

**Honorary President**

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**Honorary Secretary (Acting)**

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**Minutes of Committee Meeting held 18<sup>th</sup> November 2020**

**Present:** Ian Harvey (President, acting Secretary), Shaun Cullimore (Treasurer), Angie Pearce (Youth Coordinator), Lindsay Ferguson (Men's Masters Manager), James Doughty (Youth Coordinator), Graham Wayland (Senior Men's County Manager), Lisa Lundie (Welfare Officer), Alistair Kilfoil (Men's League Representative), Carolyn Rolleston (Coaching Director), Sally Privett (Women's Masters Manager), Mike Sheppard (Umpiring Secretary).

**Apologies:** Nigel Sherwood (support Men's Masters Manager).

**Not Present,** Rob Fynn (Disciplinary Administrator), Bob Moxom (Vice President).

Please note if an action is a long term item it has now been moved to the end in section 11.

<b>Item</b>	<b>Notes</b>	<b>Action</b>
<b>1.0</b>	<b>Apologies:</b> See list above.	
<b>2.0</b>	<b>Minutes from Last Meetings - 25<sup>th</sup> February 2020, 18<sup>th</sup> August</b> The Minutes from the Committee Meeting held on 25 <sup>th</sup> February were approved. The Minutes from the meeting on 18 <sup>th</sup> August were not yet ready so approval will be held over until the next meeting.  Ian Harvey chaired the meeting.	Complete Minutes from 18 <sup>th</sup> August meeting - Ian Harvey.
<b>3.0</b>	<b>Matters Arising</b>	
<b>(i)</b>	<b>Legal status of Gloucestershire Hockey Association as a body.</b> No further progress on this as it depends on the outcome of the EH governance review and the future role and make-up of the Sub-areas.	No Action.
<b>4.0</b>	<b>Chairman's Business</b>	
<b>(i)</b>	<b>Future roles for GHA:</b> No further progress on this as it depends on the outcome of the EH governance review and the future role and make-up of the Sub-areas.	No Action.
<b>5.0</b>	<b>Reports</b>	
<b>(i)</b>	<b>Secretary:</b>  <i>Provided report italics, additional comments in plain text.</i>  <i>The GHA AGM was held via an on-line Zoom meeting on 23<sup>rd</sup> September and was quorate. The members nominated by the old Committee for positions on the new Committee were all elected. In addition, the reports were all adopted and the Finances together with the affiliation fees for 2020 - 21 approved. Angie Atherton and Roy Smith had been proposed as Life members and both were elected by the meeting. The</i>	No Action.

	<p><i>Minutes are a work in progress.</i></p> <p><i>One aspect that was an on-going action from the previous year was that of policies and procedures. Progress on this was made over the summer, but this work came to a halt with Covid when the work to provide Covid secure guidelines and risk assessments became the priority. It is hoped this can begin again shortly.</i></p> <p><i>The EH resolution on Governance was approved at their AGM in September and since this time they have been working on the leagues structures together with the articles of association for EH and the new Areas that will replace the Regions. In this respect there have been working groups supporting this and included within their remit has been that of the roles definitions. (See further details under West HA report). So far though Sub-areas have not been involved and due to the secrecy surrounding the detail of the various activities it has not been possible to gain any indication of the direction of thinking.</i></p> <p><i>In the meantime, contact has been made with the temporary EH Relationship Manager for Gloucestershire who is Charlie Farrow. He is actually responsible for a portion of the East and South East Areas, but due to the current financial situation at EH there is no direct replacement for Verity Langfield for now.</i></p> <p>During the discussions of the report it was noted there was no clear direction for the role of the Sub-areas, but the feeling was expressed that it might only be the sponsorship of junior hockey. Any possible involvement in umpiring for the future was still being debated.</p> <p><b>Ian Harvey</b></p>	
<p><b>(ii)</b></p>	<p><b>Men's West League Representative:</b>  There was no written report, but Alistair Kilfoil gave a verbal update prior to his leaving for the men's league meeting which was due later the same evening. The lockdown in Wales had meant that in the Premier Division the 5 Welsh teams could not compete which meant that the first week of the league there was only 1 game. The further challenges of holding fixtures meant the season had not really started before the second lockdown was introduced.</p> <p>A small sub-committee of the league had been considering options. Firstly that the season would continue, but all the fixtures in lockdown would simply be voided. The second being to take a recess and restart on 16<sup>th</sup> January with the aim to play all the matches. The issue with this being that no one wanted to go into May; however, a minimum of 11 games were needed else the league would be void.</p> <p>The feeling in the meeting was that a more realistic solution could be to simply declare the season to be one of friendlies only.</p> <p>The only other concern raised was that which teams had been ghosted had not been well publicised and it would be helpful for clubs to know this.</p> <p><b>Alistair Kilfoil</b></p>	<p>Raise with League the issue of publicizing ghosted teams – Alistair Kilfoil</p>
<p><b>(iii)</b></p>	<p><b>Senior Men's County Manager:</b>  No further progress on this as it depends on the outcome of the EH governance review and the future role and make-up of the Sub-areas.</p>	<p>No Action.</p>

