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**(Sub Area)  
County Consultation  
Part 2**

**Meeting 2  
WB 22/02**

# Contents

- **Feedback from last meeting**
- **Project Update since last meeting**
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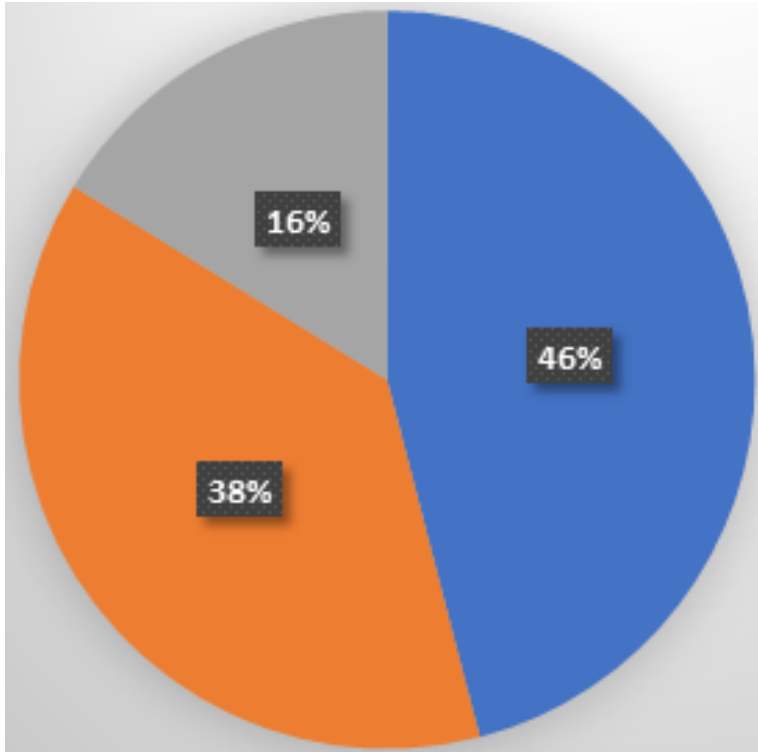
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# **Session 1**

# Feedback



- 46% agreed that the presentation was helpful
- 38% agreed that the presentation was somewhat helpful
- 16% did not find it helpful

## **Other responses included:**

- Indoor Hockey – not included
- Clubmark – not included

Further information regarding the feedback received can be found [here](#)



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# Project Update



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# Project Update

- **Area Governance**

- Articles, draft Transition Regulations, Role Descriptions, EH AGM

- **Adult Leagues**

- Final draft structures, consultations, border clubs, league rules

- **Junior Competitions**

- Area Working Groups, Junior Competition Framework, junior rules

- **Discipline**

- Code updates, Area Discipline Administrator (& Assistant ADA) Role Descriptions



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# Project Update

- **Officiating**
  - Governance, National and Area Working Groups
- **Masters**
  - National meeting in March
- **Talent**
  - Next phase of communication in March
  - PC interim year



