

Board Synopsis – 6th February 2024



Meeting	England Hockey Board Meeting				
Venue	England Hockey Head Office - Bisham Abbey NSC				
Date	6 th February 2024	Start Time	10.00	End Time	13.22
Lead	Royston Hoggarth, Chair (RH)				
Present	Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Shelagh Everett (SEv), Mark Darbon (MD), Simon Mantell (SMa), Anne-Marie Garner (AMG), Jaquie Barlow (JB); Ed Barney (EB), Angela Durnin (AD); Shelia Morrow (SM); Mike Stoddard (MS)				
Invited in:	Andy Tapley (ADT) ONLINE – Items 3.1 AND 5.1, Tom Allen – Item 3.5				
Notetaker:	Rina Fatania (RF)				
Apologies	Damian Smith (DS)				
1. Minutes of December 2023 Board meeting	<ul style="list-style-type: none"> i. Accuracy Minutes approved as a true and accurate recording. ii. Matters arising Updates and comments have been added against the actions in the tracker. iii. Declarations of interest – None declared iv. RH congratulated KK on her role as Trustee for Women in Sport 				Approval
i. LEAD POSITIVE CHANGE	<ul style="list-style-type: none"> 2.1 TRANS POLICY REVIEW (Verbal Update) ii. The Board were provided with an update on the Trans Policy Review, highlighting the inclusion of onboarding a medical professional to the Internal Working Group (IWG) to provide scientific information. The IWG are taking into account the release of Fair Play for Women reports on trans participation in sport. iii. The IWG have also looked at other UK sport governing bodies and benchmarked with these policies. In terms of our sport, this covers fairness and safety within the men's/boy's teams, women's/girl's teams and mixed teams. iv. Focused consultations will include players, clubs and league representatives that have expressed an interest over the last couple of years. v. The Board agreed that communication, education and timelines were key to rolling out the policy. vi. The IWG are making decisions based on data evidence as well as considering fairness, safety and inclusion. vii. A series of recommendations will be made from these deliberations within the IWG which will form the basis of the policy. viii. The board agreed the makeup of the stakeholder engagement group. ix. This will continue to be an ongoing item for the Board Agenda. 				Information
3. RESPONSIBLE LEADERSHIP					
3.1 STATUTORY ACCOUNTS					
Paper taken as read with the following comments:					



Board Synopsis – 6th February 2024

<ul style="list-style-type: none">i. The Chair of the Audit committee (ADT) joined the meeting online. The Audit committee is seeking approval of the statutory accounts for the year ending 31st August 2023.ii. ADT confirmed that he was comfortable with the process with the main topics for discussion being data security and AI.iii. The Board considered the recommendations made by the Audit committee.iv. The Board approved the statutory accounts for year ending 31st August 2023.	Approval
<p>3.2 FINANCE, RISK AND ENVIRONMENTAL SUSTAINABILITY</p> <ul style="list-style-type: none">i. NP confirmed that EH will continue to seek additional funding from Sport England.ii. The Board acknowledged the concerted effort by the Exec and the Head of Comms, Marketing and Commercial to focus on building a commercial pipeline and engaging with agencies to secure new partners. <p>3.3 LEGAL AND GOVERNANCE UPDATE</p> <p>Papers were submitted to the board with an update on disciplinary cases and numbers, safeguarding and positive conversations with CPSU, health and safety and anti-doping.</p> <p>No concerns raised and no further comments to report.</p>	Information
<p>3.4 DATA & TECHNOLOGY: GMS UPDATE</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none">i. Included in the paper was an update on the ‘consent process’ for GMSii. The Board was made aware of the new internal working group identifying the priorities for GMS. The group is working well with a more collaborative approach with Areas and Clubs.iii. The Chair requested sight of the Roadmap and Schedule for GMS development in addition to an update on incident data.iv. ACTION - It was agreed that TA provide the Roadmap to the next Board. <p>3.5 AGM</p> <p>Plans for the upcoming AGM are in place, with relevant paperwork prepared for the recruitment of the President, Vice-President and Member Elected Non-Executive Director.</p>	Action
<p>4. MEANINGFUL GROWTH</p> <p>4.1 MEMBERSHIP PROJECT AND REVIEW</p> <p>Paper taken as read with the following comments:</p>	



