

# GLOUCESTERSHIRE HOCKEY ASSOCIATION

## Honorary President

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## Honorary Secretary (acting)

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## MINUTES OF AGM HELD 23<sup>rd</sup> SEPTEMBER 2020

### Introduction.

22 voting members were present at the meeting, sufficient to form a quorum. Appendix K details those eligible to vote at an AGM. Appendix L details those attending. Appendix M contains the calling Notice and Appendix N details the Agenda.

The Minutes of the meeting were taken by Ian Harvey acting as Secretary, it remains that no one has come forward for this role.

The reports included here are principally those submitted by various Committee members for their areas of responsibility, the remainder are from those that have volunteered in the absence of a particular Committee member.

### 1. Apologies.

Committee:

Carolyn Rolleston (Director of Coaching), Sally Privett (Ladies Masters Manager), Rob Fynn (Indoor Secretary, Disciplinary Administrator)

Clubs:

Bretforton – Blanche Surman, Dursley Ladies – Stacey Sealy, Bourton & Sherborne – Petra Lorman, Wotton-Under-Edge – Andrew Wallace

Schools:

Bournside – Sarah Bowen,

Life Members:

Jean Levy (Cheltenham Civil Service HC)

EH:

Gloucestershire Relationship Manager post vacant

### 2. AGM – Adoption of the Minutes of the 2019 AGM

Copies of the Minutes of the 2019 AGM had been made available for all those attending to read and it was proposed they be accepted.

Proposer: James Doughty. Seconder: Sophie Scarrott. The Minutes were unanimously approved.

### 3. Matters arising

GHA Legal Status

Due to the potential impact of the England Hockey Resolution on Governance there has been no progress on this topic. Now that the EH AGM has approved the Resolution hopefully the direction for counties will become clear and therefore whether GHA requires a new constitution and / or become incorporated. The GHA Committee will engage with EH during the 2020 – 21 season to progress this as far as it is able.

Mens Senior Team

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Again this depends on the direction from EH and governance resolution as this will define the structures of hockey for the future.

GHA financial reserves.

Little progress had been made on this during the season, but with the return to hockey offers for coaching support have been made to schools that have limited provision and hopefully some of this will be taken up despite the Covid-19 pandemic and associated restrictions. Also it has been proposed that the affiliation fee (see later Finance report) be reduced to ease the burdens on the clubs.

Player Pathway improvements.

These are covered in the Player Pathway report in the Juniors report section.

Volunteers.

Nothing much has changed, but until the consequences of the EH AGM Resolution on Governance become clear the need or otherwise is unknown. However, it is likely this will remain a long term issue.

## 4. Finance

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 Lundie (schools competitions and facility bookings).

As usual, I have shown the accounts for five seasons side by side. However, with the pandemic season 2019-2020 ended prematurely and unexpectedly, so direct comparisons with previous seasons may not be appropriate.

Player Pathway activities (Development Centres and Academy Centres) finished with a surplus of over £7,000. This was not expected; we planned to do slightly better than break even. This result may in part be due to the early termination of the programme after parents had paid. 2020-2021 will also be a disrupted season. Once again, we will be aiming to generate a small surplus. Player Pathway is our main source of income and needs to support other activities.

We continue to carry higher reserves than are necessary from an operational point of view. However, we are planning a number of initiatives that are likely to have a net cost to the Association.

- We have discussed providing coaching support for schools at no cost to the schools.
- You are probably aware that England Hockey are in the middle of a major restructuring of the game. Counties will probably be renamed and refocused. We could become an incorporated body, which would protect committee members from personal liabilities. We may need to take legal advice in respect of this initiative.
- I propose that we reduce the affiliation fees for the coming season. Clubs and schools have had a hard time with the pandemic and we should look to support them in every way possible.

### Affiliation Fees 2019-2020

	West HA	Glos HA
Men's and women's league sides	£25.00	£40.00
Men's and women's occasional sides	£10.00	£15.00
Badgers and Vixens	£0.00	£12.00
Schools	£0.00	£15.00

### Proposed Affiliation Fees 2020-2021

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	<b>West HA</b>	<b>Glos HA</b>
Men's and women's league sides	£5.00	£5.00
Men's and women's occasional sides	£0.00	£5.00
Badgers and Vixens	£0.00	£5.00
Schools	£0.00	£5.00

I propose that we write off £295 in bad debts for the season. There are a variety of reasons, but most prominent is parents not paying for Player Pathway activities. A child would be signed up to the programme, but might attend one or two sessions then drift away prior to payment being made. I have chased these payments as far as I can but, as there are many small payments, it is not really practical to pursue them. I have full details of these debts if anyone wishes to dig deeper into this. We now ask that Player Pathway payments be made "up front" using the GoCardless direct debit system so this should reduce the problem.

Details of accounts on next page.

Shaun Cullimore  
GHA Treasurer

It was proposed that the accounts and affiliation fees for 2020 – 21 be approved.

Proposer: Shaun Cullimore. Seconder: Graham Wayland. The accounts were unanimously approved.

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Summary of Financial Position for the year ended 31<sup>st</sup> March 2020

## Gloucestershire Hockey Association

### Summary of Financial Position for the year ended 31<sup>st</sup> March 2020

Income	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Player Pathway	£30,622.20	£31,819.50	£22,663.34	£32,461.49	£30,063.90
Junior Outdoor Competitions	£2,660.00	£1,795.00	£1,655.00	£1,715.00	£1,695.00
Junior Festivals	£8,372.00	£7,900.00	£5,675.00	£7,400.00	£5,800.00
Indoor	£1,300.00	£1,408.00	£1,800.00	£1,040.00	£500.00
Men's County Championship	£0.00	£0.00	£0.00	£495.00	£325.00
Vixens' Festival	£0.00	£0.00	£0.00	£300.00	£400.00
Masters	£0.00	£100.00	£140.00	£0.00	£0.00
Women's Club Tournament	£490.00	£630.00	£0.00	£720.00	£0.00
Kit	£0.00	£3,919.00	£0.00	£2,107.00	£0.00
Affiliation Fees – Clubs	£4,400.00	£4,351.00	£4,459.00	£4,644.00	£4,643.00
Affiliation Fees – Schools	£300.00	£360.00	£360.00	£375.00	£360.00
Exceptional Income	£82.00	£145.00	£270.19	£1,172.20	£1,055.00
Interest	£0.00	£8.29	£0.00	£0.00	£0.00
<b>Total Income</b>	<b>£48,226.20</b>	<b>£52,435.79</b>	<b>£37,022.53</b>	<b>£52,429.69</b>	<b>£44,841.90</b>
<b>Expenditure</b>					
Player Pathway	£23,249.74	£25,455.66	£17,953.39	£24,181.96	£29,247.49
Junior Outdoor Competitions	£4,884.52	£2,814.54	£2,851.13	£3,308.62	£2,254.39
Junior Festivals	£5,880.97	£8,608.03	£5,511.97	£6,611.35	£5,506.79
Indoor	£1,256.80	£1,358.00	£1,854.00	£1,157.92	£460.00
Men's County Championship	£0.00	£0.00	£0.00	£1,748.41	£2,198.25
Vixens' Festival	£0.00	£0.00	£0.00	£260.00	£426.00
Masters	£152.00	£240.32	£350.00	£70.00	£1,212.60
Women's Club Tournament	£439.52	£658.38	£0.00	£599.50	£0.00
Kit	£0.00	£4,464.29	£2,014.24	£2,367.97	£581.40
Umpiring	£84.00	£130.00	£0.00	£50.00	£83.00
Administration	£656.73	£1,329.48	£1,071.13	£1,007.03	£955.07
Bad Debts	£295.00	£712.75	£0.00	£0.00	£15.75
Grants and Honorariums	£4,345.00	£3,600.00	£3,500.00	£3,400.00	£285.00
Insurance	£673.17	£676.91	£673.17	£667.00	£737.92
Training Courses	£0.00	£78.53	£0.00	£0.00	£0.00
Exceptional expenditure	£0.00	£52.50	£0.00	£0.00	£0.00
<b>Total Expenditure</b>	<b>£41,917.45</b>	<b>£50,179.39</b>	<b>£35,779.03</b>	<b>£45,429.76</b>	<b>£43,963.66</b>
<b>Surplus of Income Over Expenditure</b>	<b>£6,308.75</b>	<b>£2,256.40</b>	<b>£1,243.50</b>	<b>£6,999.93</b>	<b>£878.24</b>
Reserves brought forward	£57,307.03	£55,050.63	£53,807.13	£46,807.20	£45,928.96
<b>Reserves carried forward</b>	<b>£63,615.78</b>	<b>£57,307.03</b>	<b>£55,050.63</b>	<b>£53,807.13</b>	<b>£46,807.20</b>
Consisting of					
Current account (see note 2)	£61,344.72	£60,451.31	£55,530.34	£55,139.93	£53,976.45
Savings account (see note 1)	£1,151.83	£1,151.83	£1,143.54	£913.35	£913.35
Cash	£276.00	£213.50	£90.00	£30.00	£95.00
Pre-payments	£278.75	£282.92	£280.83	£280.00	£275.00
Debtors	£2,936.00	£4,024.10	£4,022.40	£4,382.70	£2,637.00
Creditors	-£2,371.52	-£8,816.63	-£6,016.48	-£6,938.85	-£11,089.60
	<b>£63,615.78</b>	<b>£57,307.03</b>	<b>£55,050.63</b>	<b>£53,807.13</b>	<b>£46,807.20</b>

