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Minutes of Committee Meeting held 26th January 2021**1.0 Attendance.**

Present: Ian Harvey (President, acting Secretary), Shaun Cullimore (Treasurer), Angie Pearce (Youth Coordinator), Lindsay Ferguson (Men's Masters Manager), Nigel Sherwood (support Men's Masters Manager), James Doughty (Youth Coordinator), Graham Wayland (Senior Men's County Manager), Lisa Lundie (Welfare Officer), Carolyn Rolleston (Coaching Director), Mike Sheppard (Umpiring Secretary), Bob Moxom (Vice President).

Apologies: Sally Privett (Women's Masters Manager).

Not Present, Rob Fynn (Disciplinary Administrator), Alistair Kilfoil (Men's League Representative).

Please note if an action is a long term item it has now been moved to the end in section 10.

2.0 Minutes from Last Meetings - 18th August 2020, 18th November 2020.

The Minutes from the Committee Meetings held on 18th August 2020 and 18th November 2020 were approved.

Ian Harvey chaired the meeting.

3.0 Matters Arising.

- 3.1 Mens ghosted teams now displayed on League website. Womens expected to be the same.
- 3.2 Check of availability of schools for Junior Festivals in December and the availability of Oxstalls for Player Pathway no longer required. It was overtaken by the national lockdown due to Covid-19 from January onwards and the suspension of all hockey.
- 3.3 Clubs attending Junior Festivals in December were warned about minimising the number of parents coming on site at Dean Close, but in the end the number of teams entering was low so the issue did not arise.
- 3.4 The discussion of future working arrangements for AC with current coaching team to identify potential improvement opportunities did not happen due to

the cessation of hockey. See later section for next steps with Player Pathway.

4.0 Chairman's Business

4.1 England Hockey AGM Resolution governance - Sub-area consultation meeting outcomes.

The England Hockey document file "Sub Area Jan 2021" containing the presentation "A structure Fit for the Future The Role of the Sub Area" was reviewed. The slides provided by EH following their consultation meetings which Ian Harvey, James Doughty and Lisa Lundie had attended were presented to the committee and a discussion held as the material was gone through. Slides can be found in the meeting folder on the website.

Overall the role of the Sub Area as described in the presentation seemed largely in line with the current role being carried out by Gloucestershire HA. Ian Harvey expressed the view that the proposals seemed far more positive than previous communications had suggested. A couple of points emerged during the discussions that need to be entered into the feedback form when it is completed. Specifically there was no mention of Indoor competitions nor of Clubmark.

James Doughty mentioned his concerns about the lack of a technology strategy to underpin the new governance system and reported that he had actually had a call with EH. The reality for EH though is that with limited resources and funding any technology development would not happen for a number of years. This would mean that the many databases and systems would likely remain separate.

Other aspects discussed were the league structure which would follow the 1 / 2 / 4 / 8 approach which was already the case for the ladies, but not the men. Lastly, there was some speculation over the origins of the new structure for hockey proposals and Carolyn Rolleston explained it was actually being pursued with all the 6 major sports in England sponsored by Sport England.

5.0 Reports.

Provided reports are reproduced in *italics*.

5.1 Secretary - Ian Harvey.

Nothing to report. No actions.

5.2 Men's West League Representative - Alistair Kilfoil.

In the absence of Alistair Kilfoil there was no detailed report, but it was understood that the ladies had canvassed opinions on the future of their league for the remainder of the season with current Covid-19 restrictions and had received an 80% response which would be considered at the league meeting on 22nd February. The mens' league was doing a similar exercise. However, whatever the outcome a way would have to be found to select 2 teams to go up to the new National League. No actions.

5.3 Senior Men's County Manager - Graham Wayland.

No further progress on this as it depends on the outcome of the EH governance review and the future role and make-up of the Sub-areas. There does appear though to be an option to run a side. In the meantime an invitation had been received to enter a mens team for the County Championship this season, but had been declined. No actions

5.4 Youth Coordinators:

Schools - Lisa Lundie.

There have been no school competitions due to Covid-19 restrictions and any this season seem increasingly unlikely. No actions.

Festivals and In2Hockey - Ian Harvey.

