

Honorary President

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Minutes of Committee Meeting held 9th December 2019

Present: Ian Harvey (President), Shaun Cullimore (Treasurer), Mike Sheppard (Umpiring Secretary), Angie Pearce (Youth Coordinator), Malcolm Green (Men's Masters Manager), James Doughty (Youth Coordinator), Graham Wayland (Senior Men's County Manager), Lisa Lundie (Welfare Officer).

Apologies: Carolyn Rolleston (Coaching Director), Alistair Kilfoil (Men's League Representative)

Not Present: Bob Moxom (Vice President), Sally Privett (Women's Masters Manager), Charli Roberts (Player Pathway Coach), Rob Fynn (Disciplinary Administrator).

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

Item	Notes	Action
1.0	Apologies: See list above.	
2.0	Minutes from Last Meeting - 2nd September 2019 The Minutes from the Committee Meeting held on 2 nd September were accepted subject to a minor correction in the Umpiring section report, the course referred to was the Level 1 Umpiring course and not the Introduction to Umpiring. Ian Harvey chaired the meeting.	
3.0	Matters Arising	
(i)	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 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. James Doughty has a contact (Joe White) that has experience of both incorporation and the development of procedures and policies that 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.	Develop a detailed proposal regarding GHA Incorporation unless the EH governance proposals make this unnecessary - Ian Harvey Seek support for developing GHA specific policies and procedures - James Doughty.
4.0	Chairman's Business	

(i)	<p>Future roles for GHA: Much now depends on the outcomes of the England Hockey AGM resolution on governance and the proposals for the roles of the Region (Area) and Counties (Sub-Areas). Until the full impact is understood any action in this area may not be appropriate, with the exception perhaps of those small scale initiatives such as coaching courses (see Section 11 for specific actions).</p>	No Action.
5.0	Reports	
(i)	<p>Secretary: There has recently been an update to the EH AGM Resolution Governance review with the results of the survey being made available through the EH website. The full report can be read on the EH website via this link Governance Review 2018. This details the results of the survey carried out into the EH proposals for the governance of hockey in England going forwards.</p> <p>Overall the conclusion seems to be to continue with the proposals as explained in the roadshows back in the summer, these being principally:</p> <ul style="list-style-type: none"> • To break the various regions into smaller units to create 8 equal sized Areas. • To align the various Leagues to Areas and on rules and to have them all integrated into a single structure. • To clarify the structure of Areas and Sub-areas with greater transparency and accountability. • To integrate umpiring into one single organisation <p>The difficulty remains though that there is a severe lack of detail of what this all means and the survey did identify this as one of the concerns. The action seems now to be to provide more detail. Lastly, whilst there is still a majority in favour of the changes, it has reduced.</p> <p>West HA has established a working group on the EH AGM Resolution Governance Review and has met once to collect opinions. Ian Harvey could not attend, but the Minutes of the meeting seem to reflect a collation of the various thoughts of those attending and questions to which there were no answers. It was agreed to have a follow-up, but nothing has happened other than a West Council meeting which again Ian Harvey was unable to attend.</p> <p>Ian Harvey</p> <p><u>Extracts from England Hockey update from Safeguarding Clubs Forum 7th October 2019</u> <u>EH Update:</u></p> <ol style="list-style-type: none"> 1. EH Affiliation 2019/20 <ul style="list-style-type: none"> • New EH Club Portal with individual login; start of single sign-in for all EH resources. • Opens 1st October to 30th November • Clubs can access site throughout year – update contact details / player numbers 2. AGM Resolution – EH website for supporting documents 	No Action.

