Wright stepping away from the role of ASC Observer on the England Hockey Board, a new ASC Observer will be identified by the ASC and nominated to undertake this role from the November meeting. 						Deferred decision Action
<p>3. Finance</p> <p>3.1 Finance update Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. The Finance sub-group met on 7/9 and went through the paper in detail. ii. Men's Hockey World Cup 2026 contingency fund agreement being signed by EH, UK Sport and CSM. iii. EH company car options have been reviewed and hybrid cars will be sourced over the next cycles with the intention of moving to fully electric when cost allow. 						

<p>4. Strategic Operations</p> <p>4.1 GMS update Paper taken as read.</p> <ul style="list-style-type: none"> i. RB provided an update and the board further discussed GMS' current position and next steps. ii. A strategic review of the system will be undertaken. iii. The Board recognised the challenges of introducing a new IT/tech system and acknowledged the progress to date. <p>4.2 Potential facilities loan scheme Paper taken as read.</p> <ul style="list-style-type: none"> i. Conversations are continuing in the development of a facilities loan scheme. ii. The Board sought further detail on the strategic intent of the project. Further information will be provided at the November Board meeting. <p>4.3 ED&I Advisory Group update – joined by Alison Faiers (AF), EH ED&I Change Manager. Paper taken as read with the following comments from AF.</p> <ul style="list-style-type: none"> i. Advisory Group have met to review the progress of the action plan and don't feel that any significant changes are required at this time. ii. Additional Sport England funding has been secured as a result of the detail and clarity of the ED&I Action Plan. iii. The Talent Inclusion project was highlighted as a significant opportunity to improve diversity in the hockey workforce and also attract a more diverse audience. iv. A baseline of data will be captured by the end of 2022 to enable future progress to be measured. v. The initial term of the Advisory Group was one year. As this period comes to an end, the Advisory Group will undertake a review and make recommendations. An update will be provided at the November Board meeting. vi. AF to attend ASC meeting on 3/10 to present the Action Plan and galvanise support in promoting it to and engaging with clubs. ED&I to be discussed at ASC regularly moving forward. vii. An ED&I workshop has been written and is due to be delivered to the Areas in November. viii. A report on progress and impact against the Commonwealth Games legacy plan will be provided at the November Board meeting. <p>4.4 FIH matters</p> <ul style="list-style-type: none"> i. European candidate Marc Coudron is nominated for the role of FIH President. The election result will be announced at the FIH Congress on 4/5 November 2022. ii. Simon Mason has been nominated as a candidate by EH to the FIH Executive Board. iii. European President Marijke Fleuren comes to the end of her term in September 2023. 	<p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p>
<p>5. Governance</p> <p>5.1 Legal and governance update Paper taken as read.</p> <ul style="list-style-type: none"> i. The Sheridans review of the Disciplinary regulations has resulted in a recommendation for them to be re-written. Conversations are being had with funders to explore if financial support is available. ii. AH declared his interest in this area before reinforcing the use of the Podium Analytics application in support of NGB injury monitoring. <p>5.2 Risk Register</p> <ul style="list-style-type: none"> i. After assessment of the inclusion of a risk around drought, it was decided not to include this in the risk register at this time. <p>5.3 ASC Update Paper taken as read.</p>	
<p>6. AOB</p> <ul style="list-style-type: none"> i. It is recommended that the default position be for the Board to meet in person. ii. HMRC's 'Trust Registration Service' to cover any unincorporated association or group might have an impact on Clubs. This will be monitored and brought back to board when appropriate. 	