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**Honorary Secretary (Acting)**

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**Minutes of Committee Meeting held 25<sup>th</sup> February 2020**

**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), Bob Moxom (Vice President).

**Apologies:** Carolyn Rolleston (Coaching Director), Lisa Lundie (Welfare Officer), Alistair Kilfoil (Men's League Representative), Sally Privett (Women's Masters Manager)

**Not Present:** Charli Roberts (Player Pathway Coach), Rob Fynn (Disciplinary Administrator), Graham Wayland (Senior Men's County Manager).

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 Meeting - 9<sup>th</sup> December 2019</b> The Minutes from the Committee Meeting held on 9 <sup>th</sup> December were accepted subject to a minor correction in the Umpiring section report, change the word "hate" to "dislike".  Ian Harvey chaired the meeting.	
<b>3.0</b>	<b>Matters Arising</b>	
<b>(i)</b>	<b>Legal status of Gloucestershire Hockey Association as a body.</b> James Doughty has a contact (Jo 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.	Seek support for developing GHA specific policies and procedures - Ian Harvey.
<b>4.0</b>	<b>Chairman's Business</b>	
<b>(i)</b>	<b>Future roles for GHA:</b> 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).	No Action.

<b>5.0</b>	<b>Reports</b>	
<b>(i)</b>	<p><b>Secretary:</b></p> <p><i>Provided report italics, additional comments in plain text.</i></p> <p><i>The final proposals from the EH AGM Resolution Governance review have been published "A Structure fit for the Future" - see following link: <a href="http://www.englishockey.co.uk/core/core_picker/download.asp?documenttable=libraryfiles&amp;id=19977">http://www.englishockey.co.uk/core/core_picker/download.asp?documenttable=libraryfiles&amp;id=19977</a> and a review has been completed by the Secretary and Treasurer and a summary issued for the Committee to read (see Appendix 2). The recommendation is for GHA to approve the proposal at the EH AGM in March. In the meantime though the Southern Counties HA has submitted a proposal to postpone any decision to an unspecified date during the 2020 / 21 season.</i></p> <p><i>West HA has not followed up on the working group established back in October to review the EH AGM Resolution Governance Review. However, at the West Council meeting on 30<sup>th</sup> January it was agreed to hold a meeting of County Chairs on 25<sup>th</sup> March after the EH AGM on 17<sup>th</sup> March to consider what might be the next steps for the West.</i></p> <p>The summary document referred to above of the EH "A Structure fit for the Future" was discussed with the aim of reaching a decision of how GHA should vote in the EH AGM. Bob Moxom felt that common league structures and rules would be a good improvement. In further discussions there was a concern that it might result in weaker competition at the lower levels with a more parochial organisation. The likely loss of Welsh teams at the lower levels would actually be positive, but this aspect remains to be decided. A vote was held and the unanimous decision was to support the EH AGM resolution.</p> <p>The 2019 - 20 AGM was discussed. Plan for Thursday 21<sup>st</sup> May at Cheltenham Civil Service, 19.00 for refreshments (tea, coffee, sandwiches and chips) and to read reports, meeting to start at 19.30. Need to propose Angie Atherton and Roy Smith to be elected as Life Members. <b>(Note new date is Wednesday 23<sup>rd</sup> September).</b></p> <p>Reports from all officers will be needed and Verity Langfield to be invited as EH representative. Check of the previous AGM Minutes required in case of any actions.</p> <p><b>Ian Harvey</b></p>	<p>AGM reports required - All</p> <p>Notification of AGM to be sent out with Agenda, arrangements to be made - Ian Harvey</p>
<b>(ii)</b>	<p><b>Men's West League Representative:</b> No report was provided.</p> <p><b>Alistair Kilfoil</b></p>	<p>No Action.</p>
<b>(iii)</b>	<p><b>Senior Men's County Manager:</b> No report was provided.</p> <p><b>Graham Wayland</b></p>	<p>No Action.</p>
<b>(iv)</b>	<p><b>Youth Coordinator:</b></p>	

