

BOARD SYNOPSIS – June 2024

Meeting	England Hockey Board Meeting				
Venue	England Hockey Head Office				
Date	4 th June 2024	Start Time	10.00	End Time	13:45
Lead	Royston Hoggarth, Chair (RH)				
Present:	Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Shelagh Everett (SE), Sheila Morrow (SMo), Jacqui Barlow (JB), Damian Smith (DS), Heather Williams (HW), Anne-Marie Garner (AMG), Angela Durnin (AD)				
On-line:	Andy Tapley (AT) – Chair of Finance and Audit, Mark Darbon (MD), Simon Mantell (SMa)				
Invited in:	Kath Russ – Incoming England Hockey Chair Rob Morini, John Harrison, Hazel McCluskey, UK Sport – Item 4.1 SMT – Item 4.1				
Notetaker:	Rina Fatania (RF)				
Apologies	Alex Danson-Bennett (ADB)				
<p>1. Minutes of April Board meeting</p> <p>i. Accuracy Minutes approved as a true and accurate recording.</p> <p>ii. Matters arising (see action points tracker) Updates and comments have been added against the actions in the tracker.</p> <p>iii. Declarations of interest None declared.</p>					
<p>2. LEAD POSITIVE CHANGE</p> <p>2.1 TRANS POLICY PAPER – FOR INFORMATION</p> <p>Paper taken as read with the following comments:</p> <p>I. NP summarised the key points and background in relation to the Trans Policy to date. Board is presented with a draft policy for review.</p> <p>II. NP highlighted key aspects for the purpose of this meeting.</p> <ul style="list-style-type: none"> - Recognition that Hockey is a gender affected sport, therefore fairness, inclusivity and safety are the main considerations - There has been significant discussion regarding the scientific evidence provided to the group and the transition of individuals from primary to secondary school stage. - It is noted that within club hockey age distinctions are not as linear as school. <p>III. A phased implementation of the policy is preferred in order for the hockey community to understand the impact of any potential changes. Consideration is given to ways to reduce pressure for club administrators.</p> <p>IV. NP advised the Board of potential timelines, pending discussions today and the Board’s confidence with progress and state of play.</p> <p>V. The Chair confirmed that the Board is comfortable with the direction of travel on the policy but recognises the lack of clarity around the implementation of the policy</p>					

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- VI. RH summarised the discussion, there is a solid starting point around the basic policy, but it has been established that implementation will need to be a soft launch.
- VII. **It was agreed to re-submit the final policy with amends, for Board approval – a separate meeting to be arranged.**
- VIII. **It was agreed to engage our key stakeholders (ASC, Areas etc) in relation to the direction of travel.**
- IX. **It was agreed that the policy would not be ready for the start of the season on 1st September.**

i. RESPONSIBLE LEADERSHIP

3.1 FINANCIAL PLANNING 2024 TO 2027 – **FOR INFORMATION AND APPROVAL**

Paper taken as read with the following comments:

- i. The Board were presented with financial forecasting through the 2027.
- ii. **Approval - The Board approved the use of reserves to bridge the small deficit gap.**

3.2 RISK REGISTER

Paper taken as read with the following comments:

- i. The Board discussed the risks outlined in the Register. No areas of additional concern raised.

3.3 LEGAL AND GOVERNANCE UPDATE – **FOR INFORMATION AND APPROVAL**

Paper taken as read with the following comments:

- ii. The Board were presented with an update on key issues in safeguarding, discipline, anti-doping, health & safety and significant claims at the time of writing the report on 24 May 2024.
- iii. A face-to-face session is being arranged for the Area ADAs in June to discuss best practice and review the season.
- iv. **Approval - The Board approved the final version of the regulations.**
- v. The latest version of the revised Code of Conduct is with Comms and Marketing for final review before launching with 'Get Season Ready'.
- vi. All members of the GB Women and GB Mens squads have completed the UKAD Complete Clean+ workshops. All ASP and Coaches have completed their eLearning. EDP/U21 will complete by 20th June.
- vii. UKAD confirmed on 22 May that EH had passed all elements of the compulsory annual UKAD Assurance Framework assessment.
- viii. Case Management Group continues to meet every four weeks presently. There are currently 25 open cases being managed by CMG.
- ix. Annual Child Protection in Sport Unit (CPSU) assessment is scheduled for Tuesday 18th June.