The report had been submitted before the EH consultation meeting on the role of Sub Areas so the last paragraph is no longer relevant as the role of the Sub Area will clearly be to organise junior hockey for their locality.

Since November there have only been Festivals in December. There was no U8 Mixed as just 2 clubs, Cirencester and Stroud entered so they played each other locally. U10 boys and girls went ahead with 6 boys teams and 8 girls ones. In U12 there were 9 boys and similarly 9 girls teams. The January and February Festivals have all been cancelled due to the Covid-19 lockdown.

Invoices for the period up to Christmas have been sent out to all those clubs that participated at £27.00 per team entry. Due to the low numbers of entries this will result in a loss to GHA of approximately £800.00.

The future for Festivals this season is now very uncertain although a survey has been sent out to all clubs to see if there is any interest in playing beyond the normal end of the season into May. So far only 3 clubs have responded with 2 in favour and 1 against. The situation with the EH In2Hockey Clubs U10 and U 12 girls and boys competitions currently is also uncertain. In the calendar published shortly before Christmas there were dates, but since then of course everything has changed. This may in the end be a local decision, but will depend on how the Covid restrictions proceed.

Lastly, it would appear that the role of county (Sub-area) that will result from the EH AGM resolution on governance will primarily be about junior hockey. However, there is a great deal of ambiguity in the published documents with Areas in theory taking responsibility. It remains to be seen what emerges.

No actions.

Player Pathway - James Doughty, Angie Pearce.

6 AC and 2 DC squads have been selected, but currently there are no oppositions to play and no venues open at which to play! Avon have cancelled all AC activity until May. It seems likely now there will be no competitions and this season will be written off. In response to a question about payments, no charge had been requested for the second half of the season because of the uncertainty that was prevailing at Christmas and most

of the promised hockey had been delivered in the first half and no complaints had been received.

A meeting needs to be arranged for the junior management team to consider what might be possible for any remaining AC and any DC in the summer prior to next season. **Action: James Doughty.**

As for PC there will be none until 18th April at the earliest; but facilities, coaches are still to be determined and there may remain travel restrictions. The longer term future for PC is also unclear as in theory next year was going to be the transition year to the new Talent System.

5.5 Umpiring - Mike Sheppard.

Level 1 courses remain available on-line. Otherwise nothing has been happening as hockey is suspended. No actions.

5.6 Indoor - Rob Fynn.

There was nothing to report due to lockdown suspending hockey. No actions.

5.7 Masters Managers:

Women - Sally Privett.

Nothing has been happening due to lockdown suspending hockey and it remains unclear what will happen now this season. No actions.

Men - Lindsay Ferguson, Nigel Sherwood.

Tentative fixtures have been arranged with LX Over 60s and Over 65s for mid March. The first round of the national cup competition was scheduled for early March although this looks unlikely. No actions.

5.8 GHA Website - Shaun Cullimore.

Nothing to report. No actions.

5.9 Clubs Representatives.

These positions remain unfilled and the need for these will be determined when the outcome of the EH governance review and the future role and make-up of the Sub-areas is defined. No report required for now. No actions.

5.10 Welfare Officer - Lisa Lundie.

Nothing to report. No actions.

5.11 Disciplinary Administrator - Rob Fynn.

There was nothing to report due to lockdown suspending hockey. No actions.

6.0 GHA Finances / Accounts - Shaun Cullimore.

Due to the suspension of hockey and the very limited activities completed since the November Committee meeting there was no update on finances. No actions.

7.0 West HA Matters - Ian Harvey.

The latest progress report from Barbara Reynolds on the Area transition activities was presented to the meeting and is set out below in *italics*.

Hi all

Hopefully your County was represented at the initial Sub Area Consultation meetings last week and will be able to share some of the good practice that goes on across the West region within our Counties on the feedback form.

Latest West Transition Group update report on how the West Transition is evolving. Remember, if any CHA's have any updates that you would like to share from your Transition Plans please let me know to include.

If you have any questions or feedback please contact me or Keith.

