



ENGLAND HOCKEY BOARD APPOINTMENTS

VICE-PRESIDENT (FEMALE) RECRUITMENT PACK



**ENGLAND
HOCKEY**

ABOUT ENGLAND HOCKEY

England Hockey's mission is to "share the love of hockey and work together to make hockey more visible, relevant and accessible to all". The current focus for the organisation is delivery of its 5 objectives within the 2023-2028 strategic plan which can be found [here](#).

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** 70 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 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 – VICE-PRESIDENT (FEMALE)

It is now time for our membership to nominate individuals they believe have the experience and qualities to represent our sport at the highest level.

This is an exciting opportunity to represent 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.

Our strategy focuses on strong leadership, further international success, visible impact, facilities investment and youth and sustainability, and we are working closely with our membership to create a long-term future for our game together.

The Vice President fulfils a vital representative role for the organisation and the wider sport. We are looking for individuals who will add to our experience, with a good awareness of domestic and international issues who are committed to acting in the best interests of England Hockey and its membership. This is an amazing opportunity to represent 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: 24 Days (approx. 2 days per month formal commitment but other ad hoc commitments will be required)

Term: 5 Years

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

Responsible to: Membership

Remuneration: Expenses Paid



THE ROLE



The primary purpose of the Vice-President is to support the President in their duties and thus to prepare themselves as potential candidates to succeed the President.

The specific responsibilities of the Vice-President include:

- Deputising for the President on occasion as required.
- Representing England Hockey at its own tournaments, matches and other functions.
- Representing England Hockey in response to invitations, internationally and domestically at tournaments, matches and other functions.
- Contributing to working groups for specific projects as deemed appropriate from time to time.
- Acting as an ambassador for the sport, enhancing hockey's reputation and profile, domestically and internationally.
- Commit to approximately 2 days per month, which will include some weekends.

THE PERSON



Knowledge and Experience

- An understanding and a passion for hockey.
- Success in building, protecting and enhancing the reputation of an organisation with external bodies, the media, customers and the public.
- A knowledge and sound understanding of good governance and the complexities applicable to not-for-profit organisations.

Skills and Qualities

- An engaging and approachable personality with the desire to meet with members from a range of different communities.
- Articulate communication and public speaking skills, with the confidence to engage groups of all sizes.
- Inspirational, positive and inclusive in nature and style.
- High standards of personal integrity and honesty and the ability build long-lasting relationships with stakeholders and members.



NOMINATIONS



England Hockey is committed to the principles of Equality, Diversity and Inclusion and to recruiting a board that is representative of society.

We believe sport thrives when people from all ethnicities, cultures, and communities come together. We are committed to creating an environment where everyone feels welcome, represented, and valued—both on and off the field. We encourage individuals from under-represented groups and diverse backgrounds to apply and help us build a strong Board that reflects the richness and energy of the people we serve.

This is an elected position, endorsed and supported by our Areas and a ballot will be held with the results announced at our 2026 AGM. Candidate details will be sent to our members as part of the election process.

Please submit your Nomination Form, along with your Candidate Statement, which will be shared as part of the ballot, to AGM@englandhockey.co.uk.

England Hockey is committed to Equality, Diversity and Inclusion and building a diverse community. We welcome applications from suitably qualified and eligible candidates regardless of their protected characteristics and recognise there are different ways applicants may achieve the criteria in this document.

We want you to have every opportunity to demonstrate your skills, ability and potential. If there is anything we could do to support you through your application process, including assistance or adjustment, please reach out to: HR@englandhockey.co.uk

We would be pleased if you could also complete the Equality Monitoring Form – please use the following link: <https://www.surveymonkey.co.uk/r/EDIMon>



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