



**ENGLAND
HOCKEY**

A Structure Fit for the Future

The Role of 'Sub Areas'

Agenda

Today

- Context
- The Role of Sub Areas
- Discussion

Next Time

- Feedback & Questions
- Good Practice
- Next Steps

Attendees:

- EH
- Counties

Pre-Reading:

- A Structure Fit for the Future
- Talent New Direction
- AC/DC Paper



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Not the Agenda!

- Talent Strategy ([link here](#))
- Covid-19
- Too much detail on Area Transition Group work

*Talent Development
A New Way Forward*



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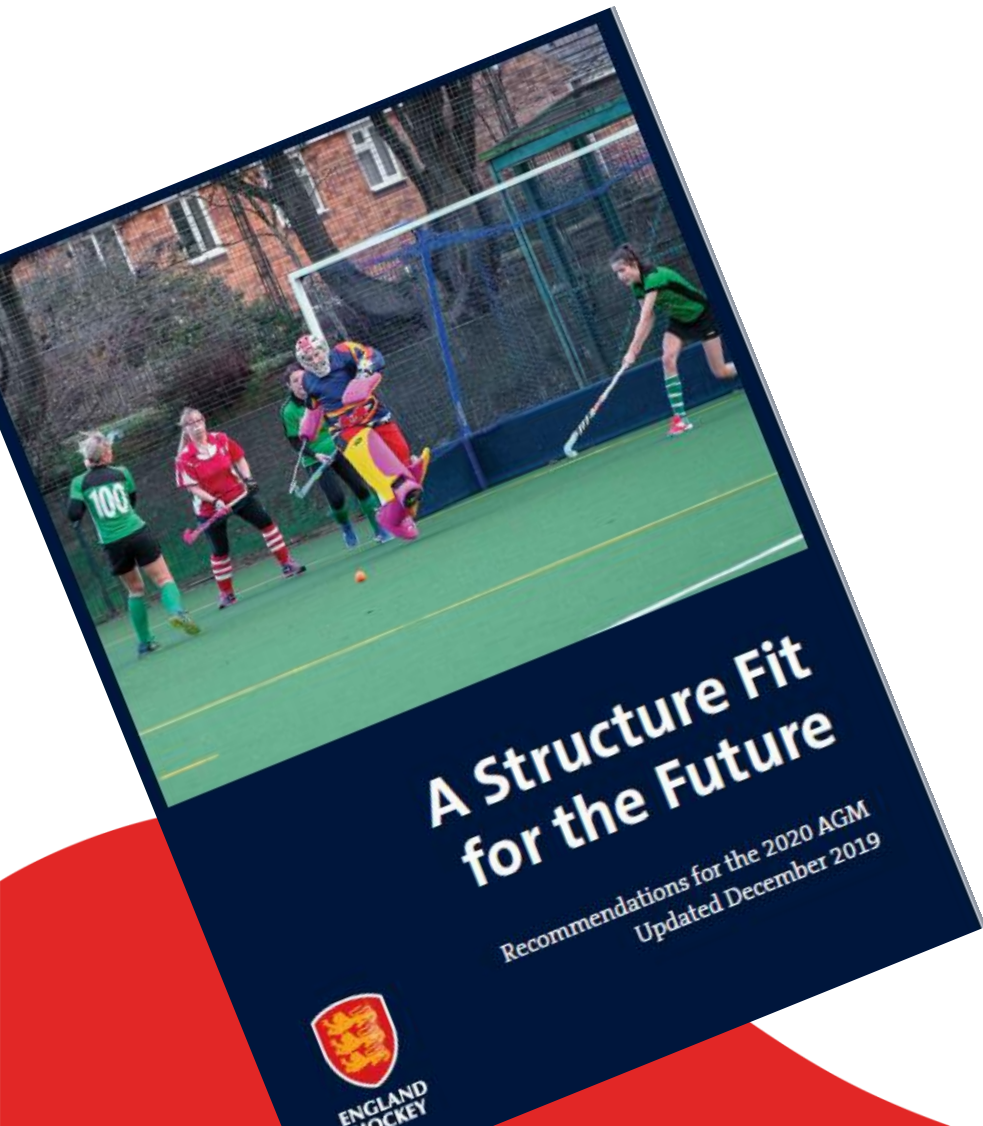
Counties in 2020