	<ul style="list-style-type: none"> Feedback on proposals via online survey, closes 27th October – please discuss at committee meeting and provide feedback Clubs, Counties & Regions to vote at AGM in March 2020 If approved, new structure in place for 2021/22 season <p>3. Hockey Heroes</p> <ul style="list-style-type: none"> Target audience is 5-8yrs; 6-week block of sessions delivered by clubs. Club in Yr1 – Gloucester City; If any other club is interested to take part in Yr2, please let me know. <p>4. Club Mark accreditation – encourage clubs to progress & complete.</p> <p>5. Tokyo Olympic Qualifiers – 2nd & 3rd November at Lee Valley, tickets now on sale</p> <ul style="list-style-type: none"> Men vs Malaysia Women vs Chile <p>6. Pro-League - new season, new structure</p> <ul style="list-style-type: none"> Home and Away in alternate years Tickets – Hockey Family Window on Friday 27th September <p>7. Coaching & Umpiring workshops/courses</p> <ul style="list-style-type: none"> 'Intro to Umpiring' – Yate, Sunday 20th October Plan for 2020 in progress, so be open for bookings on Hockey Hub early in 2020. Community of Practice – roundtable style conversation of topics determined by attending club coaches <p>8. Time-To-Listen (TTL) workshops</p> <ul style="list-style-type: none"> ➤ Royal Wootton Bassett – Monday 14th October ➤ Others is area already taken place, if 14/10 not feasible & still need to attend one, please let me know. <p>9. Health and Safety</p> <ul style="list-style-type: none"> Injury Monitoring – complete online survey on EH website when need hospital treatment (password in FAQ doc) H&S FAQs – guidance on EH website, currently being updated Concussion Policy – exists on EH website, currently being revised to improve readability (less medical) <p>Verity Langfield</p>	
(ii)	<p>Men's West League Representative: Rundown of the Gloucestershire clubs in the Men's League after 11 matches.</p> <ul style="list-style-type: none"> Gloucester City 1st – 3rd in Championship Bristol & West 1st – 3rd in Conference North Stroud 1st – 1st in De Cymru & The Marches 2 Bristol & West A – 2nd in De Cymru & The Marches 2 Gloucester City A – 3rd in De Cymru & The Marches 2 Bristol Uni. B – 1st in Central 1 South Glos 1st – 3rd in Central 2 Gloucester City B – 1st in The Marches 1 Bishop Cleeve – 1st in The Marches 2 Gloucester City C – 2nd in The Marches 2 	No Action.

	<ul style="list-style-type: none"> • Stroud B – 3rd in The Marches 2 • Westbury & UB D – 3rd in West Central 2 • Cirencester A – 3rd in East Central 1 • Yate A – 2nd in East Central 2 <p>Second half of the League starts on 4th January (13 team divisions) and 11th January 2020 (6, 7 and 12 team divisions).</p> <p>Date of next League meeting is Wed. 22nd January 2020. Nothing further to report.</p> <p>Alistair Kilfoil</p>	
(iii)	<p>Senior Men's County Manager: An invitation to participate in the county senior mens' cup competition is expected imminently, give the current situation this will be declined. However, contact will be maintained.</p> <p>Graham Wayland</p>	No Action.
(iv)	<p>Youth Coordinator:</p> <p><i>Provided report italics, additional comments in plain text.</i></p> <p>Schools competitions.</p> <p>GIRLS schools competition. U18 Tier 4 This tournament ran on 26/9/19 at Cheltenham College - 6 teams in a round robin tournament. I was unavailable for this tournament but organised a good friend to take over my spot. With great support from Ian, Shaun and the other umpires, the day ran very smoothly - thank you to everyone for their help! Winners - KLB Runners Up - Wycliffe U16 - Tier 3 This tournament ran on 3/10/19 at CLC - 11 teams in 2 pools with semi finals and a final. Winners - KLB Runners Up - Wycliffe U14 - Tier 1 There were originally 4 teams entered into this category. However, St Edwards felt that they would be better suited to Tier 2 so changed groups. With only three entrants, a small round robin tournament took place. Winners - Dean Close Runners Up - Cheltenham College U14 girls schools trophy needs replacing. U14 Tier 2 This tournament ran on 17/10/19 at CLC. A total of 13 teams entered into 2 pools which resulted in quite short matches. With no time for semi finals, only the winners of each group went through to the final. Winners - KLB Runners Up - King's Gloucester U13 In2Hockey - Tier 1 There were 3 teams entered into this category which ran on 22nd November at Dean Close alongside the U13 Tier 2 competition. The top two teams progress to the West Finals on December 3rd at Millfield School. Winners - Dean Close Prep School Runners Up - Cheltenham College Prep School U13 In2Hockey - Tier 2 There were 9 entries in 2 pools which ran on 22/11/19 at Dean Close. This included Hatherop Castle who, following investment in an Astroturf pitch, are looking to develop their hockey programme. It was great to have a new entry and</p>	Obtain quote for replacement trophy for U14 girls schools and then purchase once approved by Treasurer - Lisa Lundie