Board Synopsis – 6th February 2024

<ul style="list-style-type: none">i. The paper highlighted the progress made on the membership project and the recent survey which was sent to 1200 members who had opted in via GMS. 900 responses is a good place to start but more research will be conducted as things progress.ii. The proposal may require minor changes to the Articles, but all membership policies are now aligned with the governance work already completed.iii. There is still work to be done to better understand the insurance offering in addition to the other value-added benefits being considered.iv. A Working Group will be established to include Board members associated with Clubs to ensure a broad perspective.v. The Board agreed to support prioritising the work and the timeline of AGM 2025.vi. ACTION: RB to continue progress and keep Board updated.	Action
<p>5. DRIVE VISIBLE IMPACT</p> <p>5.1 MEMBERSHIP FEE INCREASE PROPOSAL (Joined by ADT online)</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none">i. The Board discussed the proposed 5% membership fee increase.ii. ADT confirmed that discussions had taken place around the figure. Historically EH has been conservative in increases, not increasing at all during Covid, but was now lagging behind other Olympic sports. It was agreed that aligning to inflation at 10% was too high, but staying at 1.5% was not enough to enable the NGB to support clubs effectively.iii. The Board approved the proposal of 5% increase to membership fee for September 2024. It will be proposed for voting at the AGM.	
<p>6. EXEC REPORT</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none">i. EB congratulated both teams for their successful Olympic qualification. He highlighted that both Head coaches, David Ralph (DR) and Paul Revington (PR) did an exceptional job. NP added that the interaction between staff and players was strong in Oman.ii. ACTION: DR and PR to join next board meeting for an update around Olympics.iii. Strategic work around rehabilitation and medical provision is being worked on in terms of resource challenges and player expectations.iv. EB expressed that the performance team in the absence of an official PD still run in a format that has been already set up to maintain stability in the run up to the Olympics.v. ACTION: NP to bring to the next board meeting a “next steps schedule / games and contact time over the next 6 months”, so that board are aware if approached.vi. EB provided the Board with some recommendations as a PD, Executive Director and Board member, highlighting that focus needs to be on maintaining the status quo not creating unnecessary work by changing them unless necessary.vii. EB confirmed that Michaela Smith will take on a new interim PD role as well as world class programme budgeting. Heather Williams will continue with her role in Talent Development as well as Executive and SMT.	Action



ENGLAND
HOCKEY

Board Synopsis – 6th February 2024

<p>viii. NP updated board on the new PD recruitment timeline. We are looking to advertise the role in mid-February through to end of March, with first and second round of “interviews” in April. The target timeline is to recruit a new PD by May. The aim is to attract potential candidates from three target areas, Olympic/Para Olympic, professional sports sector and finally with England/GB Hockey as well as globally.</p> <p>ix. NP updated on the Pro League discussion and how it would look in the future. NP is meeting with FIH prior to the Home Nations CEOs’ meeting on 6th March to map out a process. Board will be kept updated via email.</p> <p>x. As part of the GB Framework, England Hockey have confirmed their interest in remaining as the nominated country for GB Hockey for the next Olympic Cycle.</p> <p>xi. NP highlighted the response from the hockey community around the BBC coverage was exceptional.</p> <p>7. AOB</p> <p>a. RH and NP formally acknowledged that this is EB and MS last board meeting and thanked them for their support and leadership.</p> <p>b. The Board agreed to reconfirm Andy Tapley as Chair of Audit Board Member. The term is for 1 year and will be reviewed annually.</p> <p>c. Next Board Meeting to be held on 16th April 2024 at Bisham.</p> <p>d. The meeting closed at 13.22.</p>	<p>Information</p>
--	--------------------