



London Hockey AGM 2023 Minutes

Held: 10 July, 2023 07:30 PM

Location: House of Sport, [190 Great Dover Street, London, SE1 4YB](#) & online

Present in Person: Marcel, Fiona, Mark B, Tim, Judith, Paul, Catalina, Chris Savory (ALMC member), Adrian Darley (London Wayferers)

Present online: list to be added – at the end of the document

Apologies: Sara Walker

The matters discussed and/or presented were as follows:

1. Introductions

The Chair opened the meeting and welcomed all those present in person and online and thanked the House of Sport for hosting us and providing the refreshments.

2. Chair's Remarks

● **Thank you!**

- We are grateful to everyone who has contributed to the 2022 - 2023 season.
- We would like to thank:
 - our committees and volunteers delivering all aspects of hockey
 - our clubs and their volunteers
 - our London and club officials and umpires
 - all our participants and supporters
- Special thanks to Charles Darby, Finance Director, and Anna Allerton, Marketing & Communications Director, for their contributions to London Hockey.
- Now in our second year the focus has still been on bedding in the new structure and delivering our core activities including:
 - Adult, Junior and Masters Competitions & Tournaments - indoor and outdoor
 - Schools Competitions
 - Talent System - Player Pathway & London representative teams
 - Masters Hockey - London representative teams
 - Officiating - Umpire Appointments & Umpire Development
- Reports from our committee chairs which have been distributed.

● **Review 2022/23**

- Adult Hockey



- Congratulations to Wimbledon Men's 2s and London Wayfarers Women's 2s for winning the London Premier Division titles and all other winning teams
- Wimbledon M2 and Teddington W1 have been promoted to the EHL East Conference
- **Masters Hockey**
 - A rebrand to South Masters League for the MO40 with Premier, North and South divisions. These include Masters teams from neighbouring Areas and are all administered by London Hockey Masters.
 - New teams (some moving up an age group) were welcomed into the Masters League: East London (MO40), Old Cranleigh Barnstormers, East Grinstead Saints, Haslemere, Tulse Hill & Dulwich Fusillers, Wimbledon Levellers, Woking (MO50), Old Cranleigh Puritans, Reading Relics (MO60), Newbury & Thatcham, Romsey, Eastcote (WO35), Surbiton Sages (WO45)
 - With the growth in numbers we aim to generate more local leagues for London, South Central and South East for both men's and women's leagues.
 - London Representative teams are participating in Area Tournaments around the country.
 - 8 men's teams MO35-75s, with the 75s being a joint LDN/SC/SE team.
 - 7 women's WO35-65, with the 65s a joint team with the East.
 - London Hockey hosted the WO40 Area tournament at Southgate HC and MO45 at Surbiton HC
- **Juniors Hockey**
 - Over 700 teams entered the London Leagues, festivals, Area rounds of indoor, EH In2Hockey Plate & Cup competitions
 - Player Pathway was rebranded as the Talent System
 - 793 children attended Development Centre activity in the summer
 - Following assessment 450 players were selected for 20 representative London squads, two squads being selected for each gender in each age group
 - 115 players from these squads have been put forward for assessment at Talent Academies
 - A total of 33 schools entered 308 teams across an extensive schools competitions programme, both indoor and outdoor



