

EDI Report

London Hockey

Introduction

To be fully inclusive in the world of Hockey, we need to be agile to foster a modern and inclusive mindset. The world has never been so diverse, and we have a responsibility to be inclusive of everyone who wishes to play Hockey, bringing a diverse range of players together to make the game as inclusive as it can be.

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1 | Our Vision

Starting with England Hockey, its [EDI Framework](#) is underpinned by two key aspects: 1) Clear statement of tangible intentions and accountabilities. 2) A belief that sustained growth and change can only take place with the help and assistance of the whole sport.

England Hockey relies on the regions to drive the framework on their behalf. London Hockey is the most diverse area within the UK.

Thus, our vision is to: ***“Be inclusive of everyone, feel valued, respected and supported, have the choice and the access to play hockey, regardless of different values and abilities.”***

2 | Our Targeted Approach

The Greater London region comprises 32 boroughs and the City of London. Thirteen local authorities and the City are designated as inner London, and the remaining 19 are outer London.

We recognise through research, stronger support is required to be inclusive of two target areas that have an overarching theme of ‘underserved areas across London’:

- **EDI: Namely Ethnically Diverse Communities**
38% of the population in London was born abroad
- **Young People**
Poverty is higher in London than the UK with children in particular who live in households with income below the poverty line (37%).

3 | Policies, processes and procedures for projects

Policies will be relevant nationally, aligned to England Hockey. In addition to this, we will take into consideration the National Governing Body policies, and ensure we take into account all factors of policies that serve EDI across hockey.

Two policies are highlighted in the England Hockey EDI strategy, thus the focus to begin with will be:

- Review the trans participation policy
- A full consultation and review of the Code of Ethics ready for the 2023/24 season

4 | Measurement/ Health check report for EDI (England Hockey)

Awareness of EDI across London, scores are expected to progress year on year. It's recommended to set a target to achieve..

Equality, Diversity & Inclusion 2023

Ensure good understanding of ED&I across the Area Company in relation to participating in sport	3.67
Develop Area good practice of Hardship Funds, state school initiatives and Flyerz development	3.67
Promote and celebrate good practice examples on website / social media / in club forums	3.67
Ensure good knowledge of the demographic profile of the Area (sport membership and wider population)	3.60
Maintain good communication between Board, MC and membership focused on supporting clubs and Area committees on player / volunteer experience	3.56

Comments: Good scores although the question remains if this is actually at the level we would like it to be. Key points to address are definition of EDI and relevance to Area organisation, who does what i.e., England Hockey/Areas/Clubs etc. Improve awareness of EH EDI Framework and its objectives / timelines.

5 | Hockey Futures

A budget of £20k for London Hockey Futures 2023-24 has been approved to fund projects. Priority areas that any bid will need to cover are:

- Youth: (highest poverty amongst young people is in London)
- EDI
- Underserved areas of London

The Hockey Futures team evaluated bids for consideration and is made up of; Vikki Leach, David Lloyd-Williams, Marcel van Eldik, Simon Haspel. 14 successful applicants for 2023 are as follows:

Club/organisation	Amount	Progress report submitted
Ashford	£1,450	Y
Croydon/Old Whitgiftians	£1,450	
Ealing	£1,450	Y
Epsom	£1,000	Y
Hockey Inner City	£2,000	Y
Indian Gymkhana	£1,450	Y
London Royals	£500	
London Wayfarers Flyerz	£1,350	Y
Old Cranleighans	£1,450	
Quick Start Hockey	£1,250	Y
Southgate	£1,450	Y
Tower Hamlets	£2,000	Y
Tulse Hill and Dulwich Phoenix	£1,950	Y
TOTAL:	£17,500	

The main challenge is chasing the clubs to complete the monitoring and evaluation form, without these, we are unable to do a robust impact statement. Demographics so far:

Area of London	Gender		Age				Ethnicity					Physical Health condition	Mental Health condition
	M	F	5-15	16-19	20-29	40-49	White	Mixed race	Asian/ British Asian	Black	Other		
Quickstart CR4 4LA, SW20 9NA SM4 6DU	114	124	238	0	0	0	97	34	45	46	16	2	6
Epsom KT17, KT18, KT19, KT21, Falcon Flyerz	484	210	688	3	0	3	539	24	95	36	0	18	39
Tulse Hill & Dulwich SE21 7LD	136	149	285	0	0	0	110	33	23	100	0	8	0
LW Flyerz Generate SW11 2TF, SW11 2DA, SM6 7NH, CR7 7BN, CR0 9AZ, KT6 6HL, SW2 2EF, CR5 2EH, SW12 8NA, SW12 8EN, SW15 5RT, SW17 OAQ	80	58	115	20	3	0	51	20	18	42	11	7	141
Ealing W13 9TE	12	8	20	0	0	0	16	1	3	0	0	0	0
Tower Hamlets Morpeth School	96	96	192	0	0	0	60	10	100	15	7	6	0

Ashford TW18 1SB, TW15 2HZ, TW19 7DB, TW19 7HU, TW15 2DG, TW18 7BQ, TW19 7BQ	329	183	512	0	0	0	365	15	102	20	10	37	24
Southgate N22 7UT, EN4 8UD, EN1 2RG, Kingsmead School & 6th Form	84	44	128	0	0	0	76	5	9	13	1	0	19
Hockey Inner City CR4 1SF	26	18	44	0	0	0	25	9	4	6	0	1	0
Indian Gymkhana UB2 4HT	9	4	13	0	0	0	1	1	8	4	0	0	0

The majority of beneficiaries are young people between the age of 5-15yr, learning hockey through the clubs. We saw in total 2264 players participate, of which 1370 male and 894 female. The majority of ethnicities were white British (1340), followed by 407 Asian/British Asian, then 282 Black, and 152 mixed race. This is reflective of the typical hockey demographics being played by white British and Asian/British Asian people. Interestingly, of the 2264 players 229 had mental health conditions.

The funding was for clubs to encourage young people to be more active, despite learning about the sport. As much as we hope they get into hockey, it's just as important to have provided access to exercise and have active lifestyles.

This is about opening up opportunities that they wouldn't have had otherwise through the sport of hockey. Considering next steps, perhaps the view is to identify existing programmes such as holiday sports and introduce hockey here.

In summary, given the lack of resource, time and sometimes willingness, the funding has been well spent, having a positive impact. What we are unable to determine at this point is conversion rate. It is recommended to do a further analysis to understand 'one year on' who is still playing from this funding. Taking a long term approach, tracking the players throughout a longer period of time.

It is advised to get all the clubs together to share learnings and good practice, and at the same time set our expectations to what we would like to measure going forward. We will prepare with questions and points that will set out what we want to achieve, i.e.,

- What did you learn
- What would you have done differently
- How do you plan to track the players who participated in the first cohort
- Do you require further funding, if so, what will you do differently with it/build on the first cohort
- Do you plan to target different demographics from the first cohort to the second (refer to your monitoring and evaluation report)

Recommendations:

To improve governance, we will tighten the rules to ensure that those clubs who receive funding, they must complete the monitoring and evaluation form at the very minimum.

Become the 'enabler' and drive our efforts through existing programmes, so we aren't doing the heavy lifting, maximising what's already out there, given time and resources are limited.

We're in it for the long run, continue building the programme over the next 2 years at least, improve and track the beneficiaries so we measure the impact of our funding. The funding must go via the clubs and/or to be agreed through existing programmes.

Communications included a Press release [here](#) (Jan 2024).



6 | Summary

Our approach aims to achieve four key outcomes:

- To reflect society and ensure hockey remains relevant in the 21st century
- To ensure safe, respectful, inclusive cultures valuing and welcoming everyone
- To create access for anyone from any background to participate in hockey
- Ensure the reputation of hockey is regarded as excellent in its commitment to the EH ED&I Framework