



London Hockey AGM 2024 Minutes - DRAFT

Held: 8 July, 2023 07:30 PM

Location: online

Present: list to be added – at the end of the document

Apologies: Helen Rogers (Wapping HC)

The matters discussed and/or presented are summarised as follows:

1. Introductions

The Chair opened the meeting and welcomed all those present.

2. Chair's Remarks

● **Thank you!**

- We are grateful to everyone who has contributed to the 2023 - 2024 season.
- A big thank you to all our:
 - our London Hockey committees and volunteers
 - club management and their volunteers
 - London and club officials and umpires
 - participants and supporters
- Special thanks to Tim Forte, Officiating Chair, who is stepping down after three years, and our ED&I Director Vikki Leach for their contributions to London Hockey. Tim will continue in his EHO Chair role and we wish him all the best.

● **London: Area + sub area**

- A reminder... The London Area is defined by the London Metropolitan Area and clubs were automatically made a member of this new Area 3 years ago. Due to its unique nature London Hockey also took on the responsibility of the Sub Area or County as the pre-existing County structure elsewhere in the country did not fit coherently within London.
- Historically clubs would have been a member of a Region, a County and often League organisations with fees paid to all. London Hockey has replaced all of those.
- We believe that this will benefit our members with London Hockey being able to deliver activity more effectively, efficiently and with best interests of the whole Area and Sub Area at heart.

Area	Sub Area	England Hockey
<ul style="list-style-type: none">● Adult Competitions● Junior Competitions	<ul style="list-style-type: none">● Junior Development● Junior Representative	<ul style="list-style-type: none">● Policies & Procedures● Safeguarding &



<ul style="list-style-type: none"> ● Masters Competitions ● Umpire Development ● Umpire Appointments ● Discipline ● Masters ● Representative Teams ● Masters Tournament Hosting ● Hockey Development 	<p style="text-align: center;">Teams</p> <ul style="list-style-type: none"> ● Talent Pathway ● Schools Competitions ● County In2Hockey Cup & Plate Competitions 	<p style="text-align: center;">Welfare</p> <ul style="list-style-type: none"> ● Discipline ● Coach Development ● Umpiring Courses ● Facilities Support ● EH Competitions
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● **London: Area + sub area**

- In this third year of running London Hockey our committees have been able to grow their activity and launch new initiatives such as London Hockey Futures and the Club Umpire Development Strategy.
- Congratulations to Georga Reed on winning the England Hockey Area Volunteer Award 2024.
- We also congratulate Sara Walker and Lynne Morgan on their British Empire Medals for their services to the hockey community.
- Tim Forte, our Officiating Chair, has stepped down after three years with Peter Mackintosh (who was the Appointments Lead) taking on the role.
- Vikki Leach will be leaving us after one year in her role as ED&I Director.
- We recruited a finance administrator to support our committees and the Talent Pathway administrators (more detail in Finance section)

● **Review 2023/24**

- Adult Hockey
 - 173 men’s teams and 165 women’s teams competed in the London Hockey Leagues in the past season with 3,724 fixtures scheduled and mostly played.
 - Congratulations to West Herts Men’s 1s and Wapping Women’s 1s for winning the London Premier Division titles and earning promotion to the EHL East Conference.
 - It was a very close and competitive season as the winners and promotion spots in 14 of the 29 London divisions were decided only in the last two rounds of fixtures!
 - Congratulations to our top goalscorers Max Spedding (34 goals, Old Tonbridgians M1, Men’s Division 3 South) and Catherine Smith (33 goals, West Hampstead W1, Women’s Division 1) on their fantastic goalscoring exploits this season.