although not successful on the day, thoroughly enjoyed themselves. There was nothing in it between the top four teams that progressed to the semi-finals and these games were very close. **Winners - Kings Runners Up - CLC**

U12 In2 Hockey There were 6 teams entered into this category. An early frost delayed the start so I contacted the schools to let them know. This resulted into two drop outs - Denmark Road had entered but had an inset day and there was a communication hiccup. Cotswold School had got themselves confused with the district tournament but had not told us they were not coming! As it turned out we had only 4 teams. The U11 tournament got underway as it only needed half a pitch and following CLC's suggestion to move the tournament to their facility (their top pitch had thawed) it was decided to move the U12 tournament to CLC where it ran as a round robin tournament. **Winners - Cheltenham Ladies College Runners Up - Rendcomb College**

U11 In2Hockey There were 4 teams entered into this category (including two from The Richard Pate's School) which ran as a round robin tournament on 29th November at Dean Close. There was a delayed start - see above. **Winners - The Richard Pate 1's Runners Up - Dean Close**

BOYS schools competition.

At time of writing the number of entries into each category are as follows: U18 - Tier 4 x 3 (4 last year) U16 - Tier 3 x 2 (0 last year) U14 - Tier 1 x 2 (2 last year) U14 - Tier 2 x 4 (5 last year) U13 In2Hockey - Tier 1 x 2 (3 last year) U13 In2Hockey - Tier 2 x 4 (4 last year) U12 In2Hockey x 4 (1 last year) U11 In2Hockey x 5 (2 last year)

Above is a summary of the competitions and entries to date. On the whole the tournaments have run very smoothly and I would like to thank Ian & Shaun for their 'on the day' support which has helped me greatly. There have been a couple of learning points for me which will help with planning for next year. There have also been a small number of issues which are worth sharing:

1. The girls U14 Tier 2 & U16 tournaments were extremely popular. Whilst it is great to see the number of schools participating increasing, the large number of entries did pose some logistical issues. Both Cheltenham College & Dean Close (where the tournaments were due to be held respectively) could only offer limited pitch time which could not be extended. After some frantic phone calls CLC came to the rescue and were extremely helpful in supporting GHA to run the tournaments at quite short notice with much more flexibility in the pitch time.
2. A number of schools have made comments regarding which schools enter which tier, with some schools suggesting schools that have a strong track record should be entering the higher tiers. I have explained to anyone that I have spoken to that it is up to the schools to self-select but I will be feeding back all of their comments to England Hockey at the end of the season.
3. Unlike last year, the Under 13 Tier 2 category does not have a regional final. Due to a misunderstanding on my part I did not inform the schools until after the tournament. They were understandably disappointed. CLC are keen to host a regional

tournament for this category so the children do not miss out and I have put Simon Padley in touch with Liz Powell to see if this can be progressed. Looking ahead, I will give warning to the boys in this category that there is no regional tournament in case they wish to move their entry to Tier 1 in the hope of getting through.

4. Pitch Costs - as far as I am aware Dean Close kindly donate the pitches for the In2Hockey tournaments. However, for the older age groups, I think we have to pay for the pitches unless the host school is entering the tournament. For this reason they are looking to recoup pitch hire charges and so this is a significant expense that we have not had in the past. After some negotiation CLC kindly suggested a greatly discounted pitch cost for the U16 and U14 Tier 2 competition. I will look to do a cost reconciliation by age category at the end of the season to see what each competition costs to run and this can be used as a discussion point when looking at entry fees for next year.

