



REVISED CLUB MEMBERSHIP

2025 England Hockey AGM



ENGLAND
HOCKEY

2025 AGM

On 18 March 2025, at the England Hockey AGM, Clubs, Areas, and Counties - as members of England Hockey – will be invited to vote on proposed changes to the club membership model. This document outlines the proposed changes in detail to assist clubs in their preparations for the AGM.

To ensure clubs have sufficient opportunity to engage with and understand the proposals, a series of meetings, both online and in-person, have been scheduled. If you have not yet attended one of these sessions or require additional information, please contact us at clubs@englandhockey.co.uk.

Voting details for the AGM will be sent to key club contacts registered with England Hockey (via the Club Portal) at least 21 days before the AGM.

Further information about the 2025 AGM, as well as details from recent AGMs, can be found at www.englandhockey.co.uk/agm.



2025 AGM



FOREWORD FROM ALEX DANSON-BENNETT, ENGLAND HOCKEY PRESIDENT

After retiring from playing and, over the past year while serving as President of England Hockey, I have gained a deeper understanding of our sport at all levels. It has been a privilege to witness the incredible progress made by so many in growing hockey and to engage with the challenges we must address to sustain its success.

As President, I chair the England Hockey AGM, where clubs have the important opportunity to vote on the direction of our sport. This year, the proposals outlined in this document represent a crucial decision for clubs to consider.

Growing hockey requires a united effort at both local and national levels. We must recognise the increasing competition for people's time and adapt how we promote and develop the game to meet evolving needs. I believe the proposals presented here offer a transformative approach to ensuring hockey's long-term growth and sustainability through partnership and innovation.

I encourage you to review the proposals thoughtfully and make your voice heard at the AGM.

Together, we can shape a strong future for our sport.

Alex

EXECUTIVE SUMMARY: MEMBERSHIP PROPOSAL

This proposal outlines significant changes to the England Hockey membership model, designed to enhance the player and club experience while ensuring the long-term sustainability of the sport. These updates are built on extensive research and feedback from players, clubs, and stakeholders, ensuring the membership structure meets the evolving needs of the hockey community.

The new model introduces two key components:

Club Fee: This fee supports England Hockey's operational overheads and the delivery of essential services.

Player Registration Fee: This fee offers players personal accident insurance, access to coaching, safeguarding, and officiating courses, along with an array of exclusive benefits tailored to enhance the player experience.

A significant focus of the proposal is to simplify club administration. By

streamlining the membership process and reducing the volume of transactions for courses and workshops, the model eases the burden on clubs and provides stronger support for volunteers. These measures also aim to foster safer and more engaging environments for players.

Importantly, the proposed changes are designed to support the growth of the sport. By increasing hockey's visibility and driving youth participation, the model will help ensure the sport thrives for years to come.

If adopted, this will be an increase from an average of £10 to £19 annually, equivalent to just £1.58 per player per month. This modest adjustment will fund a suite of expanded benefits, including enhanced insurance coverage, free coaching and officiating courses, a national state school fund, and media partnerships. These investments will directly contribute to the sport's ongoing development and long-term sustainability.

WHY CHANGE?

The membership structure for clubs within England Hockey has remained largely unchanged for many years. Currently, fees are calculated based on the number of adult teams that a club fields. While this was a relevant approach 20–25 years ago, the growth of junior sections in clubs means it is no longer a consistent or equitable way for clubs to contribute to the sport's development.

Additionally, since the introduction of the Club Membership+ component (which includes a sport-wide insurance policy), the existing model does not clearly distinguish between benefits for clubs and those for individual players.

This proposal seeks to establish a membership model that is simpler and more transparent for everyone – players, parents, and club committees. We believe these changes align better with the needs of clubs and provide a stronger foundation to address the challenges facing hockey, ensuring the game is fit for the future.

For further context, you can view the current Club Membership approach here: www.englishockey.co.uk/deliver/running-a-club/club-membership.

