



## **London Hockey AGM: 14th July 2026**

### **Operations & Futures Report 2025/26**

#### **Purpose**

The role of the Operations Director for London Hockey has changed over time as the Area has developed an understanding of what needs to be in place to deliver the England and London Hockey strategy and objectives.

The role now encompasses:

- Developing London Hockey Strategy
- Equality, diversity and inclusion Lead (EDI)
- Appointment of contracted staff for London Hockey
- Leading the 'London Hockey Futures' programme

#### **Achievements 2025/26**

Primarily the achievements have been for the London Hockey Futures programme, while the Operations Director role has supported ad hoc projects as required.

- Completed Year 3 of London Hockey Futures 2025/26
  - Fifteen applications for funding received
  - Twelve applications supported with £16,725 funds allocated & £16,000 spent, residual £725.
  - One funded applicant did not undertake the work
  - Two applicants did not meet the criteria as they were not in the London Hockey Area.
  - Increased resilience in the London Hockey Futures team; London Hockey Futures Lead & London Hockey Vice Chair; with introduction of administrative cover and more structured meetings
  - Impact report for London Hockey Futures Year 2 2024/5 was published, and process is now in place so that this can be produced on an annual basis with information the funded projects supply as part of the programme.
  - London Hockey supported an identified need for schoolchildren in North London. This resulted in a successful charitable donation of £1,000 to provide mouthguards and shinguards to enable competitive games for this group. Many thanks to the Michael John Norwood Memorial Trust for this generous support.



- London Hockey bid for funding from All England Lawn Tennis Club to support children in Wandsworth and Merton to get access to Hockey. Funding of £17,835 has been approved and the lead is already working with fellow coaches across these boroughs to ensure that as many children as possible can become involved. Thank you to the team for all the hard work on this project
- Two workshops were held at the end of the season to share with clubs what was happening in the future for London Hockey Futures and secondly to get feedback from Futures projects of their experiences and share with others. One was for novice participants, who had the opportunity to speak to experienced coaches, the other was for experienced coaches.
- These workshops were supported by David Lloyd-Williams, Vice Chair London Hockey, Fiona Isacson, Futures Lead & Operations Director, Claire Sabourin, Futures Administrator, Gaynor Toms, England Hockey, Chris Pearce, Chris Walker, Simon Haspel all experienced coaches who have delivered Futures programmes.
- Outputs were:
  - Ideas to communicate with schools/teachers
  - How to translate attendees in outreach to hockey clubs
  - What constitutes a good bid
  - What support needed to write bids both for London Futures but also external funds.
  - Feedback was very positive
  - Felt process was good and not too onerous
  - Interested in the Impact Report.
- Futures across all EH Areas
  - A 'Blueprint' document has been produced by David Lloyd-Williams which describes the principles of London Hockey Futures, so that if any other area wishes to start a Futures programme, there is already a process with an infrastructure in place that they can use
  - It is appreciated that not all Futures projects across all areas will be the same, but this provides a framework and in particular provides a solution to collecting data that is useful (see impact document Year 2)
  - There is also the opportunity to share resources eg administration in this model
  - South East Area has a Futures programme but this operates quite differently, however London is in communication and there is sharing of ideas & learning.



- England Hockey EDI Framework has been reviewed for London Area, the three priority areas as below. More work is needed in this area, and EH will support while London Area has already started collecting some data to share and is publicising successes.
  - Leadership EDI training for Directors, Leaders and key positions in London Hockey
  - Data collection (EH + own projects i.e. LH Futures and Umpire Development) to improve decision making
  - Communication and sharing of successes in EDI for example London Hockey Futures.

## **Look Forward 2026/27**

### **London Hockey Futures Year 4**

The planning for London Hockey Futures in 2026/27 is already in place:

- Applications are invited, already communicated, deadline for responses 12th July 2026
- Responses will be communicated to bid leads by end of August 2026, after review by the Futures panel.
- Important to recognise need to encourage new entrants, as several new projects this year have been excellent, but also need to be able to scale up existing successful projects.
- Have in particular asked for more bids related to older participants and flyers and Hockey ID if possible.
- This year for the first time all clubs in the 32 London boroughs will be able to apply.
- There is £20,000 to allocate
- Have advertised for individual to work for us to get additional funding through sponsorship to enable further reach for London Hockey Futures
- An annual plan for Futures is in progress so that successful applicants are clear of what needs to happen and when. E.g. information collection, how to invoice
- Conversations have also taken place with England Hockey to see if they would take on the Leadership of Futures, maybe as a Charity as previously, so that governance is clear and principles are adhered to across all Areas.



The Areas would still be responsible for delivering the Futures programme, and fund it. Initial conversations look promising and progress will be communicated throughout the year.

- Futures team intend to be more visible and visit projects to see what is happening and collect feedback and what more can be to support.
- With the Euro Championships being held in London in 2027 with a Hockey ID tournament running in parallel, this may present an opportunity for London Hockey Futures to demonstrate the impact they are having and get our participants involved. EH are aware of our interest in this and more information will be available as the preparations are planned.

## **Conclusion**

Having Futures in the Operations portfolio has been extremely positive with more resource and time allocated which is having a positive effect. Planning for 2026/7 is well underway and the Futures team will continue to see what feedback informs further projects and how we can really scale this up. We also need to ensure that there is a pipeline for funding for Futures to continue.

More progress is needed for EDI in a wider sense and plans need to be put in place to work with EH to improve on this.

Thank you to colleagues for all their support with this work.

Fiona Isacson  
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Equality, Diversity and Inclusion Lead  
London Hockey  
June 2026