Lisa Lundie

Festivals and Clubs In2Hockey.

There have been a total of 15 Festivals so far this season across U12 girls and boys, U10 girls and boys and U8s mixed. The maximum number of teams entering was 21 at an U12 girls Festival and on 2 occasions the U12 girls have required an extended booking at Cheltenham Ladies College to accommodate all the entries. Overall numbers of entries have been up on the previous season which points to a growing level of involvement in hockey in the area.

The various Clubs have largely been complimentary about the organisation and there has only been one occasion when a team turned up unexpectedly having not actually entered! A classic case of communication disconnects within a Club! The Clubs have also stepped up to running the various sites which has been a great help. My thanks to Lisa Lundie for all the pitch bookings, Nick Parker for the U12 schedules and Angie Atherton for the U8 mixed schedules and for being there on the day to help run the events. Thanks also to the schools which have hosted us; Cheltenham Ladies College, Dean Close, Cheltenham College and Bournside.

In the New Year we will have the In2Hockey Clubs competition (the old county cup) as well as the remaining Festivals.

Ian Harvey

Player Pathway

Players

Two Development Centres (DC) at 12 weeks each and 6 Selection Centres ran between March and November 2019. 435 players registered from nominations from 27 schools and clubs. 5 venues were used.

	<p><i>96 places are available for the end of season tournaments (a limit of 16 per squad). 143 players were selected.</i></p> <p><i>No paperwork was done for the DC which put the effectiveness of the selection assessments at risk.</i></p> <p><i>No paperwork on player performance was collated for the first selection assessments (under 15s); the assessments were subsequently re-run successfully using a new process.</i></p> <p><i>There are too many players with too diverse skill-sets nominated. It is questionable whether the nomination system and process is effective.</i></p> <p><i>Therefore the proposals for next season are to:</i></p> <ul style="list-style-type: none"> <i>a) Focus on the elite players that have the potential to play at AC and beyond</i> <i>b) Move to a single venue - Oxstalls</i> <i>c) Limit squad size to maximum 20 players - including keepers</i> <i>d) Have selection broadly complete by the beginning of September</i> <i>e) Send GHA selectors to the three U12 junior festivals in 2020 to recruit under 13s</i> <i>f) Increase the number of AC sessions from 6 to 9 from September 2020 to March 2021</i> <p>Coaches <i>Very little paperwork was available on the PPS (see below) for GHA coaches meaning that GHA had a high exposure of failing to comply with even the basic guidance. All coaches must now be registered as a coach on the England Hockey Player Pathway System and have mandatory documentation in place (DBS and Safeguarding). This is now 90% complete 16 coaches are now properly registered and new guidance for coaches has been drafted.</i></p> <p><i>There is now a spreadsheet to manage coaches appointments, hours and mileage together with payments.</i></p> <p>Player Pathway System (PPS) <i>This is now implemented. There are some limitations on how the system works which we are slowly addressing in partnership with England Hockey.</i></p> <p><i>There is a Clubs forum to give training on the PPS planned for Wiltshire in Devizes.</i></p> <p>Finances <i>This season to date the Player Pathway has generated a surplus.</i></p> <p>Angie Pearce, James Doughty</p>	
(v)	<p>Umpiring Secretary:</p> <p><i>Provided report italics, additional comments in plain text.</i></p>	No Action.