	<b>Graham Wayland</b>	
(iv)	<p><b>Youth Coordinators:</b></p> <p><i>Provided reports italics, additional comments in plain text.</i></p> <p><b>Schools</b>  There have been no school competitions due to Covid-19 restrictions. Most schools were unsure in September whether they would be playing and put off any decision until after half term when of course the new lockdown became clear. Only 2 schools were known to have been playing matches against other schools; Wycliffe and Cheltenham Ladies College (possibly Kings Gloucester also). Discussions with West (Liz Powell) had resulted in all competitions being postponed until after Christmas. No preparations for the boys competitions had been made due to the uncertainty.</p> <p><b>Festivals / In2Hockey</b>  <i>There have been a total of just 4 Festivals so far this season with them all taking place in October. The U8 mixed (5 teams), U10 girls (6 teams), U12 girls (8 teams) and Under 12 boys (8 teams) went ahead. However, unfortunately U10 boys was cancelled at the last minute when Dean Close decided they needed to have a member of staff present because of Covid and no one was available at short notice. The November dates were all cancelled due to the second COVID-19 lockdown in England. This curtailment was most disappointing given all the effort to produce Covid secure plans including risk assessments which were provided to the schools and full guidance information given to all the clubs.</i></p> <p><i>Covid-19 has clearly had a significant impact on this season so far with smaller numbers of entries even from those clubs still willing to participate. Indeed across all the clubs the responses have been very varied in the face of Covid-19 and some clubs have decided not to play at all this season, specifically Marlborough and Newent. Other teams have only been willing to become engaged slowly and Cheltenham although initially very keen withdrew from both the October and November events, but promised to take part in December. As we go forwards I have increasing doubts we are going to be able to run many Festivals this season if any at all.</i></p> <p><i>Lastly, whilst there is as yet no clear direction for the role of county (Sub-area) that will result from the EH AGM resolution on governance, it does seem likely there will be changes. Whether therefore this will be the last season for Festivals as we have known them I am unsure.</i></p> <p>The issue of whether to try to run the December Festivals was put to the meeting, the feedback from the Lansdown representatives present was to go for it. Many of the younger children will not have been getting sport at school and the opportunity to play would be good for their mental wellbeing. It was agreed that subject to government regulations and EH guidance we should go ahead.</p> <p>It was observed that Bournside and Brockworth had been keen for their facilities to be used by Lansdown; previously CLC had been very open and helpful, DC quite nervous and Bournside very responsive.</p> <p>Feedback from the October Festivals was that the atmosphere without</p>	<p>Need to check facilities will be available and for any special requirements - Lisa Lundie</p> <p>Inform clubs of need to avoid parents coming on site at Dean Close - Ian</p>