- Only Imperial Medics M1 and Old Kingstonian M1 withdrew from the 2023 - 24 season
 - A successful Area Indoor competition was held in December with Old Cranleighan Men and Southgate Women winning the London tournaments.
 - Introduction of Development Teams at Grade 5 level to enable new, young or returning players to gain league experience and to develop their ability and confidence.
 - The annual review of the Adult Regulations League Regulations by the 8 Areas and England Hockey has resulted in the Youth Experience Player (YEP) section being removed from Fair Selection as this was being exploited in some Areas.
 - London Hockey has always strived to deliver fair and enjoyable hockey for all participants regardless of the level that they play at. In the recent post-covid seasons we have been lenient in imposing sanctions at some Grades, including points deductions and fines. From next season we anticipate being stricter with teams and players at all levels in expecting their compliance with the Adult League Regulations.
 - There was a rise in the number of low-level complaints after matches had taken place, often related either to on-field conduct by players or umpires/umpiring standards.
- **Masters Hockey**
- 52 men's teams from 34 different clubs and 20 women's teams from 17 different clubs competed in what was possibly the best year yet of the Masters Leagues.
 - Six new teams will be joining the league: MO50 - Surbiton Jokers, Sevenoaks; WO35 - Marlow and Havant; WO45 - Bromley & Beckenham and Surbiton Sages
 - Our aim is still to attract more South East and South Central teams so there will be Masters leagues in all Areas in the South of England. A premier division structure with more local Area leagues sitting underneath, as feeders. We are in constructive discussions with Areas and leading clubs about this.
 - All of the South Masters Leagues will continue to be administered by London Hockey.
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- **Juniors Hockey**



- Over 700 teams entered the London Leagues, festivals, Area rounds of indoor, EH In2Hockey Plate & Cup competitions
- Player Pathway was rebranded as the Talent System
- 793 children attended Development Centre activity in the summer
- Following assessment, 450 players were selected for 20 representative London squads, two squads being chosen for each gender in each age group
- 115 players from these squads have been put forward for assessment at Talent Academies
- A total of 33 schools entered 308 teams across an extensive schools competitions programme, both indoor and outdoor
- England Hockey introduced an U14 In2Hockey Festival competition specifically for State Schools which had direct entry. The Coombe Boys team finished 2nd in the Tier 2 (Emerging Schools) competition
- A London Area State School Competition or Tournament is being considered for next season to encourage more schools to participate.
- **Officiating**
 - Introduction of Umpire Development initiatives by Nku Davis
 - Launch of Women in Officiating Network by Georga Reed
 - New reporting system for (club) umpire abuse to support our volunteer workforce and tackle misconduct and inappropriate behaviour. Some clubs have been sanctioned by England Hockey and advised as to their future conduct. Others have been contacted by the Officiating team to improve teams' conduct. This initiative will be carried forward into the new season with the expectation it will also be adopted by other Areas
 - Recruited two Assistant Area Disciplinary Administrators - Alistair Clift and Marilyn Walker - who have helped manage the increased workload this year
 - 13 red cards / MMOs issued to players of London clubs that resulted in suspensions of 16 days or more (total of 234 red card, MMO or disrepute offences nationwide)
 - Several disrepute complaints were raised by the LH Officiating team against clubs relating to players' conduct during matches, in particular towards umpires
 - New Discipline Regulations will be introduced before the 2023/24 season.
- **London Hockey**
 - Recruited a third administrator to support the Talent System
 - The recruitment of an ED&I Director did not bring the step change we had hoped to achieve. David Lloyd Williams (Vice Chair) and Marcel van Eldik (London Chair) continued to drive this agenda. We have now recruited and



appointed a new ED&I Director, Vikki Leach and are hopeful we can develop our plans further in the coming months

- In addition, Anna Allerton has decided to step down from her MarComms Director role. We will not seek to replace her at this time. Instead we are exploring opportunities with England Hockey to develop Shared Services to support the Areas
- Comms with Clubs through Forums and media can be further improved.

3. New in 2023-24

- **Development**

- Turning EH Strategy into London Action Plan
- Launch of London Hockey Futures
- EDI Strategy for the London Area
- Expansion of Tier 3 School Competitions targeting State Schools
- Women in Officiating Network
- Introduction of Area-led umpire developer courses and workshops
- Launch of a London Umpires Video Rules Library.

- **Hockey**

- New Discipline Regulations
- Updated Adult Regulations - fair selection
- Updated Junior Regulations
- Club Umpire Development Programmes and Umpiring Courses
- Expansion of the South Masters League across the South East
- GMS upgrades.

4. London = Area + Sub Area

- When London was created as an Area it was defined by the London Metropolitan Area and clubs were automatically made a member of the Area. Due to the unique nature of London the new Area also took on the responsibility of the 'Sub Area' or County as the County structure which is in place elsewhere in the country does not fit coherently within London.
- Historically clubs would've been a member of a Region and a County - very similar to the new governance structure - and often League organisations with fees paid to all. In the new structure London is both an Area and a Sub Area (also known as County).
- We believe that this will give London Hockey the benefit of delivering activity more effectively, efficiently and with best interests of the whole Area at heart.