	<p><i>Current Total of Level One (assessed) on County Register – 192 umpires.</i></p> <p><i>Added to Level One (assessed) County Register since last meeting – 2.</i></p> <p><i>Current Total of Level One (unassessed) on County Register – 118 umpires.</i></p> <p><i>Added to Level One (unassessed) County Register since last meeting (and course attended) – None</i></p> <p><i>Level One Courses run within County since last meeting – One held at Balcarras School, Cheltenham, on Sunday 3rd November 2019. There were 16 participants, of whom 9 were aged 18 or under on the day of the course. Of the 7 adults, two will be members of Birmingham County Hockey Umpiring Association.</i></p> <p><i>Other Umpiring Courses held within County since last meeting – None.</i></p> <p><i>Report on Activity within County since last meeting – None.</i></p> <p><i>Other Activity:</i></p> <p><i>The update of newly qualified umpires resident in Gloucestershire has not been sent out from England Hockey since March 2019. Rendcomb College has enquired about the running of a Young Umpire Course for their pupils. At present, England Hockey present two courses:</i></p> <p>Introduction to Umpiring course</p> <p><i>The cost of the course is £15 and is three hours long. It is aimed at those with little or no umpiring knowledge and would be suitable for parent helpers, teachers or young leaders.</i></p> <p>Level 1 Umpire course</p> <p><i>The cost of the workshop is £50 and is a full day. It is aimed at those looking to umpire lower level games for their clubs, schools or universities and is the second step on the Umpire Development Pathway.</i></p> <p>In2Hockey umpiring course now available and also Quicksticks; however, course is an on-line one which a volunteer uses to familiarise themselves before delivering it to others. There is no EH tutor.</p> <p>Neutral umpiring in West is short of umpires; men are just coping, ladies are struggling.</p> <p>OMS – Officiating Management System being introduced into the MPUA and some counties, West in general hate the new system.</p> <p>Mike Sheppard</p>	
(vi)	<p>Indoor Secretary:</p> <p>No report was provided.</p> <p>Rob Fynn</p>	No Action.
(vii)	<p>Masters Managers:</p> <p>Womens:</p>	No action

	<p>No report was provided.</p> <p>Sally Privett</p> <p>Mens:</p> <p><i>Provided report italics, additional comments in plain text.</i></p> <p>Over 60's EH Cup Competition. <i>Our "A" team started this season's campaign with an excellent 3:1 away win against a strong Devon & Cornwall side. Their reward is another away game this time against last season's winners of the competition Warwickshire & Worcestershire.</i></p> <p><i>The "B" team did not play well in their first round match against Devon & Cornwall "C" and lost 4:0. They will now play in the "Plate" competition away to Old Silhillians who also lost in the first round of the cup.</i></p> <p>Both teams unfortunately went out in their games on 8th December.</p> <p>Other Age Group Cup competitions. <i>As far as I can make out only 3 GHA-affiliated clubs have entered any of the 40's and 50's age group Masters cup competitions - Cirencester, Westbury and Bristol & West. The results so far have been as follows -</i> <i>Cirencester (50's) lost 5:3 to West Wilts in Tier 2 and then exited the competition after losing 1:0 to Bournemouth in Tier 3 (Plate).</i> <i>Westbury (50's) lost 3:1 to Bath Buccs in Tier 2 and then exited the competition after losing 4:2 to Bristol & West in Tier 3 (Plate).