

BOARD SYNOPSIS – October 2024

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| Meeting | England Hockey Board Meeting | | | | |
| Venue | England Hockey Head Office | | | | |
| Date | 8 th October 2024 | Start Time | 10:00 | End Time | 14:10 |
| Lead | Kath Russ, Chair (KR) | | | | |
| Present: | Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Shelagh Everett (SE), Sheila Morrow (SMo), Damian Smith (DS), Heather Williams (HW), Anne-Marie Garner (AMG), Angela Durnin (AD), Mark Darbon (MD), Simon Mantell (SMa), Alex Danson-Bennett (ADB) | | | | |
| On-line: | Andy Tapley (AT) – Chair of Finance and Audit, Jacqui Barlow (JB) | | | | |
| Invited in: | Charlie Wells, Head of Communications, Marketing & Commercial (CW) – Item 3 | | | | |
| Notetaker: | Michele Townsend (MT) | | | | |
| Apologies | | | | | |

KR congratulated the team on the Euros Bid win and advised that KK will leave early to join a parliamentary session. KR also confirmed with the Board that no-one had any conflicts of interest to report.

1. RESPONSIBLE LEADERSHIP

1.1 Strategic Financial Plan – **FOR INFORMATION AND ACTION**

ADT was present as Chair of the Audit Committee

- i. KK presented slides to highlight the current financial position and provide detailed information for the Board's understanding.
- ii. Reference was made to the link to companies house and financial statements 2022-2023. KK highlighted interest rates and work undertaken with Auditors to manage tax charges and confirmed that interest shown is on all cash balances.
- iii. Included in the presentation was the data used for the Annual Report, identifying over 60% of grant income and other areas where income is generated. Membership and commercial income were identified as essential for financial stability.
- iv. The Board discussed income generation and how that compares across other NGBs to get a clear understanding of 'what good looks like'.
- v. **KR agreed to come back to the question 'what does good look like' – and will consider as a topic for the Strategy Day.**
- vi. KK confirmed that we have investigated R&D rebate schemes with EY, but were not eligible, due to issues around tax, size and performance funding.
- vii. KK confirmed that as part of audit, cashflow will be included in the 'going concerns' papers.
- viii. **APPROVAL – The Board confirmed that the small drawdown for the current financial year was acceptable but the Board was clear that any further drawdown would require detailed further consideration before a further approval would be given.**
- ix. The Board were made aware of the people costs and current changes, as well as the complexity around WCP funding and EH funding, the contribution that EH makes to WCP and the cross charges for organisational support to WCP that are made. The Board were made aware of the staff changes.

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- x. The long-term people plan will be reviewed along with committee structures and contractor costs, to ensure continued oversight by the Board.
- xi. The end of year position for 23/24 FY is almost clear, the Board is assured that we will finish the year within the agreed budget.
- xii. The 2024-25 budget has been consolidated and assumes SE funding remains static, includes speculative sponsorship income of £200k. There is also no immediate financial benefit from the Euros win.
- xiii. KK presented net projections for next 3 years.
- xiv. **ACTION - It was agreed that a clean budget and position be brought back to the Board in December - KK**
- xv. ADT left the meeting.

1.2 Membership – FOR INFORMATION AND ACTION

Paper taken as read with the following comments.

- i. RB highlighted the work being done with Two Circles. Research from a third party will provide us with a better understanding of what is valuable to players and clubs. The results will be available for mid-November and an updated position presented to the Financial Sub-group.
- ii. The impact of VAT and insurance costs are being considered but a clearer position on the proposal was required to fully assess the impact.
- iii. The Board discussed how the other home nations are managing their membership proposals in comparison along with member versus club payment structures.
- iv. **ACTION - The working group would progress ASAP on the project generally, and report back to December Board – RB.**

2. INSPIRATIONAL INTERNATIONAL SUCCESS

2.1 Performance Director - FOR INFORMATION AND ACTION

Paper taken as read with the following comments:

- i. The Board took some time to consider the issues connected with the previous PD process and to reflect on the lessons learnt from that process going forward with all future processes, including the process with respect to the recruitment of the new PD
- ii. Plans are now underway for the recruitment of the Performance Director and UK Sport are involved in both the process and the interview panels.
- iii. KR confirmed that NomCo would review the JD and oversee the process.
- iv. The question was raised about GB's involvement in the process. KR stated that it was important to have a GB observer involved in the NomCo session regarding the process.
- v. **ACTION - It was agreed that a representative from GB Board join NomCo - NP and SMO.**

3. EXEC REPORT – FOR INFORMATION AND ACTION

CW joined the meeting.

