

# **Minutes of the Inaugural Meeting of South East Hockey Limited**

**Held via "GoToWebinar" at 7.30pm on Thursday 8<sup>th</sup> July 2021**

## **Attendees and Apologies**

Marianne McClelland	Ashford (Middx) HC
Jon Taylor	Ashford HC
Annette Golding	Blackheath & Elthamians HC/ KHUA
Tiffany Seymour	Brighton & Hove HC
Marie Jarvis	Brighton & Hove HC
Julia Shorrocks	Brighton & Hove HC
Katie Allison	Burgess Hill HC
Chris Davies	Burnt Ash (Bexley)HC
Graham Vaughan	Canterbury Men's HC
Julie Bradshaw	Crowborough HC
Ashley wells	Dartford HC
Laura Southworth	Dartford HC
David Thomson	East Grinstead HC
Elaina Leithead	England Hockey
Gaynor Toms	England Hockey
Rich Beer	England Hockey Observer
Andy White	Epsom HC
John Thompson	Fleet & Ewshot HC/SE Transition Group
Dave Parsons	Folkestone Optimist HC
Leigh Marshall	Folkestone Optimist HC
Maggs Kyte	Guildford HC
Chris Poland	Horsham HC
Lorraine Bant	Kent HA
Stephen Bristow	Kent HUA
Chris Peart	Kent HUA
Sophie Dudgeon	Leatherhead HC
Robert Heinzl	Lewes HC
Jo Swift	Meopham LHC
Lynne Morgan	Middlesex Hockey Association
Blake Gilchrist	Old Kingstonian HC
Neil Thompson	Old Williamsonian's HC
Jane Binner	Purley Walcountians HC
Andy Porter	Reigate Priory HC
Paul Shackman	SE Officiating Committee
Ian Anguige	SE Transition Group
Immy Bhatti	SE Transition Group
John Hughes	SE Transition Group
Mark Hollis	SE Transition Group
Melinda Rock	SE Transition Junior Group
Lindsay Hancox	SE Transition Group
Fran Walton	Sevenoaks HC
Dr Pete Barker	Sevenoaks HC
Jeremy Bunday	South Saxons HC
Matthew Scrase	Southwick HC

Tim Ferber	St. Francis HC
Peter Hodgson	Surrey HA
Bill Carr	Surrey Hockey Association
Jane Binner	Surrey Hockey Umpires Association
Benjamin Holder	Tunbridge Wells HC
Harry Bird	University of Kent Men's HC
Ketan Patel	Woking HC

### **Apologies**

Theo Dowse	Bede's HC
Nicola Wilkes	Kent HA

## **1. Opening Remarks and Introduction by current Director, Ian Anguige (IA)**

My name is Ian Anguige. I am making the introductions as an initial company Director for South East Hockey Limited, until the new Directors are appointed later in this meeting.

Welcome to all clubs, prospective Directors and Chairs of Committees and observers, including Rich Beer and Elaina Leithead from EH.

We are the first new area to hold their AGM, after the Midlands last night (who are an existing company).

There are a number of clubs present who have no teams in this area, but geographically fall within the SE and conversely a number of clubs are not here as geographically they fall outside the SE, but have chosen to enter teams in our area. This anomaly will be dealt with once the Area Membership policy is finalised, which will detail how a club's home area is determined. You may find that some information is not relevant to you but again thank you for coming.

## **2.The Announcement of Post holder elections.**

### **Directors**

Ian Anguige announced the election for the post of Chair.

Chair - Loraine Bant (LB)

Ian Anguige handed over to Loraine as the elected chair to oversee the rest of the meeting and to announce the other elected individuals

Loraine announced the following had been elected as Directors:

Vice Chair – Benjamin Holder

Operations – John Thompson (JT)

Finance – Ian Anguige

Governance – Tiffany Seymour

She also announced the following had been elected as Chairs of Committees:

Officiating – Paul Shackman

Juniors – Melinda Rock

Masters – John Hughes

Discipline – David Shields

The post of Adult Leagues' chair had no nominees at the time voting details were sent out, however Julie Bradshaw has kindly offered to take the post and will be appointed by the Directors in a subsequent meeting.

### **3.Chair's Remarks by Loraine Bant**

First of all – some thanks. To the team at England Hockey who have supported the Transition team and who have given so much to the growth of the eight areas - but particularly to the SE, a totally new area – thank you Rich Beer, Elaina Leithead, Harriet Tebbs and Gaynor Toms.