<p>parents was very good! The only concerns had been from Dean Close with the number of parents coming on site. It might be better to arrange for parents to drop off and collect from an entrance, probably Shelburne Road side.</p> <p><b>Player Pathway</b>  <b>2019 - 2020 Season</b>  <i>The final tournaments were held for the U14 and U15 squads but not for the U16/17 squads. Nominations to PC were made but as yet those trials have yet to be completed.</i></p> <p><b>2020 - 2021 Season</b></p> <ul style="list-style-type: none"> <li>• <i>DCs that were to be run by GoCrea8 were cancelled</i></li> <li>• <i>When hockey did restart in August, nomination requests went out to schools and clubs on 12th August - players that were unlikely to meet AC standard were not generally nominated - this had led to an improvement in the ability of players on pitch at the sessions. Very few players are completely out of their depth on pitch.</i></li> <li>• <i>71 boys and 149 girls have signed up (income of £4,400) - we have kept the nomination process open throughout</i></li> <li>• <i>All squads have had at least 2 sessions and we are in a position to select all the boys squads and the U15 girls squad.</i></li> <li>• <i>Due to the numbers and the COVID-19 situation, we have decided to select a DC and an AC squad for the U14 and U16/17 girls. We will announce the squads in early December.</i></li> <li>• <i>Schools - the first GHA sessions provided to schools have started (Ribston Hall)</i></li> </ul> <p><b>Operational Changes</b>  <i>The originally agreed proposals were to</i></p> <ol style="list-style-type: none"> <li>a) <i>Focus on the elite players that have the potential to play at AC and beyond - <b>Complete</b></i></li> <li>b) <i>Move to a single venue - Oxstalls - <b>Largely Complete</b></i></li> <li>c) <i>Limit squad size to maximum 20 players - including keepers - <b>Complete</b></i></li> <li>d) <i>Have selection broadly complete by the beginning of September - <b>Incomplete (COVID!)</b></i></li> <li>e) <i>Send GHA selectors to the three U12 junior festivals in 2020 to recruit under 13s - <b>Complete</b></i></li> <li>f) <i>Increase the number of AC sessions from 6 to 9 from September 2020 to March 2021 - <b>Incomplete (COVID!)</b></i></li> </ol> <p><b>Coaches</b>  <i>All GHA coaches are now registered on the PPS and all the vast majority of their documentation is up to date. We now have 19 active coaches registered on the PPS, 16 of which are actively involved. New guidance for coaches has now been published and a process implemented to enable better visibility of which coach is on which pitch at which time. Payments now happen automatically (by Shaun)</i></p> <p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>• <i>James Doughty is now a single point of failure for most of Player Pathway activities - this needs to be resolved - Committee is asked to consider how more support could be provided.</i></li> <li>• <i>Coaching delivery on pitch continues to vary, despite there being a coaching framework. - Committee is asked to consider how the coaching offering could be improved. Options are</i> <ul style="list-style-type: none"> <li>o <i>Revisit outsourcing some/all of the coaching</i></li> <li>o <i>Provide more coaching support to all coaches</i></li> </ul> </li> </ul>	<p>Harvey</p>
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	<ul style="list-style-type: none"> <li>• <i>AC hockey from January will be affected by COVID - other counties may not have squads in place until March and the final tournaments have already been cancelled in principle.</i> <ul style="list-style-type: none"> <li>o <i>The November lockdown will save just over £900 in coaching and pitch costs</i></li> <li>o <i>It is proposed that the cost of delivering AC activity from January to March is covered from GHA reserves</i></li> <li>o <i>10 Oxstalls Sessions (@£1,400) and 5 Sunday Matches (@£2,100) is the likely exposure, less the £900 not spent. Net exposure is unlikely to be more than £3,000.</i></li> </ul> </li> </ul> <p>As regards the cancelled sessions, since the charges had been low there had been no queries about refunds. Taking this into account and the lost time it was agreed to fund the costs of the remaining PP activities from reserves particularly in view of all the uncertainty over how much hockey may be possible.</p> <p>One concern that did arise was what would be the plans at Oxstalls for opening in January and through the early part of next year.</p> <p>There was also a brief discussion over the future for the coaches and whether to continue with the existing high number or try and work with a smaller pool. The difficulty being that AC offers limited opportunities for coach development with coaches only seeing their squads once a month. As a result the younger ones may prefer a club environment where they may have more work available. The suggestion was to talk to them and determine their own aspirations.</p> <p>The new Talent Development plan from England Hockey was then discussed and the detail can be found in Section 9 A.O.B.</p> <p>Lastly, the concern was raised that the emails to the schools for the AC cycle nominations had gone out in August when they were essentially closed. In this year of COVID-19 though this had been inevitable. It was agreed though that it would be better in future to do this in June before the end of the summer term.</p> <p><b>Angie Pearce, James Doughty</b></p>	<p>Check with Oxstalls their plans for early 2021 and opening hours - Lisa Lundie</p> <p>Discuss future working arrangements for AC with current coaching team to identify potential improvement opportunities - James Doughty</p>
(v)	<p><b>Umpiring Secretary:</b>  <i>Provided report italics, additional comments in plain text.</i></p> <p><i>This report is in the format of reports to the WHA Umpiring Committee</i></p> <p><u><i>Current Total of Level One (assessed) on County Register</i></u>  195 umpires</p> <p><u><i>Added to Level One (assessed) County Register since last meeting</i></u>  2 (one from 2018, the other after completing a post Covid online course in June 2020)</p> <p><u><i>Current Total of Level One (unassessed) on County Register</i></u>  130 umpires</p> <p><u><i>Added to Level One (unassessed) County Register since last meeting (and course attended)</i></u>  None</p> <p><u><i>Level One Courses run within County since last meeting</i></u></p>	<p>No Action.</p>