*Provided report italics, additional comments in plain text.*

**Schools competitions.**

**BOYS schools competitions.**

**U18 Tier 4** This tournament ran on 6/2/20 - 4 teams in a round robin tournament hosted at St Edwards. **Winners - KLB, Runners Up - Pates Grammar School**

**U16 - Tier 3** Only two teams entered this category and disappointingly a mutual date could not be found to play a fixture despite the best efforts of KLB. Due to their unwillingness to find a suitable date Rendcomb progressed through in 2nd place and therefore by default KLB went through to the next round as County Champions. **Winners - KLB, Runners Up - Rendcomb College**

**U14 - Tier 1** Only two teams entered this category so a simple fixture took place on 6th February. **Winners - Dean Close, Runners Up - Cheltenham College**

**U14 Tier 2** This tournament ran on 23/1/20 at Dean Close in which 4 teams took part. **Winners - KLB, Runners Up - King's Gloucester**

**U13 In2Hockey - Tier 1** As there was no Regional competition offered for U13 Tier 2 I gave schools the option to change category if they felt they would like the chance to play in Tier 1 which has a route to progress. As a result there were 4 teams entered into this category which ran on 14th January at Dean Close. **Winners - Dean Close Prep School, Runners Up - Cheltenham College Prep School**

**U13 In2Hockey - Tier 2** Due to the point above, only two teams were left entered into this category. Combined with the fact that there would be no onward competition, we left it to the two schools to organise a match between themselves as a friendly fixture.

**U12 In2 Hockey** There were 3 teams entered into this category which was played at Dean Close on March 13th. **Winners - King's Gloucester, Runners Up - St Edwards**

**U11 In2Hockey** There were 5 teams entered into this category (including Hatherop Castle who have been new to the tournaments this season) which ran as a round robin tournament on 13th March at Dean Close. **Winners - Cheltenham College, Runners Up - Dean Close**

**Lisa Lundie**

**Festivals and Clubs In2Hockey.**

There have been a total of 7 Festivals so far this second half of the season across U12 girls and boys, U10 girls and boys and U8s mixed. Unfortunately the U10 girls and boys and U8s mixed on 9<sup>th</sup> February was cancelled due to storm Ciara. The maximum number of teams entering was 16 in 3 categories; U12 girls, U10 girls and U8 mixed Festivals.

*Overall numbers of entries have been up on the previous season which*

points to a growing level of involvement in hockey in the area. This has led to a discussion with Liz Waltham of Cheltenham Junior HC over how to accommodate more U12 girls teams as several were turned away from the January Festival and then entries were limited in February. The concept will be to have additional events for this category next season in the most popular months with an "A team" festival running on the same day as the main festival, but at an alternative venue with a club specifically managing that event including entries. This needs to be put to the Clubs once the In2Hockey competition is out of the way.

Once again the various Clubs have largely been complimentary about the organisation and expressed their thanks for our efforts. The Clubs have also stepped up once again 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 and Cheltenham College (Bournside was the weekend we had to cancel).

Next is the In2Hockey Clubs competition (the old county cup) and the one remaining U8 Festival.

**Ian Harvey**

There was a suggestion from James Doughty that to improve their knowledge of the rules the U16 / U17 AC players could be asked to take the EH on-line rules test and then umpire at Festivals.

### **Player Pathway**

#### **2020-2021 Season AC Selection Changes**

Building on the report for December Committee which stated :

"The proposals for next season were to:

- a) Focus on the elite players that have the potential to play at AC and beyond
- b) Move to a single venue - Oxstalls
- c) Limit squad size to maximum 20 players - including keepers
- d) Have selection broadly complete by the beginning of September
- e) Send GHA selectors to the three U12 junior festivals in 2020 to recruit under 13s
- f) Increase the number of AC sessions from 6 to 9 from September 2020 to March 2021"

The following progress has been made:

- In March 2020 the final training sessions will focus on which players should attend a DC in May and which players can go straight to trials in September.
- In May 2020 a 3 week DC will be run by GoCrea8 which will recommend players to attend AC trials in September
- In September 2020 AC trials will take place with all squads being in place by the end of September at the latest
- Squads will be limited to 20 players and all training is currently planned to be at Oxstalls.
- Independent assessors have attended 3 under 12 festivals and we have a core list of under 13 players that will be invited to the May DC

