

Honorary President

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Honorary Secretary (Acting)

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Minutes of Committee Meeting held 2nd September 2019

Present: Ian Harvey (President), Shaun Cullimore (Treasurer), Carolyn Rolleston (Coaching Director), Mike Sheppard (Umpiring Secretary), Angie Pearce (Youth Coordinator), Sally Privett (Women's Masters Manager), Malcolm Green (Men's Masters Manager), Bob Moxom (Vice President), James Doughty (Youth Coordinator), Graham Wayland (Senior Men's County Manager)

Apologies: Lisa Lundie (Welfare Officer), Alistair Kilfoil (Men's League Representative), Angie Atherton (Junior Organiser).

Not Present: Charli Roberts (Player Pathway Coach), Rob Fynn (Disciplinary Administrator).

Item	Notes	Action
1.0	<p>Apologies: See list above.</p> <p>Also 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
2.0	<p>Minutes from Last Meeting - 25th March 2019 The Minutes from the Committee Meeting held on 25th March were accepted. Ian Harvey chaired the meeting.</p>	
3.0	<p>Matters Arising</p>	
(i)	<p>Legal status of Gloucestershire Hockey Association as a body. 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 coaches employed by the GHA are paid for their coaching; however, they are either self-employed or employed by other organizations. A previous analysis of the employment position of coaches using the EH checklist had concluded there was no issue, but there was some ambiguity. The concern remains over whether the GHA officers could have some liability if HMRC were to pursue any of those paid by the GHA.</p> <p>James Doughty has a contact that has experience of both incorporation and the development of procedures and policies that could be a useful source of information.</p> <p>In the meantime the EH AGM Resolution Governance review</p>	<p>Develop a final proposal regarding Incorporation to be presented at the 2019 - 20 AGM , ensuring that the EH governance proposals are included in the proposed solution - Ian Harvey</p> <p>Seek further advice and guidance on incorporation - James Doughty</p>

	<p>activity needs to be monitored in case it impacts this decision.</p> <p>Further work is needed during the 2019 - 20 season to develop a proposal for the 2020 AGM.</p>	
(ii)	<p>GDPR (General Data Protection Regulation). 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>	<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>
4.0	Chairman's Business	
(i)	<p>Future roles for GHA:</p> <p>The various areas for GHA greater involvement were discussed:</p> <p>GK coaching course. No progress has been made due to the difficulties of finding suitable coaches with availability. Becky Herbert had not come back in response to the questions raised with her proposal, but it was noted she was already over committed. 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>Run coaching courses - 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>Contact Fortitude to see what they could offer - Ian Harvey</p> <p>Explore possible venues including pitch and classroom availability - Angie Pearce</p> <p>Discussion to be held with EH over setting this up so course can be accredited - Ian Harvey</p>
5.0	Reports	
(i)	<p>Secretary:</p> <p>EH AGM Resolution activity on hockey Governance in England has seen a number of roadshows around the country to explain the objectives and potential actions. At this time the detail seems lacking. Feedback is now requested from everyone who is interested.</p> <p>Ian Harvey</p>	<p>No Action.</p>

<p>(ii)</p>	<p>Men's West League Representative:</p> <p>Only item from the Mens League is that the next Men's League meeting is on Wed. 25th September.</p> <p>Alistair Kilfoil</p>	<p>No Action.</p>
<p>(iii)</p>	<p>Senior Men's County Manager:</p> <p>The EH AGM Resolution activity on hockey Governance is making the future of the seniors very unclear. EH may simply give up trying to run anything until the reorganization is complete. It could be that there will be only a Divisional competition, equally the "sub-areas" as counties are expected to be termed under the new Governance system could run their own competition.</p> <p>As regards Gloucestershire the team has not played for 2 years now and no one has raised it as an issue. The team was also a drain on the county finances so is there any point in trying to resurrect it? In addition, players had to be persuaded to play in the past.</p> <p>It was agreed not to make any decision on the future of the team until EH decides the future of the competition.</p> <p>Graham Wayland</p>	<p>Review the future of the county senior mens team once the EH AGM Resolution outcome is clear - Graham Wayland</p>
<p>(iv)</p>	<p>Youth Coordinator:</p> <p>Schools competitions. Schools tournaments, both boys and girls are all organised. However, there has been a high turnover of staff amongst the schools so there are some risks over the entries. Schools probably need reminding of their entries.</p> <p>Umpires will also ideally be needed for the older schools events so an appeal through Mike Sheppard should be made.</p> <p>Lisa Lundie</p> <p>Festivals and Clubs In2Hockey. Festival and In2Hockey dates have all been sent out and pitches are booked. Need to develop a rota for Clubs to run venues and send this out.</p> <p>Ian Harvey</p> <p>Player Pathway There was a short discussion at the start of the Player Pathway report on the level of Committee oversight of the activities. It</p>	<p>Send out reminders to schools for the tournament entries and dates - Lisa Lundie</p> <p>Send competition schedule to Mike Sheppard and request him to appeal for umpires for the schools competitions - Lisa Lundie</p> <p>Develop Festival site rota for Clubs running venues and send out - Ian Harvey</p>

