

# Board meeting (abridged) minutes

28 June 2022



<b>Venue</b>	MS Teams				
<b>Date</b>	28 June 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), Ed Barney (EB), Kuldeep Kaur (KK), Angela Durnin (AD), Simon Mantell (SMa), Shelagh Everett (SEv), Richard Sykes (RS), Andy Hunt (AH), Sheila Morrow (SMo) Kate Swann (KS) in attendance for items 1-3 inclusive.				
<b>Apologies</b>	Mike Stoddard, Claire Wright				
RH opened the meeting commenting on the expectation to meet in person at the next Board meeting in September 2022.					Action
<p><b>1. Minutes of April 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) <ul style="list-style-type: none"> <li>- The Board action tracker has been updated.</li> </ul> </li> <li>iii. Declarations of interest <ul style="list-style-type: none"> <li>i. RH to update the register of interests with changes to his directorship roles. No conflicts anticipated.</li> </ul> </li> </ul>					
<p><b>2. Exec report</b></p> <ul style="list-style-type: none"> <li>i. EH strategy development continues with agency FizzPopBang currently undertaking consultation with selected clubs and critical friends. Following a review of the feedback, an updated strategy will be provided to Board for comment prior to anticipated sign off at September Board meeting.</li> <li>ii. Whilst the Board were pleased to see ED&amp;I threaded through the strategy, specific targets need to be approved and a mechanism for activity and the reporting of results confirmed.</li> <li>iii. FIH have announced all Men's World Cup 2026 hosting bid nominations.</li> <li>iv. The Board formally recorded its thanks to interim men's Head Coach Zak Jones for his stewardship of the men's senior programme during a challenging period.</li> <li>v. Craig Sieben has been appointed as an assistant coach to the men's senior programme.</li> <li>vi. The Board formally recorded its thanks to the England Hockey team that delivered the home series of FIHPL fixtures at LVHTC, commenting on positive feedback received and highlighting the 156 Caps presentations, Orange for Imran event and 1988 Seoul OG Gold squad recognition.</li> <li>vii. There is no Trans guidance or a policy from FIH however, Trans guidance is being developed across the sector in the UK. NP confirmed work is ongoing across the sector to share knowledge.</li> <li>viii. RB updated on the possible development of a facilities loan scheme.</li> <li>ix. NP updated on the work being done to promote the Commonwealth Games and programmes being delivered by EH. Run Communications have been engaged to support with communications.</li> <li>x. RH and NP are monitoring the leadership situation in the FIH.</li> <li>xi. Anne-Marie Garner has been appointed as an Independent Director to the GB Board.</li> </ul>					Action
<p><b>3. Finance</b></p> <p><b>3.1 Finance update</b></p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> <li>i. A revised forecast was presented to the Board.</li> <li>ii. Cashflow is healthy due to the Sport England survival fund.</li> <li>iii. The Board further discussed the benefits to England Hockey of continuing involvement in the FIHPL which currently returns significant losses.</li> </ul>					

<p><b>4. Strategic Operations</b></p> <p><b>4.1 Masters World Cup – Joined by Steve Floyd, EH Masters’ Programme Manager</b></p> <ul style="list-style-type: none"> <li>i. Steve Floyd (SF) was formally thanked for his contribution to the EH Masters programme.</li> <li>ii. SF presented on delivery of the O35 and O40 Masters World Cups in August 2022, at Nottingham Hockey Centre.</li> <li>iii. The event is being planned to a break-even budget, this includes additional money having been raised to cover costs to make the event a success.</li> <li>iv. The volunteer workforce engaged with pre-event planning and event delivery has been invaluable.</li> <li>v. The Board requested an update later in the year on the wider activity of the 2022 Masters programme, including in other age group World Cup events being held in South Africa and Japan.</li> <li>vi. SF confirmed the volume of hockey that was deemed acceptable for different age groups to play through the duration of a tournament. RB/SF to follow this up, including creating guidance for regional event delivery.</li> </ul> <p><b>4.2 AGM Resolution update</b></p> <ul style="list-style-type: none"> <li>i. RB presented on the progress that has been made in the first year of the AGM Resolution implementation.</li> <li>ii. Development of GMS is continuing with the platform provider, including system and implementation review and further delivery timings.</li> <li>iii. A high-level comparison document identifying what remains the same, what has changed and what is planned was recommended to support volunteer and stakeholder awareness and buy-in.</li> </ul> <p><b>4.3 World Cup 2026 bid - Finance update</b></p> <ul style="list-style-type: none"> <li>i. The finance sub-group has reviewed the current iteration of the project finances.</li> <li>ii. The Audit Committee will formally agree and present the principles for use of the EH Reserves to the Board for approval.</li> </ul> <p><b>4.4 FIHPL - Term 2</b></p> <ul style="list-style-type: none"> <li>i. On revision of the participation agreement for 2023-27, concerns related to the budget and profitability of the league remain.</li> <li>ii. The Board are keen to see the updated commercial framework for the next period to understand the merits/risks of the agreement.</li> <li>iii. NP to continue to liaise with FIH and update the Board when appropriate.</li> </ul>	<p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p>
<p><b>5. Governance</b></p> <p><b>5.1 Legal and Governance update</b> Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> <li>i. A detailed Regulations Review report has been received from Sheridans. The findings are being assessed and next steps are being drawn up.</li> <li>ii. The EH Governance team is in the first stage of analysing the Whyte Review to determine risks, issues and learnings relevant to Hockey.</li> <li>iii. A rise in the reporting of more MMO’s and disrepute incidents should not necessarily be considered negative as awareness is increasing and the reporting system has been improved.</li> </ul> <p><b>5.2 Risk register</b> Paper taken as read.</p> <p><b>5.3 ASC update</b> Paper taken as read.</p>	
<p><b>6. AOB</b></p> <p><b>6.1 Independent Director recruitment</b></p> <ul style="list-style-type: none"> <li>i. Nominations committee to confirm Independent NED JD and advert before being published.</li> <li>ii. Application deadline around end of Q3 2022.</li> </ul>	