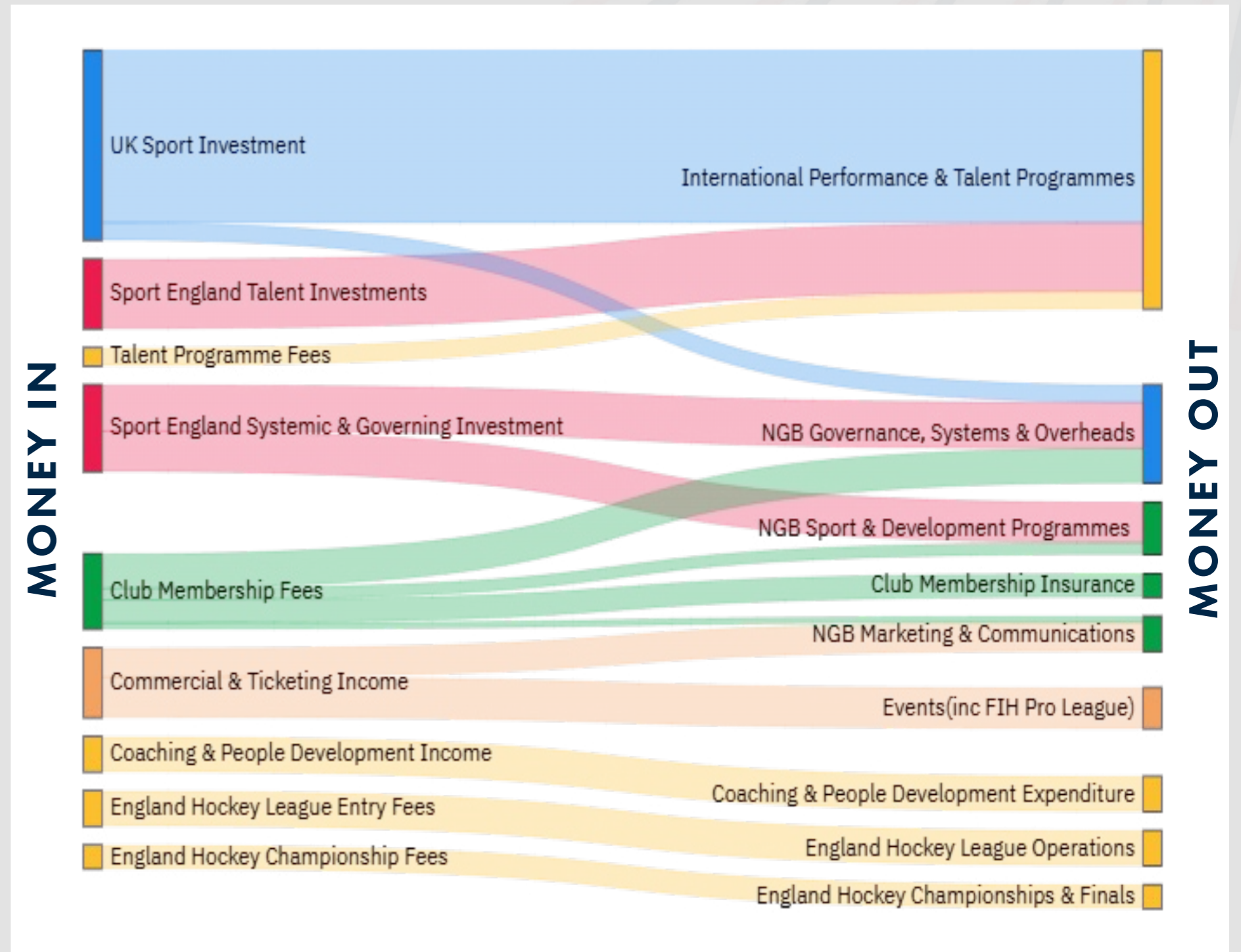
The current England Hockey Membership Model costs, on average, c£10 per player per year including the membership fee, VAT and combined liability insurance (both personal accident and club public liability).



ENGLAND HOCKEY FINANCIAL CONTEXT

As a not-for-profit organisation, England Hockey reinvests all the money it generates back into the sport.

The current breakdown of income sources and expenditure is as follows (income on the left, expenditure on the right).



ENGLAND HOCKEY FINANCIAL CONTEXT

England Hockey is grateful for the significant investment it receives from Sport England and UK Sport, which supports the operation and growth of the sport. As a result, Club Membership fees (excluding insurance) account for about 8% of England Hockey's overall turnover.

It's important to note that **none** of your Club Membership fees are used to fund:

- International teams (Senior, U21s, GB Elite Development Programme, or National Age Groups)
- Hosting events such as FIH Hockey Pro League at Lee Valley Hockey and Tennis Centre
- Running talent development programmes such as Talent Centres or Talent Academies

Most other activities in which clubs or individuals participate are designed to operate on a break-even basis, with fees covering associated costs.

