

Minutes of last meeting – 7th December 2023



ENGLAND
HOCKEY

Meeting	England Hockey Board Meeting				
Venue	England Hockey Head Office - Bisham Abbey NSC				
Date	7 th December 2023	Start Time	10.00	End Time	13.46
Lead	Royston Hoggarth, Chair (RH)				
Present	Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Shelagh Everett (SEv), Mark Darbon (MD), Simon Mantell (SMa), Anne-Marie Garner (AMG), Jaquie Barlow (JB); Damian Smith (DS)				
On-line:	Ed Barney (EB), Angela Durnin (AD); Shelia Morrow (SM); Mike Stoddard (MS)				
Invited in:	Andy Tapley (ADT) – Item 3.2; Tom Allen (TA) – Item 3.4, Keith Carder (KC) and Charlie Wells (CW) – Item 5.1				
Notetaker:	Rina Fatania (RF) and Michele Townsend (MT)				
Apologies	None				
1. Minutes of September 2023 Board meeting	<ul style="list-style-type: none"> i. Accuracy Minutes approved as a true and accurate recording. 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 iv. RH congratulated KK on her role as Trustee for Women in Sport 				Approval
2. LEAD POSITIVE CHANGE	<p>2.1 ED&I - A YEAR ON UPDATE AND TRANSGENDER POLICY DOCUMENT REVIEW Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. KK provided the Board with a copy of the revised EDI Year on Report and the Trans Policy review progress update for comment. ii. AMG raised the Pulse Survey and asked how we are using the information taking on board both negative and positive feedback. KK confirmed that the internal EDI Strategic Group is reviewing, and a summary will be provided on the website. iii. KK also reminded the board to complete the equality monitoring survey for the Race Representation Index. iv. ACTION – It was agreed that there will be continual visibility for the Board on this matter – KK to bring back to the next meeting. 				Action
3. RESPONSIBLE LEADERSHIP	<p>3.1 FINANCE, RISK AND ENVIRONMENTAL SUSTAINABILITY Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. KK confirmed a break even end of year figure. ii. The Board were assured that the Senior Management Team are working through 2024 budgets to manage costs and savings. 				

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<ul style="list-style-type: none"> iii. NP confirmed that discussions with Sport England around additional funding support were ongoing. i. The Board were invited to review the Risk Register. The table has been revised and refined following external review. There are still improvements to be made and this will continue to the next meeting. ii. The Sustainability project is ongoing. KK confirmed that we have now calculated our carbon footprint for 2021/2022 since the last Board meeting. We are now looking at 2022/2023 but this will require resource so work on this will be dependent upon funding. 	Information
<p>3.2 FINANCE – STATUTORY ACCOUNTS – GOING CONCERN FOR YEAR ENDING AUGUST 2023</p> <p>Papers taken as read with the following comments:</p> <p>ADT joined the meeting on-line</p> <ul style="list-style-type: none"> i. ADT confirmed that there were no concerns at this stage from auditors and highlighted that it is better for the Board to see the going concerns before signing off statutory accounts. Cash flow is healthy at this stage and if there are any final concerns from the auditors KK and ADT will advise Board. ii. EB commented on the final row of table relating to “savings costs” which is still in decision stage with SMT. KK agreed that this is one option and not confirmed yet with SMT. iii. ADT reconfirmed that this is for information at this stage and Board will need to agree the statement of concern for sign off. <p>3.3 LEGAL AND GOVERNANCE UPDATE</p> <p>Papers were submitted to the board with an update on disciplinary, safeguarding, health and safety and anti-doping. No concerns raised and no further comments to report.</p>	Information
<p>3.4 DATA & TECHNOLOGY: GMS UPDATE</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. This paper served as an update/follow up from the previous Board meeting. ii. The Board discussed the need for a clear agreed change plan for the platform. It was suggested that a steering group is mobilised to prioritise a development roadmap. iii. MD raised the question of consent and linking data with commercial marketing strategy. The consent process needs to be explored. KK explained that consistency is key and staying in line with ICO good practice is a must. The link with data and commercial marketing is being explored. iv. JB highlighted that communications with Areas and Counties is much improved and stable which is a great achievement. It is now important to have a roadmap to build on this so that there is no loss of confidence. v. ACTION: It was agreed that JB connect with TA and KK to offer support on this. 	Action



