

# Board meeting minutes

15 November 2022



<b>Meeting name</b>	England Hockey Board meeting				
<b>Venue</b>	England Hockey Head Office - Bisham Abbey NSC				
<b>Date</b>	15 November 2022	<b>Start Time</b>	10.00	<b>End Time</b>	13.00
<b>Lead</b>	Royston Hoggarth				
<b>Note taker</b>	Helen Clarke				
<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), Sheila Morrow (SMo), Jacquie Barlow (JB)				
RH opened the meeting welcoming John Harrison, England Hockey's designated Sport Advisor at UK Sport and Jacquie Barlow who replaces Claire Wright as ASC Observer.					
<b>1. Minutes of Sept 2022 Board meeting</b>					
i. Accuracy The minutes were approved as a true and accurate recording.					
ii. Matters arising (see action points tracker)					
- Action 157a) strategic overview of financing of the wider game - NP/KK to bring a proposal to Board detailing the scope of the project, resource required and impact of de-prioritisation of other operational delivery.					Action
- NP to review and reposition the organisations International Influencing strategy (action 162).					Action
iii. Declarations of interest None declared					
<b>2. Exec report</b>					
<b>2.1 Chief Medical Officer</b>					
i. England Hockey's new Chief Medical Officer Andy Franklyn-Miller joined the meeting to be introduced to the Board and outline the scope of his role.					
<b>2.2 GMS</b>					
i. RB updated on the challenges faced during recent months with GMS and the system provider WTU and detailed the ongoing work being undertaken.					
ii. RH put RB in touch with a troubleshooting team (of 3) who were subsequently engaged to undertake testing of the system changes reducing failures and negative experiences of end users. A small payment will be made to this team to cover their costs.					
iii. The Board were comfortable that this resource had been engaged appropriately to quickly mitigate issues with the system and the introduction / relationship (with RH) is to be added to the register of interest.					
iv. It was suggested that EH branding is used as much as possible across the outward facing system platforms to reduce end user confusion.					
<b>2.3 Facilities</b>					
i. The initial funding award has been received and work with Sporting Assets has begun.					
ii. An outline of the special purpose vehicle and strategic intent will be brought to the February 2023 Board meeting.					Action
iii. Due to the ED&I focus of the funding, the ED&I Advisory Group will be liaised with.					Action
<b>2.4 CWG legacy</b>					
i. The board requested that targets and subsequent results for the Commonwealth Games legacy funding be shared at the February 2023 Board meeting.					Action

<p><b>2.5 Performance</b></p> <ul style="list-style-type: none"> <li>i. EB provided context to the references within the paper of ‘financial pressures’. Mitigation steps have been taken and will continue to be considered. Significant decisions will be brought to Board.</li> <li>ii. The language and detail included in the updated Talent System FAQs should be adjusted to better engage with the target audience.</li> </ul> <p><b>2.6 Organisational structure</b></p> <ul style="list-style-type: none"> <li>i. The England Hockey organisational realignment/restructure process is complete and outstanding vacancies will now be recruited to.</li> </ul>	Action
<p><b>3. Finance update</b></p> <ul style="list-style-type: none"> <li>i. The Board finance sub-group continues to meet regularly.</li> <li>ii. The updated England Hockey Reserves Policy was approved.</li> <li>iii. UK Sport have confirmed contingency finding in support of FIHPL loses if occurred.</li> </ul>	Approval
<p><b>4. Strategic Operations</b></p> <p><b>4.1 ED&amp;I update</b></p> <ul style="list-style-type: none"> <li>i. The ED&amp;I Advisory Group continues its work aligned to the England Hockey ED&amp;I Framework</li> <li>ii. Remit of England Hockey ED&amp;I Framework does not include ‘transgender athletes in elite performance’. Additional research, data and medical evidence is required, specifically to the context of a team sport.</li> <li>iii. The EH Trans policy which is available on the website will continue to guide participation until a revised policy is available.</li> <li>iv. EH are running a Trans Awareness workshop for staff, Board, ASC etc on 29/11/22.</li> </ul> <p><b>4.2 Men’s Hockey World Cup 2026 bid</b></p> <ul style="list-style-type: none"> <li>i. The Board recorded their collective disappointment not to have been successful in the bid to host the Men’s Hockey World Cup in 2026 recognising that the hard work and lessons learned in the process will support future endeavours.</li> <li>ii. Formal feedback from FIH will be sought.</li> </ul> <p><b>4.3 FIH Pro League</b></p> <ul style="list-style-type: none"> <li>i. NP introduced the item referencing the paper and Board action and invited discussion.</li> <li>ii. Following the discussion, the Board approved the recommendation set out in the paper.</li> <li>iii. If required, an interim Board meeting will be arranged to discuss developments.</li> </ul>	Approval
<p><b>5. Governance</b></p> <p><b>5.1 Independent Director recruitment update</b></p> <ul style="list-style-type: none"> <li>i. RH provided an update on recruitment to the vacant ID role.</li> </ul> <p><b>5.2 Finance and Administration update</b></p> <ul style="list-style-type: none"> <li>v. Conversations have begun with two EH panel Chairs required to step down due to length of service.</li> <li>vi. Sport England award of £20k has been confirmed to undertake regulations redrafting.</li> <li>vii. Opportunities to collect injury reporting should be explored including match reports and GMS including opportunity to align to Podium Analytics app.</li> <li>viii. SMa confirmed his continued representation as UKAD Board Champion.</li> </ul> <p><b>5.3 Risk register</b></p> <ul style="list-style-type: none"> <li>i. Conversations are continuing with sports councils to address and mitigate cost of living rises specifically energy costs incurred by clubs.</li> <li>ii. <i>Inability to meet commercial income targets</i> risk has been updated following unsuccessful 2026 Men’s Hockey World Cup bid.</li> <li>iii. Recommendations to consider have been updated as appropriate.</li> </ul>	

<p><b>5.4</b> ASC update</p> <ul style="list-style-type: none"> <li>i. MS updated that the ASC is now moving from initial phase of implementation with adoption of policies and regulations to discussing matters that effect clubs and players.</li> </ul>	
<p><b>6. AOB</b></p> <p><b>6.1</b> Race representation index</p> <ul style="list-style-type: none"> <li>i. The Board are required to complete this survey at their earliest convenience.</li> </ul> <p><b>6.2</b> Paris24 hospitality/accommodation offer</p> <ul style="list-style-type: none"> <li>i. No interest was received from the Board members.</li> </ul> <p><b>6.3</b> Member of Honour nomination</p> <ul style="list-style-type: none"> <li>i. Following a recommendation, the Terms of Reference guiding the awarding of Members of Honour will be circulated to the Board.</li> <li>ii. The Board are invited to respond directly to MS.</li> </ul> <p><b>6.4</b> Super 6s finals date</p> <ul style="list-style-type: none"> <li>i. The date for the Super 6s finals is confirmed as Sunday 29 Jan 2023.</li> </ul> <p><b>6.5</b> Strategy next steps</p> <ul style="list-style-type: none"> <li>i. The latest draft of the Strategy document has been received and is being reviewed.</li> <li>ii. A five-year business plan and annual operational plans will sit behind the main Strategy.</li> </ul>	