



# ENGLAND HOCKEY RECRUITMENT PACK

## EuroHockey Championships 2027 (EHC27)

### Stakeholder Board Chair



**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 it. Approximately 160,000 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 £9m 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** 78 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.



# 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

England Hockey is recruiting for an experienced Chair to lead the EuroHockey Stakeholder Board (ESB) for the EuroHockey Championships in 2027

*"This event is a testament to our commitment to elevating the sport, providing a world-class platform for the best athletes, and bringing communities together."*

**Kath Russ**, Chair of England Hockey

*"Hosting the EuroHockey Championships in 2027 is more than just an event - it's a chance to inspire the next generation of hockey players, unite communities, and showcase England as a leading nation in global hockey."*

**Alex Danson-Bennett MBE**, England Hockey President and Former England and GB Hockey Captain



# THE OPPORTUNITY

England has been awarded the hosting rights for the prestigious EuroHockey Championships 2027. This major European event, sanctioned by EuroHockey, will see the finest hockey talent from Europe compete in an unforgettable tournament in Summer 2027.

It will be the first time since 2015 that the EuroHockey Championships will return to English soil. The EuroHockey Championships 2027 will bring thousands of international visitors to England and offer a significant boost to the sport at all levels, from grassroots to elite performance.

Lee Valley Hockey and Tennis Centre, located in the iconic Queen Elizabeth Olympic Park, whose purpose-built facilities are designed to meet the highest international standards, will host the group games, quarter finals and side events for the 2027 event.

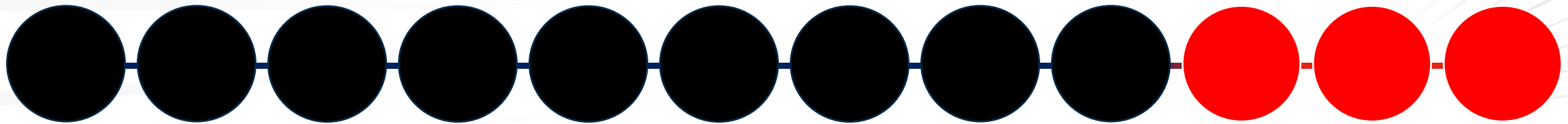
The semi-finals and finals of the Championships will see the return of Big Stadium Hockey, a pioneering concept transforming sporting stadiums into world-class hockey venues. This innovative approach offers the unique opportunity to bring hockey to larger audiences, with up to 15,000 fans planned for each of the semi-finals and final.

We are looking for an experienced Chair who can lead the EuroHockey Stakeholder Board (ESB), working closely with the Local Organising Committee (LOC) to deliver an exceptional event for the sport.

# ABOUT EUROHOCKEY 2027

Lee Valley Hockey & Tennis Centre

Big Stadium Hockey



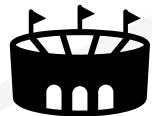
12 days of competition will see 24 teams compete in two world class stadia. Side events, competitions and the General Assembly will be hosted in the same outstanding stadia.



Significant budget including guaranteed funding commitment from UK Sport as a Pinnacle Event.



A ticket target of c60K for the semi finals and finals at the Big Stadium Hockey selected stadium.



This is an opportunity to make this the biggest EuroHockey Championship Finals ever.

# ABOUT EUROHOCKEY 2027

## HOCKEY ID

The EuroHockey ID Championships, will be hosted alongside the BSH finals weekend, shining a spotlight on athletes with intellectual disabilities.

## SIDE EVENTS

The EuroHockey General Assembly will be held during the Championships. A series of conferences and workshops will be organised, focusing on topics such as sports development, inclusion, and innovation in hockey.

## SOCIAL IMPACT PROGRAMME

A comprehensive social impact programme will promote inclusivity, health, and wellbeing, engaging communities across in your locality and nationally.