Highlights

- *Initial discussions with Avon WCHA and the future structure*
- *New England Hockey website in the final stages and will be launched soon*
- *Sub Area Consultations meetings - every West County attended*
- *Adult Competitions Group meeting - discussed governance, merger of two leagues, finance and league structure*
- *Consultation with Hockey Wales on adult league structure*
- *Governance - final draft Articles for the Area tabled at next EH Board meeting*
- *Officiating Group meeting - discussed National governance framework, EHMOC membership and ToR then group split; Club Umpire Development and Appointing to discuss and establish an action plan for each part*
- *Junior Competitions Framework circulated to transition group for discussion next week*

Things to look forward to next week/s

- *27 January 2021 - West Junior Competitions Meeting*
- *4 February 2021 - West Officiating Meeting*
- *19 February 2021 - WTG*
- *24 & 25 February 2021 - Sub Area Consultation Meetings*

Hope you had a good weekend and take care

Barbara Reynolds

No actions.

8.0 Any Other Business.

There was nothing raised. No actions.

9.0 Date of Next Meeting.

The next meeting will take place on Thursday 11th March at 19.30 by Zoom which will be after the next EH meetings on the future of Sub Areas and in time for the GHA AGM which should be held in May. Any items for the Agenda please submit to Ian Harvey at least one week before the meeting. **Action: All.**

10.0 Carry over actions

10.1 HGWHUA representation on GHA Committee.

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.

Consider need to update the GHA Constitution at next AGM if HUA representative role is not still required. **Action: Ian Harvey.**

10.2 GDPR (General Data Protection Regulation

There are now templates for hockey organisations to use, EH are referencing the Sport and Recreation Alliance documents. These need to be adapted to the needs of GHA. Also an audit of personal data held by the GHA should be carried out to ensure compliance with the policies once created

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. **Action: Ian Harvey.**

10.3 GK coaching course

No progress has been made due to the difficulties of finding suitable coaches with availability. It was agreed that a one day event would make the most sense and in view of the difficulties in getting a “name” to lead it was felt that a specialist goalkeeper coaching company would be a better arrangement.

Fortitude was suggested. Location would probably be best at Dean Close.

Contact Fortitude to see what they could offer then explore possible venues including pitch and classroom availability. **Action: Ian Harvey.**

10.4 Run coaching courses

Potentially Introduction to Hockey Coaching course could be run. Need to explore possible dates, but something as soon as possible as early in the season enthusiasm is likely to be high. Kings in Gloucester has a new pitch and seem keen to let it out for hockey, classroom though would also be needed. Discussion to be held with EH over setting this up so course can be accredited. **Action: Ian Harvey.**

10.5 Senior Mens’ County Side.

It was agreed not to make any decision on the future of the team until EH decides the future of the competition. Review the future of the county senior mens team once the EH AGM Resolution outcome is clear. **Action: Graham Wayland.**

10.6 Clubs Representatives.

Positions are unfilled currently. The EH AGM resolution Governance review will redefine the relationship between counties and clubs so this can be left open for now. However, a view will be needed by the next AGM in case the constitution needs to be revised. **Action: Ian Harvey.**

10.7 Legal status of Gloucestershire Hockey Association as a body.

The question of whether the GHA needs to become an incorporated body as West has done, possibly a company limited by guarantee, remains open. The concern exists over whether the GHA officers could have some liability for tax arrears if HMRC were to pursue anyone contracted by GHA. Incorporation seems overall a sensible move as it would provide protection to the GHA officers; however, until the full impact of the proposals arising from the England Hockey AGM resolution on governance are known and the

implications for the status of the GHA this should be put on hold. Develop a detailed proposal regarding GHA Incorporation unless the EH governance proposals make this unnecessary. Complete when EH Structure fit for the Future becomes clear and the role / constitution of Counties or Sub Areas as they are known is defined. **Action: Ian Harvey.**

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. **Action: Ian Harvey.**

10.8 GHA Committee job descriptions.

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. Create draft job descriptions proposals for the Committee to review and agree. **Action: Ian Harvey.**

10.9 Future roles for GHA.

No further progress on this as it depends on the outcome of the EH governance review and the future role and make-up of the Sub-areas. Complete once the EH Structure fit for the future is defined as this will determine the roles. **Action: Ian Harvey.**

Appendix 1 – detailed accounts

No detailed accounts this month due to the suspension of hockey.