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<p>vi. ACTION: It was agreed that a clear roadmap, more details on consent piece and Stakeholder Management be brought to the next meeting.</p> <p>3.5 CHAIR, PRESIDENT, VICE-PRESIDENT AND MENED RECRUITMENT UPDATE</p> <p>The Chair of the Nominations and Appointments Committee provided a verbal update.</p> <ul style="list-style-type: none"> i. The recruitment pack was shared in the appendices. ii. The process is working well. Shortlisting will begin in January for the Chair with a view to holding two rounds of interviews. 	Information
<p>4. MEANINGFUL GROWTH</p> <p>4.1 MEMBERSHIP PROJECT AND REVIEW</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. RB led discussions on a proposal for a new membership model, which would enhance our membership offering to clubs. RB confirmed that there would be minimal change to our systems or Articles as a result. ii. RB clarified that historically there has been a trend of 1.5%, and then a Covid holiday, which means that increases are not in line with current rates. iii. SM asked for clarification on additional admin and transaction processing. RB confirmed that it would require a change in data flow, but not a huge jump in transactions. iv. It was agreed that this is a great opportunity to better support our membership. However, the Board have asked for more clarity on financials, timelines, risks and resource allocation, as this is a considerable piece of work. v. A decision will be made as to whether it is feasible to push for the new model to be voted for in the 2024 AGM or to wait until 2025 to refine details prior to the next Board meeting. vi. ACTION: RB to continue work and decision on whether the new model will be presented for vote at AGM in 2024 or 2025 will be made at February Board meeting 	Action
<p>5. INSPIRATIONAL INTERNATIONAL SUCCESS</p> <p>5.1 Pro League – verbal update</p> <ul style="list-style-type: none"> i. NP confirmed that following the resignation of the FIH CEO in November 2023, relationships with the FIH have become stronger. Issues and concerns are being discussed and further meetings with the FIH President and our Chair will take place in January 2024. <p>6. DRIVE VISIBLE IMPACT</p> <p>6.1 FUTURE INTERNATIONAL EVENT STRATEGY</p> <p>Paper taken as read with the following comments:</p> <ul style="list-style-type: none"> i. KC highlighted that the paper refers to major events; ie World Cup, European Championship, includes FIH Pro League and is aligned to the overall England Hockey strategy. 	Information

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- ii. Expressions of interest have been requested for Euros 2027 and hosting the Masters Event as well as Junior Under 18 Euros in 2025. The team are currently working through proposals.
- iii. It is worth pointing out that we are not considering a bid for Europeans in 2025 because it is not a viable option without Sport England funding.
- iv. On the back of the agreement to show Olympic Qualifiers, discussions are ongoing with the BBC to broadcast more hockey.
- v. CW provided the board an update on commercial opportunities. The Mizuno partnership is working well.
- vi. There is interest from two prospective commercial partners and work is being done on the package we are able to offer.
- vii. Work is being done on the accessibility of our website.
- viii. CW confirmed that sales figures for Pro League and Super 6s tickets are going well following early release to the market.

Information

6.2 SANCTIONED AND UNSANCTIONED ACTIVITY

Paper taken as read with the following comments:

- i. There is a requirement to implement the mandatory FIH Sanctioned and Unsanctioned Regulations 2020. It was confirmed to the Board that ASC will implement over a reasonable timeline and there will be little impact on admin for clubs.
- ii. RB confirmed that communications will be highlighted on the website under regulations.

Information

7. EXEC REPORT

Paper taken as read with the following comments:

- i. The Board were made aware that Emma Mitchell received an award at the PLX Conference for her work as a Performance Lifestyle Coach for the past 17 years.
- ii. Congratulations were given to the GB women on their run to the semi-finals in the Women's Junior World Cup.
- iii. RH has raised concerns with the FIH regarding the standard of umpiring at the beginning of Pro League.
- iv. RB confirmed that the Facilities Loan Scheme is now at first stage of the investment committee.

Information

8. AOB

- i. NP expressed his thanks and appreciation to the Executive Team and the organisation for what has been a huge and challenging year.
- ii. NP highlighted that the January 2024 Olympic Qualifiers in Spain and Oman will be tense times for the performance staff.
- iii. Next Board Meeting to be held on 6th February 2024 at Bisham.
- iv. The meeting closed at 13:46