

A photograph of three young girls in red hockey jerseys on a field. The girl on the left is smiling and has her right arm raised. The girl in the middle is looking to the right and holding a hockey stick. The girl on the right is looking down and holding a hockey stick. The background is a clear blue sky with some greenery.

**ENGLAND HOCKEY RECRUITMENT PACK
3 x MEMBERS FOR THE INDEPENDENT
EQUALITY, DIVERSITY & INCLUSION (ED&I)
ADVISORY GROUP**



**ENGLAND
HOCKEY**

ABOUT ENGLAND HOCKEY

England Hockey is the National Governing Body for the sport of Hockey in England and is responsible for the management and development of the sport from grass roots to elite activities. We:

- Have a **membership** comprising clubs (750+), counties (42), and Areas (8) that affiliate to us. Approximately 145,000 individuals play in the club system, with an estimated 20,000 playing at university/colleges. C.900,000 children play at school. More than 15,000 coaches, umpires and officials are supported / developed.
- Have an **income/expenditure** of average £11m p.a. The Chief Executive is directly responsible for the operational budget but the Board, chaired by the Non-Executive Chair, approves the annual plan and budget.
- **Employ** 75 staff, and contract with approximately 100 part time consultants mostly in the performance and coaching area. Circa 50 volunteers work at national level to run the sport, with thousands more running the great bulk of grass roots hockey.
- **Are currently the 'nominated country' on behalf of Great Britain Hockey** to qualify and prepare the Great Britain squads for the Olympics. The England Hockey Chief Executive, Performance Director and Head Coaches represent Great Britain as well as England Hockey. There is a Great Britain President to chair the Great Britain board which meets three times a year.
- Have launched a new **Strategy** for the Sport to 2028 – Creating a Future For Our Game Together.



SUMMARY OF THE STRATEGY

PURPOSE Sharing our love of hockey

MISSION Work together to make hockey more visible, relevant and accessible to all

OUR FIVE OPERATIONAL OBJECTIVES



What does success look like?

- Double the number of state schools offering hockey by 2028
- Increase the number of ethnically and culturally diverse players and coaches so that our sport moves towards reflecting the population in line with the National Census
- Support 20 clubs through our targeted ED&I funded initiatives to create and report positive change towards reflecting their communities
- Ensuring all clubs, counties and regions meet the Equality Diversity & Inclusion Framework requirements



What does success look like?

- A thriving and accessible talent system that champions diversity, and delivers breadth and depth of talent
- Clubs excelling in Europe with consistent top four finishes
- Men and women consistently top four at Junior World Cups
- Medal winning performances at 2024 Olympic Games, 2026 World Cups and 2028 Olympic Games
- A hockey community inspired by exceptional role models and team success



What does success look like?

- Commercial growth that enables us to reinvest more back into our game and continue to raise the profile of the sport. We will do this by identifying the right partners for the right product and ensuring all partners are aligned with England Hockey's values
- Increasing the awareness of hockey as a sport amongst children ages 7-13 and parents of children age 5-15 through engaging content across relevant channels
- Increasing positive brand sentiment of England Hockey amongst hockey community
- Increasing positive perception of hockey as a sport for me and as a sport for good (i.e., a sport that positively impacts sustainability and inclusion)



What does success look like?

- Demonstrating and holding ourselves (and others) accountable to the highest standards, throughout our organisation and the game ensuring a clean sport with sound safeguarding and reporting practices, consistently seeking to build and maintain a trusted relationship with all
- Enhancing injury reporting by increasing compliance and including gender split to support concussion monitoring and help us make better informed targeted interventions to protect those on the field of play
- Building on our momentum from our work on social sustainability through the ED&I action plan; develop, communicate, track progress and report against a sustainability programme
- Diversifying England Hockey revenue by increasing to 40%+ (currently 30%) sourced from non ringfenced government sources. This enables us to allow money to flow to areas of the game most in need



What does success look like?

- Doubling the number of 7-13 year olds in club activity
- Ensuring that key groups identified in our Equality, Diversity and Inclusion framework are welcomed and developed in hockey through a system that adapts to the player
- Securing investment to upgrade hockey facilities which will enhance access and quality of experience for key groups targeted in the Equality, Diversity and Inclusion framework, therefore creating and embedding a more inclusive system

VALUES FOR OUR SPORT



COLLABORATE INCLUSIVELY.

- We allow everyone to bring their whole self to work and play
- We champion diversity of thought to find the best solutions for hockey
- We embrace differences and encourage contribution



CARE FOR PEOPLE AND PLACES.

- We ensure that hockey is a place of psychological and physical safety
- We always consider our impact
- We value everyone and protect our environment



PLAY WITH SPIRIT. WIN WITH GRACE.

- We enjoy what we do and want everyone in hockey to do likewise
- We respect the rules of engagement and challenge with courtesy
- We bring the positivity and energy of hockey to every space we enter



RESILIENT IN EVERYTHING WE DO.