- **49 'Counties'**
 - Some Pre-1973 LG Act boundaries, some 'Active Sports' areas.
 - 4 clubs to 80+ clubs
- **Player Pathway**
 - 10,000 Development Centre Players
 - 8,000 Academy Centre Players
- **Adult Leagues**
 - Men's Divisions - 5 Counties
 - Women's Divisions - 21 Counties
- **Adult County Champs**
 - Less than half enter Men's CC, No Women's for c10 years.
- **Umpiring**
 - 31 'County' level HUAs, 224 matches appointed to (40% of these from 3 HUA's)
- **Junior Club Competitions**
 - Varied – leagues, festivals, in2
- **Schools Competitions**
 - EH Competitions – Tiers?
 - Other Competitions
- **County Club Competitions**
 - County Cup, Summer Leagues
- **County Masters teams**
 - Tournaments – East, West
- **Discipline**
 - 49 CDA's – c200-250 red cards
- **Development**
 - Club Forums, Club Grants



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A Structure Fit for the Future



- 2017 AGM Resolution
- Research & Consultation
- Principles
- 2020 (September) AGM
- September 2021 implementation
- Some changes by 2022-23



Principles

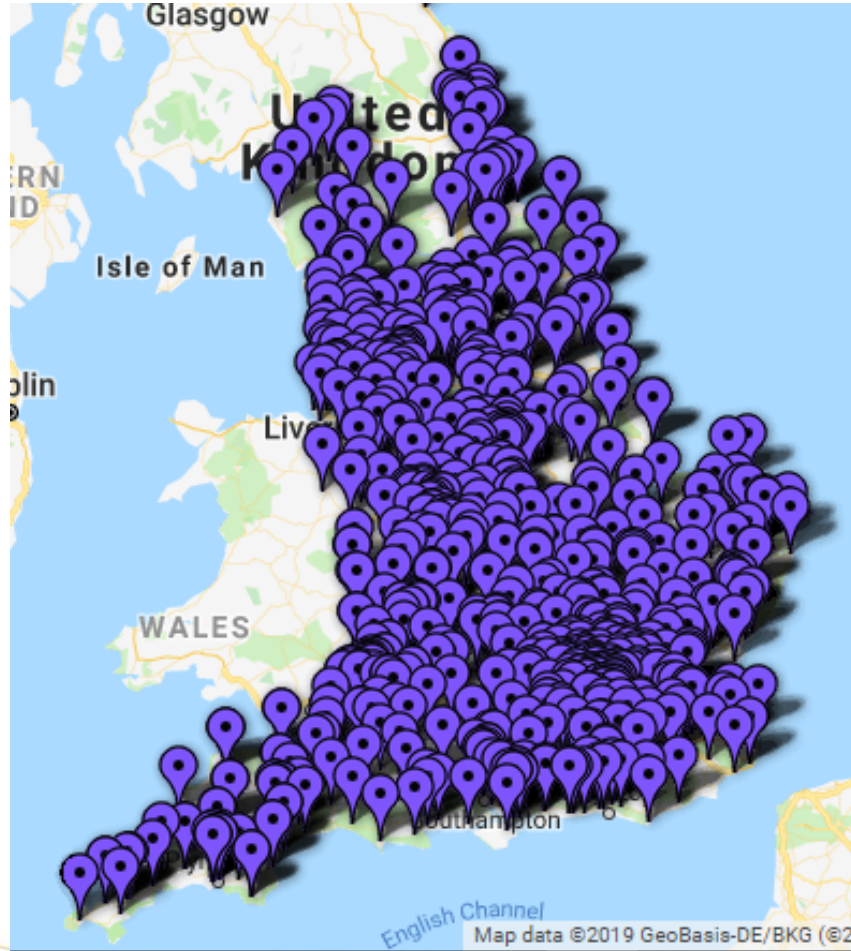
1. As National Governing Body, England Hockey has overall responsibility for the sport in England
2. There is a fundamental role for local organisation and decision making
3. Clarification of accountability of all organising bodies to their stakeholders and ultimately to England Hockey is required
4. 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*

*Umpiring, officiating and coaching are included in the scope of playing.