Note 1 – Inaccessible due to signatory problems

Note 2 – Bank reconciliation statement is unnecessary as current account balance and the corresponding figure in the accounts is the same.

## 5. AGM – Adoption of the Reports from GHA Officers and Members of the Committee

### 5.1 Secretary – see full report at Appendix A.

Subsequent to the Report it was noted that West had held their AGM and had a new Secretary, Chair and Treasurer. Their AGM had been held via an on-line platform and was the best attended for a long time.

Sadly, Verity Langfield the EH Relationship Manager for Gloucestershire has resigned and similarly Jenny Mitchell has left the West office. Barbara Reynolds remains the only EH representative in the West although it was reported to the meeting that Shelley Watts the National Manager had advised Lansdown HC that temporary cover would be provided by the SE Relationship Manager.

### 5.2 Men's West League Representative – see full report at Appendix B.

In addition to the Report an update was provided.

The men's league dates have been published and matches will start on 24<sup>th</sup> October, finishing on 12<sup>th</sup> December for Christmas. The matches will resume on 15<sup>th</sup> January, with a gap for Easter on 3<sup>rd</sup> April and completion on 24<sup>th</sup> April. Ladies dates will be similar. The mens league rules will largely follow EH guidance in this season of Covid-19, but is proving difficult to get agreement across the West with the ladies due to the historical differences and the presence of Welsh teams, albeit the ladies now have the same issue for the first time.

The result of the governance vote means that in the future there will be 8 regions and at the elite level a league structure of 1 – 2 – 4 divisions with either 10 or 12 teams per division. This will mean effectively a new division at national league level so between 2 and 5 teams per region being promoted.

### 5.3 Youth Coordinators – see full report at Appendix C.

In addition to the Reports some updates were provided.

#### Player Pathway

The impact of Covid-19 had been that all activities stopped at the end of March with players being turned away almost on the day. The DC was cancelled and the focus then became on how to restart which was confirmed in early August. There were then only 4 weeks to get ready in which to contact the players, schools and clubs and to book venues and coaches. Special thanks must go to Kings School Gloucester that stepped in at the last minute when Oxstalls opening hours were changed as a result of the impact of Covid-19.

The improvements identified last season have generally been carried out with new kit available, a lock-up at Oxstalls for storing the kit and nominally a single venue. Already 7 sessions have been held.

James Doughty has taken on the role of Covid officer in-line with EH requirements and the necessary procedures and risk assessments put in place. The EH registration process has been followed.

EH in July issued a consultative document on Talent Development as a result of a survey they had conducted. This has not been well received and whilst there were a few aspects that had merit, much of it was concerning. It is now a case of waiting to see how it might be implemented.

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## Festivals

Subsequent to the report the concept of providing additional opportunities for more teams to enter Festivals with an “A team” competition on certain dates has been explored, but an issue of pitch availability has been identified and with Covid it has been difficult to establish what may be possible. Provisional dates for the Festivals including some “A Team” competition days and In2Hockey competitions in 2020 – 21 have been issued, but there remains much uncertainty with the Covid-19 pandemic.

## Schools

Thanks were expressed to Lisa Lundie for the excellent job she had done in organizing all the competitions.

The only additional element reported under Schools was the uncertainty that Covid has brought to how 2020 – 21 will proceed with a number of schools not playing competitively at all and some delaying starts until after half term. Simon Padley of CLC reported that EH in response to an enquiry had told him that fixtures between local schools teams were fine to go ahead.

### 5.4 Welfare Officer see full report at Appendix D.

#### Concussion policy

It was stated at the meeting that GHA would adopt EH guidance and follow the procedures for any head injuries that occurred in GHA organized events.

#### Covid-19 impact on welfare activities

It was noted by Ian Harvey that EH was following EH guidance in respect of Covid-19. James Doughty was Covid officer for Player Pathway and Graham Wayland for the Masters team. In respect of Festivals and In2Hockey, since GHA does not have any teams of their own there was no need for a Covid officer, it being down to the participating clubs to have Covid officers and follow EH guidance. In addition to the EH guidance though, GHA specific guidance and risk assessments would be provided.

#### GHA specific policies and procedures

Ian Harvey stated that GHA as a general principle follows EH Policies and Procedures and has adopted these. It has not to date developed any specific ones of its own; however, going forwards it is examining the need for any local specific documents to support the operation of the various roles it performs such as Player Pathway and Festivals / In2Hockey competitions not to mention schools. It is the target to have links on the website to EH Policies and Procedures by the end of the autumn.

### 5.5 Indoor Secretary – see full report at Appendix E.

Simon Padley commented that from a CLC perspective the indoor organization was really tricky and difficult to navigate where CLC participated in local stages of qualifiers. Some confusion had arisen between schools over who was hosting and when and where. Ideally next time have dates out earlier, CLC happy to offer to host. Just need dates early.

Latest news on the day was that EH had issued guidance that meant there would be no indoor competitions because of the limited size of groups. However, this applied to adults, junior position unclear.

Phil Robson commented that Cheltenham U16G and U18G both reached the Club National Indoor Finals.

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### 5.6 Umpiring Secretary – see full report at Appendix F

In addition to the report Mike Sheppard added some comments and updates during the meeting.

All umpire courses are now on-line due to Covid-19 with no face to face or pitch activities happening. Normally the summer league offers opportunities for assessments, but 2020 there was no hockey.

The overall shortage of umpires is affecting not just weekend matches, but similarly mid-week games with volunteers hard to find. This impacts schools and similar competitions. As for the Premier divisions, whilst there are barely enough men the ladies are struggling with just 4 to cover a weekly need of 12. This is being exacerbated by the national programme calling up umpires from the regions.

The new umpiring structure that is coming as part of the restructuring of hockey under the governance initiative will be more streamlined with one integrated organization rather than national, regional and county associations. At national and regional level the new officiating system is now in the second year, but issues remain compared to the old system. West Premier now working with the new system and some progress made. As regards the long term future some uncertainties remain such as boundaries.

### 5.7 Disciplinary Administrator – see full report at Appendix G

As Rob Fynn was absent there was no additional discussion beyond the report made available.