	<p><i>None</i></p> <p><u>Other Umpiring Courses held within County since last meeting</u> <i>None</i></p> <p><u>Report on Activity within County since last meeting</u> <i>None</i></p> <p><u>Other Activity</u> <i>None</i></p> <p><b>Mike Sheppard</b></p>	
<b>(vi)</b>	<p><b>Indoor Secretary:</b> There was nothing to report due to lockdown suspending hockey.</p> <p><b>Rob Fynn</b></p>	No Action.
<b>(vii)</b>	<p><b>Masters Managers:</b></p> <p><b>Women's:</b> Nothing has been happening due to lockdown suspending hockey and it remains unclear what will happen now this season.</p> <p><b>Sally Privett</b></p> <p><b>Men's:</b> Mens Over 60s trial were held and there were enough players for 2 teams; however, lockdown then ended activities. The team(s) had been due to play Wales Over 70s and then the first rounds of the cup competition in November. It is not clear whether the second round dates in December will be used for the postponed cup fixtures and then the remaining dates slipped or what will happen.</p> <p><b>Lindsay Ferguson</b></p>	No Action
<b>(viii)</b> )	<p><b>GHA Website:</b> The website currently has a statement regarding GHA compliance with EH Policies and Procedures and the Privacy Policy. This area will need further work as the local versions of the various Policies and Procedures are developed.</p> <p><b>Shaun Cullimore</b></p>	No Action.
<b>(ix)</b>	<p><b>Clubs Representatives:</b> These positions remain unfilled and the need for these will be determined when the outcome of the EH governance review and the future role and make-up of the Sub-areas is defined. No report required for now.</p>	No Action.
<b>(x)</b>	<p><b>Welfare Officer</b> Nothing to report.</p> <p><b>Lisa Lundie</b></p>	No Action.
<b>6.0</b>	<p><b>Disciplinary Administrator</b> No red cards had been received. Maybe the upside to the limited amount of hockey being played due to Covid-19 restrictions?</p>	No Action.