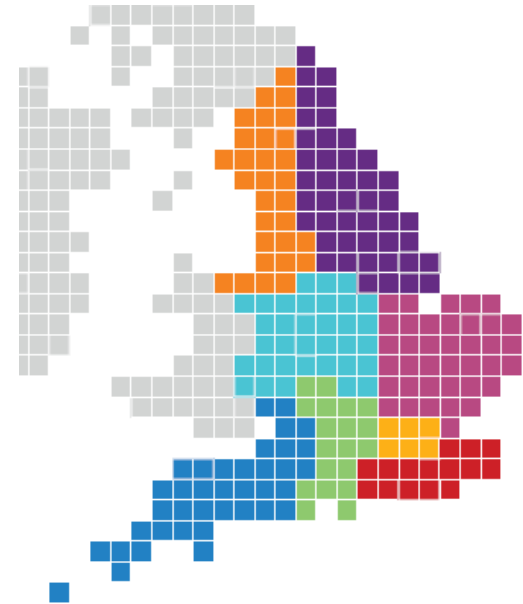
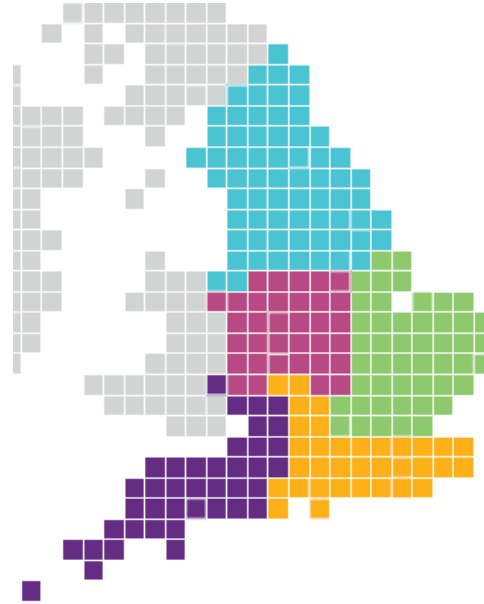
Some rules and regulations subject to FIH