### 5.8 Masters Managers – see full report at Appendix H.

As Sally Privett was absent there was no additional discussion about Womens Masters beyond the report made available.

In the absence of Malcolm Green the retiring mens masters manager Ian Harvey summarized the report. In addition, he recorded the thanks of the Committee to Malcolm Green for all his efforts over the last couple of years where he has grown the masters participation to the extent that there are now 2 over 60s teams and interest being shown in other age categories. The efforts to create a masters league unfortunately had not come to fruition, but overall Malcolm had done an excellent job. Subsequent to the report two people had come forward to take over running the mens masters; Nigel Sherwood and Lindsay Ferguson with Lindsay agreeing to serve on the GHA Committee as can be seen from the list of proposed officers for next season.

### 5.9 Club Representatives – as there are no Club Representatives no formal report was submitted.

### 5.10 Mens' Senior Manager / Coach – no formal report was submitted, the future direction of this is awaiting what policy may set by EH as part of the new Governance structure and the role of Sub-Areas (previously Counties).

### 5.11 EH regional relationship manager – see full report at Appendix J

Ian Harvey gave a brief overview of the EH report and then informed the meeting that Verity Langfield had left EH, similarly Jenny Mitchell from the West office had also stepped down although in her case it was retirement. Mike Sheppard then informed the meeting that Lansdown had received notification that the SE Relationship Manager would be covering Gloucestershire in the absence of a

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replacement. (Subsequent to the meeting it has been determined this is Charlie Farrow who covers Norfolk, Suffolk, Essex and Kent).

### **6. Adoption of Reports.**

Copies of the Reports from GHA Officers and Members of the Committee had been made available for all those attending to read and it was proposed they be accepted.

Proposer: Alistair Kilfoil. Seconder: Lucy McNulty. The Reports were unanimously approved.



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## 7. Election of Officers and Members of the Committee

<b>Officers</b>	<b>2019-2020 Season</b>	<b>2020-2021 Season</b>
President	Ian Harvey	Ian Harvey
Vice President	Bob Moxom	Bob Moxom
Secretary	Ian Harvey (acting)	Ian Harvey (acting)
Treasurer	Shaun Cullimore	Shaun Cullimore
Director of Coaching	Carolyn Rolleston	Carolyn Rolleston
<b>Committee</b>		
Umpire Secretary	Mike Sheppard	Mike Sheppard
Youth Coordinators	Angie Pearce James Doughty	Angie Pearce James Doughty
Indoor Secretary	Rob Fynn	Rob Fynn
Disciplinary Administrator	Rob Fynn	Rob Fynn
West League Representative (Men)	Alistair Kilfoil	Alistair Kilfoil
Welfare Officer	Lisa Lundie	Lisa Lundie
Masters Managers	Sally Privett (Ladies) Malcolm Green (Men)	Sally Privett (Ladies) Lindsay Ferguson (Men)
HUA Representative	Currently Vacant	Not required
Club Representative	Currently Vacant	Currently Vacant
Club Representative	Currently Vacant	Currently Vacant
Minute Secretary	Ian Harvey (acting)	Currently Vacant
Men's Senior Manager	Graham Wayland	Graham Wayland
Men's Senior Coach	Currently Vacant	Currently Vacant
Webmaster	Shaun Cullimore	Shaun Cullimore
<b>West Representatives from GHA Committee – agreed at GHA meeting</b>		
West Council		
West Performance Committee		
Umpiring Committee		
Masters Committee		
Women's League Committee		

All candidates to fill Officer and Committee roles had been proposed by GHA Committee prior to the meeting, but on the night these were proposed by Sophie Scarrott and seconded by Lindsay Ferguson. These were unanimously approved. No further volunteers for the vacant positions came forward at the meeting.

## 8. Election of Life Members

Ian Harvey introduced this item by explaining that Gloucestershire Hockey Association has a small number of Life Members who are people who have served GHA in various roles in the past and in recognition of their services have been elected to the position of Life Member. This gives them voting rights at AGMs, but does not require payment of any membership fee and really is an accolade. There are currently approximately 10 Life members, but only a couple regularly attend AGMs or are involved still in Gloucestershire.

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The Committee this year would like to propose 2 people to become Life Members; specifically Roy Smith who stepped down as Vice President nearly 2 years ago and Angie Atherton who had to take a step back due to ill health 9 months ago.

Roy Smith served Gloucestershire hockey for over 30 years in many roles including as President and was instrumental in much of the early junior hockey development back in 1990s. He was a long serving Committee Member.

Angie Atherton also served Gloucestershire hockey for many years and had filled most of the key posts including Secretary and Treasurer during her time on the Committee. More recently until her illness she had carried out all the administration for the junior hockey including Player Pathway, schools competitions, clubs festivals and clubs In2Hockey cup competitions. She was a pivotal figure until she was taken ill, ironically during a committee meeting which she had managed to attend despite feeling unwell before it. All of this in addition to her service to Cheltenham Civil Service hockey club where she remains as President.

During the discussion of these proposals a number of comments were posted to the chat and these are captured below:

*A credit to Hockey in Gloucestershire  
Angie A is a legend  
Agree to both very deserving people  
Great to honour 2 splendid GHA servants  
Angie is Gloucestershire's own Hockey Superhero  
Hear, hear!  
Echo*

Both were elected unanimously and the Secretary requested to write to them to inform them of the honour.

### **9. AGM – Any other Business (by permission of the Chairman)**

Once the formal business of the meeting had been concluded several presentations were made and subsequent round table discussions took place.

#### 9.1 Future make-up of the Committee

Ian Harvey explained that this item had been included originally because it had been expected that the EH AGM would have been held and on the basis that the Governance resolution had been approved more would have been known of the role for counties (Sub-areas) in the future. However, due to Covid-19 and the shutdown of hockey the EH AGM had only taken place on 14<sup>th</sup> September at which the resolution on Governance had been approved it was premature to have any discussions over the future structure of the Committee. It would therefore be something to take forwards to the next AGM in May 2021.

#### 9.2 Simon Padley raised the issue that the GHA website did not contain much information over who was responsible for Safeguarding for GHA nor were there any policies or procedures there. Ian Harvey explained that Lisa Lundie was Welfare officer and so responsible for Safeguarding issues. However, GHA had not done a lot of work in this area other than to acknowledge that it worked within the England Hockey Policies and Procedures. A more detailed activity was still work in progress because a number of them needed either tailoring or specific local ones to be created. This work had started back in the summer, but due to Covid had been put to one side whilst all the Covid documentation was created. In addition, GHA only has direct responsibility for Player Pathway whilst with clubs and schools it is a joint concern. It is intended to resume this work in the autumn with the aim of having it in place by the end of November.

9.3 Thanks.

Finally Ian Harvey thanked all the attendees for taking the time to participate and also all the Committee Officers for their hard work throughout the year and for the reports that had been submitted and / or joined the meeting.

## APPENDIX A – Committee/ Secretary Report

Throughout the year the England Hockey AGM Resolution on Governance has been a major focus of activity and discussion for myself as Secretary and President. There were roadshows in the summer of 2019 which I and other members of the GHA Committee attended and subsequent to this a number of documents were issued by England Hockey for consideration. These included the results of the survey and the draft proposals for change. Following this the final proposals from the EH AGM Resolution Governance review were published in December 2019 under the name “A Structure fit for the Future” which can be found on the EH website.

A review of this was completed by the Secretary and Treasurer and a summary issued for the Committee to consider. The recommendation was for GHA to approve the proposal at the EH AGM in March and this was approved by the GHA Committee at the February Committee meeting. Unfortunately events then overtook the entire process as due to the Coronavirus pandemic the EH AGM was postponed. Since then EH have issued a number of bulletins indicating they intend to continue with preparations for the changes planned, but with no specific action until approval can be obtained from a reconvened AGM.