- England Hockey introduced an U14 In2Hockey Festival competition specifically for State Schools which had direct entry. The Coombe Boys team finished 2nd in the Tier 2 (Emerging Schools) competition.
- A London Area State School Competition or Tournament is now under consideration for the upcoming season to encourage more schools to participate
- **Officiating**
 - Introduction of Umpire Development initiatives by Nku Davis
 - Launch of Women in Officiating Network by Georga Reed
 - New reporting system for (club) umpire abuse to support our volunteer workforce and tackle misconduct and inappropriate behaviour. Some clubs have been sanctioned by England Hockey and advised as to their future conduct. Others have been contacted by the Officiating team to improve teams' conduct. This initiative will be carried forward into the new season with the expectation it will be adopted by the other Areas as well.
 - Recruited two Assistant Area Disciplinary Administrators - Alistair Clift and Marilyn Walker - who have helped manage the increased workload this year.
 - 13 red cards / MMOs issued to players of London clubs that resulted in suspensions of 16 days or more (total of 234 red card, MMO or disrepute offences nationwide)
 - Several disrepute complaints were raised by the LH Officiating team against clubs relating to players' conduct during matches, in particular towards umpires.
 - New Discipline Regulations will be introduced before the 2023 - 2024 season.
- **London Hockey**
 - Recruited a third administrator to support the Talent System administration
 - The recruitment of an ED&I Director did not bring the step change we had hoped to achieve. David Lloyd Williams (Vice Chair) and Marcel van Eldik (London Chair) continued to drive this agenda. We have now recruited and appointed a new ED&I Director, Vikki Leach and are hopeful we can present our plans in the coming months
 - In addition Anna Allerton has decided to step down from her MarComms Director role. We will not seek to replace her at this time. Instead we are exploring opportunities with England Hockey to develop Shared Services to support the Areas.



- Comms with Clubs through Forums and media can be further improved

3. New in 2023-24

- **Development**
 - Turning EH Strategy into London Action Plan
 - Launch of London Hockey Futures
 - EDI Strategy for the London Area
 - Expansion of Tier 3 School Competitions targeting State Schools
 - Women in Officiating Network
 - Introduction of Area-led umpire developer courses and workshops
 - Launch of a London Umpires Video Rules Library
- **Hockey**
 - New Discipline Regulations
 - Updated Adult Regulations - fair selection
 - Updated Junior Regulations
 - Club Umpire Development Programmes and Umpiring Courses
 - Expansion of the South Masters League across the South East
 - GMS upgrades

4. London = Area + Sub Area

- When London was created as an Area it was defined by the London Metropolitan Area and clubs were automatically made a member of the Area. Due to the unique nature of London the new Area also took on the responsibility of the 'Sub Area' or County as the County structure which is in place elsewhere in the country does not fit coherently within London.
- Historically clubs would've been a member of a Region and a County - very similar to the new governance structure - and often League organisations with fees paid to all. In the new structure London is both an Area and a Sub Area (also known as County).
- We believe that this will give London Hockey the benefit of delivering activity more effectively, efficiently and with best interests of the whole Area at heart.

Area	Sub Area / County	England Hockey
<ul style="list-style-type: none"> ❖ Adult Leagues & Competitions ❖ Junior Leagues & Competitions ❖ Masters Leagues & Competitions 	<ul style="list-style-type: none"> ❖ Junior County Hockey ❖ Junior Representative Teams ❖ Talent System / Pathway ❖ School Competitions 	<ul style="list-style-type: none"> ❖ Policies & procedures ❖ Coach development & education ❖ Umpiring Courses Level 1 ❖ Safeguarding



<ul style="list-style-type: none"> ❖ Discipline ❖ Umpiring ❖ Technical ❖ Officials ❖ Masters Representative Teams 	<p>and</p>	<ul style="list-style-type: none"> ❖ County Cups / Plates ❖ Development 	<ul style="list-style-type: none"> ❖ Facilities Support & Advice ❖ EH Competitions
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5. Explaining the Talent System

- 3 Talent Academies - Surbiton, Wimbledon and Hampstead & Westminster
- 6 Talent Centres - TA's plus Spencer, London Wayfarers and Epsom with potentially a further three London clubs joining in the 2023 - 2024
- London Talent System - development centre activity delivered by London Hockey
- London Representative Teams competing in Sub Area competitions

6. Translating EH Strategy into London Plans

- New England Hockey Strategy

The strategy for the next 5 years will be launched very soon and this will inform our local action plans.

As the Areas were keen to align themselves with the overall strategy London Hockey pushed back our own strategy development in anticipation of this. We now fully expect to be able to engage with our members this upcoming season to develop our own direction and goals.