- We are open minded and adaptable
- We support each other to be successful
- We believe in our purpose and in the impact of hockey

THE OPPORTUNITY – ED&I ADVISORY GROUP MEMBERS

This is an exciting opportunity to support one of the Olympic sports as it embarks on its new strategy. We are an ambitious, diverse and inclusive sport, priding itself on having gender parity, and an age demographic from as young as 5 through to 85.

England Hockey is on a journey to build an increased presence in the sporting landscape of the country from the playgrounds and pitches of the grass roots game through to the performance environments developing the Olympians of the future. With a new strategy in place, an enhanced focus on strong leadership, further international success, visible impact, accessibility and relevance, youth and sustainability, we are working closely with our membership to create a long-term future for our game together.

The ED&I Advisory Group brings together a collective of expert representatives to support and advise on the future development, implementation and evaluation of our ED&I work. The terms of the first cohort of Advisory Group members will be ending across 2024 and this is the second, and final, wave of recruitment for the new members.

During 2021/22 we developed a 3 Year [ED&I Framework](#) for the sport, which the existing Advisory Group helped shape and create.

England Hockey aims to successfully embed ED&I in all that we do. We are also keen to leverage experience from other sectors, sports, and nations as we develop our policies and best practices. The Advisory Group reviews and monitors our emerging strategy, operational and business plans to make suggestions for improvements to delivery. The group collectively support and advise, whilst ensuring that communities across the membership have their voices heard.

We are looking for individuals with the relevant lived experience and skills. People who support our goals and ambitions and who will add to our thinking. This is an amazing time to be part of the sport of hockey as we continue to build on stable foundations and share the love of hockey with our membership and our partners. It is not necessarily required that group members have an in-depth knowledge of hockey.

THE ROLE



Voluntary Roles with reasonable travel and related expenses covered.

3 roles are being recruited during this window:

Time commitment: up to 10 virtual meetings a year (minimum of 4), occasional ad-hoc additional activities which may not be virtual

Term: 3 Years with a notice period of 2 months if standing down before a term ends.



THE ROLE



The ED&I Advisory Group's remit is to provide support, advice and assurance on the organisation's journey to deliver changes, as necessary, at all levels of the sport. The subject matter for meetings will be wide-ranging and varied with intent for the group to provide advice and, when appropriate, challenge on England Hockey's planned activities.

Some of the key audiences for hockey will be inner city residents, people with disabilities and long-term health conditions or impairments, people on low incomes and communities with ethnic and cultural diversity.

The Advisory Group's duties include but are not limited to:

- Analyse and review the results of hockey's research and insight on participants
- Support, advise and provide oversight/monitoring of the progress made by Hockey against the agreed ED&I Framework
- Individual members to advise or support work/operational delivery as their skills and willingness allows
- Confidential discussion spaces for senior staff on the implications and impact of key strategic plans and policies
- Review of benchmarking data from participation and accreditation schemes
- Advise on major equality, diversity and inclusion related programme or project plans
- Advise on existing 'positive action' initiatives, identify where new plans could be implemented, and assist the organisation to understand the impact of such programmes
- Review the profile of representation across Hockey media and advise on improvements
- Ad-hoc advice as required

THE PERSON



Applications would be particularly welcome from people with experience of engaging, supporting, and empowering underserved communities, ensuring their lived experiences influence decision making. In this wave of recruitment, we are keen to recruit people with experience in strategic thinking. Group members will be appointed from a range of backgrounds who collectively will bring diversity in thought, expertise and relevant experience in hockey, other sports, and other sectors. Members will be excellent communicators and can provide constructive feedback. We are looking for people who will help us make the sport more welcoming and inclusive by offering the following skills, attributes and experience:

- Specialist knowledge and experience of ED&I programmes and/or behavioural change programmes
- Experience of contributing to strategic culture and process change
- Advocate for equity and positive action to create change
- Experience of engaging, supporting, and empowering underserved communities, ensuring their lived experiences influence decision making
- Experience in the voluntary/third sector, education sector, community programmes, local Government, and the provision of sports
- A broad understanding of the challenges of ED&I
- A strong commitment and genuine desire to make a difference to ED&I
- Excellent interpersonal skills



HOW TO APPLY



We are committed to recruiting members to the Advisory Group that are representative of society. The existing group is a good mix of backgrounds and experiences. Maintaining an appropriate mix will be a factor for recruitment. England Hockey is looking for applications from people from both within and outside of the sport.

Please submit your written CV and a supporting video under 4 minutes. The video can be filmed on a camera phone. It should identify how you will add to the Advisory Group by meeting the experience and qualities identified in this pack – strategic planning experience; supporting previously underserved communities and advocating for change. Your CV and video will be used for the first round of recruitment. Please submit these by email to:

careers@englandhockey.co.uk

Closing Date: Thursday 14 November 2024

Interview Dates: w/c 18 November 2024



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