These include:

- England Hockey Leagues & Super 6s
- England Hockey Championships
- Coaching & Officiating courses

Thanks to broader investments supporting England Hockey, we are able to allocate resources to services and programmes that directly benefit clubs, such as:

- Club Support Programmes and Club Development (more here: www.englishockey.co.uk/deliver/running-a-club/club-support)
- Supporting Areas and Counties
- Safeguarding and Discipline support
- Club development initiatives
- Technology and Systems such as the Website, Club Portal, Hockey Hub, GMS

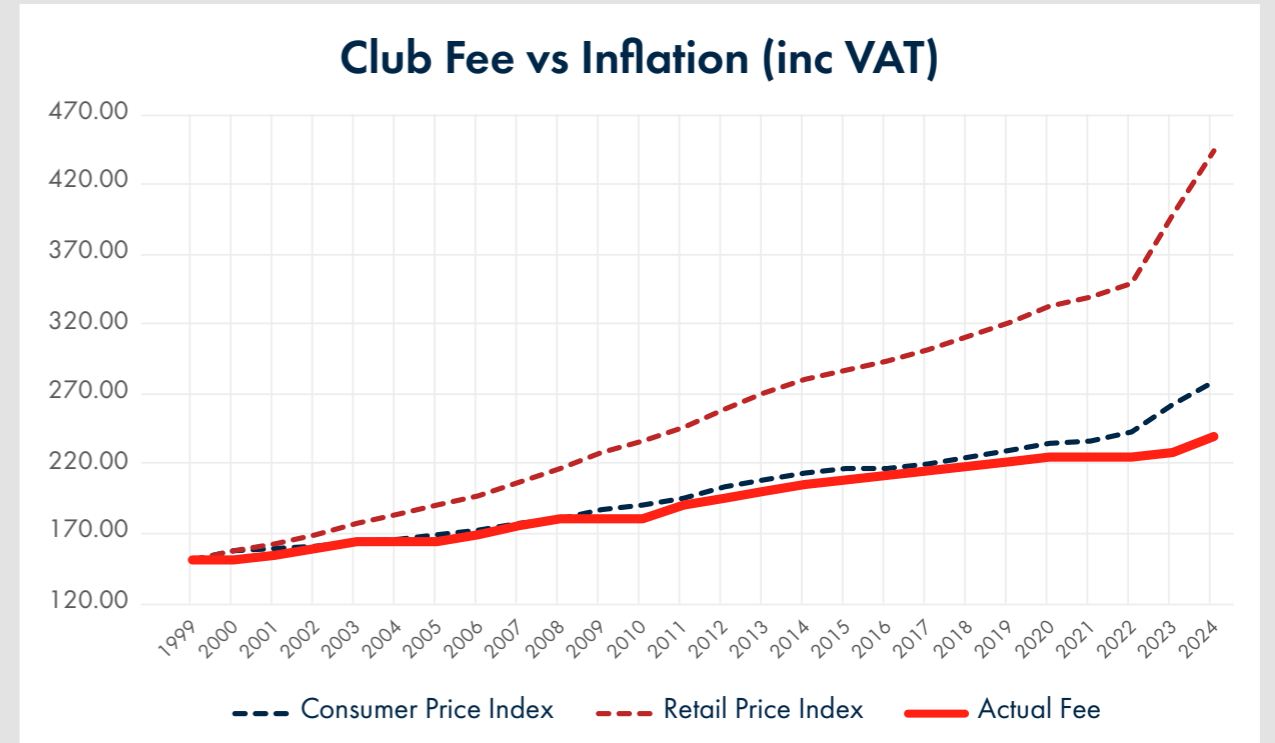


ENGLAND HOCKEY FINANCIAL CONTEXT

Additionally, during the COVID-19 pandemic, England Hockey supported clubs by freezing membership fees. However, the membership fee rise has since fallen significantly behind inflation. The 2025 price increase would need to be significant to re-address the gap which is now c.25% to the rise in Consumer Price Index (CPI) and 90% to Retail Price Index. This can be seen in Graph 1.

The average cost per member to England Hockey, including VAT and insurance, is £10. However, the gap to inflation has now grown to a minimum of £4 per member to align with the Consumer Price Index (CPI).

Given England Hockey’s ring-fenced funds and break-even activities, this inflation gap is placing significant pressure on the core activities and programs that support clubs, as well as on our ability to lead and develop the game effectively. Rising overheads, despite substantial cost-cutting measures and recent redundancies, mean that we must now ask clubs to contribute more to help address these increasing costs.



Graph 1 Club Fee vs Inflation (Including VAT) for the period 1999-2024



WHAT DO OTHER NATIONAL GOVERNING BODIES DO?

The majority of National Governing Bodies (NGBs) in other sports operate on either an individual membership model or a hybrid model, where both clubs and players contribute financially when participating in the sport.

While there are exceptions – such as major commercial sports that follow different funding structures – the table highlights how other English and British sporting organisations approach their membership models (offer based off Adult Membership).