- Next Steps
 - Annual Area Health Check
 - Define Focus Areas for London Hockey based on EH Strategy
 - Create Action Plan with clearly defined goals and impact on London Area

7. London Hockey Futures

- Supporting local projects to increase participation

London Hockey are working with England Hockey and the Hockey Futures charity to launch a new model, that could be replicated nationally, to support initiatives under the Hockey Futures umbrella.

London Hockey inherited legacy funds from previous organisations and we are intending to distribute some of these to support London projects over the next year.



We are looking to make up to 20,000 pounds available for 10 hockey projects focussed on Young People, Underserved Areas and Equality, Diversity & Inclusion.

- Application Process

London Hockey are currently working with the England Hockey development team to establish the application process. It will be open to existing projects looking to expand their reach and new initiatives by London Area clubs or third parties linked to member clubs.

- Dates
 - Application process opens: 7 August 2023
 - Application process closes: 31 August 2023 at 12pm
 - Grants awarded : 15 September 2023

8. Announcement of Postholder Elections

- Confirmation of Election Results
 - Chair – Marcel van Eldik – re-elected
 - Finance Director – Lucy Barlow – elected
 - Chair Adult Competitions and Leagues – Paul Mangat – re-elected
 - Chair Junior Competitions and Leagues – Judith Jones – re-elected
 - Chair Masters Hockey - Sara Walker – re-elected
 - Chair Officiating – Tim Forte – proposed by EHO London branch and re-elected
- Appointments by the Board
 - Area Discipline Administrator – Rupert Allen – re-appointed by Board
 - Equality, Diversity & Inclusion Director – Vikki Leach – co-opted by Board

9. London Hockey's Management Committee post AGM

- **Board of Directors**
 - Chair – Marcel van Eldik
 - Vice Chair – David Lloyd-Williams
 - Finance Director – Lucy Barlow
 - Governance Director – Mark Bennett
 - Operations Director – Fiona Isacson
 - ED&I Director – Vikki Leach
- **Committee Chairs**
 - Adult Competitions & Leagues – Paul Mangat
 - Junior Competitions & Leagues – Judith Jones
 - Masters Hockey - Sara Walker
 - Officiating – Tim Forte



- Discipline Administrator – Rupert Allen

10. Financial Summary

- Profit & Loss - London Hockey Limited - year ending 30 April 2023
 - Total Turnover - 181K
 - Cost of Sales - 133K
 - Administrative Costs - 37K
 - Operating Profit - 11K
- Balance Sheet - London Hockey Limited - year ending 30 April 2023
 - Retained Capital - 65K
 - Legacy Funds - 37K
 - The legacy funds received from former Associations, Counties and other organisations are ring fenced for development in specific areas
- Comments
 - London Hockey overall remains in good financial health, recording a large surplus in 2022 and a small surplus in 2023. It is important to highlight that the financial pressures, which are no doubt being felt by clubs, are also being felt by London Hockey.
 - This is especially true in the Talent System (pitch hire and coaching rates) where rates for participants are under review
 - Both Adult Hockey and Officiating make a material surplus and we are proposing rate reductions for the 2023 - 2024 season. There are considerable plans for investment of proceeds into club umpire development and training.
 - Umpiring appointments for 2022-23 season have not been billed to clubs, which makes up c£22k of the umpiring fees for the period and is shown on the balance sheet in Umpiring Fees to be charged. Given how late it is in the season the board have discussed the possibility of not charging clubs for 2022-23, but writing off the invoices would push the company into deficit for the year.
 - We recognise there have been challenges with processing payments to suppliers and umpire expense claims. Processes for these will be reviewed by the new Finance Director in time for the new season.
- **Proposals Fees 2023 - 2024**

Refer to the calling notice to clubs dated 1st July 2022 - **APPROVED**

- Voting Member Clubs, Area Member Subscriptions shall be £10 per adult team (unchanged)