Raise with PP coaches and communicate to players.  
- James Doughty

	<p><i>and potentially the September trials.</i></p> <p>● <i>All the above was communicated to players, player parents, clubs, schools and coaches week commencing 17th February</i></p> <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. 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.</i></p> <p>The discussions of PP covered several aspects:  PP kit - James Doughty reported he planned to do an inventory and then define what would be stored in the lock-up at Oxstalls. He would also identify which coaches would be responsible for managing this. There would be a container for the GHA PP kit within the lock-up because other kit would be stored there.</p> <p>Dates for DCs - to be run by Gocrea8 were 17<sup>th</sup>, 24<sup>th</sup> and 31<sup>st</sup> May; charges would be £35 per person managed by Gocrea8 with them retaining £30.00 and £5.00 going to GHA.</p> <p>Coaches - all either registered on PP system or will be when recruited. It was agreed that James Doughty would take the lead in getting the younger coaches directly involved in taking more ownership for planning and delivering next seasons coaching, trials, umpiring and matches - funds would be made available to enable this to happen, a group meeting was planned. A head coach is also needed to lead this group; Tamsin Pascoe is not available and Ben Marsden has insufficient time. Still looking for someone. Also looking for more coaches, there being a possibility of 2 Gloucester players who could be interested if travelling costs could be covered for competitions and similar.</p> <p>Management - the schedule for 20 - 21 is available and now need to identify coaches and get commitments to the schedule. The improved process needs to be communicated to all players. Further improvements will need to be captured as the process unfolds.</p> <p><b>Angie Pearce, James Doughty</b></p>	
<b>(v)</b>	<p><b>Umpiring Secretary:</b>  No report was provided.</p> <p><b>Mike Sheppard</b></p>	No Action.
<b>(vi)</b>	<p><b>Indoor Secretary:</b>  No report was provided.</p> <p><b>Rob Fynn</b></p>	No Action.
<b>(vii)</b>	<p><b>Masters Managers:</b></p> <p><b>Womens:</b>  No report was provided.</p> <p><b>Sally Privett</b></p>	No action

	<p><b>Mens:</b></p> <p><i>Provided report italics, additional comments in plain text.</i></p> <p><u>Over 60's EH Cup Competition</u>  <i>Our 1<sup>st</sup> team lost on penalty strokes (after a 3:3 draw in normal time) against last year's champions Warwickshire &amp; Worcestershire. By all accounts it was a very tight affair and despite losing the squad played outstandingly well.</i></p> <p><i>Our 2<sup>nd</sup> team travelled to Old Sils in Solihull and in another tight affair went down 1:0.</i></p> <p><u>Possible fixtures v Wales</u>  <i>I am in the process of arranging two fixtures against Wales over 70's both to be played at Monmouth School. One will be on April 5<sup>th</sup> against the full Wales side and the second on May 3<sup>rd</sup> against their second string who are called the Dragons.</i></p> <p><i>I have also been approached by Wales over 50's for a game, probably in March, and have circulated details to our over 50's.</i></p> <p><u>Replacement Mens Masters Manager</u>  <i>I have notified all the Gloucester Masters players on my list telling them that I am "stepping down" and inviting them to contact GHA if they would like to take on the role.</i></p> <p><b>Malcolm Green</b></p>	<p>Consider possible volunteers to run Gloucesters hire Masters Hockey and supply names to Malcolm Green - All</p>
<p>(viii )</p>	<p><b>GHA Website:</b>  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>Website logins for others to modify pages would ease burden on Treasurer.</p> <p><b>Shaun Cullimore</b></p>	<p>Agree wording for website statement on Policies and Procedures and post - Shaun Cullimore, Ian Harvey</p> <p>Create logins for GHA officers that need access to website to modify relevant pages - Shaun Cullimore</p>
<p>(ix)</p>	<p><b>Clubs Representatives:</b>  Positions are unfilled currently so no report available.</p>	<p>No action.</p>
<p>(x)</p>	<p><b>Welfare Officer</b></p>	