Sport	Cost of Membership (O18 & U18)	Public Liability (£10m)	Personal Accident	Discounted/ Priority Tickets	Retail Discounts	Discount on NGB Courses	Compete in Licensed / National Competitions
British Rowing	£70 / £35	●	●		●		●
British Cycling *	£50 / £20	Third Party (£20m)			●		
Swim England	£32.70	£20m management liability	●		●		●
British Triathlon	£58 / £33	£15m plus free legal support – within UK	●	●	●		●
Badminton England *	£33 / £12	●	●	●	●	●	●
England Netball *	£39.90 / £7.50	●	●	●	●	●	●
Volleyball England	£41.50 / £27	●	●		●		●
England Lacrosse	£43 / £21.50	£5m	●	●	●		●
Rugby League +	£24 / £18	Public Health Insurance	●	●			
England Handball +	£12.50	●	●				
Scottish Hockey	£48 / £25	●	●	●	●	●	●
Hockey Wales	£39 / £18	£5m	●		●	●	●
England Hockey	£10	●	●	●	●		●
Hockey Ireland	£26 / £17.50		●		●		●

Table 1

* price is for U12, all others are for U18
+ 2023 data

WHAT DO OTHER NATIONAL GOVERNING BODIES DO?

Looking at other local Hockey NGBs the picture is also very different to England Hockey’s current model as can be seen in Table 2.

Most membership models primarily focus on providing benefits such as insurance, competition licenses, and discounts. In reviewing these models, we questioned whether the models actually contributed to overcoming some of the challenges that the respective sports face. Most are purely about individual benefits and not the greater good of the sport.

Hockey NGB	Junior Fee	Senior Fee	
Scottish Hockey	25.00	48.00	
Hockey Wales	18.00	39.00	(£59 in 2025/26)
Hockey Ireland	17.50	26.00	
England Hockey	9.00	10.00	(Average)

Table 2



RESEARCH

To better understand players' preferences and inform these proposals, we conducted a survey in October 2024. This research, developed and analysed in collaboration with Two Circles – a leading sports consultancy – provided valuable insights into the needs and priorities of players.

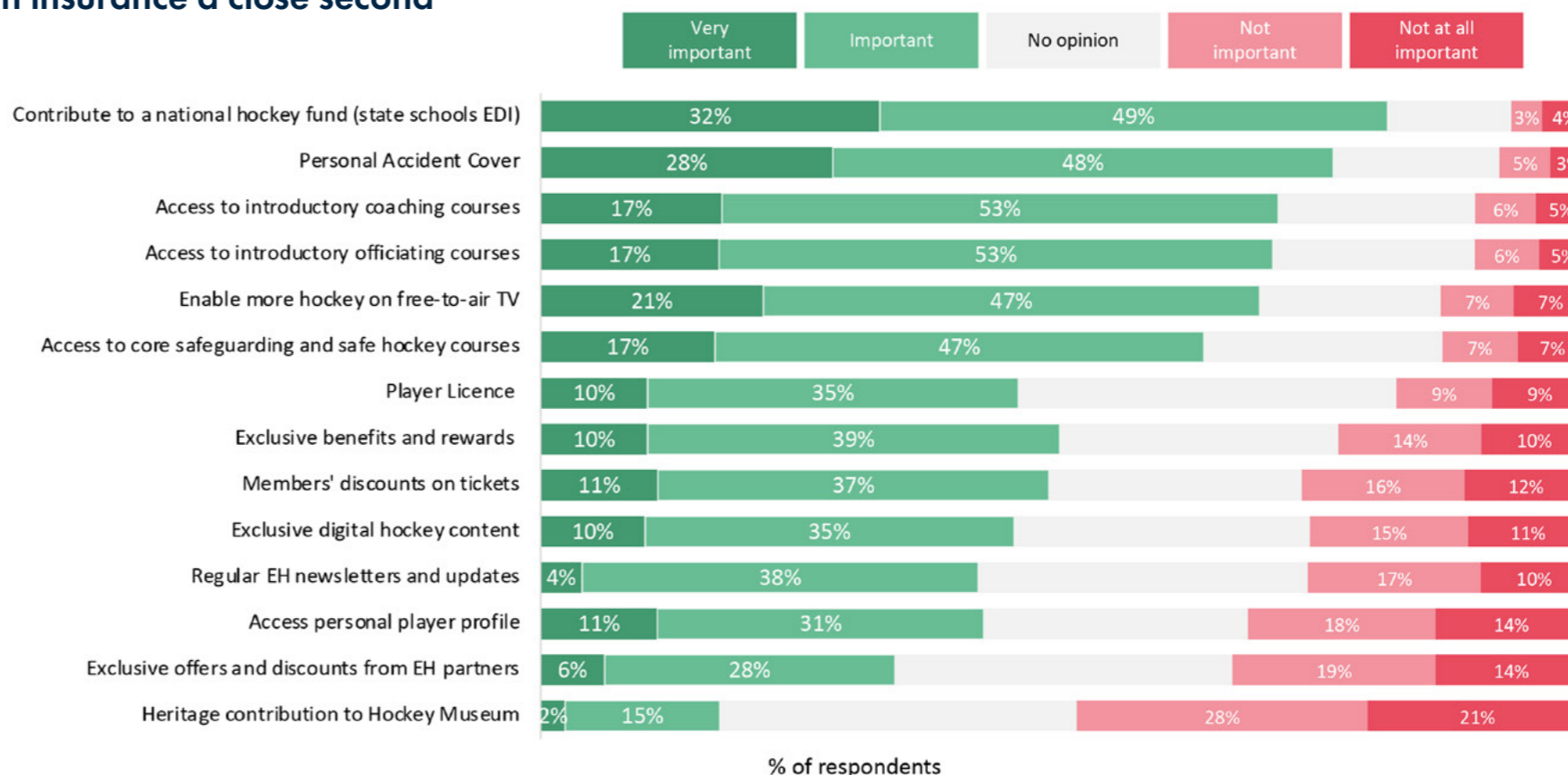
Key Findings include:

- **Limited Awareness of Current Membership:** many players lack a clear understanding of the existing membership model.
- **Need for Improved Communication:** players and clubs feel that England Hockey must improve its communication efforts and increase its relevance to their needs.
- **Low Awareness of Personal Accident Cover:** although 93% of clubs have opted for Club Membership+, two-thirds of players are unaware that they are covered by Personal Accident insurance.
- **Top Benefits Players Value in Membership:**
 - A National Hockey Fund to support State School programs and Equality, Diversity, and Inclusion initiatives.
 - Personal Accident insurance.
 - International hockey remaining free-to-air.
 - Free access to essential courses in coaching, officiating, and safeguarding.



WHAT BENEFITS ARE IMPORTANT?

Contribution to a national hockey fund is the potential benefit rated most important – with insurance a close second

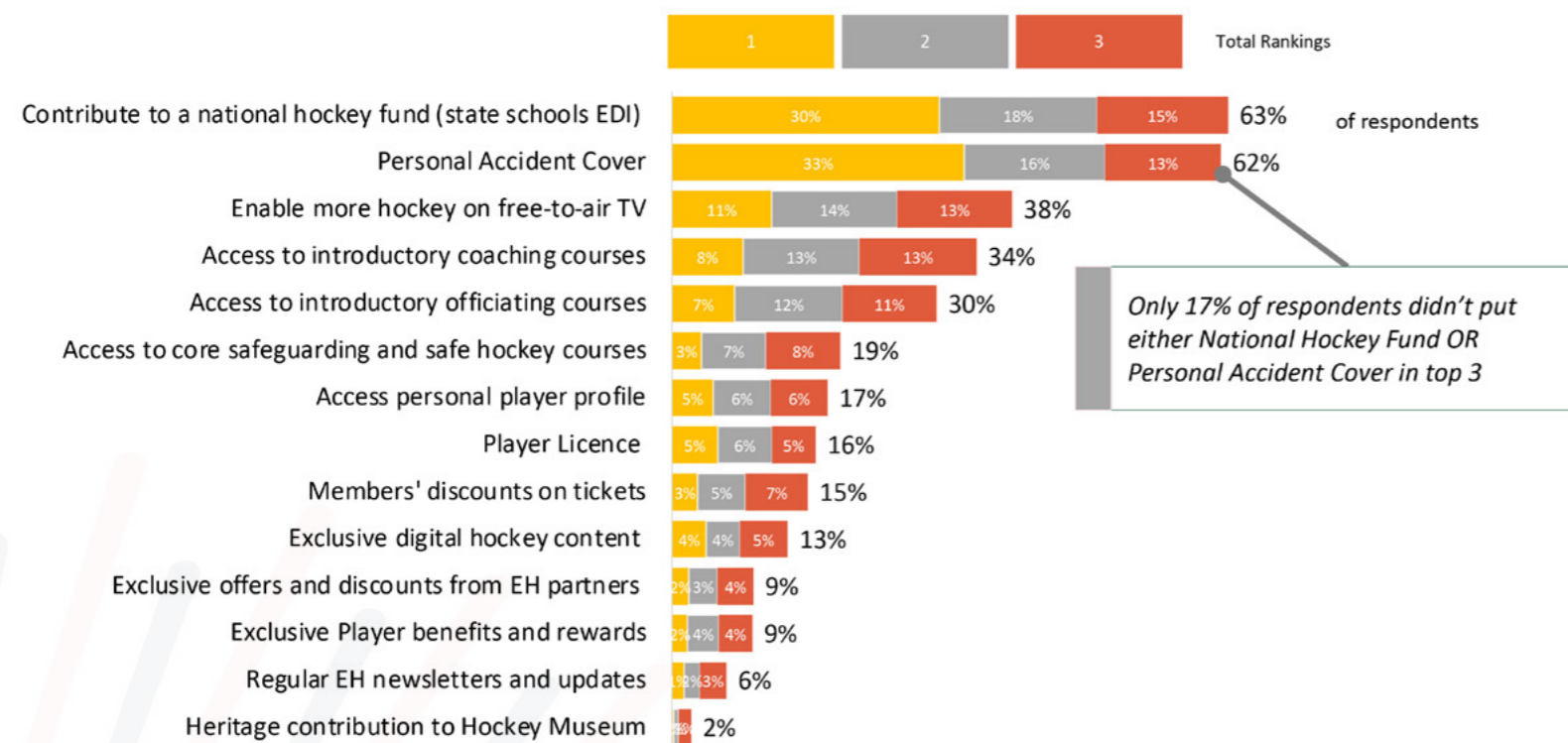


Q. Please tell us how important or unimportant you would view each of the following benefits as part of an Individual England Membership
Base: All respondents (2,412)

RESEARCH

WHAT BENEFITS ARE MOST IMPORTANT?

The top 2 reasons level-peg, with free-to-air TV coming in 3rd spot...



Q. "Please select the 3 benefits (in order) which would be most important to you"
Base: All respondents (2,412)

Insights by Demographics:

- While there is little variation in overall priorities among different groups, subtle differences in weighting exist between younger and older players.

For a more detailed summary of the research conclusions please see the membership proposal section of the England Hockey website:

www.englishockey.co.uk/deliver/running-a-club/club-membership.





ENGLAND HOCKEY'S NEW MEMBERSHIP APPROACH

Under this proposal, membership fees will continue to be collected annually through clubs, but with a revised formula for calculating fees that is divided into two components:

England Hockey Club Membership Fees	
Club Fee	Player Registration Fee: * Teen & Adult Players * Juniors U12

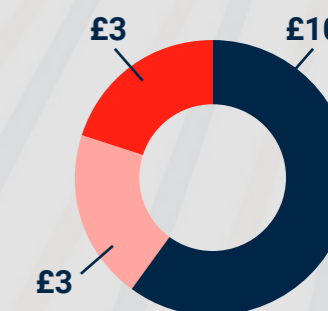
- 1. Club Support Fee:** This fee contributes to the overheads and support services provided by England Hockey to clubs, ensuring the effective administration and leadership of the sport.
- 2. Player Registration Fee:** This new fee would typically be added to individual member subscriptions by clubs. It includes Personal Accident insurance as a standard benefit.

Clubs will still have the option to include Public Liability insurance as part of their fees if desired.

As always, any significant changes to fees will remain subject to approval by clubs at the England Hockey AGM.