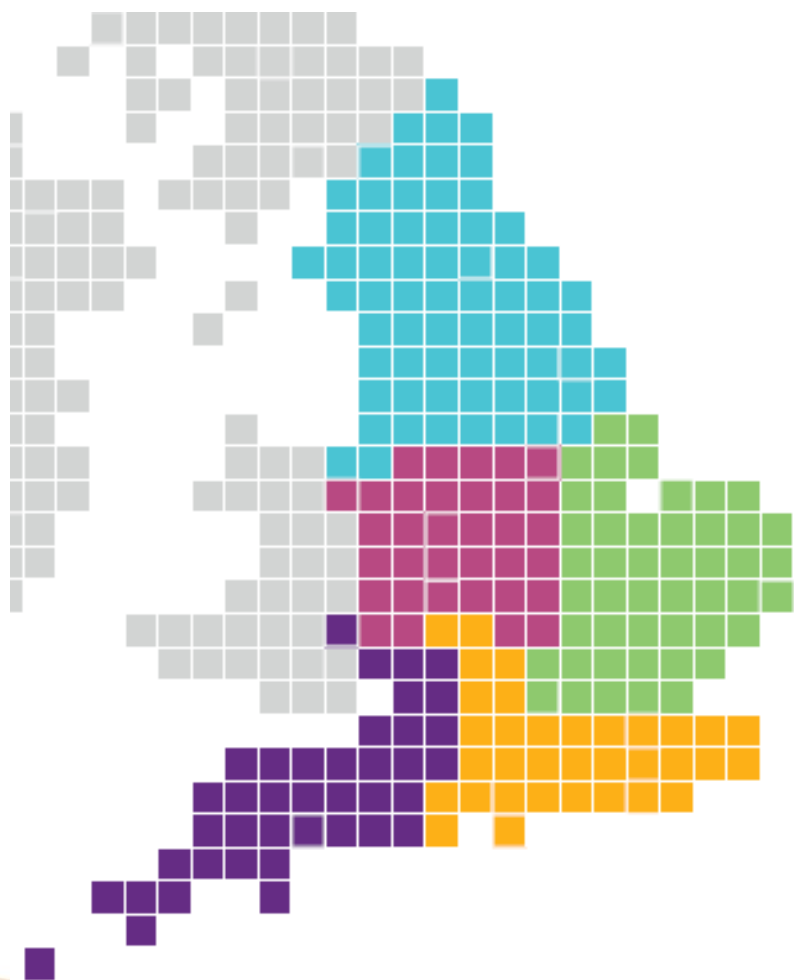
Evidence based approach



LLamasoft®

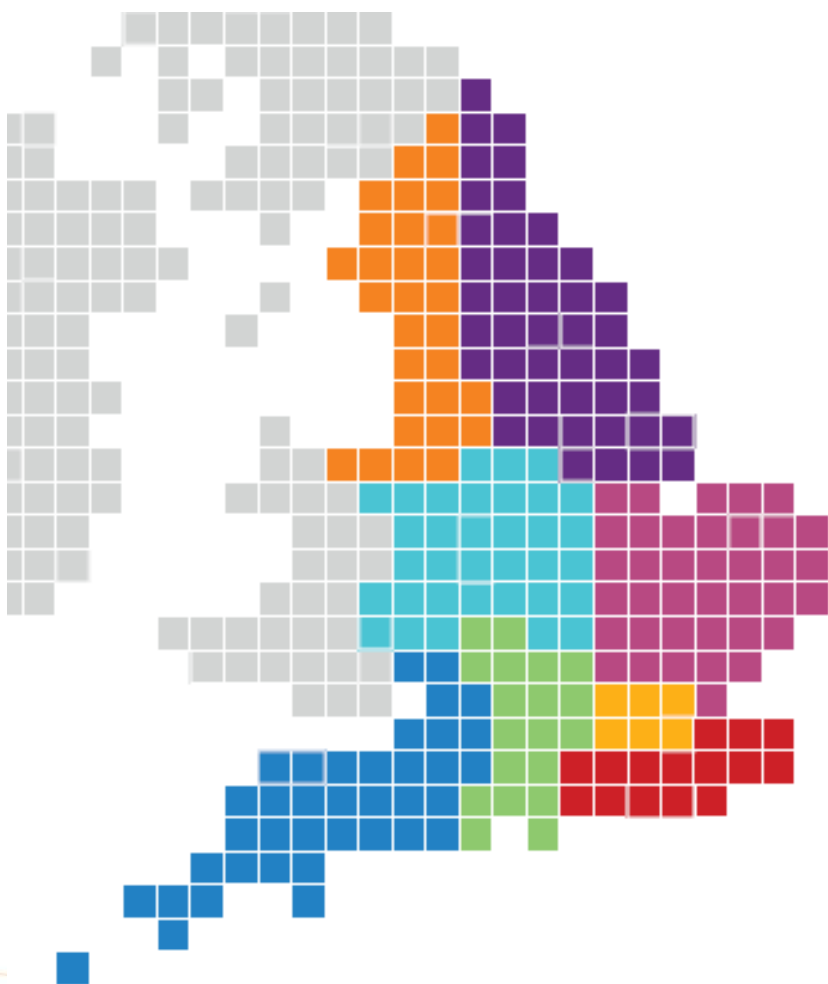


From this... In 2019



Region	Clubs	Adult League Teams	Players aged 16 and under	Players aged 17+
East	104	17%	16%	17%
Midlands	130	17%	13%	16%
North	176	21%	18%	21%
South	181	31%	38%	32%
West	127	14%	15%	14%