Area	Sub Area / County	England Hockey
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<ul style="list-style-type: none"> ❖ Adult Leagues & Competitions ❖ Junior Leagues & Competitions ❖ Masters Leagues & Competitions ❖ Discipline ❖ Umpiring and Technical ❖ Officials ❖ Masters Representative Teams 	<ul style="list-style-type: none"> ❖ Junior County Hockey ❖ Junior Representative Teams ❖ Talent System / Pathway ❖ School Competitions ❖ County Cups / Plates ❖ Development 	<ul style="list-style-type: none"> ❖ Policies & procedures ❖ Coach development & education ❖ Umpiring Courses Level 1 ❖ Safeguarding ❖ Facilities Support & Advice ❖ EH Competitions
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5. Explaining the Talent System

- 3 Talent Academies - Surbiton, Wimbledon and Hampstead & Westminster
- 6 Talent Centres - 3 TAs plus Spencer, London Wayfarers and Epsom with potentially a further three London clubs joining in 2023/24
- London Talent System - development centre activity delivered by London Hockey
- London Representative Teams competing in Sub Area competitions.

6. Translating EH Strategy into London Plans

- New England Hockey Strategy

The strategy for the next 5 years will be launched very soon and this will inform our local action plans.

As the Areas were keen to align themselves with the overall strategy London Hockey pushed back our own strategy development in anticipation of this. We now fully expect to be able to engage with our members this upcoming season to develop our own direction and goals.

- Next Steps
 - Annual Area Health Check
 - Define Focus Areas for London Hockey based on EH Strategy
 - Create Action Plan with clearly defined goals and impact on London Area

7. London Hockey Futures

- Supporting local projects to increase participation



London Hockey are working with England Hockey and the Hockey Futures charity to launch a new model, that could be replicated nationally, to support initiatives under the Hockey Futures umbrella.

London Hockey inherited legacy funds from previous organisations and we are intending to distribute some of these to support London projects over the next year. We are looking to make up to £20,000 available for 10 hockey projects focussed on Young People, Underserved Areas and Equality, Diversity & Inclusion.

- Application Process

London Hockey are currently working with the England Hockey development team to establish the application process. It will be open to existing projects looking to expand their reach and new initiatives by London Area clubs or third parties linked to member clubs.

- Dates

- Application process opens: 7 August 2023
- Application process closes: 31 August 2023 at 12pm
- Grants awarded : 15 September 2023.



8. Announcement of Postholder Elections

- Confirmation of Election Results
 - Chair – Marcel van Eldik – re-elected
 - Finance Director – Lucy Barlow – elected
 - Chair Adult Competitions and Leagues – Paul Mangat – re-elected
 - Chair Junior Competitions and Leagues – Judith Jones – re-elected
 - Chair Masters Hockey - Sara Walker – re-elected
 - Chair Officiating – Tim Forte – confirmed
- Appointments by the Board
 - Area Discipline Administrator – Rupert Allen – confirmed
 - Equality, Diversity & Inclusion Director – Vikki Leach – co-opted by Board

9. London Hockey's Management Committee post AGM

- **Board of Directors**
 - Chair – Marcel van Eldik
 - Vice Chair – David Lloyd-Williams
 - Finance Director – Lucy Barlow
 - Governance Director – Mark Bennett
 - Operations Director – Fiona Isacson
 - ED&I Director – Vikki Leach
- **Committee Chairs**
 - Adult Competitions & Leagues – Paul Mangat
 - Junior Competitions & Leagues – Judith Jones
 - Masters Hockey - Sara Walker
 - Officiating – Tim Forte
 - Discipline Administrator – Rupert Allen

10. Financial Summary

- Profit & Loss - London Hockey Limited - year ending 30 April 2023
 - Total Turnover - 181K
 - Cost of Sales - 133K
 - Administrative Costs - 37K
 - Operating Profit - 11K
- Balance Sheet - London Hockey Limited - year ending 30 April 2023
 - Retained Capital - 65K
 - Legacy Funds - 37K



- The legacy funds received from former Associations, Counties and other organisations are ring fenced for development in specific areas.