THE PLAYER REGISTRATION FEE

The proposed Player Registration Fee will be **£16** for teen and adult players and **£10** for U12s. This fee applies to all regular players and includes the following benefits:



England Hockey Registration Fee – Benefits for Players			
Your Hockey	Benefits	% of fee	Cost / year (teen & adult)
You	Mandatory Registration Personal Accident Insurance Exclusive discounts (e.g. Opro) Ticket offers – first chance	60%	£10
Your Game	Free coaching, officiating and safeguarding courses up to recognised standards	20%	£3
The future of the game	Free to air hockey National fund for State School & more inclusive hockey	20%	£3

The next section of this document provides a more detailed breakdown of the main benefits.

ENGLAND HOCKEY'S NEW MEMBERSHIP APPROACH

THE CLUB FEE

Currently, the Club Membership Fee is **£239.75 per team** for the 2024–25 season. Under the proposed new model, this fee will be reduced to **£175 per team** (both figures include VAT).

The Club Fee contributes to the support and services provided by England Hockey, as well as to the overhead costs of running and administering the sport.

A detailed breakdown of the services and support offered by England Hockey to clubs is provided later in this document.

OVERALL FEE INCREASE

The proposed changes result in an average fee increase of approximately **£9 per player per year**, reflecting the additional benefits included in the new model (which are shown in the next section). This represents an increase from around **£10 per player per year** currently to **£19 per player per year** in 2025/26 - or from **83p per month** to **£1.58 per month**.

Please email clubs@englandhockey.co.uk for your exact Club calculation for this new proposal.

We acknowledge that clubs may approach

this change differently. Some may choose to pass the full Player Registration Fee directly to players, while others may opt to absorb part of the cost or only pass on the difference. Given the diverse membership structures across clubs, this decision will remain at the discretion of each individual club.

England Hockey will ensure that the website provides clear guidance on the new Club Membership and Player Registration Fee structures. Additionally, we will communicate the associated benefits directly to players to enhance transparency and understanding.

FEE CALCULATION AND TIMING

To align with club budgeting and fee collection, England Hockey will notify clubs of the intended fees by **May each year**, allowing sufficient time for clubs to set their budgets before the start of the season. As is currently the case, fees will be expected to be paid by the end of **October**.