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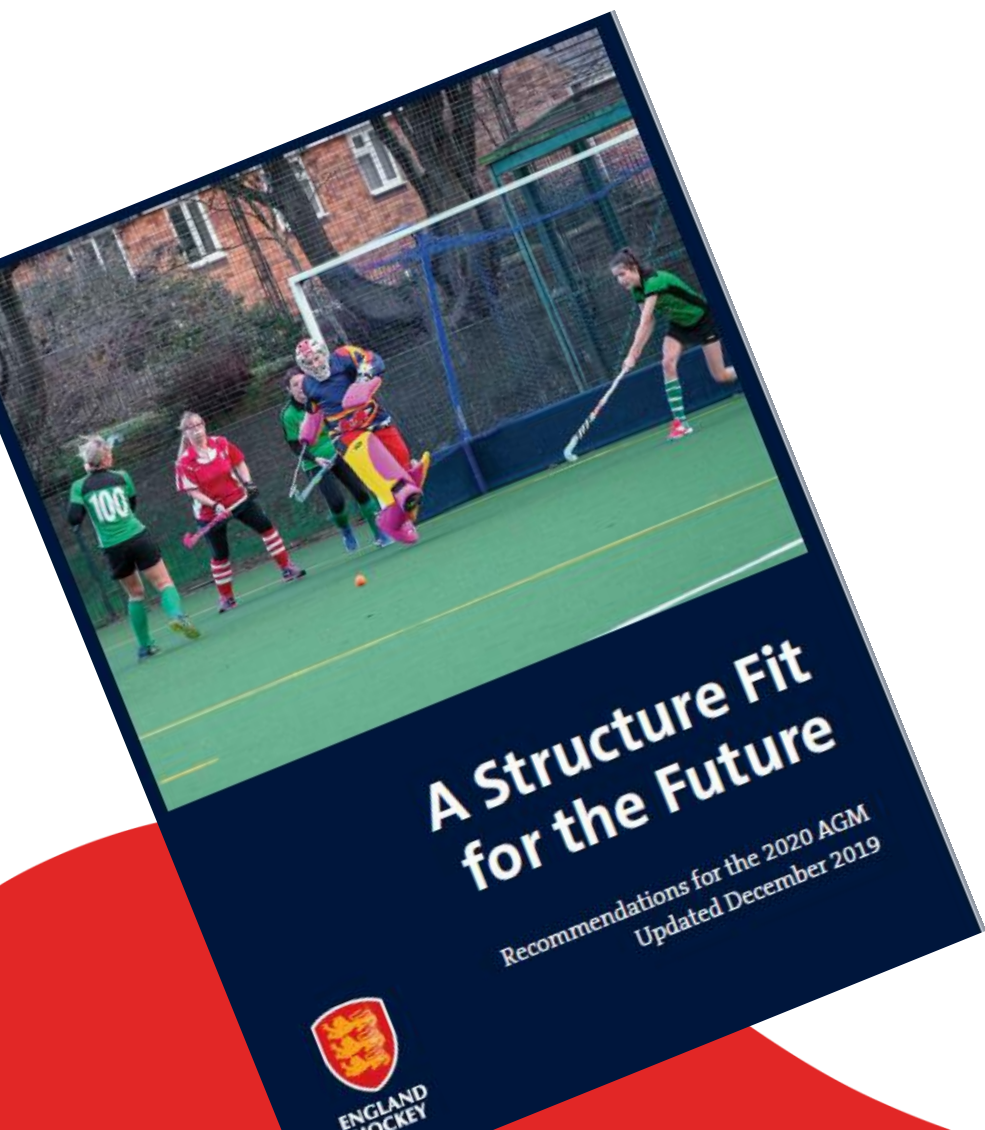


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**Recap**



# A Structure Fit for the Future



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



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# Principles

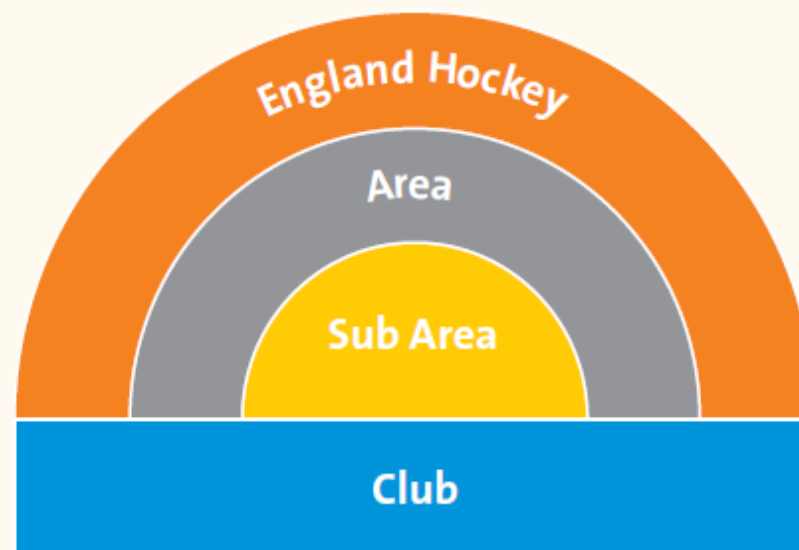
1. As National Governing Body, England Hockey has overall responsibility for the sport in England
2. There is a fundamental role for local organisation and decision making
3. Clarification of accountability of all organising bodies to their stakeholders and ultimately to England Hockey is required
4.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