- **Comments**

- London Hockey overall remains in good financial health, recording a large surplus in 2022 and a small surplus in 2023. It is important to highlight that financial pressures, which are no doubt being felt by clubs, are also being felt by London Hockey
- This is especially true in the Talent System (pitch hire and coaching rates) where rates for participants are under review
- Both Adult Hockey and Officiating make a material surplus and we are proposing rate reductions for the 2023/24 season. There are considerable plans for investment of proceeds into club umpire development and training
- Umpiring appointments for 2022/23 season have not been billed to clubs, which makes up c£22k of the umpiring fees for the period and is shown on the balance sheet in Umpiring Fees to be charged. Given how late it is in the season the board have discussed the possibility of not charging clubs for 2022/23, but not making the charges would push the company into deficit for the year
- We recognise there have been challenges with processing payments to suppliers and umpire expense claims. Processes for these will be reviewed by the new Finance Director in time for the new season.

- **Proposals for Fees 2023/24**

Refer to the calling notice to clubs - **APPROVED**

- Voting Member Clubs, Area Member Subscriptions shall be £10 per adult team (unchanged)
- Voting Junior or Occasional Clubs, Area Member Subscriptions shall be £40 per club (unchanged)
- Sub Area Member Subscriptions shall be £30 per adult team (unchanged)
- For the EHO, Subscriptions to be set at zero (unchanged)
- For all other organisations, Subscriptions to be set at zero (unchanged)
- Entry fees for Adult and Masters leagues to be set at £20 per team (reduced from £25)
- Entry fees for Junior leagues to be set at £20 per team (unchanged)
- Entry fees for Junior festivals to be set at £5 per team per festival - to include mega leagues and mini leagues (unchanged)
- Entry fees for all other competitions, including indoor hockey and schools hockey, be set by the Directors following informal consultation with member clubs



- Having reviewed the Umpire Appointment Fees and associated costs the London Hockey Board is proposing to reduce the Umpire Appointment Fees for the 2023/24 season
- Appointment Fee for all matches to be set at £18 per umpire (reduced from £21)
- The expense policy will be reviewed to allow appointed umpires to claim expenses at increased values which reflect true cost.

- **Questions from Members:**

- You say GMS will be upgraded after the season starts. Why? - Ealing HC
 - EH to provide further updates. The new upgrades are being tested first.
- Re Masters. The league has been suffering from a significant amount of cancellations. Appreciate Sara is aware of this and trying to mitigate it. Is there anything we can do to make this league more attractive? Maybe reduce travel commitments? H&W HC
 - LH are hoping to further localise divisions as Age Group entries continue to grow. Now expanding divisional structure to more age groups
- Is there any plan to ensure players are able to give feedback on umpires? Given umpires can now give feedback, it seems one sided. I do recognise the need to protect umpires
 - Not in the immediate future bar feedback to Officiating Team. Something to be reviewed by the Officiating Team as part of their Umpire Development programmes
- Fair selection & Eligibility - I understand it for the higher teams but in lower teams it is about participation, we have players who can only play in certain games due to child care or shift work - we had to stop these people playing - that doesn't seem right? They asked for a refund on their subs
 - Extensive work has been done to clarify the Fair Selection & Eligibility rules ahead of the new season. Further down the grades more flexibility is allowed. Speak to the Adult Hockey Team for any specific questions or cases where there might be a solution available
- We would support having greater flexibility for the lowest teams, e.g. our development teams, to allow players to double or play further down so we can put a team out each week. Very happy to be part of any discussions / working groups as required - ELHC
 - Please see the updated regulations which will be distributed shortly
- On the matter of TA/TCs driven by EH, has there been any conversation about clubs partnering with state/non-private schools in London area/nationally, to develop joint TAs from that angle? Moving away from just club engagement focus, but engaging with local schools to tap into talent that might not reach clubs directly - NJB?