The fee calculation will be based on a combination of data sources, including:

- Information from the **Game Management System (GMS)**, such as team sheets and player registration lists.



- **Club-reported data** provided directly by clubs.

This calculated fee will be shared with each club for confirmation prior to invoices being issued.

Indicative fees for the 2025/26 season, based on the proposed model, are available and can be shared with clubs to ensure they fully understand the implications of these proposed changes.

PLAYER REGISTRATION FEE – BENEFITS

The Player Registration Fee is designed to deliver benefits across three key areas: **you, your game, and the future of the game**. These categories reflect the priorities identified by players in the membership research, as well as the individual benefits that England Hockey can provide.

As with any benefits programme, individual players may value these benefits differently based on their personal priorities and perspectives.

The proposed annual fee is:

- **£16** for adults and teens
- **£10** for U12s

YOU (60% OF THE FEE)

These are the benefits of Player Registration that support the player.

Personal Accident Insurance	<p>Over 94% of players are currently covered by England Hockey's Club Membership+, which provides both Public Liability and Personal Accident insurance for clubs.</p> <p>By making this coverage mandatory for all players, we can ensure that everyone has the confidence and peace of mind, knowing they are properly insured.</p> <p>Personal Accident insurance will be included as part of the Player Registration Fee. For more details on the current scheme, please visit: www.marshsport.co.uk/ngb-schemes/england-hockey/clubs.html.</p>
Mandatory Registration	<p>Mandatory Player Registration is already in place for adult leagues, and we propose expanding this requirement to all sanctioned competitions by requiring player registration on GMS.</p> <p>Registration will be necessary to ensure players are covered by Personal Accident insurance. (Please note that the insurance also covers any player for their first 3 taster/trial sessions).</p>
Partner Benefits	<p>England Hockey has established partnerships that provide direct benefits to both players and clubs. These partnerships will continue to evolve, and additional benefits will be introduced as the Player Registration Model develops.</p>
First Access to Tickets	<p>Registered players will receive priority access to tickets, as well as potential discounts, on a case-by-case basis, at the start of sale periods.</p>

PLAYER REGISTRATION FEE – BENEFITS

YOUR GAME (20% OF THE FEE)

These benefits support those who facilitate the game you enjoy. Even if you do not directly access these benefits, your registration fee helps ensure that those who give back to the game through coaching and officiating can do so without bearing the associated costs.

By increasing the number of people confident in delivering hockey, we can contribute to the growth of the game.

With growing expectations around safeguarding and safety in sport, maintaining high standards is more important than ever. England Hockey provides essential coaching and safeguarding courses to help individuals in these roles meet the required standards. This investment aims to enhance the quality and capacity of coaching and officiating, ultimately improving your experience and supporting the continued growth of the game.

Coaching Courses & Workshops	<p>The registration fees will fund the expansion of coaching course capacity, providing five times the existing capacity for candidates to undertake essential courses and workshops. These will be available for free to registered individuals and will include the following (or equivalent) courses:</p> <ul style="list-style-type: none"> • Introduction to Hockey • Engaging Games for Children • Coaching Club Players • Integrating Goalkeepers • Sessional Coach Course • Coaching Conversations 	<p>This offering will continue to evolve and improve over time, based on demand.</p> <p>Coaches seeking to further their development beyond these courses will still be required to contribute to additional training costs.</p> <p>Candidates will only need to obtain a Disclosure and Barring Service (DBS) check, which will incur a small cost.</p>
Officiating Courses & Workshops	<p>Officials are crucial to the match experience, and we need to cultivate a larger pool of confident individuals willing to take on officiating roles, as well as support those who choose officiating as part of their development in hockey.</p> <p>The following umpiring courses will be available for free to registered individuals:</p> <ul style="list-style-type: none"> • Introduction to Umpiring • Umpiring Level One Course 	<p>In addition, England Hockey, in collaboration with the Technical Officiating Leadership Group (TAP), will work to create entry points for individuals interested in off-pitch officiating roles.</p>
Safeguarding and Safe Hockey	<p>We want to ensure that those delivering hockey fully understand their responsibilities regarding player safety and welfare. To support this, the following safeguarding courses will also be provided for free:</p> <ul style="list-style-type: none"> • Basic Safeguarding Module • Hockey Safeguarding Module • Time to Listen (for identified club roles, such as Welfare Officers) • Safe Hockey 	<p>As England Hockey is not the awarding organisation for First Aid or DBS courses, small fees will still apply for these when individuals begin their coaching journey.</p>

PLAYER REGISTRATION FEE – BENEFITS

THE FUTURE OF THE GAME (20% OF THE FEE)