The impact of the EH governance process on GHA has been that many of the actions around incorporation and local processes and procedures have been put on hold pending the final outcome of the EH work. As a result there remains much that will be required once the direction is clear and the role of the counties is defined, sub-areas as they will in future be known.

During the season there have also been other changes that would have impacted the GHA constitution which really now needs an update to reflect the make-up of the committee and the role of GHA. Looking forwards though a key aspect is going to be volunteers and how to make best use of those that are willing to be involved at the county (sub-area) level and where best to put the efforts, not to mention improving recruitment.

The West HA has continued to run as normal, but it did establish a working group on the EH AGM Resolution Governance Review which met once in October to collect opinions. I 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 on 30<sup>th</sup> January when 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. Again this meeting was postponed once the EH AGM was postponed, but at the West Council meeting in May it was agreed to have a county chairs meeting in early June.

Otherwise the West Council meetings covered aspects such as Performance Centre and Masters hockey which are better covered under their respective sections in this AGM.

Ian Harvey  
Acting GHA Secretary  
5<sup>th</sup> June 2020

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## APPENDIX B – Men’s ‘The Verde Recreo Hockey League’ Representative Report

As the County representative, I attended 3 out of 5 League meetings last season. I was also one of the three members on the League’s Rules Sub-Committee ratifying the area secretary’s decisions.

The North Area meeting was due to be held on Tuesday 21st April at Old Bristolians (same week as the South Area and South Wales meetings) but was cancelled due to Covid-19.

- All rule changes for next season have been sent out to clubs.
- The League finished one week early due to Covid-19 and it was the decision of the League Committee that positions in each of the divisions would be decided on percentage points basis and then on goal difference.
- Congratulations to the Gloucestershire Clubs winning and second place in their various leagues and being promoted.

Bristol & West	Conference North	Champions
Bristol Uni. B	Central 1	Champions
Stroud	De Cymru & The Marches 2	Champions
Bristol & West A	De Cymru & The Marches 2	Runners-up
Wotton-u-Edge B	The Marches 1	Champions
Gloucester City B	The Marches 1	Runners-up
Bishops Cleeve	The Marches 2	Champions
Gloucester City C	The Marches 2	Runners-up
Westbury & UB D	West Central 2	Runners-up

**Plymouth Marjons** are the League Champions and are promoted to the England Hockey League for 2020/21 season.

The League Sponsor ‘The Verde Recreo Hockey League’ continues for next season.

League dates for next season will need to be confirmed when hockey is safe to return and from advice by EH. Team placements for 2020/21 season for each division have been published and are on the League Website.

Finally, as also please remember that I am your League Representative so KEEP ME INFORMED over all your dealings with the League.

Alistair Kilfoil  
Men’s ‘The Verde Recreo Hockey League’ Gloucestershire County Rep.

## APPENDIX C – Youth Hockey Reports

### GHA Development Centres, Academy Centres, Performance Centres

#### Players

COVID-19 impacted the end of the season tournament for the U16/17 squads but all other squads did complete their final tournaments. The younger squads did very well and 25 players have been nominated for PC Assessment.

The planned May Development Centres have been shifted to September. GoCrea8 will continue to have an involvement in delivering them.

The restart of the PC, AC and DC program looks likely to be in September. This will probably just involve GHA to start with as other counties have been impacted by not having their Development Centres in May or June. A full restart is being planned for January 2021.

#### Coaches

All player assessments were completed by the lead coaches by 30th April - a huge thank-you to them for doing this.

Coaches are being informally consulted on the practicalities of moving to a single venue; kit is being collected and a stock take being taken; investment in new coaches kit is underway; new methods of tracking coach deployment have been implemented and the payment process simplified.

#### Next Season

The following principles have been agreed for next season

- 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 December (depending COVID-19 developments)
- e) Player assessments and selection processes will be refined, based on what was used this season.
- f) A coaching programme will be developed in liaison with PC

**James Doughty, Angie Pearce**  
**Youth Co-ordinators.**

### **GHA Juniors Festivals and Clubs In2Hockey.**

At the end of what has been probably the most unprecedented season in my entire involvement in hockey (43 years), it seems strange to look back and realise that despite the wettest winter ever and the advent of the Coronavirus global pandemic we did actually play a lot of hockey! Most of the planned Festivals were played and the Gloucestershire rounds of the In2Hockey U10s and U12s were completed even if the regional rounds were cancelled.

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

In the second half of the season there were a total of 7 Festivals 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 and the U8s mixed scheduled for 22<sup>nd</sup> March was cancelled due to the Coronavirus outbreak. The maximum number of teams entering was 16 in 3 categories; U12 girls, U10 girls and U8 mixed Festivals.

## GLOUCESTERSHIRE HOCKEY ASSOCIATION

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 would 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 has been put to the Clubs and from the initial responses it would seem that the larger Clubs are in favour whilst the smaller ones have concerns over the logistics of 2 venues and not being able to use their stronger players to support their weaker and younger ones. A revised proposal will be developed and put back to the Clubs over the summer.

Across the Festivals 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, Cheltenham College and Bournside.

The Gloucestershire rounds of the England Hockey U12 and U10 Clubs competition were held in March and despite the looming threat of Coronavirus only one team had to drop out at the last minute due to unavailability of players. The weather also was true to form and was wet and windy, but despite this the events went according to plan even if some of us did feel as if we had spent the day inside a washing machine, particularly for the U12s.

In the U12 girls there were 13 entries which with an odd number of teams gave rise to some interesting challenges with scheduling. The final was also remarkable with the decision coming down to sudden death penalty flicks which seemed to go on forever, but in the end Cheltenham won 9 – 8 over Cirencester. The winners and therefore county champions were Cheltenham, runners-up Cirencester.

In the U12 boys there were 9 entries which made the scheduling a lot easier with a single league and everyone playing each other. The winners and therefore county champions were Cheltenham with runners-up Wotton-U-Edge.

In the U10 girls there were 10 entries so with 2 pools the scheduling was the most straightforward of any of the events. There were no complications in the final unlike the U12s with a straight winner. The winners and therefore county champions were Cirencester, runners-up Cheltenham.

In the U10 boys there were 10 entries initially, but it was in this event that one team had to drop out. The resulting scheduling was a little challenging, but everyone was supportive and it worked fine. It was here though that the final was a repeat of the U12 girls with penalty flicks needed. However, this time sudden death was not required and it was decided by the first set of 5, with Cirencester beating Cheltenham 3 – 2. The winners and therefore county champions were Cirencester with runners-up Cheltenham.

The In2Hockey competition still going ahead against a backdrop of the looming Coronavirus pandemic was I believe a testament to the commitment of Dean Close school for allowing us to use their pitches, all the Clubs, parents, coaches, helpers and of course the children playing. My thanks to everyone for making it a success and particularly the Clubs who came to my aid by providing volunteers to assist; Cheltenham, Lansdown, Cirencester and Wotton-U-Edge. It also highlighted one of the often forgotten roles on the pitch, that of goalkeepers. They are frequently overlooked and only come into focus when something like a penalty flick competition shines the spotlight on them. In both the shootouts at the end they were the heroes of the team whatever the outcome.

## GLOUCESTERSHIRE HOCKEY ASSOCIATION

As I look forwards to next season it is against a backdrop of easing of the lockdown restrictions, but with great uncertainty of whether hockey will have a “normal” season in 2020 – 21. A preliminary schedule has been prepared and circulated; however everything depends on what the schools are going to do as we are entirely reliant on them for the facilities we use. The current approach therefore is to travel hopefully and respond flexibly as things develop.

Keep well and stay safe.

**Ian Harvey**  
**Festival and Clubs In2Hockey Organiser**

### Schools Competitions Report - 2018/19

**SUMMARY** The tournaments generally ran well this season with on-the-day help from a small but committed group (thank you Shaun & Ian!). The girls tournaments tend to be more popular than the boys which is a result of more girls playing hockey at school in the County. Rather than list out competition winners & runners up that can be found in Committee Meeting reports, I thought I would detail the highs & lows of the season and highlight and some specific points.