	No report was provided.  <b>Lisa Lundie</b>	No action.
<b>6.0</b>	<b>Disciplinary Administrator</b> No report was provided.  <b>Rob Fynn</b>	No action.
<b>7.0</b>	<b>GHA Finances / Accounts</b>  <i>Provided report italics, additional comments in plain text.</i>  <i>This is the treasurer's report for the 2019-2020 season (1st April 2019 to 31st March 2020) as of 15th February 2020.</i> <ul style="list-style-type: none"> <li>• <i>Expenditure shown under "Suspense" represents pitch hire invoices which have not yet been analysed. When this is done the expenses will be split between Player Pathway, festivals, competitions.</i></li> <li>• <i>We are expecting at least another £2000 in Player Pathway coaching expenses.</i></li> <li>• <i>We are likely to have to write off several hundred pounds in bad debts.</i></li> <li>• <i>Honorariums are not shown (we will be paying this year for work done in 2018-2019).</i></li> <li>• <i>Whilst the finances show business as usual this is a credit to the team. Much of the work done by Angie Atherton has been picked up by Angie Pearce and James Doughty (Player Pathway), Ian Harvey (junior club competitions, festivals and administration) and Lisa Lundy (schools competitions and facility bookings).</i></li> </ul> <i>The detailed income and expenditure report and balance sheet as of 15<sup>th</sup> February are attached. See Appendix at the end of these Minutes.</i>  Note: The following section on Honorariums is only included in the printed Committee Meeting Minutes for confidentiality reasons. Copies are available for Committee members and affiliated Clubs representatives on request.  The Honorariums for 2019 - 20 will be decided next season.  <b>Shaun Cullimore</b>	Add Ian Harvey to bank mandate - Shaun Cullimore
<b>8.0</b>	<b>West HA Matters:</b>  See section 5 (i) Secretary report for comments about West actions on EH AGM Resolution on Governance.  <b>Ian Harvey</b>	No action.
<b>9.0</b>	<b>Any Other Business</b>	

<b>(i)</b>	West request for nominations for a Lifetime Achievement award needs a submission for Angie Atherton.	Create Lifetime Achievement award submission for Angie Atherton - Shaun Cullimore
<b>(ii)</b>	Provisional centralised calendar for 2020 - 21 is available so dates for Festivals and In2Hockey competitions can be decided.	Determine 2020 - 21 Festival and In2Hockey dates - Ian Harvey, Angie Pearce
<b>10.0</b>	<b>Date of Next Meeting:</b>  To be decided after AGM.	
<b>11.0</b>	<b>Carry over actions:</b>	
<b>11.1</b>	<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>	<i>Consider need to update the GHA Constitution at next AGM if HUA representative role is not still required - Ian Harvey</i>
<b>11.2</b>	<b>GDPR (General Data Protection Regulation).</b> <i>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.</i>	<i>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.</i>

<p><b>11.3</b></p>	<p><b>GK coaching course.</b>  <i>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.</i></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>  <i>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.</i></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>  <i>It was agreed not to make any decision on the future of the team until EH decides the future of the competition.</i></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>  <i>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.</i></p>	
<p><b>11.7</b></p>	<p><b>Legal status of Gloucestershire Hockey Association as a body.</b>  <i>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.</i></p>	<p>Develop a detailed proposal regarding GHA Incorporation unless the EH governance proposals make this unnecessary – Ian Harvey</p>

<p><b>11.8</b></p>	<p><b>GHA Committee job descriptions.</b></p> <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>
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Appendix 1 - Financial Statements:

**Summary of Financial Position for the year ended 31<sup>st</sup> March 2020 as at 15<sup>th</sup> February 2020**

<b>Income</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>	<b>2016-2017</b>	<b>2015-2016</b>	<b>2014-2015</b>
Player Pathway	£29,752.20	£31,819.50	£22,663.34	£32,461.49	£30,063.90	£30,862.10
Junior Outdoor Competitions	£1,880.00	£1,795.00	£1,655.00	£1,715.00	£1,695.00	£1,710.00
Junior Festivals	£5,645.00	£7,900.00	£5,675.00	£7,400.00	£5,800.00	£6,225.00
Indoor	£1,300.00	£1,408.00	£1,800.00	£1,040.00	£500.00	£475.00
Men's County Championship	£0.00	£0.00	£0.00	£495.00	£325.00	£340.00
Vixens' Festival	£0.00	£0.00	£0.00	£300.00	£400.00	£350.00
Masters	£0.00	£100.00	£140.00	£0.00	£0.00	£0.00
Women's Club Tournament	£490.00	£630.00	£0.00	£720.00	£0.00	£840.00
Kit	£0.00	£3,919.00	£0.00	£2,107.00	£0.00	£0.00
Affiliation Fees – Clubs	£4,400.00	£4,351.00	£4,459.00	£4,644.00	£4,643.00	£4,571.00
Affiliation Fees – Schools	£300.00	£360.00	£360.00	£375.00	£360.00	£390.00
Exceptional Income	£20.00	£145.00	£270.19	£1,172.20	£1,055.00	£104.00
Interest	£0.00	£8.29	£0.00	£0.00	£0.00	£0.00
<b>Total Income</b>	<b>£43,787.20</b>	<b>£52,435.79</b>	<b>£37,022.53</b>	<b>£52,429.69</b>	<b>£44,841.90</b>	<b>£45,867.10</b>
<b>Expenditure</b>						
Player Pathway	£18,446.74	£25,455.66	£17,953.39	£24,181.96	£29,247.49	£23,620.46
Junior Outdoor Competitions	£3,141.75	£2,814.54	£2,851.13	£3,308.62	£2,254.39	£2,576.56
Junior Festivals	£3,504.89	£8,608.03	£5,511.97	£6,611.35	£5,506.79	£6,285.03
Indoor	£1,256.80	£1,358.00	£1,854.00	£1,157.92	£460.00	£410.00
Men's County Championship	£0.00	£0.00	£0.00	£1,748.41	£2,198.25	£1,251.06
Vixens' Festival	£0.00	£0.00	£0.00	£260.00	£426.00	£373.00
Masters	£152.00	£240.32	£350.00	£70.00	£1,212.60	£207.00
Women's Club Tournament	£439.52	£658.38	£0.00	£599.50	£0.00	£740.14
Kit	£0.00	£4,464.29	£2,014.24	£2,367.97	£581.40	£521.51
Umpiring	£84.00	£130.00	£0.00	£50.00	£83.00	£1,439.40
Administration	£632.43	£1,329.48	£1,071.13	£1,007.03	£955.07	£1,300.99
Bad Debts		£712.75	£0.00	£0.00	£15.75	£25.00
Grants and Honorariums		£3,600.00	£3,500.00	£3,400.00	£285.00	£2,950.00
Insurance	£673.17	£676.91	£673.17	£667.00	£737.92	£870.75
Training Courses		£78.53	£0.00	£0.00	£0.00	£57.00
Exceptional expenditure	£45.00	£52.50	£0.00	£0.00	£0.00	£0.00
Expenditure Related to Previous Season	£0.00	£0.00	£0.00	£0.00	£0.00	£1,392.10
Suspense	£4,682.16	£0.00	£0.00	£0.00	£0.00	£0.00
<b>Total Expenditure</b>	<b>£33,058.46</b>	<b>£50,179.39</b>	<b>£35,779.03</b>	<b>£45,429.76</b>	<b>£43,963.66</b>	<b>£44,020.00</b>
<b>Surplus of Income Over Expenditure</b>	<b>£10,728.74</b>	<b>£2,256.40</b>	<b>£1,243.50</b>	<b>£6,999.93</b>	<b>£878.24</b>	<b>£1,847.10</b>
Reserves brought forward	£57,307.03	£55,050.63	£53,807.13	£46,807.20	£45,928.96	£44,081.86
<b>Reserves carried forward</b>	<b>£68,035.77</b>	<b>£57,307.03</b>	<b>£55,050.63</b>	<b>£53,807.13</b>	<b>£46,807.20</b>	<b>£45,928.96</b>
Consisting of						
Current account	£66,521.35	£60,451.31	£55,530.34	£55,139.93	£53,976.45	£56,702.86
Savings account (see note 1)	£1,151.83	£1,151.83	£1,143.54	£913.35	£913.35	£913.35
Cash	£56.00	£213.50	£90.00	£30.00	£95.00	£36.50
Pre-payments	£278.75	£282.92	£280.83	£280.00	£275.00	£352.92
Debtors	£595.84	£4,024.10	£4,022.40	£4,382.70	£2,637.00	£1,741.25
Creditors	-£568.00	-£8,816.63	-£6,016.48	-£6,938.85	-£11,089.60	-£13,817.92
	<b>£68,035.77</b>	<b>£57,307.03</b>	<b>£55,050.63</b>	<b>£53,807.13</b>	<b>£46,807.20</b>	<b>£45,928.96</b>