	<p><b>Rob Fynn</b></p>	
7.0	<p><b>GHA Finances / Accounts</b></p> <p><i>Provided report italics, additional comments in plain text.</i></p> <p><i>At the moment we are showing an (insignificant) loss of £353.65 on the season to date. The annual affiliation process has gone reasonably well with most teams paying the reduced fee of £5 per team promptly. Despite multiple attempts to contact them Yate and Shipton Oliffe have been uncommunicative. Affiliation is a condition of playing league hockey. I have had no choice but to report these clubs to their respective leagues and to West HA. Blockley HC now only run one side rather than two and there have been no gains, so a net loss of one team this year. At the moment only 10 schools have affiliated (versus 20 last year).</i></p> <p><i>As usual the bulk of our income and expenditure has been in the Player Pathway activities. The season has suffered major disruption due to the pandemic. We will be shutting down these activities for the time being while we are showing a £700 surplus.</i></p> <p><i>We have incurred expenditure of £1,168 on festivals. Once the clubs are billed the income is expected to almost offset the expenditure. There may be some losses this season as the need for social distancing reduces the number of teams we can accommodate.</i></p> <p><i>The Masters income recorded is the accrued men's match fees over a long period and is "ring fenced" for use by the men's masters sides.</i></p> <p><i>We have offered professional to coaching sessions to schools and have started to see some expenditure associated with that. The activity will not generate any income and will be supported by our reserves.</i></p> <p><i>As ever, the balance sheet remains healthy.</i></p> <p><i>An update was given in the meeting to the effect that affiliation had been completed and West had been paid. Ian Harvey thanked Shaun Cullimore for his efforts and the successful outcome.</i></p> <p><i>See Appendix 1 for detailed accounts.</i></p> <p><b>Shaun Cullimore</b></p>	No Action.
8.0	<p><b>West HA Matters:</b></p> <p><i>Provided report italics.</i></p> <p><i>The most recent West HA Council Meeting was held on 12<sup>th</sup> November with good representation from all of the West Region Counties. Zoom meetings seem to be very successful for getting more people together.</i></p> <p><i>There were reports across the various areas of activity including Performance, League and Umpiring. A brief summary of each element is set out below.</i></p> <p><i>Transition Groups in support of the new Governance structure.</i></p> <p><i>The Communications working group reported that a strategy</i></p>	No action.

*paper had been published, but they were waiting on the other groups to define what content would be appropriate. No further work will be done until this is available and the direction being taken by EH over their website and similar was clear.*

*The Transition Group reported that Articles of Association for EH and the Areas (replacing Regions) had been drafted (Caroline Baynes working for EH had led this) and legal advice sought. The first draft of the EH Articles had been reviewed and the final proposed version sent to the EH Board for approval. The changes included in these being the adoption of electronic voting for the long term, how to manage member resolutions and the setting up of the Areas. The Articles for the Areas have also been looked at and these will be available to the Transition Group w/c 16<sup>th</sup> November. One key aspect will be the establishment of a new representative committee of Areas.*

*The Leagues discussions have begun, but a schedule for the activities remains to be defined.*

*The Umpiring Group reported that they now had 30 people involved. They were looking at ratifying the League regulations on umpiring and the terms of reference for umpires. A National Officiating Group had been set up and surveys were being circulated to clubs and individual umpires to get views on the way ahead.*

*Competitions reported they were waiting for EH to define the framework.*

*Discipline reported so far there had been no activity.*

*Masters are in the process of forming a working group.*

#### *General Topics*

*Treasurer reported that the affiliation fees were being received though Devon and Cornwall were outstanding.*

*There had been a meeting of the existing RCC (Regional Consultative Committee) which was dominated by the governance topic. There had also been an update on the EH IT programme, apparently EH had been doing a due diligence activity on the existing competitions system so that they could seek a replacement using proven technology.*

*Disciplinary report was that there had been 3 red cards and 1 disrepute offence.*

*Competitions reported that Indoor had been cancelled and all outdoor competitions scheduled before Christmas similarly.*

*Umpires there was not much happening with the lockdown.*

*Leagues were having a nightmare with an ever changing situation.*

*Performance centre reported that documents relating to the Talent Development proposed new system had been received for review, but these were not to be circulated until the review was complete.*