	<p>was agreed that essentially the Committee role was to agree the budget, everything else would be the responsibility of the PP team. This would consist of James Doughty, Angie Pearce, Shaun Cullimore and Ian Harvey.</p> <p>In respect of the cycle for this season and the associated costs, it was agreed the target was to break even. However, with the current plan, associated costs and the numbers of players currently signed up it was likely there would be a small loss. Equally, this could change if more players signed up at the last minute. The possibility of a small loss was accepted by the meeting.</p> <p>The next cycle would have a full year budget established with the target of break even, this cycle to start with U13s / U14s DC in the spring of 2020.</p> <p>In respect of coaches generally, discussions have been held with Gocrea8 for them to provide resources, this has yet to be confirmed though.</p> <p>The PP report covered the U13 / U14 DC and AC, U15 AC and U16 / U17 AC.</p> <p>U13 / U14 DC starts 09/09/19 with 4 training sessions, 2 selection sessions for AC and then AC sessions running through into 2020 with matches against other West Counties ACs. 92 currently signed up compared with 214 in May / June, but likely to increase before the deadline.</p> <p>U15 is essentially AC only and has 4 training / selection sessions planned. There are 33 new nominations that have come in from schools and clubs with 42 already in the system as carry over.</p> <p>U16 / U17 has 2 training sessions, 1 selection session. There are 80 names back in the holding area and 13 new nominations. However, these numbers probably do not reflect the reality as those coming back tend to drop out.</p> <p>Lastly there was a discussion about the difficulty of competing with other sports particularly in the boys and how often the training sessions conflict with those other sports. There was also concern again expressed over the purpose of the PP and whether it should be inclusive or aimed at developing the elite players.</p> <p>Angie Pearce, James Doughty</p>	<p>Establish detailed costed plan for the full 2020 - 21 DC, AC cycle - James Doughty, Angie Pearce.</p>
<p>(v)</p>	<p>Umpiring Secretary:</p> <p>There was no written report, Mike Sheppard gave a verbal summary.</p> <p>Not much has happened in Gloucestershire since the spring. The establishment of the new Officiating Management System has been taking up a lot of time. This system is going live now and the old West system will be shut down.</p> <p>West umpires seem to be dropping out and the new national</p>	

	<p>league structure is taking umpires away. Womens' Premier Division 1 will only have appointed umpires for 3 of their matches each week and so the Clubs will have to provide, the suggestion of pooling Club umpires has not been favourably received. The men will probably be covered by West.</p> <p>It continues to be the case that neutral umpiring is unattractive at county level, particularly amongst the women. Most umpires are now aligned to clubs, as much because of the issues of travel as anything else.</p> <p>No courses are currently planned in Gloucestershire. The Introduction to Umpiring course has to be requested by clubs, but we should probably ask HGWHUA to run a course.</p> <p>Mike Sheppard</p>	<p>Ask HGWHUA to put on an umpiring course - Mike Sheppard.</p>
(vi)	<p>Indoor Secretary: No report was provided.</p>	<p>No Action.</p>
(vii)	<p>Masters Managers:</p> <p>Womens:</p> <p>1 <u>Somerset v Gloucestershire - 16 June</u> Unfortunately we could not raise a ladies team for this event this year.</p> <p>2 <u>West Masters County Festival Day, Taunton - 15 Sept</u> I am pleased to say we have enough players available this year to enter a Gloucestershire ladies squad into the tournament. We are expecting to have 3 matches v Avon, Devon and Somerset and I will report on results at next meeting.</p> <p>3 <u>West Women's Masters Regional Trials</u> Trials and training are due to take place at Taunton Vale Sports Centre, Gipsy Lane, Taunton TA2 6LP.</p> <p>Entry forms are available from jan.baker9@btinternet.com and the closing date for all age groups 16 September 2019.</p> <p>Trials are scheduled on the following dates: 22 September - O35, O40, O45, O60 13 October - O35, O40, O50, O55, O60 10 November - O35, O40, O50, O55, O60 1 December - O35, O40, O45, O50, O55</p> <p>Squad training dates are scheduled for 12 January, 5 & 19 April with the possibility of further training dates being arranged depending on the wishes of the selected squads.</p> <p>Tournament Dates for 2020 are: 9/10 May - O35 & O50 tbc 16/17 May - O40 & O45 30/31 May - O55 6/7 June - O60</p>	<p>No action</p>

4 The England Masters' Competitive Programme for Summer 2019 was:

Date	Competition	Squads	Venue
14/16 June	Home Nations	All Women's Squads	Southgate London
19/29 June	Europeans	Women 060/065	Antwerp
22/27 July	Europeans	Women/Men 035/040/045	HC Rotterdam
8/17 Aug	Europeans	Women /Men 050/055	Krefeld Germany

Masters Home Nations

This year the women's event was hosted by England at Southgate from Fri 14 to Sun 16 June.