To the SE transition team who have worked so hard over the last 18 months – it started with Ian, Nicola Wilkes, myself and the EH team and gradually we engaged other hockey people from Kent, Sussex and Surrey who brought in great ideas and expertise. Too many to mention – they know who they are and just what they have contributed – many of these people are staying on as Directors , Chairs of Committees or Committee members – but so many thanks need to go to each and everyone of the SE Transition team.

The idea of this AGM is do the essential business - thank you for voting for the Directors and Chairs of Committees and to agree the fees for the first year. We shall probably have time for some questions and if there are any after the meeting please contact us.

Loraine then introduced reports from the five Committees.

### **Adult Leagues report – presented by Ian Anguige**

As mentioned previously we will not have a chair appointed for this important area until next week. This will be Julie Bradshaw who I believe is here as a club rep, so I will give a summary of the current position. South East area will be looking to issue a newsletter shortly which will cover the items I mention in more detail

We have 480 teams in our divisions, 212 women and 268 men

The league structure is as laid out in the meeting in December 2020 with a SE Premier league, SE West and East Division 1s and then Oaks, Martlets and Invicta leagues below this, with the number of divisions dependent on the number of teams from each area. This is replicated for each gender.

The biggest hurdle we as an area had to deal with was the interaction with bordering areas, which means that a few Surrey and Kent clubs have teams in both London and the South East if they are close to that Border. There are a number of London, Hampshire and Middlesex clubs opting to play in the South East

Draft fixtures have now been produced and are currently being checked. These will be uploaded to an EH webpage within the next week or so, and clubs will be advised where

to find these. A spreadsheet of fixtures can be provided if required. The leagues start on 18<sup>th</sup> September and there is a week break nationally for half terms in October and February. The second half of the season starts on 15<sup>th</sup> January with an even split of games before and after Christmas.

The next stage will be that these fixtures are uploaded to the Game Management System (GMS) by the end of July and then hopefully early/mid August clubs will be able to login and enter venues and times for all these games. Any queries will need to be addressed to the relevant area League Divisional Secretary or the Area Competitions chair. Training will be provided by EH to clubs so they know how to use the system. For anyone who has used the Officiating Management System (OMS) as a club for regional appointing over the last two seasons, this GMS is an expansion of this, with much increased functionality

At this point I have a plea for volunteers. In the SE we have 41 divisions in total and we need divisional secretaries to look after a number of leagues (around 3 or 4), so you can calculate we will need between 10 and 14 volunteers. We already have some expressions of interest but if anyone feels they can help please let us know

### **Junior Competitions report – presented by Melinda Rock**

#### **Accomplished so far**

- ***Set up the Committee*** including Chair and Coordinator for the South East Area (myself and deeply experienced Dave Parsons from Kent) and Coordinators for two of the three sub-areas/counties: Kent (Dave) and Sussex (Sally Vans Agnew).
  - We welcome more input at the county level within Surrey. If you are a club or organisation in the Oaks league and have someone who can help, please get in touch.
  - All Committee members were part of the larger South East transition team for Junior Competitions which included a broad range of representation from clubs, hockey associations and schools, so we are off to a running start.
- ***Analysed the breadth and depth*** of estimated demand for Junior fixtures across the Area; this analysis was based on the England Hockey form that was sent to clubs at the end of May.
- ***Presented on the 1<sup>st</sup> of July to South East Clubs***, the new England Hockey Junior Fixtures framework for U8s to U18s – this includes League and Knock-out competitions and different formats for various levels of players and teams in tiers 1, 2, 3, and 4.
  - The framework presentation was led by Rich Beer and was to 70 representatives from 48 clubs across the South East Area.
  - In addition to the generic framework, we also showed a first draft of which clubs expressed interest in which age groups and therefore what the different tiers of competition might look in the South East – this was thanks to good work from our new Coordinator, Dave Parsons.
  - There was a lot of good feedback and interest from the group, including many good questions.

- ***Liaising regularly*** with the seven other Area Junior Competitions Committees through online meetings to share information and feedback from their similar efforts in their Areas.

### **Next steps before the new season**

- ***Asking all South East clubs (and some border clubs)*** to submit their best estimate of numbers of teams for the different levels of competitions (tiers 1 to 4) and age groups (U8 to 18 with a priority on the U14/16/18s).
- ***Confirming and feeding fixtures*** into the Game Management System when it is ready for the Leagues (the Knockout entries will go centrally through EH).
- ***Liaising with our neighbouring Areas*** (SC and GL) about fixtures for younger age groups (U8/10/12) and lower tiers (U14 development) where player numbers are large and players and parents are not likely to want to travel very far.
- ***Preparing for flexibility***, we are not expecting everyone to know exactly what teams they will enter but are asking for their best estimate at this point; we are ready to cope with changes – teams being added or dropping out – as the season begins. The objective is to get the best set of fixtures for the largest number of players across our region.