# 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?



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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



# 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



# 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



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**Looking Ahead**



# Leadership from EH?

- **Policies and procedures**
- **Information sharing and networking**
- **Tools and Resources**
- **Sharing Best Practice**



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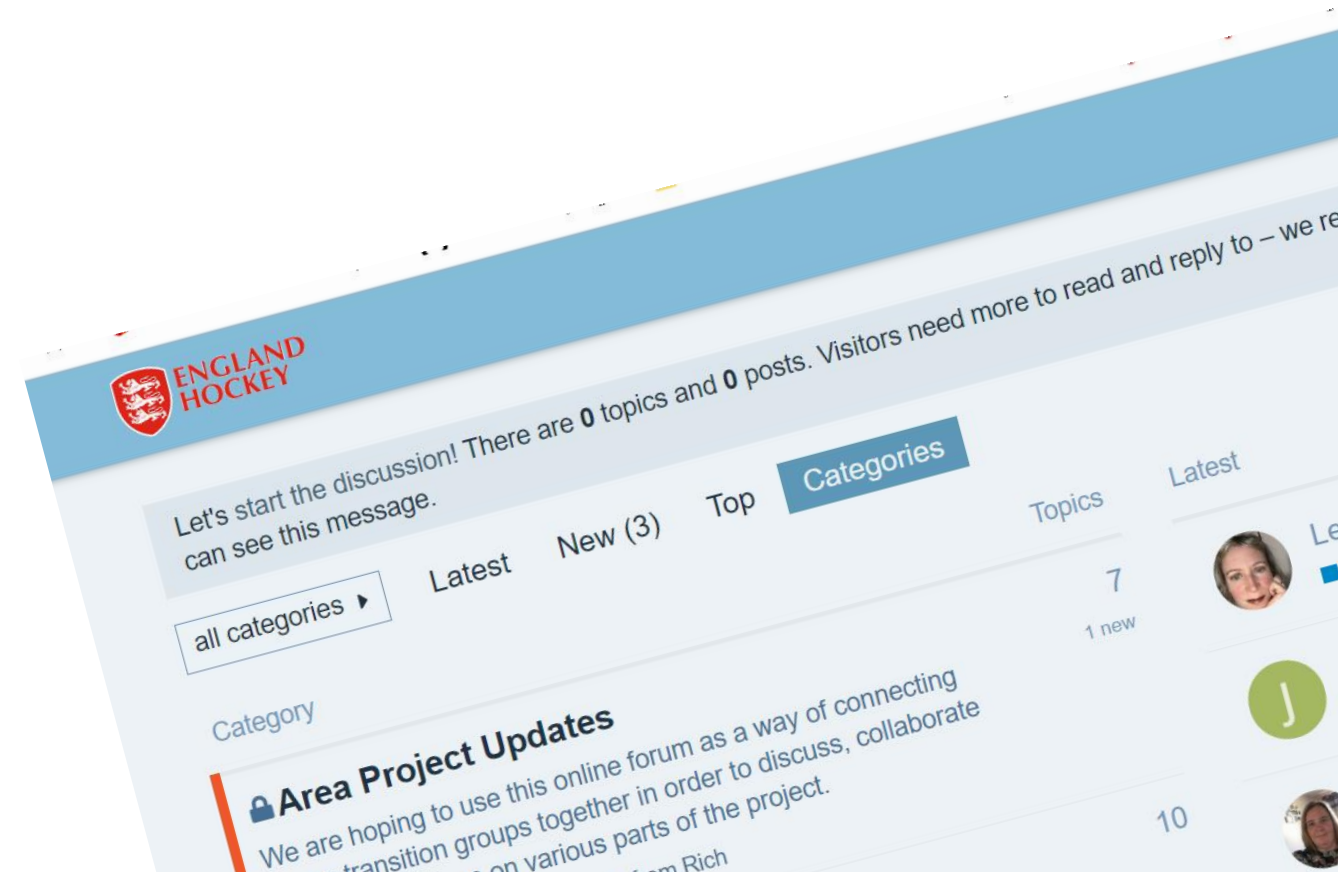
# National Leadership

- **Sub-Areas Working Group**

- Representative group of County Leaders
- Supporting EH to develop the role and support for counties
- Knowledge / Skills across spectrum of work
- Meet online
- Task/Working Groups as required
  - e.g. AC/DC Working Group

