

# Minutes of last meeting – 26 September 2023



ENGLAND  
HOCKEY

<b>Meeting</b>	England Hockey Board Meeting				
<b>Venue</b>	England Hockey Head Office - Bisham Abbey NSC				
<b>Date</b>	26 <sup>th</sup> September 2023	<b>Start Time</b>	10.00	<b>End Time</b>	13.12
<b>Lead</b>	Royston Hoggarth, Chair (RH)				
<b>Present</b>	Nick Pink (NP), Rich Beer (RB), Kuldeep Kaur (KK), Shelagh Everett (SEv), Andy Hunt (AH), Mark Darbon (MD), Shelia Morrow (SM), Simon Mantell (SMa), Anne-Marie Garner (AMG), Jaquie Barlow (JB)				
<b>On-line:</b>	Ed Barney (EB), Angela Durnin (AD)				
<b>Invited in:</b>	Tom Allen (TA) – Item 3.1, Stuart Guise (SG) – Item 4.1, Heather Williams (HW) – Item 5.1, Andy Tapley (ADT) – Item 3.2				
<b>Notetaker:</b>	Rina Fatania (RF) and Michele Townsend (MT)				
<b>Apologies</b>	Mike Stoddard (MS)				
<b>1. Minutes of June 2023 Board meeting</b>	<ul style="list-style-type: none"> <li>i. Accuracy Minutes approved as a true and accurate recording.</li> <li>ii. Matters arising (see action points tracker) Updates and comments have been added against the actions in the tracker.</li> <li>iii. Declarations of interest</li> <li>iv. None declared.</li> </ul>				Approval
<b>2. LEAD POSITIVE CHANGE</b>					
<b>2.1 ED&amp;I - A YEAR ON UPDATE AND TRANSGENDER POLICY DOCUMENT REVIEW</b>					
<b>Paper taken as read with the following comments:</b>					
<ul style="list-style-type: none"> <li>i. KK provided the Board with a copy of the EDI Year on Report and asked for comments.</li> <li>ii. The feedback was very positive and there was a discussion around what could be improved. It was suggested that reflections of the board and other relevant data could be added, specifically around gender and geographic spread, aligned to the data previously presented by RB.</li> <li>iii. There was a recognition that Clubs want to do more in this space but don't necessarily have the expertise to execute this.</li> <li>iv. The ToR for the Advisory Group would be reviewed, and rotation clarified.</li> <li>v. <b>ACTION – Board approved the report subject to the Comms team reformatting as necessary.</b></li> <li>vi. The Transgender Policy review group is now established with additional medical expertise recruited as part of the group.</li> </ul>					Action
<b>3. RESPONSIBLE LEADERSHIP</b>					
<b>3.1 DATA &amp; TECHNOLOGY: GMS UPDATE - joined by TA, Head of Data and Technology</b>					
<b>Paper taken as read with the following comments:</b>					
<ul style="list-style-type: none"> <li>i. TA explained that the first two weekends have been generally positive with GMS. There were over 2000 fixtures and the platform held well. There were some small</li> </ul>					

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<p>specific issues which have been dealt with via appropriate communications. Social Media was quiet and getting comms out before weekend helped, allowing data and new player registrations to happen early.</p> <ul style="list-style-type: none"> <li>ii. There were periods when the system slowed down when loading during peak periods, but this was resolved quickly.</li> <li>iii. The website issues from week one were still occurring but reduced by 70%, more accurate tracking and reporting is underway.</li> <li>iv. There has been good communication with the Areas to keep them abreast of what's going on.</li> <li>v. The administration team are feeling more confident, response are prompt and further training will be provided.</li> <li>vi. TA confirmed that now the platform is more stable the team are looking at the development roadmap for long term planning.</li> </ul>	<p>Information</p>
<p><b>3. RESPONSIBLE LEADERSHIP</b></p> <p><b>3.2 Finance &amp; Operations – Legal and Governance</b></p> <p><b>The Financial Accounts were presented to the Board.</b></p> <ul style="list-style-type: none"> <li>i. The Risk Register will be reviewed for the next meeting.</li> <li>ii. The Executive are currently managing a deficit and are looking to use the survival fund to help bridge the gap as well as looking at any potential cost savings.</li> <li>iii. A rights evaluation and diagnostics is underway to maximise our commercial potential, proposals have been developed and other prospects are being considered.</li> <li>iv. The benefits and risks of engaging with Agencies was debated but would be determined by the overall package.</li> <li>v. To enable the Board to make informed decisions around the strategic direction of events, the finance committee are looking more closely at the events financial modelling which currently includes some support from Sport England.</li> <li>vi. ADT confirmed that EH will be tendering for Auditors for next year.</li> <li>vii. KK confirmed that the new finance system is now live.</li> </ul> <p><b>3.3 Risk Register – Updated Risk</b> To be brought back to next meeting</p>	<p>Information</p>
<p><b>3.4 Pro League</b></p> <p><b>Paper taken as read with the following comments:</b></p> <ul style="list-style-type: none"> <li>i. The Board discussed the pros and cons outlined in the paper regarding England and GB's future participation in Pro League. We have signed until June 2024, but we need to decide on participation going forward by 1 November 2023.</li> <li>ii. The commercial viability of the current Pro League format is highlighted as being extremely challenging. The team started sales for Pro League in August 2023 off the back of the Euros to maximise return. We are ahead of where we were last year when we went on sale at the end of November.</li> </ul>	<p>Action</p>