Paper taken as read with the following areas highlighted:

- i. NP highlighted time spent with the home nations' CEOs and relationships. NP suggested a session with Board to explain how the framework works, and to extend the invitation to home nations, coaching and players. He added that creating a MoU between home nations, sharing resource and being more effective were key drivers. SMO added that the outcome of the governance review that the GB Independent Director is conducting would be included.

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- ii. **ACTION - It was agreed to bring back to the Board in December – NP.**
- iii. Eurohockey – NP recognised CW and KC and their teams for their contribution to the bid. He added that there is still much work to be done to refine the timeline, secure investment for this year and next year, and tender for big stadium hockey. It has not yet been determined whether the Stoop is the go-to venue. Included in the bid is a considerable focus on social impact and Hockey ID is a key part of the delivery.
- iv. **ACTION - An update will be provided to Board in December – NP.**
- v. Comm Games, Glasgow – this will be a smaller event and at the moment hockey is very unlikely to be included unless it is adopted in a very different format such as Hockey Fives, although even this appears unlikely. EH along with India, Aus NZ, Scot, Wales are seeking support from FIH to campaign for inclusion.
- vi. Cycle reviews will be presented to board on 10th December.
- vii. BOA and Team GB – feedback from the performance teams following the Olympics was largely positive, but concerns have been raised and meetings are being facilitated in the next 6-8 weeks to discuss engagement at CEO and President level, which could have been better.
- viii. Commercial – CW highlighted progress being made and advised Board of two potential partners nearing contract stage.
- ix. Pro League ticket sales progressing well.
- x. Broadcast – it has been agreed to proceed with this project and use the momentum created to link to the Euros. Good conversations are underway with Channel 4 YouTube and streaming. Linear is not an option at the moment. In the lead up to the Euros, we have a 3yr plan to build the viewing audience with the hope of securing linear for the Euros.
- xi. RB – The Facilities loan scheme will start moving soon and sub-groups will be convened in the next few weeks. We are currently trialling a joint compromised surface with the Football foundation.
- xii. CW left the meeting

4 DRIVE VISIBLE IMPACT

4.1 Stakeholder Comms postponed until next meeting

5. MEANINGFUL GROWTH

5.1 Trans Policy

- i. The board received and noted the paper in the pack. The purpose of the paper was to agree clarity of what activity is included in the policy and what sits outside the policy, with particular reference to the lists in Appendix A and Appendix B.
- ii. It was suggested that Appendix B is removed from the policy and the guidance recommends that any activity that is not included in Appendix A should be deemed 'trans-inclusive'.
- iii. The exception to this is where an organiser, whose events sits outside those listed in Appendix A have obtained permission from EH for their event to align with the competition set out in Appendix A.
- iv. It was agreed, in light of current staff changes, to push the implementation to the back end of November, but to release ahead of the break in the league activity.
- v. Support is available for staff and affected players through third parties if required.
- vi. Clarification was sought on how we might handle non-compliance. It was confirmed that there will be a triage process for following up concerns and complaints. Tracking and monitoring will be part of the ongoing process.

6. Minutes of Previous Meeting

i. Accuracy

The minutes were approved as a true and accurate recording.

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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.

6. BOARD AND COMMITTEES

- i. KR provided an update on her thoughts around Board and Committees with a focus on distributing resource and skills appropriately.
- ii. KR reminded the Board that a rolling forward agenda was the plan and would be discussed at the December meeting.
- iii. KR encouraged Board members to let her know as soon as possible if they are considering stepping down at the end of their terms.
- iv. KR will share the list of committees with the Board and asked for indications from members of how they would like to be involved in the various committees.
- v. RB offered to provide a list of other committees for reference.

AOB

Next meeting Agenda items would include:

- GB performance Review
- Membership fees
- Budget update
- Rolling Agenda
- Committees
- Audit on EDI – report against the plan.

MT asked members to confirm if they can attend the proposed strategy away day on 28th April 2025.

RB agreed to circulate a list of events for information for Board Members. NP asked members to let him know if they would like to attend Super 6s.

RB confirmed that if the Facilities project progresses, more input would be required from Board.

It was highlighted that it is important to recognise those people who have contributed to the sport.

ACTION - NP/MT to review process for Member of Honour and King's Honours nominations.

The meeting closed at 14:10.