- Voting Junior or Occasional Clubs, Area Member Subscriptions shall be £40 per club (unchanged)
 - Sub Area Member Subscriptions shall be £30 per adult team (unchanged)
 - For the EHO, Subscriptions to be set at zero (unchanged)
 - For all other organisations, Subscriptions to be set at zero (unchanged)
 - Entry fees for Adult and Masters leagues to be set at £20 per team (reduced from £25)
 - Entry fees for Junior leagues to be set at £20 per team (unchanged)
 - Entry fees for Junior festivals to be set at £5 per team per festival - to include mega leagues and mini leagues (unchanged)
 - Entry fees for all other competitions, including indoor hockey and schools hockey, be set by the Directors following informal consultation with member clubs.
 - Having reviewed the Umpire Appointment Fees and associated costs the London Hockey Board is proposing to reduce the Umpire Appointment Fees for the 2023-24 season.
 - Appointment Fee for all matches to be set at £18 per umpire (reduced from £21)
 - The expense policy will be reviewed to allow appointed umpires to claim expenses at increased values which reflect true cost.
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- Questions:
 - You say GMS will be upgraded after the season starts. Why? - Ealing HC
 - EH to provide further updates. The new upgrades are being tested first.
 - Re masters hockey. The league has been suffering from a significant amount of cancellations. Appreciate Sara is aware of this and trying to mitigate it. Is there anything we can do to make this league more attractive? Ie reduce travel commitments? H&WHC
 - LH are hoping to further localise divisions as Age Group entries continue to grow. Now expanding divisional structure to more age groups.
 - Is there any plan to ensure players are able to give feedback on umpires? Given umpires can now give feedback, it seems one sided. I do recognise the need to protect umpires.
 - Not in the immediate future bar feedback to Officiating Team .Something to be reviewed by the Officiating Team as part of their Umpire Development programmes.
 - Fair selection & Eligibility - I understand it for the higher teams but in lower teams it is about participation, we have players who can only play in certain



games due to child care or shift work - we had to stop these people playing - that doesn't seem right ? they asked for a refund on their subs.

- Extensive work has been done to clarify the Fair Selection & Eligibility rules ahead of the new season. Further down the grades more flexibility is allowed. Speak to the Adult Hockey Team for any specific questions or cases where there might be a solution available.
- We would support having greater flexibility for the lowest teams eg our development teams to allow players to double or play further down so we can put a team out each week. Very happy to be part of any discussions / working groups as required- ELHC
 - Please see the updated regulations which will be distributed shortly.
- Hi, on the matter of TA/TCs driven by EH, has there been any conversation about clubs partnering with state/non-private schools in London area/nationally, to develop joint TAs from that angle? Moving away from just club engagement focus, but engaging with local schools to tap into talent that might not reach clubs directly - NJB?
 - That is a question for England Hockey. At the moment all TA's are run by clubs who have the capacity and expertise to run these at the required standards.
- Interestingly a number TA coaches have got ongoing commitments with schools. As PE teachers etc. This within the NW london catchment - H&W
- How do we get more talent academies in a greater spread of areas? not all clubs can support running it but there is a lack of geographical representation - ELHC
 - This is an area we are looking at. We are keen to have an even geographical spread of TA's providing there is demand. First steps is to identify and support clubs in creating Talent Centres as a stepping stone.
- You spoke about a state secondary school competition which I fully support... My understanding is that Quicksticks is no longer an event for Primary school London Youth Games. Are there plans to work with LYG to reinstate this?
 - No specific plans just yet but we will pick this up with the Schools Hockey Team as we discuss the State School Competitions plans.
- Ealing HC supported Nth West London area to host and manage the primary LYG so would like to keep that alive
- Can we please get more insights to the admin costs and junior other costs lines? Also, how are the league looking to resolve the issue of the player pathway costs? Admin and overhead costs have jumped quite a large amount this year that's what we were wanting to understand what this was - ELHC
 - Partly due to increased admin support for running the activities. Summer 2022 was our first period with hockey activity which was not the case in 2021 hence costs were lower in the 2022 accounts.