	<p><i>In the meantime Keith Dingle the West President had spoken to Ed Carney and Heather Burrows and they had agreed to attend a West PC meeting, with an open mind.</i></p> <p><i>The only county report received had come from Cornwall.</i></p> <p><i>The EH report came from Barbara Reynolds, the club affiliation had been delayed to start on 13<sup>th</sup> or 16<sup>th</sup> November and there was no closing date defined. In the Pro-League the fixtures against Germany had been postponed due to the German team not being allowed to travel. There had been some suggestions that EH were indicating that junior hockey should not be played, but this was not the case. EH were lobbying for funding to made available by the government to leisure centres and similar to ensure they would survive Covid-19 lockdown and the facilities not be lost. EH were lobbying the government also that hockey was safe as there was no evidence for transmission on the pitch, perhaps only through travel and were hoping that hockey would be back on pitch in January.</i></p> <p><b>Ian Harvey</b></p>	
<b>9.0</b>	<b>Any Other Business</b>	
<b>(i)</b>	<p><b>Talent Development – A New Way Forward</b></p> <p>There have been several documents from England Hockey on the new Talent Development strategy. The changes proposed have not been met with any enthusiasm by the West PC Committee, the clubs do not support it and parents think it mad. The plan advertised is for the new system to be launched in January 2021 with Talent Centre accreditation by September 2021 and Talent Schools to follow.</p> <p>The strategy has resulted from a survey of the current Player Pathway system and the associated shortcomings. These briefly are as follows:  The number of players coming through from the NAGS is not meeting expectations.  The level of coaching is not what is needed. The best coaches were expected to jump at the opportunities for coaching at PC, but this has not been the case.  PC has not supported AC.  EH wants greater club success at European level.  Selection is not sufficiently independent and bias is a constant concern.</p> <p>The detailed documents setting out the new system had been made available prior to the meeting, but a couple of key points emerged during the discussions:  It will be open for any club to apply to become accredited as a Talent Centre; however, there will be strict criteria that have to be met.  In theory any player can be selected for a Talent Academy irrespective of whence they come; Talent Centre, Talent School, County Academy Centre or other nomination.</p> <p>The concerns that were then aired were around what happens to players who do not get into Talent Centres and then Talent Academies, will they become disillusioned and drop out of hockey? The association of Talent Centres to specific clubs and similarly with Talent Academies risks creating an environment where if players do not get into the specific club there will be no incentive for them to continue playing and working to improve their skills. They will be consigned to the sidelines</p>	

	<p>and far from creating a more diverse and inclusive system it will actually narrow it down. Particularly because of the competitive parent elements.</p> <p>Graham Wayland felt this would be more of an issue for smaller clubs such as are found in Gloucestershire. He asked the question why could Talent Centres not be associated to Sub-areas (counties) rather than being club based.</p> <p>The discussions continued for a while, but at the end the meeting endorsed the paper from James Doughty as the official position of GHA which would be forwarded to West PC and also to EH.</p>	
<b>10.0</b>	<p><b>Date of Next Meeting:</b></p> <p>To be decided once EH activities on defining Sub-area roles become clearer or at the latest in February 2021.</p>	Decide date of next Committee meeting - Ian Harvey

<b>11.0</b>	<p><b>Carry over actions:</b></p>	
<b>11.1</b>	<p>HGWHUA have decided in future not to appoint a representative to the GHA Committee. This role may need to be removed from the Constitution depending on the outcome of the EH AGM Resolution Governance review and the relationship between Areas, Sub-areas and HUAs.</p>	Consider need to update the GHA Constitution at next AGM if HUA representative role is not still required - Ian Harvey
<b>11.2</b>	<p><b>GDPR (General Data Protection Regulation).</b></p> <p>There are now templates for hockey organisations to use, EH are referencing the Sport and Recreation Alliance documents. These need to be adapted to the needs of GHA. Also an audit of personal data held by the GHA should be carried out to ensure compliance with the policies once created.</p>	Create draft proposed GDPR policies for GHA including a consent form based on Sport and Recreation Alliance templates. Audit of personal data held by the GHA also needs to be completed - Ian Harvey.