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<p>I. SG outlined the key challenges and the principles highlighted in the paper and sought approval from the Board for the direction of travel and the finalising and operationalising of the strategy to the ASC and OWG.</p> <p>II. There was a recognition that the role of NPUA was key to the success of the strategy and that the inconsistency with paid v non-paid roles was a challenge.</p> <p>III. <b>ACTION - The Board approved the direction of travel.</b></p>	Action
<p><b>5. Inspirational International Success</b></p> <p><b>5.1 Strategic Talent Update – Joined by HW, GB Head of Elite Talent Development &amp; Performance Team</b></p>	
<p><b>Paper taken as read with the following comments:</b></p>	
<p>i. HW recapped for the Board the progress made in talent development.</p> <p>a. HW highlighted that there are many routes to progress and not just a linear form. The second year of delivery is underway with 4 EH academies and 19 hosted clubs. More clubs are being sought where there are gaps around the country. Success is measured by quality assurance review, governance, and talent development. There is a recognition that there is more work to do to embed in the club environment.</p> <p>ii. A Talent Academy Conference will be held in May. The team are challenging themselves on how to stretch older players whilst managing expectation.</p> <p>iii. AMG asked what consideration is given to player load and how EDI is measured. HW responded that we are not seeing much change in respect of ethnicity, the hardship fund is in place and stakeholder surveys are being set up via a player voice forum.</p> <p>iv. HW shared stats on 1400 player records. The gender split is equal but independent v state school is skewed towards private schools. The Bursary available is still quite small. Ethnic breakdown is still predominantly white. Work is ongoing to ensure we broaden the reach as much as possible by making sure talent development is a key part of the hockey diet and not just an add on.</p> <p>v. HW highlighted there is progress of 4 or 5 talented players through England Age Groups but we are lagging behind our counterparts, because of the challenge of recruiting at 6<sup>th</sup> form and not releasing for other activity.</p> <p>vi. EB highlighted that there are challenges with BUCS, school national league and EDI. More investment around U21s is being considered but it was important to allow quality coaching time to work.</p> <p>vii. HW confirmed that there are metrics in place to track player progression through U18 and U21.</p>	Information
<p><b>6. Exec Report</b></p>	
<p><b>Paper taken as read with the following comments:</b></p>	
<p>i. EB highlighted that good progress is being made by both senior teams. England reached their first semi-final since 2014 and won silver. Tracking data is positive from GB despite the dip in Euros.</p>	

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- ii. Regarding the Olympic qualification route, EB confirmed there is a meeting with the BOA on Friday and there is every likelihood of qualification. We are in a positive position and confidence is high with the work being done.
- iii. EB, Paul Thompson and SMA to meet to discuss performance in more detail.
- iv. RB confirmed that the facilities loan scheme is progressing well. The recommendation is to award full amount, recognising the impact of the current interest rates.
- v. RB discussed a potential partnership which included discussions around objectives as well as the loan investment. We would need to find another partner, but very confident they will come on board. There is still work to be done and RB will come back with more details as soon as available.
- vi. NP highlighted the new kit deal with Mizuno as of 1st October. Our retail offering is planned to be ready for Black Friday in November.
- vii. NP also highlighted that there has been improved effort regarding EHL reporting and engagement for leagues on socials with some positive feedback.
- viii. The Board were made aware of the formation of the National Game Panel Advisory Group which has been set up to provide insight, support and advice to address operational issues affecting the national game and particularly to support EH Competitions team in respect of rulings on regulations. There is currently an issue with a premier league club who don't want to play in Europe because of player eligibility. We are discussing sanctions and have another team willing to go in their place.
- ix. RB advised that Super6's will be held in Derby and due to the growth in International Masters a review of how Masters continues to work is underway.

### 7. AOB

- i. AH completed his 3 terms on the Board. The Chair put on record the Board's thanks to AH for his commitment to England Hockey over the last 9 years and his contribution to Team GB and the BOA.
- ii. Next Board Meeting to be held on 7<sup>th</sup> December 2023 at Bisham
- iii. The meeting closed at 13:12