



Minutes of last meeting – 27 June 2023

Meeting name	England Hockey Board meeting				
Venue	England Hockey Head Office - Bisham Abbey NSC				
Date	27 June 2023	Start Time	10.00	End Time	13.23
Lead	Royston Hoggarth (RH)				
Attendance	Present - Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Angela Durnin (AD), Shelagh Everett (SEv), Andy Hunt (AH), Mike Stoddard (MS), Mark Darbon (MD), Shelia Morrow (SM), Simon Mantell (SMa), Andy Hunt (AH), Ed Barney (EB) Joined on-line - Anne-Marie Garner (AMG), Jaquie Barlow (JB), Joined by Tom Allen (TA) and Charlie Wells (CW) Michele Townsend (note-taker)				
Apologies	None				
<p>1. Minutes of April 2023 Board meeting</p> <ul style="list-style-type: none"> i. Accuracy The minutes were approved as a true and accurate recording. ii. Matters arising (see action points tracker) Updates and comments have been added against the actions in the tracker. iii. Declarations of interest None declared. 					Approval
<p>2. Chair Update</p> <p>2.1 RH updated on recent visit to Lausanne and conversations with FIH.</p> <ul style="list-style-type: none"> i. New President inviting the five European nations, Australia and India to attend Board Meetings. ii. The meeting was attended by the President of the IOC and was athlete focused. iii. The President is listening to points made about the need to restructure Pro League to ensure it is more relevant – work is ongoing in the background to enhance the product. iv. Other topics discussed included the Nations Cup and playing surfaces, with discussions ongoing with Polytan regarding dry turf in preparation for LA Olympics in 2028. v. FIH finances were discussed, although loans have been repaid and a more balanced outlook is predicted. vi. A finance sub-group is being established with representation from Netherlands and GB. vii. Competition calendar, protecting the club game while creating a regular cycle of competitions that work for all nations was discussed. viii. Hockey Fives – IOC President is keen to progress with a view to inclusion in 2036 Olympics. Confidence that it will complement the 11-a-side game and not be a replacement – this is still in consideration. RB highlighted that smaller nations (with no Olympic revenue) will be keen to be part of this and it might move quicker than expected. ix. Kit – credit to athletes for pushing through the changes. x. Events – affordability is still a concern and broadcast options are being considered. xi. The wider digital strategy is being considered with a focus on how we drive a different agenda around participation – considering Watch Hockey. xii. UKS is considering revolutionary ways to keep Olympic sports in people’s minds, with working groups in operation to consider commercial digital, people and relevancy. Discussions ongoing with BOA and Team GB around finances, the product itself and requirements put on competing sports. xiii. Further update to be provided in September Board 					Information

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<p>3. Lead Positive Change</p> <p>3.1 Transgender Policy</p> <p>Paper taken as read with the following comments and decision.</p> <ul style="list-style-type: none"> i. It was agreed that the policy needs to be reviewed and a robust process must be undertaken with focused consultation with current policy users. ii. Consultation process is only one part of the policy review and the population consulted, along with questions and benchmarking will be provided to the Board. iii. Other governing bodies have been happy to share their experiences. We have in-house experience from previous roles with Triathlon and Girlguiding. iv. The timeline established will enable us to be ready for the start of next season – 2024. In the meantime, our existing policy remains as guidance and for reference. v. FIH have now established a working group to consider this. vi. RH highlighted the need for scientific / medical input. KK responded that the review will include medical evidence, health and safety considerations and consultation, along with the athlete voice. vii. It was agreed that support and guidance be provided to the ASC to help them answer questions in line with our current policy. KK confirmed that a comms plan was being worked on and that issues arising will be prioritised on a case-by-case basis. viii. AMG highlighted the importance of including all three nations in the review process and ensuring it is robust. ix. There was a recognition that further consideration needs to be given to England Age Group squads, where there is a perceived gap. x. It was agreed that the Internal Working Group (IWG) have medical/scientific representation. 	<p>Approval</p>
<p>4. Responsible Leadership</p> <p>4.1 Data and Technology Update - joined by Tom Allen (Head of Data and Technology).</p> <ul style="list-style-type: none"> i. The short-term plan halts major development activity and focuses on minor amends, including data transfer between GMS and website, to ensure preparation for season launch and improved end user experience. ii. The plan is to prioritise the development roadmap. iii. TA working to understand the findings from the review to help with future plans. iv. A comms plan is being worked on, along with training opportunities for new users. v. JB highlighted concerns with stability of the platform and the clubs' desire to reduce the administration burden for volunteers. TA confirmed that the API is the next priority following improvements to the website. vi. The Board agreed it was the right strategy and approved the direction of travel. <p>4.2 Legal and Governance Update</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. The consultation of the Disciplinary Regulations policy is underway. ii. The second draft of the policy has been circulated to the ASC. iii. Comms and updates to the injury reporting policy and processes are being prepared for the start of the season. iv. It was agreed to track the adoption rates of the new platform. <p>4.3 Safeguarding Young People in Hockey Regulations</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. The Board approved the amendment to Section 2 and appropriate delegations as outlined. <p>4.4 Finance Update</p>	<p>Approval</p>

