

# Minutes of last meeting

15 November 2022



<b>Meeting name</b>	England Hockey Board meeting				
<b>Venue</b>	England Hockey Head Office - Bisham Abbey NSC				
<b>Date</b>	8 February 2023	<b>Start Time</b>	10.00	<b>End Time</b>	14.00
<b>Lead</b>	Royston Hoggarth				
<b>Attendance</b>	Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Ed Barney (EB), Angela Durnin (AD), Simon Mantell (SMa), Shelagh Everett (SEv), Richard Sykes (RS), Andy Hunt (AH), Mike Stoddard (MS), Anne-Marie Garner (AMG), Jaquie Barlow (JB)				
<b>Apologies</b>	Sheila Morrow (SMo)				
<p>RH opened the meeting and welcomed GB Board Director Anne-Marie Garner who is standing in for Sheila Morrow at this meeting.</p> <p>RH also recorded his congratulations to EB and the Performance Team for putting on such strong and entertaining performances at the Men's Hockey World Cup in India in January 2023.</p>					Approval
<p><b>1. Minutes of Nov 2022 Board meeting</b></p> <ul style="list-style-type: none"> <li>i. Accuracy The minutes were approved as a true and accurate recording.</li> <li>ii. Matters arising (see action points tracker) Updates and comments have been added against the actions in the tracker.</li> <li>iii. Declarations of interest None declared.</li> </ul>					
<p><b>2. Independent Director recruitment</b></p> <p>2.1 New director recruitment</p> <ul style="list-style-type: none"> <li>i. The Nominations Committee met on 8/2/23 and discussed the succession plans for both MENED and Independent Directors.</li> <li>ii. The recommendations were supported by the board and a communication was being prepared to share with the membership at the AGM in March. Recruitment of 2 Independent Directors to fill the vacant position and replace Richard Sykes who leaves the Board at the March 2023 AGM has been undertaken. <ul style="list-style-type: none"> <li>- Anne-Marie Garner's appointment is approved with immediate effect to fill the vacant seat.</li> <li>- The second appointment will be announced following the next board meeting in April.</li> </ul> </li> <li>iii. The Board is committed to and will continue its work to identify and engage with a more diverse audience of suitable candidates to join the Board when future positions become available.</li> </ul>					Approval
<p><b>3. Strategic Operations</b></p> <p>3.1 ED&amp;I update inc. Trans Participation Policy review – joined by Alison Faiers.</p> <ul style="list-style-type: none"> <li>i. Prior to completing the review of the Trans Participation Policy, a session will be held for the EH Board to review the evolved policy.</li> <li>ii. Data continues to be collected and is supporting EH and the Areas to better understand their communities.</li> <li>iii. Funding continues to be made available to ED&amp;I projects with EH successful in their bids for funding support of the Commonwealth Games legacy project, Talent Inclusion project and a collaboration project with UK Sport to improve diversity in our recruitment practices.</li> <li>iv. The ED&amp;I Framework review is underway and the results will be shared with the Exec and Board for approval before being published in March 2023.</li> <li>v. The Board discussed appropriate platforms to collect data i.e. Talent System platform and GMS.</li> </ul>					Action
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<ul style="list-style-type: none"><li>vi. Confirm ED&amp;I criteria is considered in the Talent System hardship fund.</li><li>vii. The CWG legacy project infographics being developed will be shared with the Board.</li></ul> <p>3.2 ED&amp;I Advisory Group update</p> <ul style="list-style-type: none"><li>i. The Board discussed the terms and scope of the Advisory Group and approved the recommendation for the Advisory Group to be established permanently.</li><li>ii. The current Advisory Group members can be found here: <a href="#">ED&amp;I Advisory Group members</a></li><li>iii. It was recommended that a review period be included in the revised Terms of Reference and that the 3 year term of members should be staggered to ensure some consistency.</li><li>iv. The Advisory Group should engage further with the Areas moving forward.</li></ul> <p>3.3 GMS update</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"><li>i. The Board requested an update (RAG) on the service availability being provided by WTU.</li><li>ii. The Board discussed the possible future options presented.</li><li>iii. It was agreed that the platform absolutely needs to function effectively at the beginning of the season to prevent further reputational damage as incurred in previous years. The Board recommended a 4 month code freeze leading up to September to enable sufficient testing and issue resolution and prevent down time.</li></ul> <p>3.4 Facilities update</p> <ul style="list-style-type: none"><li>i. RB updated on the progress of the facilities project with the Football Foundation including influencing on alternative surface options.</li><li>ii. The project plan for the facilities project has been established and includes the development of an SPV with support from Sporting Assets.</li></ul> <p>3.5 Communications, Marketing and Commercial – joined by Charlie Wells</p> <ul style="list-style-type: none"><li>i. The Board recommended EH Comms include additional promotion of the international game and FIHPL to increase the interest and attachment (pull messaging) to the international events.</li></ul> <p>3.6 Strategy update</p> <ul style="list-style-type: none"><li>i. NP presented on the current position of the revised strategy and invited any final comments to be received by the end of February ahead of Board sign off at the April board meeting.</li><li>ii. The strategy will be underpinned by a ‘business plan’ which will detail operational delivery mechanisms.</li></ul>	Action
<p><b>4. Governance</b></p> <p>4.1 AGM</p> <ul style="list-style-type: none"><li>i. The Calling Notice is due to be published on the 20/2/23 and should include information on the intention to host an EGM in September 2023 to facilitate MENE appointment/appointment.</li></ul> <p>4.2 Legal and Governance update</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"><li>i. The Discipline Regulations update is ongoing, and recommendations will be brought to the Board.</li><li>ii. EH’s Concussion regulations published on the website are currently being reviewed against Sport England guidance. These are applicable to the recreational game.</li><li>iii. Injury reporting continues to be inconsistent but is improving and expected to improve further with the introduction of the Podium Analytic app.</li></ul>	Approval