### **Aims to achieve as part of the new SE Hockey Ltd in the next 12 months**

- Be a point of contact for clubs, schools and other organisations wishing to deliver Junior competitions to help and support the transition to the new framework:
  - There is a lot of change – a new framework, new structure, new technology platform – we will continue to meet regularly within our Committee and with the seven other Areas to share feedback and help support those delivering Junior fixtures through the new SE Area.
- We welcome feedback and input – please get in touch with any questions or observations so we can help organisations deliver the best set of fixtures to develop happy junior hockey families.

We echo Loraine's thank you to Rich Beer, Gaynor Toms, Elaina Leithead and Harriet Tebbs from England Hockey who have helped us – despite a later start than many of the other areas – to get set up and moving forward as quickly as possible.

### **Officiating Report – presented by Paul Shackman (PS)**

My name is Paul Shackman and I have been involved with all aspects of officiating for more than 25 years.

For the last few months we have had a very hard working transition team engaged in a variety of tasks in preparation for the introduction of the new structure.

In particular we have prepared policy papers on the main areas of activity of the Officiating Committee and there now exist policies for Appointing, Development, Club Liaison, Junior Umpires and Technical Officials.

In order to ascertain the number of officials that we would be able to call on we sent out a questionnaire on officiating intentions in the South East so that we would be able to assess the amount of support there would be for appointments in the area.

Communication is a key element in how we see our function. We have written and circulated an officiating newsletter to engage with officials and I hope that these have also been seen within the clubs.

We have supported various England Hockey initiatives in such areas as the formation of the England Hockey Officiating members club.

We now have a team in place to implement the policies and to take officiating in the South East forward both for the officials and the clubs that we seek to serve.

### **Masters report – presented by John Hughes**

The initial task for veterans/masters is to pick up activity of leagues, regional and national representative competitions and to examine the demand for both formal and informal hockey going forward. Part of the challenge is that the current Saturday playing arrangements overlap with the existing regional structure and therefore the new one.

There are discussions in hand with existing Vets organisations as well as with London and South Central to explore the best solution for implementation in season 2022/23.

### **Discipline report – in the absence of David Shields, Rich Beer (RB) spoke on his behalf**

The transition to the new structure has resulted in numerous county and five regional Discipline Administrators (DAs) being replaced by eight area DAs, with a number of assistants. For SE there is currently one assistant but another one would be welcome. The aim was for there to be a consistency of approach to discipline matters across the former counties and new regions.

### **4.The Proposals for Membership Subscription Fees(see below).**

The Proposals for Membership Subscription Fees are as follows;

Voting Member Club Subscription £15.00 per team

Sub Area (County) Member Subscription £15.00

These were previously termed affiliation fees for county HAs.

Proposed by Ian Anguige, Seconded by John Hughes

Carried by a clear majority.

## **5. The Proposals for entry fees for Competitions and Leagues(see below).**

The Proposals for entry fees for Competitions and League are as follows;

Adult league team £15.00

It was confirmed that Counties may still request entry fees for local competitions.

All other competition fees (Junior/Masters/Indoor) to be set by appropriate league and competitions Committee in consultation with the company Directors.

Proposed by Ian Anguige, Seconded by John Hughes.

Carried by a clear majority.

## **6. Any Other Business (of which due notice of 14 days has been given by written notice of the issue).**

There being no AOB received within the time defined, question were taken from the floor.

Leigh Marshall (LM - Folkestone Optimist HC) – asked who the Newsletters mentioned previously would be sent to. The plan was to use the existing EH contact lists. He then asked where these details would come from and this was either the EH affiliation data or data provided for competition entry for SE clubs.

He then asked if there was any partnership with Pitchero or other club management software ? – RB confirmed that fixtures and results sharing with Pitchero and similar systems are planned, but might not be immediate. This would likely amount only to non-personal data, as sharing personal data is problematic particularly for players who play for more than one club or school. LM was encouraged by the answer.

LM asked about the Officiating Newsletter and who that was sent to – PS confirmed all members of Kent, Surrey and Sussex HUA, plus club umpire liaison officers should have received them. LM wasn't certain his members at Folkestone Optimists had, so PS confirmed he would check with the clubs.