Note 1 – Inaccessible due to signatory problems

Appendix 2 – GHA Committee briefing summary of England Hockey AGM Resolution on Governance Final Proposals document.

## **Gloucestershire Hockey Association - Committee briefing on the England Hockey AGM Resolution on Governance Final Proposals document.**

Prepared by: Ian Harvey, Shaun Cullimore

Reference England Hockey document:

File name "AGM Final Resolution Proposal.pdf"

A Structure Fit for the Future – Recommendations for the 2020 AGM Updated December 2019

Following a review of the EH AGM Resolution on Governance outcome final proposal document it is felt that GHA should decide on a common position for casting a vote at the EH AGM on 17<sup>th</sup> March 2020. The Committee meeting on 25<sup>th</sup> February will decide this, but ahead of that meeting set out below are some thoughts for consideration by the Committee.

The Vision and Principles outlined in the document seem sensible and fair and are set out below. The remainder of this review focuses on the Executive Summary and then the detail of the proposals and any concerns identified. The original document though has 71 pages and there is considerable repetition as well as further expansion of concepts with much overlap between sections. This makes review very difficult so the commentary that follows is a summary of aspects of concern collated from many different sections of the document.

### **VISION**

A robust governance structure that allows for maximum participation in hockey within a safe environment underpinned by an organisational structure that ensures consistency, accountability, transparency and communication at all levels.

### **PRINCIPLES**

Seven overarching principles of future good governance in hockey were established by the Working Group. These principles are derived directly from the results of the consultation process. They are as follows:

- 1.** As National Governing Body, England Hockey has overall responsibility for the sport in England
- 2.** There is a fundamental role for local organisation and decision making
- 3.** Clarification of accountability of all organising bodies to their stakeholders and ultimately to England Hockey is required
- 4.** Simplification of structure should be the aim to make it easier for all involved
- 5.** Clarity of purpose is key for all organising bodies
- 6.** Common principles of governance are necessary for all organising bodies
- 7.** Consistency of overarching policies, rules and regulations is required for all aspects relating to playing hockey

### **Executive Summary section commentary (with some observations drawn from detail in the following sections):**

The new South West area broadly maps to the current West region and the South West - North sub-area broadly maps to an extended Gloucestershire (e.g. with Marlborough coming in from Wiltshire in the south and Leominster from Herefordshire in the north). West HA is limping along with many posts unfilled and some of those "in post" wanting to pack it in. A vibrant West (or South West as it will become) is vital to making this work.

The proposals for Areas and Sub-Areas mean that they are going to establish new organisations directly linked to EH with new constitutions doing away with the Regions and Counties as they now exist. They also want to make them all consistent so the legal status of each organization will be the same. What this means for the transition from the currently constituted bodies to the new is not clear.

The alignment of League structures and rules are not really a concern for GHA as this operates independently from GHA already and in the West is quite straightforward. The alignment of womens and mens league rules may turn out to be an area of contention, but ought to be resolvable.