The following players from Gloucestershire Clubs were involved:

England Squads: Lorna Dymock, Sally Privett & Sue Roberts - Lansdown,

Helen Wyatt - Newent, Laura Bucknell - Gloucester

Welsh Squads: Naomi Kear-Luckman - Lansdown, Emma Done - Gloucester,

Karen Bubb - Newent.

It was a clean sweep for the England squads with them winning gold medals across the board in all age groups.

Masters European Cup

The above players were also selected to play in the European Cup squads this summer and all the England ladies returned with medals as follows:

Lorna Dymock - O65s - Gold

Sally Privett - O60s - Gold

Sue Roberts & Helen Wyatt - O55s - Gold

Laura Bucknell - O50s - Silver

5 World Masters Hockey

Masters Hockey is the fastest growing segment within hockey.

The tournaments have grown to a record size with over 2000 players at the Exin Masters World Cup in Terrassa, Catalonia and more than 1200 players at the Grand Masters World Cup in Barcelona, Spain in 2018 - the largest tournament ever!

The recent formation of World Masters Hockey (WMH), now responsible for all age groups of Masters hockey for both men and women, has provided the opportunity to split the tournaments offering more countries the prospect of hosting these events. Better quality and more exposure! After reviewing the bids submissions WMH have set the dates for the World Cup 2020 Tournaments and have agreed to award Tournaments to the following National Associations:

O35 & O45 Men & Women England 8-17 August
2020

O45 & O50 Men & Women South Africa 19-29 September

	<p>2020</p> <p>O55 Men, O55, O60 & O65 Women South Africa 19-29 September 2020 (& Spirit of Masters Men & Women)</p> <p>O60, O65, O70 & O75 Men Japan 5-15 November 2020 (& Tournament Trophy Men)</p> <p>Sally Privett</p> <p>Mens: There was no written report, Malcolm Green gave a verbal summary.</p> <p>There have been players representing England at national level.</p> <p>There was a Somerset challenge in June, O40, O50, O60, this took place at Bath and was very enjoyable.</p> <p>Taunton men competition in September, the complaint has been too little hockey because of the number of teams entered with more age groups. The suggestion has been made to break it into 2 groups, but this has not happened. O50s going; similarly 60s, but with a weak side.</p> <p>2 teams have been entered into the EH cup competition, trials will take place on 29/09/19.</p> <p>There is a game against Wales O70s planned for 05/11/19.</p> <p>There has been interest in the Masters Challenge from some Clubs, but it really needs more to be able to make it work. Need to contact Club secretaries again. Target to have at least a few games.</p> <p>Malcolm Green is planning to stand down at the end of the 2019 - 20 season so a new Mens Masters manager will be needed. Need to seek a new volunteer.</p> <p>Malcolm Green</p>	<p>Resend the Masters Challenge notice to Club secretaries to see if sufficient interest can be attracted to have some games - Malcolm Green</p>
(viii)	<p>GHA Website:</p> <p>Mailchimp has now been set up to send out emails on behalf of GHA to avoid the issues seen with the website. All contacts have been loaded there and this is where the master list will be maintained.</p> <p>Unfortunately the PP system has contacts also within it. There is little overlap with players, but schools and clubs need to be synchronized.</p> <p>Shaun Cullimore</p>	<p>Need to establish a means to synchronise school and club contacts between Mailchimp and the PP system - James Doughty, Shaun Cullimore</p>
(ix)	<p>Clubs Representatives:</p>	<p>No Action.</p>

	Positions are unfilled currently so no report available. 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.	
(x)	Welfare Officer Nothing to report. Lisa Lundie	No action.
6.0	Disciplinary Administrator There were 15 red cards in the West in 2018 - 19, a reduction on previous years; however, the number of those given after the game increased. Rob Fynn	No action.
7.0	GHA Finances / Accounts A total of £13,785.20 has been received since the last meeting with expenditure of £5,779.28; a surplus of £8,005.92. Most PP costs have been covered. A total of 14 schools have paid affiliation, compared to 23 last year. 8 clubs out of 29 have paid, but affiliations are not due until end September. GHA insurance has also been renewed. Shaun Cullimore	
8.0	West HA Matters: Ian Harvey and Mike Sheppard had attended the West AGM. There was nothing that particularly came out of that meeting other than West is struggling to fill positions. As regards the EH AGM Resolution Governance review this will be looked at.	No action.
9.0	Any Other Business	
(i)	Need job descriptions for volunteer roles that are vacant; Secretary, Clubs Representatives, Welfare Officer (although now filled).	Create draft job descriptions proposals for the Committee to review and agree - Ian Harvey.
(ii)	Gloucestershire Clubs Ladies Tournament in September encountered issues due to Clubs not sending teams or dropping out at the last minute. It was agreed to still continue with this event for 2019, but to get it into the calendar as soon as possible. Date set for 8 th September 2019 at Dean Close School. A total of 7 teams have entered; 4 in the morning and 3 in the afternoon.	
(iii)	HGWHUA have decided in future not to appoint a representative	Consider need to

	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.	update the GHA Constitution at next AGM if HUA representative role is not still required - Ian Harvey
10.0	Date of Next Meeting: 9th December 2019	