<p><b>11.3</b></p>	<p><b>GK coaching course.</b> No progress has been made due to the difficulties of finding suitable coaches with availability. It was agreed that a one day event would make the most sense and in view of the difficulties in getting a “name” to lead it was felt that a specialist goalkeeper coaching company would be a better arrangement. Fortitude was suggested. Location would probably be best at Dean Close.</p>	<p>Contact Fortitude to see what they could offer then explore possible venues including pitch and classroom availability - Ian Harvey.</p>
<p><b>11.4</b></p>	<p><b>Run coaching courses</b> Potentially Introduction to Hockey Coaching course could be run. Need to explore possible dates, but something as soon as possible as early in the season enthusiasm is likely to be high. Kings in Gloucester has a new pitch and seem keen to let it out for hockey, classroom though would also be needed.</p>	<p>Discussion to be held with EH over setting this up so course can be accredited - Ian Harvey</p>
<p><b>11.5</b></p>	<p><b>Senior Mens’ County side</b> It was agreed not to make any decision on the future of the team until EH decides the future of the competition.</p>	<p>Review the future of the county senior mens team once the EH AGM Resolution outcome is clear - Graham Wayland</p>
<p><b>11.6</b></p>	<p><b>Clubs Representatives:</b> Positions are unfilled currently. The EH AGM resolution Governance review will redefine the relationship between counties and clubs so this can be left open for now. However, a view will be needed by the next AGM in case the constitution needs to be revised.</p>	
<p><b>11.7</b></p>	<p><b>Legal status of Gloucestershire Hockey Association as a body.</b> The question of whether the GHA needs to become an incorporated body as West has done, possibly a company limited by guarantee, remains open. The concern exists over whether the GHA officers could have some liability for tax arrears if HMRC were to pursue anyone contracted by GHA. Incorporation seems overall a sensible move as it would provide protection to the GHA officers; however, until the full impact of the proposals arising from the England Hockey AGM resolution on governance are known and the implications for the status of the GHA this should be put on hold.</p> <p>James Doughty has a contact (Jo White) that has experience of both incorporation and the development of procedures and policies that</p>	<p>Develop a detailed proposal regarding GHA Incorporation unless the EH governance proposals make this unnecessary - Ian Harvey</p> <p>Seek</p>

	could be a useful source of information. Recent experiences such as Player Pathway improvements would suggest that a set of GHA specific policies and procedures would be very useful.	support for developing GHA specific policies and procedures - Ian Harvey.
<b>11.8</b>	<b>GHA Committee job descriptions.</b>  Need job descriptions for volunteer roles that are vacant; Secretary, Clubs Representatives, Welfare Officer (although now filled). This action should now be put on hold pending the outcome of the EH AGM Resolution on Governance as anything produced could be made obsolete.	Create draft job descriptions proposals for the Committee to review and agree - Ian Harvey

Appendix 1 - detailed accounts

### Income Statement For Period Covering 2020-04-01 to 2021-03-31

<u>Income</u>	£5,483.40
<u>05 Player Pathway</u>	£4,300.00
<u>25 Masters</u>	£451.40
<u>30 Affiliation</u>	£707.00
<u>50 Exceptional Income</u>	£25.00
<u>Expenditure</u>	£5,837.05
<u>05 Player Pathway</u>	£3,620.17
<u>15 Junior Festivals</u>	£1,168.00
<u>17 Coaches Into Schools Initiative</u>	£121.00
<u>25 Masters</u>	£126.40
<u>70 Administration</u>	£126.88
<u>85 Insurance</u>	£674.60
Net loss for Period	£353.65

## Balance Sheet 2021-03-31

<u>Assets</u>		£64,335.27
<u>Cash at Bank and In Hand</u>	£64,052.52	
<u>Pre-Payments</u>	£282.75	
<b>Total Assets</b>		<b>£64,335.27</b>

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<u>Liabilities</u>		£1,073.14
<u>Creditors</u>	£1,073.14	
<b>Total Liabilities</b>		<b>£1,073.14</b>

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<u>Equity</u>		£63,615.78
<b>Retained Losses</b>		<b>£353.65</b>
<b>Total Equity</b>		<b>£63,262.13</b>

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<b>Total Liabilities &amp; Equity</b>		<b>£64,335.27</b>
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