Jeremy Bunday (South Saxons HC) asked about League dates and why they had been brought forward to start on September 18<sup>th</sup> as he saw a potential clash with the end of the cricket season as being problematic. IA responded that there was a choice between 18<sup>th</sup> and 25<sup>th</sup>, and some areas have gone with 25<sup>th</sup> but the 18<sup>th</sup> gives more opportunity for Indoor Hockey, slip dates and cup competitions. He noted this may be revised next season as it did mean men were starting a week earlier than they are used to.

Andy Porter (Reigate Priory HC) asked for confirmation of when clubs will receive fixture dates as school pitches may not be bookable out of term time. IA noted that league regulations will be out later this month. Fixtures will be available from the end of month and training for use of the GMS will be provided in Aug/early Sept. Information will be sent to contacts provided during affiliation process in advance of the general hockey playing population.

RB mentioned that Men's and Ladies fixtures are being arranged together to try to balance home/away games each week which should help fixture secretaries. They will be available online very soon.

Chris Davies (Burnt Ash HC) asked about information received previously from EH regarding leagues, where they had two teams place in the same division and whether this could be changed. IA confirmed he would check and that Lindsay and Nicola from Kent have been looking at these questions. Will contact later to confirm situation.

Graham Vaughan (Canterbury Men's HC) requested that if league starts on 18/9, if training on GMS could take place by mid August if possible as his clubs has 15 teams to work on. RB confirmed that GMS training roll out was planned for early August with and EH team to support.

Katie Allison (Burgess Hill HC) asked about the previous practice of providing nominated umpires into a pool and how far down leagues will they be required. PS confirmed that appointed umpires would be provided to Tiers 4/5/6 (SE Prem down to Oaks/Martlett/Invicta Div 1s). RB stated that the new League regulations would not require umpires to be nominated into a pool and that umpires would be provided either by the HUA or suitably qualified Club umpires.

Tim Ferber (fixture Secretary of St Francis HC) enquired about the cutoff time for entering fixture details into the GMS as one pitch is converting to 3G and asked whether there would be flexibility on days to play if a suitable venue was not available on a Saturday. RB confirmed that fixtures would sent out by the Area very soon, and it would be necessary to decide times/dates by start of September. Flexibility on date/time/venue will depend on level but the League Management Committee will have power to agree anything 'off piste'.

Annette Golding (observer from Transition Group representing Blackheath HC who are attending London AGM, but will be playing SE) asked whether there will be information disseminated to moving in clubs etc. RB stated that clubs were allocated geographically for inaugural meetings, but will be allowed to move once the meeting is over. LB asked JT to provide minutes of this meeting to be distributed to the 'inbound' clubs.

Neil Thompson (NT - Old Williamsonian's HC) was worried about dissemination of info to clubs and asked if the updated information provided by clubs is now on the EH website. It was confirmed that clubs were asked to make team entries on the system, so all new data should be on there. NT asked who was on the distribution list for his club and whether it was based on affiliation data. RB/EL will check. NT also noted that in Kent that historically ladies have filled in matchday paperwork, but men haven't. It was confirmed that the GMS will involve player registration for every player and that team sheets will be entered electronically for all teams. RB commented that the aim is to create a player 'golden' record detailing all of their involvement. Players will register themselves, and captains will provide team lists online. NT finally asked about League structures and RB confirmed they would be available in the next few days with fixtures early next week

John Thompson (Fleet & Ewshot HC/Operations Director) asked about the situation where the a facilities provider makes short notice changes to pitch availability (either good or bad) and whether this could be accommodated. RB confirmed that within the framework of the league regulations some changes may be possible.



Questions received in the Meeting Chat:

Is GMS set up for friendlies ? – not in phase 1, some issue with duplication of fixtures if both clubs enter them.

More details of the facilities of GMS were outlined confirming that Club GMS Admins should be able to see all club related fixtures and these should present through SE website to see different views of 'your' hockey.

Question from Jon Parker Reigate Priory HC by email

Ahead of this meeting, IA received the following questions from the above:

1. What are next season's league and slip dates? – League dates confirmed above. Slip dates in those but any rearrangement dates will follow league regulations.
2. When will we receive league rules, dates and fixtures so that we can sort out next season's pitch bookings – league fixtures will be released shortly, league regulations later this month.
3. When will we receive information about the new system that's replacing FixturesLive?  
- Later this month with training throughout Aug/early Sept.
4. Will league communication go to the nominated individuals within clubs (that have already been supplied)? - Yes

**There being no further questions the meeting ended at 20:35**