4 MEANINGFUL GROWTH

4.1 SYSTEMS MASTER PLANNING UPDATE – **FOR INFORMATION**

Rob Morini, Hazel McCluskey and John Harrison from Uk Sport joined the meeting to share the principles of System Master Planning to the Board and SMT. Further updates will provided as the project progresses.

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4.2 CLUB PARTICIPATION DATA – FOR INFORMATION

Paper taken as read with the following comments:

- i. RB summarised the key headlines from the current data which shows good recovery since Covid with regard to player numbers. The data supports the priorities of our strategy with the focus on youth participation, in order to create a lifelong engagement with the sport.

5. DRIVE VISIBLE IMPACT – FOR APPROVAL AND ACTION

5.1 EUROPEANS 2027 Participation

The board received and noted the paper in the pack. The purpose of the paper is to review and seek approval from board to go forward with the bid to host the European Championships in 2027 and secure UK Sport funding to support the event. UK Sport continues to be very supportive.

- I. RB highlighted format changes to the competition by EuroHockey to 24 teams' participation (an increase from previous years of 16 and 12 in each gender) as well as a knockout format. We are however, continuing to try to influence the new format for more positive performance, commercial and hosting reasons. RB is keen to not move to a knockout style competition and will have further discussions with EHF. NP has set up a meeting with European counterparts to discuss the format, this meeting is set for 5th June 2024.
- II. Two Circles (funded by UK Sport) have been selected to carry out some research to support our bid submission. Further information and results from this will be provided to Board along with the final submission.
- III. Board agreed that the paper was largely positive.
- IV. England Hockey will be required to submit two options for venues with the bid. Currently we are looking at SW London and West Northants but a robust process for venue selection would need to be put in place if we were successful with the bid.
- V. RB acknowledged the hard work on format and proactive contribution from the Head of Sport and his team.
- VI. NP congratulated the events team on a very successful weekend for Pro League. He also thanked the Comms, Marketing and Commercial team for their hard work. Retail numbers were excellent, and the event was well organised.
- VII. **Approval - England Hockey board approves the paper that supports the European 2027 bid, including the investment risks that have been reviewed and approved by the Finance Committee, and requests the Executive to update the board following UK Sport's Major Events Panel and the EuroHockey bid process.**
- VIII. **ACTION: Board meeting /catch up end of July to discuss the Euro Hockey bid.**

5.2 CLUB MEMBERSHIP PROJECT – FOR INFORMATION

Paper taken as read with the following comments:

- i. RB updated board on progress of the new membership model proposal.
- ii. The England Hockey Finance Business Partner is working through costs. Player surveys have been conducted and RB will consult with Board Members and receive input from their clubs. Once at final stages ASC will be consulted.
- iii. RB stated that he would like involvement from Nick Welby (Vice President) due to his membership background and will reach out to him for his support in this project.

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5.3 PRO LEAGUE 2024/2025 – **FOR INFORMATION AND APPROVAL**

Paper taken as read with the following comments:

- i. NP gave an overview on current standing on Pro League and our ability to host, highlighting commercial review and cost implications as well as the potential of withdrawing from Pro league if the risks were too high.
- ii. The costs for broadcast have not yet been established to date. NP requested more time to get this detail correct and requested to bring this back to Board in a few weeks. There are still outstanding conversations with TNT Sports potentially taking non-exclusive rights for next year, with the view to extend to Freeview for some matches.
- iii. **Approval – the Board agreed to the timeline.**

6. EXECUTIVE REPORT - **FOR INFORMATION**

Paper taken as read with the following comments:

- i. NP summarised the paper with regard to Olympic engagement and Pro League which has been positive.
- ii. Pro League days have sold out for next weekend, 6 of the 8 days are mostly sold out
- iii. RB congratulated KC and CW for their work on Pro League as well as Super 6's, which have all reached the ticketing targets.
- iv. NP touched on EH retail collaboration with Hockey Centre which was trialed at Super 6's. This is working well. The Mizuno kit has been positively received.
- v. HW confirmed the selection meeting will be on Thursday 13th June with the players being told on Friday 14th June. The announcement will be confirmed to Team GB on 18th June.

AOB

No other matters were discussed.

The meeting closed at 13:45