- Similar point with regards to insurance, GMS and other services costs which were not fully operational during our very first accounting period.
- If there are legacy Umpires funds, would that be an opportunity to NOT charge the 22/23 Umpire fees to Clubs? - Southgate HC
 - We are not planning to charge the 22/23 umpire appointment fees covering these costs partly with fees from 21/22 and likely small surplus in 23/24. Legacy Fees are specifically reserved for umpire development initiatives and will NOT be used for this. Not in the least because it would then not benefit all clubs active in the London Leagues.
- Given the increase in hockey related costs across London. Would there be any benchmarked information available for costs of hockey (subs / match fees) on average across London? - H&W
 - Not available at the moment but we can set this up. Please get in touch if you are interested in this.
- AOB
 - ELHC - we'd like feedback on the ability to dispute a decision made in the complaints process as something to consider in updates to that process. let me rephrase, we had a decision made that we did not agree with and were unable to dispute the decision. It was raised through the league but we can put it up with the previous thread on it.
 - Suggested to email Mark Bennett on governance@london.hockey
 - Ealing HC - Will Jnrs fixtures be on GMS?
 - Yes - expected later in August
 - H&W - Generic question on long term vision, pitch availability in London being one of the main barriers. With a potential general election coming up in 2024, what is the Board's view on a pitch strategy for 2024? Local councils and MPs seem to have significant influence over local capital budgets in London. The FA dominates this space at the moment.
 - Certainly a concern. EH is working on specific initiatives to support clubs and is working with Areas and Sport England.
 - Charles Darby - EH are more likely to be able to influence government policy - but a co-ordinated approach to the Mayor of London might be more in London's remit.
 - London Wayfarers - Will it be possible to get Div 1 umpire appointments out in blocks so club umpire liaisons have more notice to plug gaps internally when there are no appointed umpires available.
 - Certainly an ambition. One of the challenges last season was availability upstream (EHL) but now that is starting to settle we expect



Area block bookings to be next on the list. TF suggested to email Officiating@london.hockey

- ELHC - requested if possible to get all the documentation with more notice for the next agm, it was very tight timings to get feedback / read the reports.
 - Yes - that is absolutely fair and needs to be resolved for next year.

Virtual Attendees, including club proxies attending in another capacity:

Abbie Hanks	Berrylands HC
Adrian Darley	London Wayfarers
Aimee Franklin	Mitcham Ladies Hockey Club
Amanda Ruggles	West Herts
Arnold Weeda	HWHC
Ben Rea	Wimbledon
Charlotte Burge	East London
Chris Savory	West Hampstead HC
Claire White	Aces
Dale Micklewright	Ealing Hockey Club
Dominic Smith	Winchmore Hill & Enfield HC
Elizabeth Laird	Old Uxonians Ladies Hockey Club
Emma Hau	Mitcham Ladies
Harry Mann	NPL HOCKEY CLUB
Helen Rogers	Wapping
Irene Hall	Eastcote Hockey Club
Jason Loubser	Sheen HC
Jenny George	Barnes HC
Kam Roopra	Ashford HC - Middlesex
Katy Ovenell	Burnt Ash HC
Lucy Barlow	Brentwood
Mark Bennett	London Area
Mel Clements	Harrow
Mel Keo	Remnants HC



Mike Rose	Richmond
Neil Prior	Southgate
Philippa Wheeler	Hendon and Mill Hill Hockey Club
Rob	Eastcote
Sophie Mills	West Hampstead
Stacey West	East London
Andy Elton	London Royals
Beth Havelock	
Caroline Baynes	England Hockey
Harriet Tebbs	England Hockey
David Lloyd Williams	London Hockey
Charles Darby	London Hockey
A Huntley	
Anna Allerton	London Hockey
Jeff Moores	Ealing Hockey Club
Jess	Remnants HC
Jon	Old Cranleghians HC
Matt Wilde	Blackheath & Elthamians
NJB	
Rupert Allen	London Hockey
Tim Forte	London Hockey
Vikki Leach	London Hockey