</i> <i>Bristol & West (50's) lost 3:1 to Taunton Vale in Tier 2 but beat Westbury in the first round of the Tier 3 (Plate) and have a bye in the next round (19th January).</i></p> <p>West Trials. <i>Trials for various age groups are now being organized and as they are confirmed I notified the various people on the database. Currently the following are confirmed -</i> <i>Over 60's and 65's - Queens College Taunton - 15th December</i> <i>Over 70's - 26th January venue to be advised</i> <i>Over 40's and 45's - 26/4/20 venue to be advised but likely to be somewhere in Bristol.</i></p> <p>GHA Masters "Merit table". <i>Disappointingly I have made no progress with this idea but hopefully my replacement will bring new energy to the role and get this competition started.</i></p> <p>Replacement Mens Masters Manager. <i>I have been giving some thought to my successor and I would recommend that the GHA seek to appoint someone in their 40's or 50's to the role. If someone from this age group can be found they</i></p>	<p>Consider possible volunteers to run Gloucestershire Masters Hockey and supply names to Malcolm Green - All</p>
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	<p><i>will hopefully be able to develop masters Hockey in the 35/40/50 age groups. It is probably necessary for someone in the 60's age group to organize team entry, trial, squad selection for the EH Over 60's Cup and "no" I am not offering to do it!</i></p> <p>Malcolm Green</p>	
(vii i)	<p>GHA Website: In the absence of GHA specific policies and procedures it would make sense to adopt all EH Policies and Procedures so a statement on the website to this effect would provide guidance to all Clubs and schools and anyone else working with GHA.</p> <p>Suggested text: <i>GHA conforms to all EH policies and procedures and expects that any Club, school, coach or associated body with which GHA works will comply with these in all respects.</i></p> <p>See Treasurer's report for website status and progress.</p> <p>Shaun Cullimore</p>	<p>Agree wording for website statement on Policies and Procedures and post – Shaun Cullimore, Ian Harvey</p>
(ix)	<p>Clubs Representatives: Positions are unfilled currently so no report available.</p>	No Action.
(x)	<p>Welfare Officer</p> <p>No capacity to carry out DBS checks. James Doughty getting registered and will take it on. Coach application forms also passed to James Doughty by Lisa Lundie as these are part of the PP requirements.</p> <p>Lisa Lundie</p>	No action.
6.0	<p>Disciplinary Administrator</p> <p>No report was provided.</p> <p>Rob Fynn</p>	
7.0	<p>GHA Finances / Accounts</p> <p><i>Provided report italics, additional comments in plain text.</i></p> <p><i>A few highlights from the accounts:</i></p> <ul style="list-style-type: none"> • <i>Player Pathway currently shows a surplus of £14,995.47 (higher than I can easily explain). Income largely received, costs yet to be collected.</i> • <i>Girls' schools competitions have finished and show a loss of £727.46.</i> • <i>Boys' schools competitions will take place in the new year.</i> • <i>Indoor competitions are complete from a financial point of view and show a surplus of £43.20 (not surprising as finances are simple and costed to break even).</i> • <i>The Women's Clubs Tournament made a surplus of £50.48 (though the appetite for the competition is limited these days and it will not be run in the future)</i> • <i>Junior festivals are showing costs of £2,740.24 (pitch hire) and</i> 	