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<ul style="list-style-type: none"> i. KK provided a summary of the paper and highlighted the work by the organisation to reduce costs to ensure a break even year end. ii. The system change from Sage to Access provided an opportunity to adjust delegation of authority levels. The Board approved the changes as outlined in the paper. iii. Risk Register has been reviewed with an appropriate Board Member and an independent review with an arm of our Insurers, the overall opinion of how we're managing risk was very positive. iv. Commercial plans are progressing well. 	
<p>5. Meaningful Growth</p> <p>3.1 Officiating</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. RB highlighted the club participation data presented in Appendix 1 and referenced 70k/78k membership data collected from Affiliation. ii. The data collected provides valuable information to drive our Youth Strategy. iii. A summary paper of Commonwealth Games Legacy activity was provided to the Board. Phase 2 will require additional funding from SE. iv. RB provided the Board with a detailed paper on the changes undertaken in officiating within the organisation, supporting data and the plans for the direction of travel in this area. Further information, analysis and recommendations will be brought to the next Board. v. The data has been shared with the Areas and the strategic direction will be shared as quickly as possible. 	Information
<p>6. Inspirational International Success</p> <p>6.1 International Programme Update</p> <p>Information provided in Exec Report (taken as read) with the following comments:</p> <ul style="list-style-type: none"> i. EB highlighted the opportunity to present Caps at the home pro-league, which was well-received. ii. Focus is now on preparing for the Europeans. iii. FIH have announced venues for Olympic qualification which will potentially be Spain and China. 	Information
<p>7. Drive Visible Impact</p> <p>7.1 Strategy Launch and Commercial Update – joined by Charlie Wells (Head of Comms, Marketing & Commercial)</p> <ul style="list-style-type: none"> i. CW presented an overview of the strategy launch plan from now until March 2024 (AGM), including a timeline of communications and engagement activity linked to the business plan and highlighted a number of working groups and workstreams in the plan. ii. MD commented that the strategy could be used to target partnerships and enhance revenue generation. iii. RH confirmed that the Board would be engaged as advocates as required. iv. The first meeting of the Commercial Board Group was held last week with the purpose of providing guidance and advice to support the strategic direction and identify opportunities. v. The new Kit provider is Mizuno; this presents an excellent retail opportunity to explore. 	
<p>8. Exec Report</p> <p>Paper taken as read.</p>	
<p>9. AOB</p>	

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- i. RB highlighted the success of the team in the Special Olympics – gold medal in second tier.
- ii. Congrats to the team delivering Pro League event, new member of staff running this.
- iii. Progression with surfaces is happening fast – the testing of a dry pitch in the Netherlands was not great. A further two pitches to be laid this year – will await feedback.
- iv. There is ongoing work with football to approve a compromised surface.
- v. NP thanked members of the Board for attending Pro League and highlighted that a review of the schedule would be undertaken bearing in mind learnings from this year.
- vi. NP confirmed that the Nominations and Appointments Committee would soon be starting the recruitment process for the Chair and that the President and Vice President role would be vacant in March. There were also a number of member-elected director appointments to consider.
- vii. SE reminded the Board that the Talent Academy Festival was taking place at the end of July.
- viii. The meeting closed at 13:23