**HIGHS & LOWS** It was great to see Hatherop Castle join in the schools tournaments this season and there was also an opportunity with the both the boys & girls tournaments to play at new locations including Cheltenham Ladies College and Rendcomb. The former were particularly helpful in facilitating a last minute venue change for our two largest tournaments. I have also received some lovely feedback from the schools saying how much the children enjoy the tournaments. On the low side, it has been extremely difficult to source umpires particularly for the younger tournaments and so we have had to ask schools to provide an umpire themselves. This is not always easy for schools (particularly state schools) to accommodate and often schools turn up with only one member of staff. This can cause issues if a child is injured during the course of a game. Schools self-selecting into which tier they enter has also resulted in some negative feedback from schools. When schools are repeatedly winning several age categories, other schools feel that they should be made to move up a band. The counter argument is that if these schools move up they will be smashed by the stronger competition in the higher tier and the result will be less hockey played. Until England Hockey change the rules I can only continue to remind schools that it is up to each establishment to choose.

**POINTS TO CONSIDER** Within our county, we have a number of teams that have been successful and made it to the National Finals stages. For some schools this is a regular event (Dean Close) and they are in a fortunate position financially for this not to raise any issues. For the more recent successes (KLB), the joy of getting through to Nationals comes with an added financial burden. I have asked for some feedback from KLB: The entry fee alone was £140! In addition, teams are expected to have TWO full kits with each player having the same number on each. This is not something that state schools have! KLB did a lots of fundraising and the children subsidised a new kit so that they had two & were able to keep one as a souvenir. Transport - The cost of taking a coach up for the day was £900. No food was provided and whilst people could bring their own, this was an added expense. There was no team certificate or medal for getting through to the Nationals which the school felt was a shame. Moving forwards I think as a Committee we should be looking at how we can help. Perhaps schools that are successful at this level could be invited to “apply” for a grant to help with overall costs or even just travel costs. Any awards that would be made could be determined by financial need but the application process would be open to all schools.

**Lisa Lundie**  
**GHA Schools Competition Organiser**



**APPENDIX D – Welfare Officer report.**

There have been no incidents to report this year.

**Points to consider:**

Do we have a Concussion Policy? Do we need one?

Should we be doing anything for Clubs relating to Covid-19?

I am conscious that there is no documentation within this role other than the information I received when attending the required courses - is this something that needs to be looked at?

I would welcome a discussion at a future committee meeting to see if I need to be doing anything proactively within this role.

**Lisa Lundie**  
**GHA Welfare Officer**

**APPENDIX E – Indoor Secretary Report**

GHA Ladies – direct qualification for Lansdown and Cheltenham

West Ladies – won by Firebrands on Penalties against the Army.

GHA Men's – Bristol Uni (1st) and Cheltenham (2nd) qualified

West Indoor – won by Bristol University in a close final against the RAF score 6-5

This year a four team play off was held at Wycliffe with Lansdown and Wotton under edge being unsuccessful in making it through to the west round.

Juniors schools qualified teams ( I do not have the results)

**Sat 30th November 2019**

Girls U16 Schools Indoor

CLC, Dean Close, KLB

**Sun 1st December 2019**

Girls U18 Schools Indoor

CLC, Cheltenham College, Dean Close

**Sun 1st December 2019**

Boys U18 Schools Indoor

Wellington School, Dean Close

**Sun 8th December 2019**

Boys U16 Schools Indoor

Wellington School, Dean Close

(I think this is correct)

Dates for the coming season-

Men's indoor playoffs – if required 15-11-20

Ladies indoor playoffs – if required 22-11-20

**WHA PROPOSED COMPETITION DATES FOR 2020/21**

**INDOOR SCHOOLS**

U16 Girls Saturday November 28th

U18 Girls Sunday November 29th

U18 Boys Sunday November 29th

U16 Boys Sunday December 6<sup>th</sup>

**INDOOR CLUBS**

U16/U18 Girl's Clubs Saturday December 5th CLC

U16/U18 Boy's Clubs Sunday December 13th CLC

Men's Clubs Saturday December 5th CLC

Women's Clubs Sunday December 6th CLC

**Rob Fynn**  
**GHA Indoor Secretary**

**APPENDIX F – Umpiring Secretary report.**

Umpiring Courses

One Level One Umpire Course was run in the County during the season on Sunday 3<sup>rd</sup> November 2019 (hosted by Gloucestershire Hockey Association) and Mike Sheppard as tutor at Balcarras School in Cheltenham. As the course was organised by GHA, no club took ownership of it, so numbers on the course were reduced, with only 16 participants including three who were only nominated for the course less than two days before the course was due to take place. Attendance was not helped by being held on the final weekend of the half term holidays.

Club	Number on Course
East Glos HC	1
Cirencester HC	1
Lansdown HC	2
Cheltenham HC	6
Bourton & Sherborne	2
Cheltenham Junior HC	1
Winchcombe HC	1
Evesham & Badsey HC	1
Out of County	1

All umpire courses are continuously advertised on the England Hockey website. Clubs, schools and universities wishing to host either the Introduction to Umpiring course, Level One Umpire course or the Umpire Developer course can do so by completing the course request form for the relevant course below and returning it to [umpiring@englandhockey.co.uk](mailto:umpiring@englandhockey.co.uk) a minimum of 6 weeks prior to your preferred course date.

All umpiring courses require the successful completion of the Online Rules Test, which anyone can participate by signing up to the Hockey Hub at <https://hockeyhub.englandhockey.co.uk/officiating>, registering (or logging on if already registered), and then going through the test.

Assessments

There have been a number of successful assessments this season. I am aware of six successful assessments since the start of the 2019-2020 season. I am also aware that some local umpires have been assessed but the assessor or individual umpire has not sent me details. It is noticeable that those umpires who present themselves for assessment without officiating at least three full length matches in quite a short time frame are struggling to meet the requirements for a successful assessment. Unfortunately there were no assessments during the 2019 summer leagues and the opportunity for assessment during the 2020 summer leagues will be severely restricted due to the current Covid-19 pandemic.

Level One (unassessed) Umpires

According to the League regulations, Level One (unassessed) Umpires can officiate in the lowest divisions in the Men's (Tier 6 and below; The Marches 1 & 2; West Central 1, 2 & 3, East Central 1 & 2. Rule 8 states that *Umpires must be qualified to at least Level 1 assessed except at Tier 5 where one umpire can be Level 1 (unassessed) if the match is being used for their assessment game and at Tier 6 and below one umpire can be Level 1 (unassessed)*. In the West Club's Women's Hockey League, Level One (unassessed)

## GLOUCESTERSHIRE HOCKEY ASSOCIATION

umpire can officiate at Regional Divisions 2 & 3, such as Severn 2 and Severn 3, as long as due notice is given and the other umpire is a qualified Level One umpire or above.

### Meetings

I have attended the WHA Umpiring Committee meetings held in Taunton in June, October and December 2019 and one in March 2019 as the County Umpiring Representative. The minutes for these meetings are published on the West Hockey Umpiring website which can be found at <http://www.westumpires.co.uk/index.php> There have been no Regional Young Umpire Action Group meetings this season. Caz Standfield is the RYUAG Coordinator and any young umpires wishing to develop their umpiring should contact her. I can forward details as required for any young umpires interested in developing their umpiring careers to Regional and National level.

I have attended four West Clubs' Women's Hockey League Committee Meetings held at Taunton School in June & October 2019 but missed the meeting in January 2020. The meeting held in April 2020 was held as an online meeting. I attended in the capacity of the WHA Umpiring Committee representative and also as the Gloucestershire County Representative. These are mainly involved with the routine running of the League, however the meeting in April was held mainly to discuss and decide on how to resolve the League at the end of an uncompleted season. I have also attended HGWHUA Committee meetings as the County representative.