- That is a question for England Hockey. At the moment all TA's are run by clubs who have the capacity and expertise to run these at the required standards
- Interestingly several TA coaches have commitments with schools as PE teachers etc. This within the NW London catchment - H&W HC
- How do we get more Talent Academies in a greater spread of areas? Not all clubs can support running it but there is a lack of geographical representation - ELHC
 - This is an area we are looking at. We are keen to have an even geographical spread of TA's providing there is demand. First step is to identify and support clubs in creating Talent Centres as a stepping stone
- You spoke about a state secondary school competition which I fully support... My understanding is that Quicksticks is no longer an event for Primary school London Youth Games. Are there plans to work with LYG to reinstate this?
 - No specific plans just yet but we will pick this up with the Schools Hockey Team as we discuss the State School Competitions plans
- Ealing HC supported Nth West London area to host and manage the primary LYG so would like to keep that alive
- Can we please get more insights to the admin costs and junior other costs lines? Also, how are the league looking to resolve the issue of the player pathway costs? Admin and overhead costs have jumped quite a large amount this year that's what we were wanting to understand what this was - ELHC
 - Partly due to increased admin support for running the activities. Summer 2022 was our first period with hockey activity which was not the case in 2021 hence costs were lower in the 2022 accounts.
 - Similar point with regards to insurance, GMS and other services costs which were not fully operational during our very first accounting period.
- If there are legacy Umpires funds, would that be an opportunity to NOT charge the 22/23 Umpire fees to Clubs? - Southgate HC
 - We are not planning to charge the 2022/23 umpire appointment fees covering these costs partly with fees from 2021/22 and a probable small surplus in 2023/24. Legacy Fees are specifically reserved for umpire development initiatives and will NOT be used for this. Not in the least because it would then not benefit all clubs active in the London Leagues.
- Given the increase in hockey related costs across London. Would there be any benchmarked information available for costs of hockey (subs / match fees) on average across London? - H&W HC
 - Not available at the moment but we can set this up. Please get in touch if you are interested in this.



- AOB (Raised at the meeting, not formally in advance)
 - ELHC - we'd like feedback on the ability to dispute a decision made in the complaints process as something to consider in updates to that process. let me rephrase, we had a decision made that we did not agree with and were unable to dispute the decision. It was raised through the league but we can put it up with the previous thread on it
 - Suggest you email Mark Bennett on governance@london.hockey
 - Ealing HC - Will Juniors fixtures be on GMS?
 - Yes - expected later in August
 - H&W - Generic question on long term vision, pitch availability in London being one of the main barriers. With a potential general election coming up in 2024, what is the Board's view on a pitch strategy for 2024? Local councils and MPs seem to have significant influence over local capital budgets in London. The FA dominates this space at the moment
 - Certainly a concern. EH is working on specific initiatives to support clubs and is working with Areas and Sport England
 - Charles Darby - EH are more likely to be able to influence government policy, but a coordinated approach to the Mayor of London might be in London's remit
 - London Wayfarers - Will it be possible to get Div 1 umpire appointments out in blocks so club umpire liaisons have more notice to plug gaps internally when there are no appointed umpires available
 - Certainly an ambition. One of the challenges last season was availability upstream (EHL) but now that is starting to settle we expect Area block bookings to be next. Suggest you email Officiating@london.hockey
 - ELHC - requested if possible to get all the documentation with more notice for the next agm, it was very tight timings to get feedback / read the reports
 - Yes - that is absolutely fair and needs to be improved for next year.

Virtual Attendees, including club proxies attending in another capacity:

Abbie Hanks	Berrylands HC
Adrian Darley	London Wayfarers
Aimee Franklin	Mitcham Ladies Hockey Club
Amanda Ruggles	West Herts
Arnold Weeda	HWHC
Ben Rea	Wimbledon
Charlotte Burge	East London
Chris Savory	West Hampstead HC
Claire White	Aces
Dale Micklewright	Ealing Hockey Club



Dominic Smith	Winchmore Hill & Enfield HC
Elizabeth Laird	Old Uxonians Ladies Hockey Club
Emma Hau	Mitcham Ladies
Harry Mann	NPL HOCKEY CLUB
Helen Rogers	Wapping
Irene Hall	Eastcote Hockey Club
Jason Loubser	Sheen HC
Jenny George	Barnes HC
Kam Roopra	Ashford HC - Middlesex
Katy Ovenell	Burnt Ash HC
Lucy Barlow	Brentwood
Mark Bennett	London Area
Mel Clements	Harrow
Mel Keo	Remnants HC
Mike Rose	Richmond
Neil Prior	Southgate
Philippa Wheeler	Hendon and Mill Hill Hockey Club
Rob	Eastcote
Sophie Mills	West Hampstead
Stacey West	East London
Andy Elton	London Royals
Beth Havelock	
Caroline Baynes	England Hockey
Harriet Tebbs	England Hockey
David Lloyd Williams	London Hockey
Charles Darby	London Hockey
A Huntley	
Anna Allerton	London Hockey
Jeff Moores	Ealing Hockey Club
Jess	Remnants HC
Jon	Old Cranleighans HC
Matt Wilde	Blackheath & Elthamians
John Waller	Club Secretary of Wimbledon HC
Rupert Allen	London Hockey
Tim Forte	London Hockey
Vikki Leach	London Hockey



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