<p><i>no income (because clubs are billed at the end of the season). Actually first half season costs invoiced to Clubs in December and payments expected by January.</i></p> <p><i>Our affiliation rules for junior club hockey ask for an affiliation fee in respect of Badgers and Vixens teams (£12 per team). Chelt Junior HC runs U8 mixed and U10, U12 and U14 boys and girls teams. They are active in the Avon Junior Hockey League. However, they claim they do not run Badgers and Vixens teams and had to be persuaded to part with a £12 affiliation fee. Do we need to change our rules regarding affiliation? Cheltenham Junior HC is unique in having only younger junior sides with no adults so affiliation would not be automatic. However, their U14s enter EH competitions as do their U10s and U12s so really they ought to be affiliated. It would make sense to have Clubs that have adult affiliations not to have to separately affiliate their juniors, only those Clubs that are just juniors.</i></p> <p><i>I think we should revise the bank mandate. Roy Smith and Angie Atherton are signatories though Roy is no longer involved and Angie cannot perform that role at the moment. Transactions require two signatures and the only people available are Mike and me. Agree to add Ian Harvey.</i></p> <p><i>The detailed income and expenditure report and balance sheet as of 2nd December are attached. I am happy to answer questions (now or later). See Appendix at the end of these Minutes.</i></p> <p><i>A few words about activities beyond the role of treasurer. Firstly, the website.</i></p> <ul style="list-style-type: none"> <i>• It includes the GHA calendar with all events, including training and competition dates, committee meetings, etc.</i> <i>• The home page contains details of all competitions including any associated documentation (orders of play, rules, etc.)</i> <i>• If events are affected by the weather I can put this information up on the morning of the event (as happened with the Under 11 and Under 12 Girls' School In2Hockey)</i> <i>• The agendas, minutes and reports for committee meetings are also published on the home page In the future we should direct people to get their information from the website.</i> <p><i>Secondly, I have been sending information out via Mailchimp. This is a tool for managing email campaigns (e.g. for marketing purposes). It allows us to maintain a contact list and "tag" each contact in terms of their interests or roles (e.g. committee member, club treasurer, etc.). The tool tracks who has opened our emails and also allows users to maintain their own profile. This should save us work in the long term and allow us to keep personal details in one place (important for GDPR/Data Protection). The only exceptions are that the details of junior players and their parents are held within the EH Player Pathway System. There may be some overlap between the two systems regarding school and club contacts. We may need to look at this.</i></p>	<p>Ensure that in future any Club that is juniors only pays an affiliation fee – Shaun Cullimore</p> <p>Add Ian Harvey to bank mandate – Shaun Cullimore</p> <p>Evaluate costs of a full licence to determine if it would be cost effective to have more users – Shaun Cullimore</p> <p>Advise Rendcomb to contact Kings and also open up the course to other outsiders and then approach EH to organise a course – Shaun Cullimore</p>
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	<p><i>Finally, I have been approached by Rendcomb College regarding umpiring courses. They have a number of students interested in finding out more about umpiring and would be happy to invite students from other schools if it were possible to run a course. I am not sure what ages the students would be but I think this would be a very positive initiative for either GHA or HGWHUA, whether it was a formal EH course or something we put together. Suggestion was made to link them up with Kings Gloucester or encourage them to offer places to other outsiders. As regards courses, these are all organised by EH. Suggestion also made whether GHA might reimburse schools for participants, but this would have to be open to all and is only really justifiable for those less well positioned financially.</i></p> <p>Shaun Cullimore</p>	
8.0	<p>West HA Matters:</p> <p>See section 5 (i) Secretary report for comments about West position on EH AGM Resolution on Governance.</p> <p>GHA representative on West website listed as Angie Atherton, this needs changing to Ian Harvey.</p>	<p>Request West to change GHA representative from Angie Atherton to Ian Harvey – Ian Harvey</p>
9.0	Any Other Business	
(i)	<p>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.</p>	<p>Create draft job descriptions proposals for the Committee to review and agree – Ian Harvey.</p>
(ii)	<p>Gloucestershire Clubs Ladies Tournament was held in September and broke even, but interest was low. Decision is to abandon it for now and wait to see if any Clubs express disappointment at the ending of the event that would justify re-establishing it.</p>	<p>No action.</p>
10.0	<p>Date of Next Meeting:</p> <p>25th February 2020</p>	
11.0	Carry over actions:	
11.1	<p><i>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.</i></p>	<p><i>Consider need to update the GHA Constitution at next AGM if HUA representative role is not still required – Ian Harvey</i></p>
11.2	<p>GDPR (General Data Protection Regulation).</p> <p><i>There are now templates for hockey organisations to use, EH are</i></p>	<p><i>Create draft proposed GDPR</i></p>