Junior Festivals and competitions will eventually move to Areas to be managed. This is a concern since at the moment what is going on locally is mostly run by GHA. This is probably an exception to a lot of other places, but the proposal seems to have missed this in their list of those exceptions. This will not work for aspects such as Festivals which need to be run locally to minimise travelling. Indeed the current approach does not really cover all of Gloucestershire being confined to the north of the County with some exceptions such as Worcester further to the north, Swindon and Marlborough to the south. However, the timescales for juniors does allow for further discussion.

EH state that umpiring organisations will “evolve” to align with the new structure. It is not clear what will drive this. The current umpires local association covers three counties. Also, the report implies that consistent rules across the leagues will facilitate umpire movement across boundaries. To umpires only the laws of the game matter. There may also be a missed opportunity here to integrate Club and Association umpires with proposals only focused on HUAs and appointments. There is a risk of ending up with a system that manages only the elite and then runs out of resources because umpires will always start out with Clubs. An integrated system which treated everyone as simply having attributes would seem a better solution, that way every umpire in the country could be reached and local ones would feel more engaged with the wider community encouraging them to become involved and maybe even take appointments on an occasional basis. Hence they might move on and up!

Masters hockey seems to be seen as mostly satisfactory and the continued evolution will be left alone.

Timescales look challenging. In March 2020 draft constitutions are supposed to be approved for the new structure. Surely these should be available now. Ideally all of the new bodies will be legally incorporated. This seems the best way forward but the EH proposals are not clear on the topic.

### **Detail section commentary (some already covered in the Executive Summary section commentary):**

The Player Pathway will continue to be managed by the Sub-Area so GHA role in this will not change and so all the reforms being introduced can continue.

Adult representative teams would continue to exist at the Sub-Area level as long as demand exists. This seems odd given the extent of consistency being applied throughout all other aspects and suggests this is an area where there is no clear conclusion.

The concept of binary numbers of groupings at each level, e.g. 8 Areas makes competition structures seem simple. However, it will likely lead to some arbitrary divisions; it is not clear whether the new South West would have 4 or 8 Sub-Areas?

It is noted and welcome that EH will collect all affiliation fees. They point out that at present fees are variable, ranging from £2 to £65 for the county (we charge £40) and £4 to £25 for the region (West HA charges £25). Club affiliation fees only constitute about 8% of our income so the effect of any realignment should not be particularly significant.

There appears to be no reason why policies and procedures could not be templated by EH, promoting best practice and eliminating every county/region having to come up with their own. Clubmark provided some model texts, etc. but it was still a major undertaking for a club. However, there is no specific mention of policies and procedures. If the stated aim of consistency across the whole sport (not just Leagues) is to be achieved this is something that has to be implemented in every Club, Sub-Area and Area. Everyone hates the topic because it is bureaucracy, but it is a fact of life nowadays. Similarly the management structure of Clubs requires the same treatment, every Club should have a Welfare officer as an example.

The principles around the adoption of technology (IT enabled) to reduce duplication are very laudable. However, even the most well managed organisations struggle with this when it comes to implementation. This is probably one aspect over which there is the most doubt of England Hockey's ability to deliver the proposals.

It is reassuring that EH state that they are not out to grab the reserves of the regions/counties. They agree that the money should be used locally. We feel very strongly about that. We have been prudent. Our money came from our players and should ultimately benefit our players. However, how the surpluses in the existing organisations would be managed seems to have been deliberately left vague. This will be tricky and it does suggest we should make every effort to reduce our reserves ahead of the changes.

Even if less volunteers are needed overall this will still be a problem. The resources at EH are also limited.

### **Overall conclusion.**

The document contains an immense amount of detail in some areas such as structures. Other aspects such as the detailed final set of regulations for Leagues are for the future. There is a lot that will still need to be worked through (does Brexit come to mind) and almost certainly there will be difficulties.

Overall though we are in favour of the rationalisation of the organisation and management of the sport. The proposals seem to present more of an opportunity than a threat. The timescales do though seem incredibly ambitious/optimistic, not least because people have to be found to fill the new roles. It is also likely to be the case that for GHA the impact initially will be small though longer term it is likely to be significant with a lot of administrative work to transition from the current state to the new.

We though believe GHA should vote in favour of the proposal.