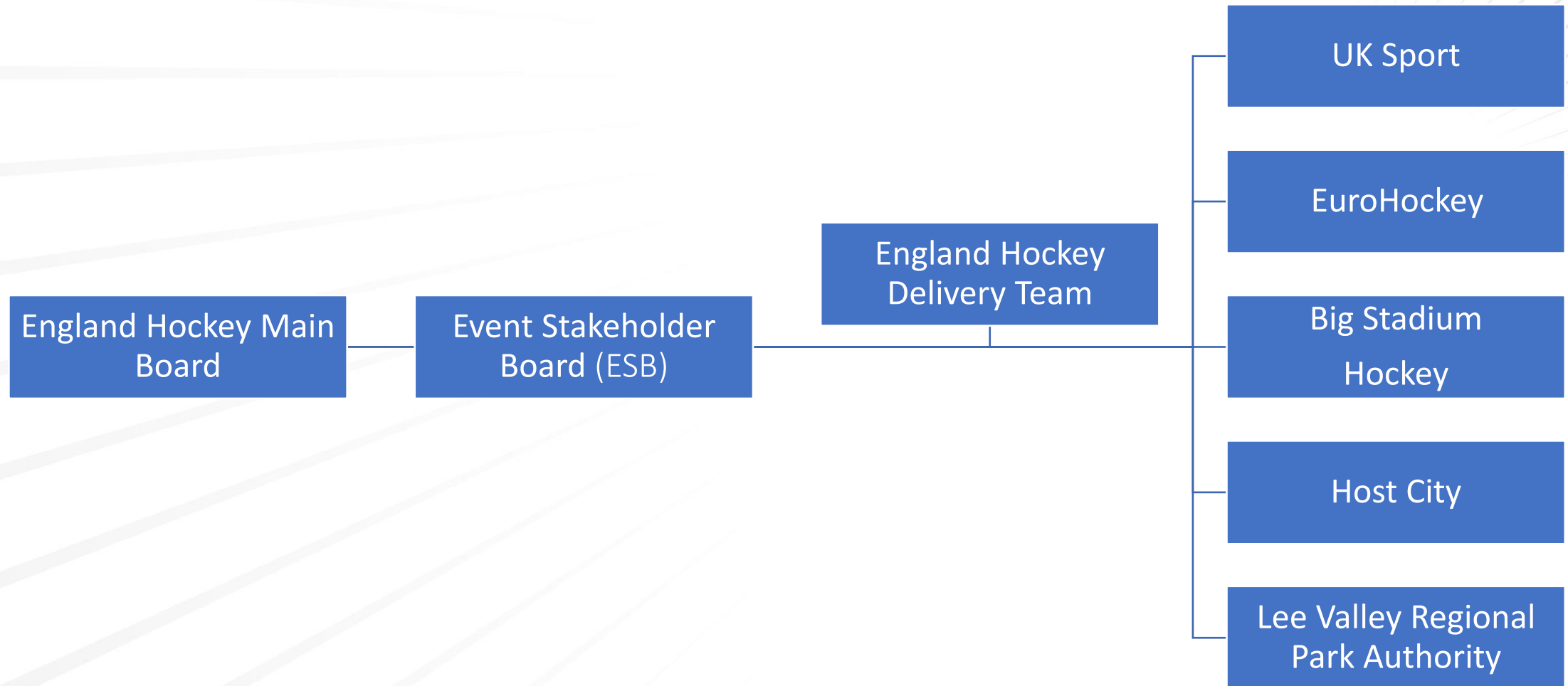
## BSH LEGACY PITCH

The Championships will leave a lasting legacy with the installation of a new hockey pitch at a community venue.





# ABOUT EUROHOCKEY 2027



# THE ROLE – ESB CHAIR



**Time commitment:** Circa 12 days per annum. Additional time may be required on occasions and in the build-up to EHC27.

**Term:** 2 Years

**Location:** Meetings will usually take place at Bisham Abbey National Sports Centre, EHC27 Venue or virtually.

**Remuneration:** This is a voluntary role, but reasonable expenses will be paid.





# THE ROLE – ESB CHAIR



## **The specific responsibilities of the Chair will include the following:**

- To chair the ESB meetings, ensuring that the views of all stakeholders are considered, creating a culture of collaboration.
- To act in the best interests of the event and in a manner consistent with their defined responsibilities and legal duties.
- To identify and manage any conflicts of interest that might arise within the ESB.
- To lead the decision-making process and voting.
- To contribute as a member of the ESB, offering guidance, support, expertise and an objective perspective on the key matters of strategy, governance, commercial and financial management, and risk management.
- To ensure that the ESB is effective in delivering the agreed strategic direction.
- To ensure that the LOC has a robust, workable and viable operational strategy.
- To challenge plans periodically and strive for event innovation.
- To offer advice and guidance in a consultative capacity to the LOC as required.
- To maintain positive relationships with major external stakeholders, including UKS, EuroHockey and venue partners.

# THE PERSON – ESB CHAIR



## Many of the following will be required:

- Board experience at Chair level with practical experience of chairing decision making committees/bodies.
- Stakeholder management experience including the ability to build trust and confidence.
- A strong understanding and track record of leadership in a results driven environment.
- A good understanding of, and experience in, major events and sport business environment.
- Good knowledge of sports governance board-level responsibilities.
- A strategic approach to objective setting and decision-taking.
- Highly motivated with personal integrity and the ability to invoke trust and respect.
- Financial management experience of mid-sized organisations and a good understanding of fiduciary responsibilities.
- Outstanding interpersonal and communication skills with a track record of delivering through people.
- Excellent influencing, negotiation and conflict management skills.
- A collaborative approach and ability to facilitate focussed discussions.



# HOW TO APPLY

We are committed to recruiting an ESB Chair that is representative of society. We encourage applicants from the widest range of backgrounds. We are particularly keen to welcome applications from female, black, Asian, LGBT+ and disabled people and those from minority ethnic, faith and racial groups.

Please submit your CV and a covering letter identifying the qualities and value you can bring to the role to [HR@englandhockey.co.uk](mailto:HR@englandhockey.co.uk).

Closing Date: 4 June 2025

Interview Date: 7 July 2025

For an informal conversation regarding the role, please contact:

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[shelagh.everett@englandhockey.co.uk](mailto:shelagh.everett@englandhockey.co.uk)



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