	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.	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.
11.3	GK coaching course. 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.	Contact Fortitude to see what they could offer then explore possible venues including pitch and classroom availability – Ian Harvey.
11.4	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.	Discussion to be held with EH over setting this up so course can be accredited – Ian Harvey
11.5	Senior Mens’ County side It was agreed not to make any decision on the future of the team until EH decides the future of the competition.	Review the future of the county senior mens team once the EH AGM Resolution outcome is clear – Graham Wayland
11.6	Clubs Representatives: 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.	

Appendix 1 – Financial Statements:

GHA Income Statement For Period Covering 2019-04-01 to 2020-03-31

<u>Income</u>		£36,811.20
<u>Affiliation</u>		£4,670.00
<u>Affiliation - Clubs</u>	£4,385.00	
<u>Affiliation - Schools</u>	£285.00	
<u>Competitions</u>		£2,870.00
<u>Indoor</u>	£1,050.00	
<u>Indoor (Junior Club West Entry)</u>	£250.00	
<u>Indoor (Mens' Preliminary)</u>	£300.00	
<u>Indoor (Mens' West Entry)</u>	£250.00	
<u>Indoor (Women's West Entry)</u>	£250.00	
<u>School Outdoor</u>	£1,330.00	
<u>Women's Clubs Tournament</u>	£490.00	
<u>Miscellaneous</u>		£20.00
<u>Player Pathway</u>		£29,206.20
<u>Kit AC Goalkeepers Autumn 2019</u>	£325.00	
<u>Kit AC U14 Autumn 2019</u>	£1,640.00	
<u>Kit AC U15 Autumn 2019</u>	£895.00	
<u>Kit AC U16/U17 Autumn 2019</u>	£495.00	
<u>Match Fees</u>	£245.00	
<u>Training Fees</u>	£25,606.20	
<u>Suspense</u>		£45.00
 <u>Expenditure</u>		 £21,948.05
<u>Administration</u>		£383.13
<u>Competitions</u>		£3,895.78
<u>Indoor</u>	£1,006.80	
<u>Indoor (Junior Club West Entry)</u>	£250.00	
<u>Indoor (Men's Preliminary)</u>	£256.80	
<u>Indoor (Men's West Entry)</u>	£250.00	
<u>Indoor (Women's West Entry)</u>	£250.00	
<u>Junior Clubs Outdoor</u>	£240.00	
<u>Masters</u>	£152.00	

<u>School Outdoor</u>	£2,057.46	
<u>Women's Clubs Tournament</u>	£439.52	
<u>Financial Support</u>		£45.00
<u>Insurance</u>		£673.17
<u>Junior Festivals</u>		£2,740.24
<u>Player Pathway</u>		£14,210.73
<u>Coaching fees paid to coaches</u>	£4,781.40	
<u>Coaching kit and clothing</u>	£72.00	
<u>GoCardless Fees</u>	£250.00	
<u>Heat Transfer Numbers</u>	£82.00	
<u>Kit AC Goalkeepers Autumn 2019</u>	£160.00	
<u>Kit AC U14 Autumn 2019</u>	£1,640.00	
<u>Kit AC U15 Autumn 2019</u>	£815.00	
<u>Kit AC U16/U17 Autumn 2019</u>	£495.00	
<u>Pitch Hire</u>	£5,804.40	
<u>Software Provider Fees (GoCardless)</u>	£99.53	
<u>Travel</u>	£11.40	
Net income for Period		£14,863.15

GHA Balance Sheet 2020-03-31

<u>Assets</u>		£73,513.58
<u>Cash at Bank and In Hand</u>	£72,028.23	
<u>Cash</u>	£15.00	
<u>Cheques to be Paid In</u>	£15.00	
<u>Current Account</u>	£70,846.40	
<u>National Savings Account</u>	£1,151.83	
<u>Debtors</u>	£1,206.60	
<u>AC</u>	£100.00	
<u>Anne Marriott</u>	£45.00	
<u>Aspire Sports and Cultural Trust</u>	£270.00	
<u>Balcarras School</u>	£10.00	
<u>Bristol University</u>	£125.00	
<u>Cheltenham HC</u>	£250.00	
<u>Cheltenham Ladies' College</u>	£50.00	
<u>Cotswold School</u>	£30.00	
<u>DC</u>	£40.00	
<u>General</u>	£40.00	
<u>Laura Heming</u>	£25.00	
<u>Wiltshire HA</u>	£261.60	
<u>Pre-Payments</u>	£278.75	
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<u>Liabilities</u>		£1,343.40
<u>Creditors</u>	£1,343.40	
<u>Alison McShane</u>	£30.00	
<u>Andrew Hick</u>	£10.00	
<u>Anthony Chihota</u>	£22.00	
<u>Aspire Sports and Cultural Trust</u>	£292.50	
<u>Ian Harvey</u>	£40.00	
<u>Phil Robson</u>	£10.00	
<u>Shaun Cullimore</u>	£12.10	
<u>Steve Foster</u>	£30.00	
<u>West HA</u>	£760.00	
<u>Club Affiliations 2019-2020</u>	£10.00	

[Competition Entries](#)

£750.00

[Indoor](#)

£750.00

[Woodpark Limited \(Wycliffe\)](#)

£136.80

[Equity](#)

£57,307.03

Retained Earnings

£14,863.15

Total Liabilities & Equity

£73,513.58