- **Discussion Forum**

- Document sharing
- Engagement with EH / each other



# County Governance

- **Area & County Relationship**
  - Junior Leagues & Competition Working Group
  - Masters Working Group
- **Incorporated or unincorporated?**
- **Template Articles/Constitution**
- **Governance policies / procedures**



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# Leadership and Volunteering

- **Recruit, Retain and Reward Volunteering Guidance**
- **Generic Job Descriptors**
- **Volunteer Induction Checklists**
- **Good Meeting Guides**
- **Top Tips – Using County Good Practice**



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# Participation: Junior Competition

- **Junior Competition Framework**

- Updated from full AGM Proposal based on feedback
- Ongoing consultation via Area Junior Working Groups
- County Representatives should be starting to be consulted on roles & responsibilities linked to new Areas.

- **Schools Competition Framework**

- Coming soon for feedback
- Continuing 'tiered' approach



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# Participation: To follow...

- **Development/Badgers**
- **Indoor**
- **Adult County Cups**
- **Club Development Support**



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# **Representation: Junior County Hockey (AC / DC)**

- **New Talent Direction – next steps shared early March**
- **AC/DC paper previously shared**
- **Plan for 2021-22 as normal**
- **PC continuity**
- **AC/DC Working Group**
  
- **Masters – County Teams**

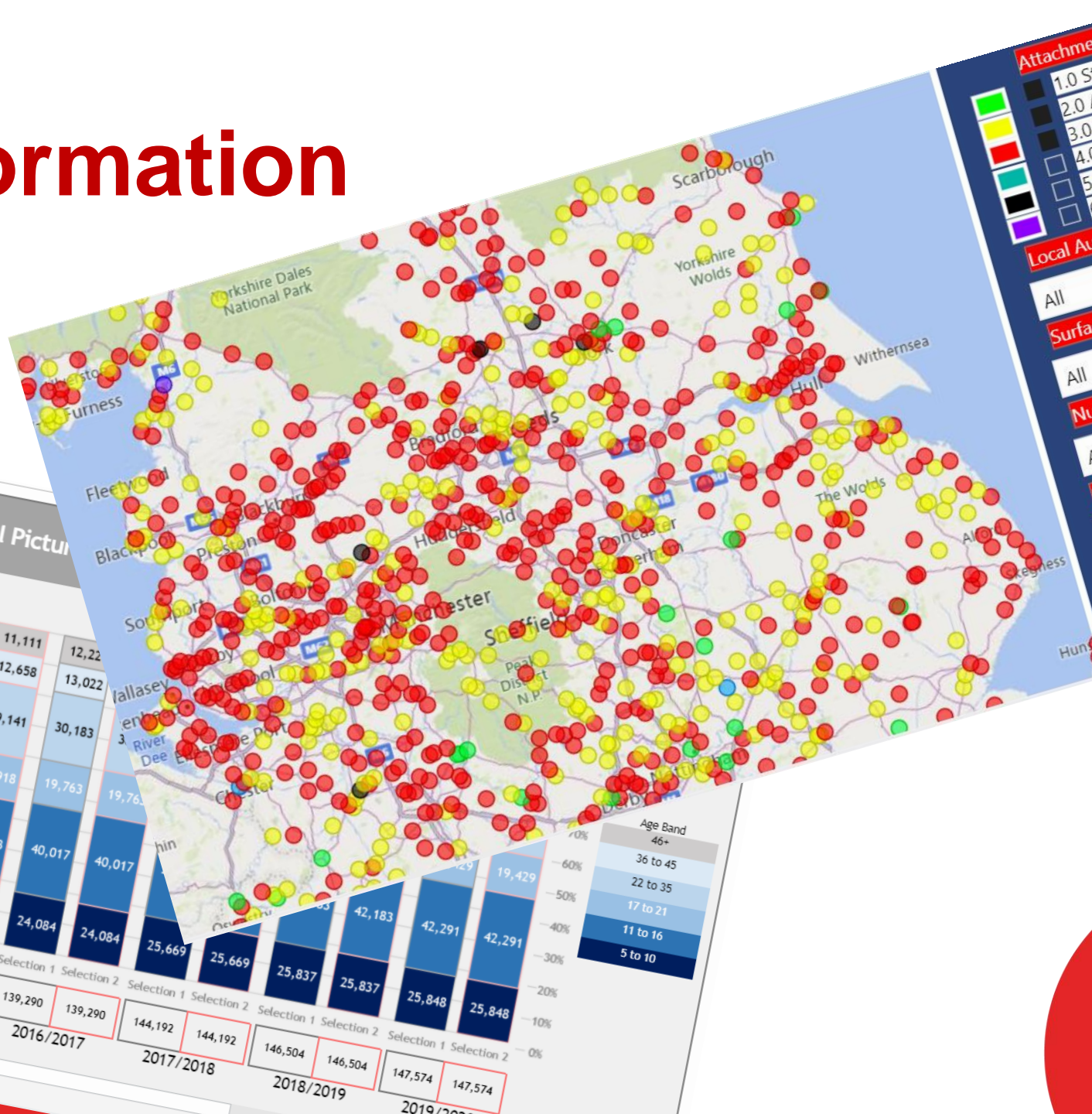
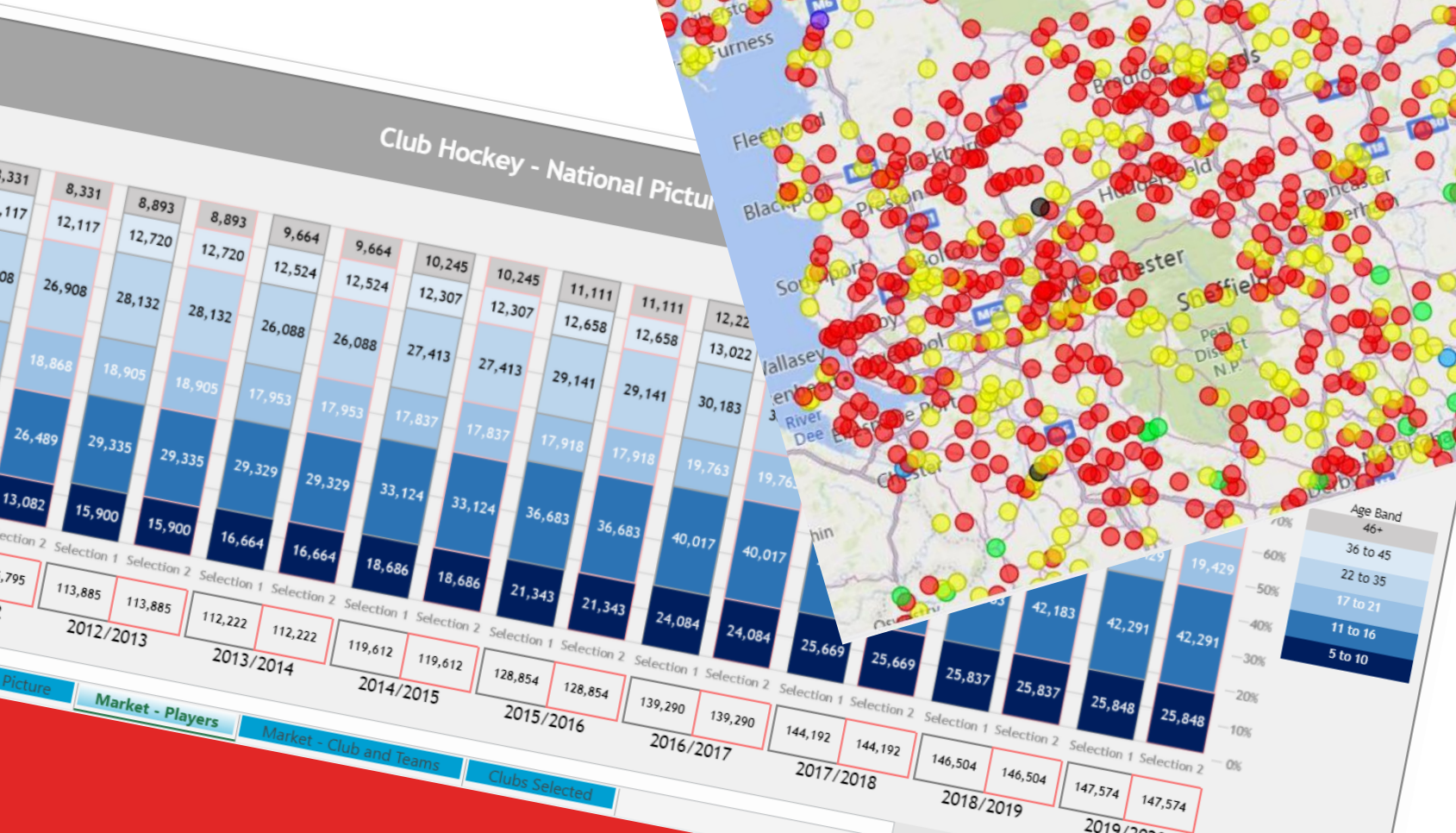
# Sharing Best Practice