To this... in 2021



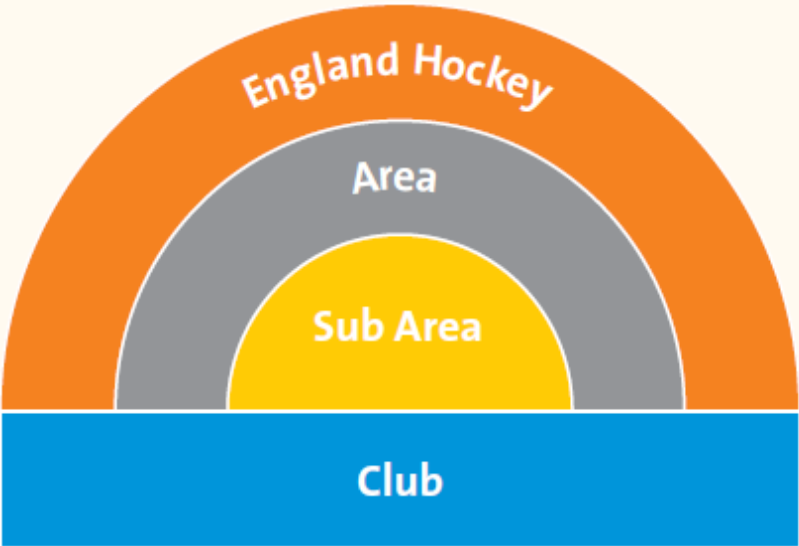
Region	Clubs	Adult League Teams	U16	17+
South Central	71	12%	13%	12%
East	75	12%	11%	11%
Greater London	73	14%	16%	15%
Midlands	130	17%	13%	16%
North East	98	11%	10%	12%
North West	85	10%	9%	10%
South East	66	11%	13%	11%
South West	120	13%	14%	13%

Initial Focus on the Areas:

- Established Transition Groups
- Governance Update – Area Articles
- Adult League Structures
- Junior Competitions Framework
- Umpiring
- Discipline
- Starting National Working Groups

Functional Governance Structure

Figure 4: Proposed functional model:



Area	Sub Area	England Hockey
Adult Leagues & Competitions	Player Pathway Activity (Development Centre and Academy Centre)	Policies and procedures for the sport
Junior Leagues & Competitions	Adult Representative Teams (inc Masters)	Coach development and education
Player Pathway (Performance Centres)		Umpiring Courses (Level One)
Discipline		Safeguarding
Umpiring and Technical Officials		Facilities Support and Advice
Masters Representative Teams		EH competitions

'Sub Area' or County?

- 'Sub Area' a working title – designed to avoid assumptions
- Separately constituted body – not a sub-committee of the Area
- Counties in almost all places
- Logical and workable size vs identity?

Counties in 2021+

- **49 'Counties'**

- Some Pre-1973 LG Act boundaries, some 'Active Sports' areas.

- **Player Pathway -> Talent Strategy**

- 10,000 Development Centre Players
- 8,000 Academy Centre Players

- **Adult Leagues**

- ~~Men's Divisions - 5 Counties~~
- ~~Women's Divisions - 21 Counties~~

- **Adult County Champs**

- Less than half enter Men's CC, No Women's for c10 years.

- **Umpiring**

- Moving to local development groups part of the Area HUA

- **Junior Club Competitions**

- Varied – leagues, festivals, in2
- Junior Club Competitions Framework

- **Schools Competitions**

- EH Competitions – Tiers?
- Schools Competition Framework

- **County Club Competitions**

- County Cup, Summer Leagues

- **County Masters teams**

- Tournaments – East, West

- **Discipline**

- ~~49 CDA's – c200-250 red cards~~

- **Development**

- Club Forums, Club Grants



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County Focus

- **Participation**

- Junior hockey development
 - Development Centres
 - Club Competitions
 - School Competitions
- Adult Club Participation Activities
 - Summer, County Club Cups etc.
- Club Development Forums

- **Representation**

- Junior 'AC'
- Adult, Masters where appetite

EH Aim

- **Leadership on role of Counties**
- **Guidance / Advice / Good examples!**
- **Engagement / Sharing**

Breakout Groups



QUESTIONS



FEEDBACK

Actions/Next Steps

1. Feedback – Form issued later this week

- Clarification
- Good practice to share

2. Share with committees

- Video
- Slides
- Discussion

3. Attend Part 2!

Part 2

- **National Governance Structure**
- **Good Practice Examples**
- **Guidance / Advice proposed**
- **Dates of next sessions**
 - **Wednesday 24 February – 12.30pm**
 - **Wednesday 24 February – 4.30pm**
 - **Thursday 25 February – 7.30pm**

Thank You



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