<p>Free to Air Hockey</p>	<p>To grow the game, it is crucial that people have access to watch the best of it. Unfortunately, hockey has never secured major broadcast deals, and production costs have often been a barrier to wider exposure.</p> <p>The recent ground-breaking partnership with Channel 4 represents a significant step forward, and with a small contribution from all players, we can ensure its sustainability and further development.</p> <p>In addition, we must attract younger audiences who may not engage with traditional linear TV. Platforms like YouTube and TikTok are essential to keeping hockey visible and accessible.</p> <p>For those who have paid to watch international hockey in recent years on TNT Sport, this proposal offers a significant saving. And those who wish to watch more domestic finals on TV will now have the opportunity to do so.</p> <p>A small contribution from each player every year can help England Hockey expand the availability of free-to-view hockey content, ultimately supporting the growth of the game.</p>
<p>National Hockey Fund for State School and Equality, Diversity and Inclusion in hockey</p>	<p>Visibility alone is not enough to grow the game; we also need more players who have had the opportunity to experience hockey. Our update on the current state of school hockey is available here: www.englishockey.co.uk/deliver/running-a-club/club-membership.</p> <p>Schools play a vital role in this, and in collaboration with the Youth Sport Trust (www.youthsporttrust.org), we aim to launch a pilot project to demonstrate how we can expand hockey provision systematically through the network of School Games Organisers.</p> <p>Initially, the contribution from players would be £1, with the goal of gradually increasing this amount as we demonstrate impact through reports presented at the England Hockey AGM.</p>



CLUB FEE – SUPPORT & SERVICES

The club fee contributes to the overheads of running the sport and provides access to the wide range of support services that England Hockey offers. This support is further enhanced by the **Sport England** grant received by England Hockey.

For more details on the support England Hockey provides to clubs, visit: [England Hockey Club Support](#).

Below is a summary of the services available to clubs. To enquire about any of these, please contact clubs@englandhockey.co.uk.

England Hockey Registration Fee – Benefits for Clubs (‘What Makes A Great Club’ guidance)			
Theme	Support	Theme	Support
Leadership	<p>Club Support Programme for all club leaders – www.englandhockey.co.uk/deliver/running-a-club/club-support range of Forums & Network sessions on various topics</p> <p>ClubMark support - including all core policies etc.</p> <p>Safeguarding support</p> <p>Discipline & Disrepute processes</p>	Ways to Play	<p>EH Championship Programme (entry fees apply)</p> <p>Hockey Development programme advice and support via Club Development Managers</p> <p>Support & guidance to deliver a variety of formats – e.g. Back to Hockey, Walking Hockey and Flyerz – and appeal to different audiences</p>
Facilities	<p>Facility advice & guidance</p> <p>Hockey representation in all Local Authority Planning and Playing Pitch Strategies</p> <p>Support for individual facility issues and development projects</p> <p>Facilities Loan Scheme (to be confirmed 2025)</p> <p>Partner Benefits – e.g. Harrod Sport & Physique – discounts on equipment (www.englandhockey.co.uk/governance/about-england-hockey/official-partners)</p>	Friendly, Welcoming & Social	<p>Spirit of Hockey – templates and support</p> <p>Surveys and benchmarking available</p> <p>Support & guidance to run Club Open Days – and central advertising of alongside major events / opportunities for exposure</p>
People	<p>Free Coaching, Umpiring & Safeguarding to appropriate standards</p> <p>Volunteer recruitment advice and support</p> <p>England Hockey Officiating – EH’s club for officials.</p> <p>Free online Hockey Hub for training & development needs</p>	Local Community Connections	<p>Schools Engagement, Programmes and Club School Link support via Club Development Managers</p> <p>Marketing Tools & Resources available for clubs</p> <p>Expanding range of community delivery support – www.englandhockey.co.uk/governance/birmingham-2022-commonwealth-games-legacy/developing-club-and-community-connections-2023</p>
		Stretching & Developing People	<p>Talent Framework for developing talent in clubs.</p> <p>Bespoke Club Coach Development programmes</p> <p>Officiating progression via EHO (Areas and National)</p> <p>Talent System www.englandhockey.co.uk/play/talent-system</p>

A PROPOSAL TO GROW THE GAME

England Hockey believes that this proposal marks a significant reset in terms of providing clarity around the services and support we offer. It will offer greater transparency for both players and club committees, making expectations clearer for all.

Crucially, the proposals are aligned with the findings from our member research and focus on the most vital areas to ensure a sustainable future for the game. By increasing participation, particularly among young people in schools and community settings, we can create more resilient clubs and facilities that will endure for years to come.

We also aim to remove barriers to volunteering and simplify administration for club officials, making it easier to encourage more individuals to get involved. Enhanced training and support should lead to higher-quality coaching, greater player satisfaction, and safer environments for all involved.

We strongly encourage you to engage with these proposals and help make 2025 a pivotal year for the future of hockey in England - all for the cost of less than the average match fee per player.





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