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<p>4.3 Risk register Paper taken as read.</p> <p>4.4 ASC update</p> <ul style="list-style-type: none"><li>i. The Board formally recognise the work that is undertaken by the Area Directors and other volunteers. Their contribution is 'unreal' and incredibly valuable.</li><li>ii. Counties that have not adopted the new regulations will not be entitled to vote at the coming AGM.</li><li>iii. The Areas are now transitioning from development to operational phase and beginning to talk about and identify what is important to the game in their areas. Some Areas are now employing administration roles.</li><li>iv. Areas are working with EH to explore opportunities to recruit a new cohort of officials.</li></ul>	
<p><b>5. Finance</b></p> <p>5.1 Finance update Paper taken as read.</p> <p>5.2 Statutory Accounts</p> <ul style="list-style-type: none"><li>i. The Board Finance sub-group have reviewed the statutory accounts and supported in preparing them for Board approval.</li><li>ii. The Board approved the Statutory Accounts for year ending 31/08/22.</li></ul> <p>5.3 Membership Fee 2023/24</p> <ul style="list-style-type: none"><li>i. The Board discussed the resolution to raise the membership (previously affiliation) fee at the March 2023 AGM.</li><li>ii. A number of options and the advantages/disadvantages of each were discussed.</li><li>iii. The Areas should be engaged with to provide comment.</li><li>iv. The approved figure will be included in the AGM calling notice and papers due to be published on 20/2/23.</li></ul>	Approval
<p><b>6. Exec report</b> Paper taken as read.</p> <ul style="list-style-type: none"><li>i. Conversations continue with FIH on format and delivery of FIHPL Cycle 2.</li><li>ii. MS commended the Talent Team on the work that is ongoing to embed and deliver the new Talent System. The engagement with the Areas and Counties has been very strong.</li></ul>	
<p><b>7. AOB</b></p> <ul style="list-style-type: none"><li>i. The Board formally thanked Richard Sykes for his contribution to the Board over the past 9 years as he steps down from his position as Senior Independent Director at the March 2023 AGM.</li><li>ii. Richard commended the Board on its achievements and culture and urged EH to continue its work engaging and developing relationships with clubs.</li></ul>	