I attended the EH Hockey Umpiring Association conference at Old Silhillians, Solihull, in June 2019. The main agenda item was the introduction of the England Hockey Officiating Management System (OMS) provided by WhostheUmpire.com who provide several official appointing systems around the world. I have used the OMS as Webmaster for the WHAUC part of the system and I am exploring the opportunities the system may offer for umpires in the GHA area.

### HGWHUA

HGWHUA has continued to manage, coach, assess and progress neutral umpires who take appointments within the three counties. The chair is Terry Cook, unfortunately a new appointments secretary has yet to be identified at the time of this report. Please see the HGWHUA website for further details and also guidance how Club and County umpires can progress their umpiring careers onward.

### Umpire Shortages

There is a shortage of umpires at all levels of the game. Of immediate concern is the lack of umpires prepared to take neutral appointments at County and Regional level, particularly in the women's game. This will affect Gloucester and Lydney teams, the shortage in the men's game will affect all those teams playing the Men's Divisions who have umpires appointed to their matches. The response to requests for competent umpires at the Academy Centre and Performance Centre competitions is beginning to tail off. These competitions are the start of the pathway to higher levels for both players and umpires, in particular, young umpires.

Thanks to all people who have given me assistance this season either directly or by helping out after the various requests for umpires that I have passed on from clubs and schools.

**Mike Sheppard**  
**Umpiring Secretary**

**APPENDIX G – County Disciplinary Administrator Report**

This season has seen a decrease of cards, although we didn't have the last game of the season which can produce a few.

5 off red cards – 4 umpire abuse, 1 x double yellow.

The red cards being shown are becoming very consistent, abuse of the umpires is not acceptable and these were all given for swear words being used. Please remind your club members of this.

**Rob Fynn**  
**GHA County Disciplinary Administrator**

**APPENDIX H – Women's Masters Report**

Although Gloucestershire were invited to enter one O40s+ ladies team into this tournament, unfortunately not enough players were available, so the ladies did not enter the event.

**2 West Masters County Festival Day, Taunton - 15 Sept 2019**

We had a Gloucestershire Ladies squad raring to play in this event, but unfortunately at the last minute other teams started pulling out of the tournament. With only two ladies teams left in the event, the teams decided that it was not worth the journey to Taunton to play one 30 minute match, so the ladies section of the event was unfortunately cancelled.

**3 EH Masters Womens Championships**

In this competition there are two age categories for women to enter - O35 and O45s. As usual, Bretforton entered a team into both age groups and I am thrilled to report that they **WON** the O45s Tier 2 competition, beating Bowdon HC in the final.

**4 Women's West Masters Information**

Various trials took place between October 2019 and February 2020 at Taunton Vale Sports Centre and I forwarded the relevant information by email to all club secretaries.

**Masters Age Group Contacts for 2019/20 were:**

<b>Age Group</b>	<b>Manager</b>	<b>Email</b>
O35	Jan Baker	jan.baker9@btinternet.com
O40	Tim Horsfield	thorsfield@tiscali.co.uk
O45	Kirsty Heslop	kirsty.heslop@santander.co.uk
O50	Jan Baker	jan.baker9@btinternet.com
O55	Debs Gemmell	debsbarter@hotmail.com
O60	Sally Privett	sally.privett@gmail.com
O65	Jan Baker	jan.baker9@btinternet.com

West squads were selected for each of the age groups above to play in the regional weekend competitions during May and June 2020 against the North, South, East and Midlands. A good number of players from Gloucestershire had been selected, but unfortunately due to the coronavirus, the regional masters events for the rest of the season were cancelled.

**5 International Players from Gloucestershire 2019-2020**

Gloucestershire players selected for international masters training squads were:-  
England: Lorna Dymock, Sally Privett, Julie Hall, Lisa Workman, Sue Roberts, Helen Wyatt.

Wales: Naomi Luckman-Kear, Emma Done, Karen Bubb, Lucie Archer

NB: Apologies if I have missed any players from within the County, but I rely on

individuals advising me of their selection.

**6 England International Information**

As the last AGM was in September 2019, there have been no major Masters International events since then due to the coronavirus. Squads in all age groups had been selected and were extremely excited about playing in various competitions leading up to the 2020 World Cup competitions. Unfortunately it was not to be!

NB: If anyone is interested in knowing more about Womens' Masters Hockey, please contact me by email - [sally.privett@gmail.com](mailto:sally.privett@gmail.com)

**Sally Privett**

**GHA - Women's Masters Rep**

## APPENDIX H – Men's Masters Report

### England Hockey Masters cup competitions

#### a. Over 40's

Westbury & United Banks entered the Tier 3 cup competition and unfortunately lost on penalties to Somerset rivals Team Bath Buccaneers.

#### b. Over 50's

Cirencester, Bristol & West and Westbury & United Banks all entered the Tier 2 Cup competition and all went out in the first round, Cirencester 5:3 to West Wilts, Bristol & West 3:1 to Taunton and Westbury & United Banks 3:1 to Team Bath Buccaneers. All then progressed to the Tier 3 competition where Bristol & West had a good run through to the Quarter Final by beating Westbury & United Banks 4:2 and Bournemouth by a w/o before losing to Old Cranleighans 2:0. Cirencester exited the competition after losing to Bournemouth 1:0.

#### c. Over 60's

Once again we managed to enter two sides into the competition which shows the high level of commitment of this age group. Sadly by their own high standards the "A" squad did not have a good year going out in the second round to last year's winners Warwickshire & Worcestershire on penalties after a thrilling 3:3 draw away. However the squad performed extremely well and the first round 3:1 away win against a strong Devon & Cornwall "A" side should not be forgotten. 2021 could be the year for what is now a very strong squad. The "B" squad once again enjoyed themselves but are still searching for that first elusive win! They were soundly beaten 4:0 by a surprisingly strong Devon & Cornwall "C" team before travelling to Old Silhillians to lose 1:0 in a very tight game in the "plate".

### Coronavirus

Covid-19 has put paid to any Masters hockey this summer but our loss is nothing to others who have sadly lost loved ones. I am sure that the Regional competitions, Somerset challenge and maybe even some games v Wales will take place in the future. One worry that I do have is that masters hockey has a significant social element and until the distancing rules can be relaxed some may not want to continue playing. I hope that I am wrong.

### Mens Masters Manager

I have really enjoyed my time as Masters Manager but now is the time to step down. I should be thanking masses of people for their help and support but I will probably offend by forgetting someone so I will confine the naming process to Steve Mumford, the Over 60's "A" team captain and Ian Harvey your very able Chairman and outstanding over 60's player!

**Malcolm Green**  
**GHA Mens' Masters Manager**





**England Hockey CEO**

As you may be aware Sally Munday left England Hockey, after over 20 years of service, for a new role at UK Sport. Nick Pink is the new CEO who started in post last November. Nick joined England Hockey with a wealth of experience in the sports sector - Chief Executive of England Golf, four years with the International Cricket Council, held roles with UK Sport and Youth Sport Trust. A keen sportsman, Nick is a hockey enthusiast as both a player and a qualified coach.

**GROW OUR PARTICIPATION**

**Affiliation data**

A new England Hockey Club Portal for this years’ affiliation process meant there is no longer a club login, this has been replaced with individual logins for all your committee members. A reminder that clubs can access the site at any point throughout the year to update contacts or membership numbers.

Clubs report their participation numbers in categories:

1. **Typical club player** – this junior or adult club member plays regular league hockey or in tournaments.
2. **Informal player** – this junior or adult club member takes part in social hockey activity, such as games nights, small sided sessions, Back to Hockey, Summer League, Walking Hockey, Hockey Heroes etc.
3. **Community player** – this junior or adult isn’t a member of your club yet but takes part in local activities that have been organised by the club. This could include, coaching within schools or a local community programme.

In Gloucestershire, affiliation data (Typical & Informal only) shows the total number of people playing club hockey in the county has decreased by 1.7% as broken down below:

	Junior (U16s)	Adult	Total
Total 2018/19	1911	1572	3483
Total 2019/20	1979	1444	3423*
Difference	68	-128	-60

\*Clubs only, does not include Universities this season.

In addition, clubs were not requested to provide EOS player numbers, as have done in previous years, due to abrupt EOS events.

Some clubs have once again seen their membership increase this season. As always, the focus needs to be for clubs to retain players within our sport, especially transitioning juniors into seniors and providing the playing opportunities for those adults that cannot commit to playing league matches each week and/or those advancing in age.

**The Playing Offer**

Our player research, and wider knowledge of participation habits, have made it clear that behaviours are changing. Many players don’t want to play every week but are happy to play at any time of the year. They want opportunities that provide good experiences but are also local enough to allow room for other interests and commitments. Saturday league hockey is still in good shape, we have slightly more affiliated teams in the last few years, but it is also not the only thing we should try to offer. Time is becoming more

## Gloucestershire HA – EH AGM Report

precious and we believe that providing variety is key to help retain players. There are many players who would like to join a club, but don't as the offer isn't right.

Increasingly clubs are offering more varied Ways to Play including; Back-to-Hockey, Walking Hockey, Club School Links, Badgers/Vixens Development teams, Pay & Play, small sided mid-week leagues as well as increasing their visibility by supporting community events like fetes, carnivals and local shows.

### **Hockey Heroes**

A new 6-week introductory hockey programme delivered by clubs, aimed at children aged 5-8 based around an ethos of fun and inclusivity, with an emphasis on character development as well as physical skill development. The pilot phase (80 clubs nationally) launched in September 2019, with clubs engaging with their local primary schools to market their programme. The following Gloucestershire club participated in the pilot; Gloucester City HC.

The Superhero theme flows throughout the programme with Champions and Sidekicks delivering to the young players who display Superpowers and complete Team Missions. The Hockey Heroes programme also recognises the important role that parents play in encouraging their children to be active and to develop an interest in sport. Certain elements within the programme have been specially designed to maximise parental interest, engagement and involvement.

The first block of Hockey Hero sessions has been successfully delivered with feedback from clubs, coaches, parents and players being a resounding success. Clubs are now setting dates for their second block of sessions, if not already delivered and working on transitioning players into their junior club. England Hockey are engaging with additional new clubs for Year 2.

### **DELIVER INTERNATIONAL SUCCESS**

#### **Tokyo Olympic Qualifiers**

Both Great Britain's men & women qualified for the 2020 Tokyo Olympics winning their respective play offs against Chile (women) and Malaysia (men) at Lee Valley Hockey and Tennis Centre over the weekend of 2<sup>nd</sup> & 3<sup>rd</sup> November 2019. The format was a two-legged qualifier, played on two consecutive days, where the team with the highest aggregate score qualified for the Olympics.

The Tokyo Olympics will now start on Friday 23<sup>rd</sup> July 2021.

#### **The Player Pathway**

With the England Hockey decision to suspend all hockey activity until 30<sup>th</sup> June, the Player Pathway Development Centres which would normally run in May & June, have been postponed. All West counties are in communication to decide the way forward, more information to follow.

### **INCREASE OUR VISABILITY**

#### **FIH Pro League**

COVID-19 (Coronavirus) has led to the postponement of this season's FIH Hockey Pro League. The league was scheduled to take place from January to June 2020, with a change in the structuring of fixtures with teams playing each other home and away in alternate years. All matches were being shown on BT Sport.

Great Britain started their campaign in Australia on 1<sup>st</sup> & 2<sup>nd</sup> February, with London due to play host to 16 games (eight double-headers) over four big themed weekends - 'End of Season Party', 'Big Stadium Hockey', 'Junior Takeover' and 'Olympic Send-Off'.

#### **England Hockey Awards 2020**

This year's England Hockey Awards Dinner has been another casualty of COVID-19. The nomination window closed on 19<sup>th</sup> April and a virtual England Hockey Awards presentation will take place this year instead on the same date of Saturday 6<sup>th</sup> June.

#### **Hockey Fest 2019**

The #HockeyFest campaign ran from 24<sup>th</sup> August –15<sup>th</sup> September 2019 with clubs taking part.



## Gloucestershire HA – EH AGM Report

### ENHANCE OUR INFRASTRUCTURE

#### **AGM Resolution - A Structure Fit for the Future**

The 2017 AGM Resolution Proposal;

*'This resolution proposes that England Hockey review the sport's current governance structure across the country so that it provides the best opportunity to develop the sport; increasing participation levels and the chances of sustained success at a national and international level while safeguarding participants and giving members the best possible experience in the 21st Century'*

The 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**.

- Roadshows were held across the Country to present the proposals and answer any questions – Monday 1<sup>st</sup> July 2019 in Taunton, for CHA, CHUA, leagues and clubs to attend.
- Consultation phase; Members were consulted, with feedback sought on the proposals through a survey which closed on 27<sup>th</sup> October 2019.
- A final version, with a detailed Implementation Plan, to be put before the 2020 EH AGM was circulated in December 2019.

Due to the ongoing impact of COVID-19 (Coronavirus), it was felt it not to be in the best interests of our membership to continue with the scheduled EH AGM which was due to take place at Bisham Abbey on Tuesday 17<sup>th</sup> March 2020.

In accordance with the England Hockey Articles of Association, following the calling notice of 26<sup>th</sup> February, for the meeting not to take place, England Hockey were required to start the meeting and subsequently adjourn it based on the minimum quorum not being met. A new date will be arranged and communicated in due course.

All supporting documents are available to view on our [website](#) .

#### **West Hockey Association & County Hockey Associations**

At the recent West Council meeting, it was agreed to hold a meeting for all County Hockey Association Chairs (or County representative) to start discussions on the AGM Resolution – 'A Structure Fit for the Future'. This meeting will give Counties an opportunity to share current good practice and any concerns moving forward, also their future alliance to the West.

Despite the England Hockey AGM being adjourned and the vote on the AGM Resolution not taking place, this work will continue as it is an opportunity to start working together as chairs to look at how the West and Counties might operate in the future to provide a more consistent hockey experience across the region.

#### **Club Forums**

The Club Forum gives clubs the opportunity to discuss the main issues for the development of hockey across Gloucestershire. Thanks' is extended to the County Association for continuing to support these forums.

The Club Forums this season were:

1. Safeguarding – 7<sup>th</sup> October 2019
2. Player Pathway – 27<sup>th</sup> January 2020 (in Wiltshire)

Attendance from clubs has sadly decreased since the forums commenced a couple of years ago. Please give some thought as to what your club would like to see at these meetings so that they are beneficial and incentivise to attendance.

## Gloucestershire HA – EH AGM Report

### England Hockey ClubMark

The accreditation process only requires 18 pieces of evidence to meet this minimum operating standard. Sadly, still only one club in the county has the ClubMark accreditation. Once again, a number of clubs have been actively encouraged to work towards achieving this accreditation and have started. Achieving accreditation does require input from across the club.

### Courses and Workshops

During the past season F2F courses and workshops have been held in Gloucestershire.

In March, in line with the announcement that face to face hockey activity was suspended until the end of June, England Hockey amended their Menu of Learning to be held virtually online. This meant individuals could access any workshop or course listed on the day that best suited.

All clubs are encouraged to host either coaching and/or umpiring courses. Please do consider for the forthcoming season.

### Safeguarding – Call to Action

As part of England Hockey affiliation, clubs were asked to complete an audit of their current Safeguarding provision set against the minimum standard. This season England Hockey audited 10% of clubs to check their evidence. The EH Ethics & Welfare Team regularly liaise directly with Club Welfare Officers (CWO) throughout the season. CWO are encouraged to contact EH with any general safeguarding queries – [safeguarding@englandhockey.co.uk](mailto:safeguarding@englandhockey.co.uk)

### DBS

England Hockey will now accept DBS checks via the Government Update Service, more information has been circulated to all clubs.

### Health & Safety Guidance update

England Hockey have updated the following to ensure these documents are more easily accessible and digestible.

- **Injury Monitoring** – for clubs, counties and Player Pathway to report all injuries either during training or match play that require hospital treatment  
<http://www.englandhockey.co.uk/injurymonitoring>
- **Health and Safety FAQ**  
<http://www.englandhockey.co.uk/landing.asp?section=2034&sectionTitle=Club+Support>
- **Concussion Policy**  
<http://www.englandhockey.co.uk/page.asp?section=1921&sectionTitle=Medical+Information>

### Facilities

An existence of a Playing Pitch Strategy (PPS) lead by a Local Authority helps to ensure that our facilities are protected, improved or developed. The sport of hockey needs to compete for facility provision with football, rugby, cricket and the other sports.

The PPSs for Gloucester City Council, Cotswold District Council and Stroud District Council exist and are actively reviewed at least annually with data refresh performed as it is vital that hockey data is correct and up to date in these strategies in order to influence current facility provision but also more importantly future demand. PPSs for both Cheltenham Borough Council and Tewksbury Borough Council exist, but have not been actively reviewed in recent years, despite requests from both Sport England and other NGBs. The existence of these PPSs takes in over 90% of the clubs in the county. No PPS exists or is currently planned for the Forest of Dean.

Finally, thank you for your support over the last 12 months. If you require any further information, please do not hesitate to contact me.

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**APPENDIX I – MEN’S SENIOR COUNTY REPORT - 2019/20 SEASON**

No formal report was submitted as there had not been any activity in 2019 – 20 season, the direction for this depends on what comes from the EH Governance resolution and the future role of the Sub-Areas.

**Graham Wayland**  
**GHA Men’s Senior Manager**

Appendix K

## Gloucestershire Hockey Association

### Persons eligible to vote at the Annual General Meeting

The following if present at the meeting shall be entitled to vote:

- (a) The officers of the Association and members of the Committee.
- (b) Life members.
- (c) Up to two representatives, one women and one man from each affiliated club with both men's and women's teams.
- (d) One representative from each affiliated club with only men or women players.
- (e) One representative from each affiliated school.
- (f) One representative from each affiliated Hockey Umpiring Association

No person voting shall cast more than one vote other than the chair of the meeting who may in addition have a casting vote.

Any other member of an affiliated club or affiliated school or an affiliated Hockey Umpiring Association or an associate member may attend an Annual General Meeting but shall not be entitled to vote.

**20 persons present and entitled to vote shall form a quorum.**

# GLOUCESTERSHIRE HOCKEY ASSOCIATION

## Appendix L

### Attendance record at AGM on 29<sup>th</sup> May 2019

<b>Attendee</b>	<b>Club / School / GHA represented</b>	<b>Attendee</b>	<b>Club / School represented</b>
Ian Harvey	GHA President	Bob Moxon	GHA Vice President and Lansdown HC
Alistair Kilfoil	GHA Men's League Representative and Bristol & West HC	Mike Sheppard	GHA Umpiring Secretary
Karen Bubb	Newent HC	Sophie Scarrott	East Glos
James Doughty	GHA Youth Coordinator and Lansdown HC	Chris Dunster	GHA Life Member and Painswick HC
Phil Robson	Cheltenham HC	Steve Foster	Cirencester HC
Lucy McNulty	Cheltenham College and Cheltenham College Preparatory School	Graham Wayland	GHA Mens Senior Manager
Kincaid Ingram	Bristol University HC	Shaun Cullimore	GHA Treasurer
Harrison Jefferies	UWE Bristol HC	Lindsay Ferguson	Stroud HC and GHA Mens Masters Manager elect
Graham Morrison	Winchcombe Men's HC	Lisa Lundie	GHA Welfare Officer
Matt (surname withheld for confidentiality)	Cheltenham Civil Service HC	Hannah Knight	Richard Pate School
Simon Padley	Cheltenham Ladies College	Tony Pierce	Bishops Cleeve HC

**Appendix M**

14<sup>th</sup> August 2020

To All GHA Members, Clubs and Schools:

**Annual General Meeting Calling Notice**

Notice is hereby given that the Annual General Meeting of the Gloucestershire Hockey Association will be held on **Wednesday 23<sup>rd</sup> September starting at 7.30pm via an on-line Zoom meeting**. It is being held this way due to the restrictions imposed by the Covid-19 pandemic.

The meeting id is 869 7041 0360, the passcode is 937383 and the direct link to the meeting is <https://us02web.zoom.us/j/86970410360?pwd=Wlo5Y2hLeTFldU1ta-zlpMkVQWFc5UT09>.

The details of the business to be conducted are listed in the Agenda to be found on the GHA website ([www.glos-ha.org.uk](http://www.glos-ha.org.uk)), but below is a simple summary:

1. Adoption of Minutes from 2019 AGM
2. Matters arising
3. Finance Report
  - Treasurer's Report & Affiliation Fees
  - Adoption of Treasurer's Report, Affiliation Fees & Financial Statement
4. Reports for 2019 – 20 season
5. Adoption of Reports for 2019 – 20 season
6. Election of Officers & Members of the Committee
  - a. Note: a number of roles are / or may become redundant, but the required changes to the Constitution can only be done if put forward before 1<sup>st</sup> March preceding the AGM. As a result the changes will have to wait for the 2020 – 21 AGM and any changes resulting from the England Hockey Governance review will be included
7. Election of Life Members
8. Any Other Business (by permission of the Chairman)
  - a. Future make-up of the Committee
  - b. TBD

The nomination forms for the GHA Officers and Committee Members along with a list of the current post holders and persons eligible to vote at the meeting can be found on the website. As you will see we are looking for a number of volunteers to fill vacant posts for the season moving forward, therefore we would ask you to consider whether within your organisation you may know anyone who can fill these posts.

The unapproved minutes of the 2019 AGM are also available on the website and similarly the accounts and Committee reports for the current year that have been completed. These may be downloaded in advance from the website. **Hard copy of the reports for the Annual General Meeting of the GHA can be provided on request.**

We look forward to seeing a representative(s) from your organisation at the GHA Annual General Meeting.

**Ian Harvey**

**President (acting Secretary), Gloucestershire Hockey Association**

Tel: 07925 846775 Email: [secretary@glos-ha.org.uk](mailto:secretary@glos-ha.org.uk)

**Appendix N**

# GLOUCESTERSHIRE HOCKEY ASSOCIATION

## Gloucestershire Hockey Association Annual General Meeting 23<sup>rd</sup> September 2020 Agenda

1. **Apologies**
2. **Minutes of the 2019 AGM**
3. **Matters Arising**
  - GHA Legal Status
4. **Finance**
  - Treasurer's Report & Affiliation Fees
  - Adoption of Treasurer's Report, Affiliation Fees and Financial statement
5. **Reports**
  - Secretary
  - Men's West League Representative
  - Youth Co-ordinators
    - Schools competitions
    - Festivals and In2Hockey
    - Player Pathway
  - Welfare officer
    - Concussion policy
    - Covid-19 impact on welfare activities
    - GHA specific policies and procedures
  - Indoor Secretary
  - Umpiring Secretary
  - Disciplinary Administrator
  - Masters Managers
  - EH regional relationship manager
6. **Adoption of Reports**
7. **Election of Officers and members of the Committee**
8. **Election of Life Members**
9. **Any other Business (by permission of the Chairman)**
  - Future make-up of the Committee
  - T.B.D.