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# Data / Information



**Attachment**

- 1.0 Strongly Attached
- 2.0 Attached
- 3.0 Considerer
- 4.0 School without hockey
- 5.0 Club
- 6.0 Facility

**Local Authority**

All

**Surface Type**  **Floodlit**

All

**Number of pitches onsite**

All

**PROTECT / IMPROVE/DEVELOP**

All

**School Type**  **School Age**

All

**County**



# Size and Shape of Counties

**Size of Club Players in Counties (Count of County by Player Numbers)**

	U10	11-14	14-18	Total
0 - 200	13	10	8	0
201 - 400	9	11	12	6
401 - 600	9	11	7	4
601 - 800	7	6	8	4
801 - 1000	3	4	5	6
1000 - 1500	3	3	5	5
1501 - 2000	1	1	1	8
2001 - 2500	1	0	0	5
2501 - 3000	0	0	0	3
3000+	0	0	0	5

**Clubs with Juniors/Masters/Indoors (Count of Counties by Club Numbers)**

	Juniors	Masters	Indoors
0	0	5	20
1 - 2	1	12	16
3 - 5	6	15	5
6 - 10	19	12	5
11 - 12	5	1	0
13 - 15	4	1	0
16 - 20	5	0	0
21 - 25	6	0	0
25+	0	0	0

**%age of Clubs in County with Juniors/Masters/Indoors**

%age	Juniors	Masters	Indoors
0 - 10	0	8	25
11 - 20	0	11	15
21 - 30	0	11	3
31 - 40	3	14	1
41 - 50	2	2	1
51 - 60	10	0	0
61 - 70	11	0	0
71 - 80	12	0	0
81 - 90	6	0	1
91 - 100	2	0	0

**%age of Schools playing Hockey (Count by County)**

**Primary**

	State	Private	All Schools	
0 - 5		2	0	2
6 - 10		1	7	1
11 - 15		8	7	8
16 - 20		9	12	10
21 - 25		11	5	11
26 - 30		8	4	6
31 - 35		4	5	4
35+		5	8	6

**Secondary**

	State	Private	All Schools	
0 - 5		1	3	1
6 - 10		4	4	1
11 - 15		6	9	10
16 - 20		12	6	10
21 - 25		8	7	8
26 - 30		5	8	6
31 - 35		6	5	5
35+		6	6	7

**Player Pathway Size (Count of Counties by Player Numbers) \*\***

Total Players	Count of Counties
< 250	9
251 - 350	16
351 - 450	7
451 - 550	4
551 - 650	4
651 - 750	2
751 - 850	1
851 - 950	1
951 - 1350	0
1351+	3

\* Not all Counties using PPS + some Counties split into different delivery areas

**Player Pathway %age of Playing Numbers (Count of Counties by %age players 11-18) \*\***

%age	Count of Counties
< 15%	1
16-25%	12
26-35%	11
36-45%	10
46-55%	4
56-65%	3
65-75%	2
75% +	3

\*\* Likely to be +/- 5% for some Counties based on Delivery Areas not matching perfectly



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# Nearest Neighbour?

## 5 Criteria:

- Number of Clubs
- Junior Participation
- Adult Participation
- Schools Hockey Insight
- Masters

[Stephen.Tabb@englandhockey.co.uk](mailto:Stephen.Tabb@englandhockey.co.uk)



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# Berkshire Hockey Association School Competitions

- 76 schools receive BHA Schools' Hockey Competition information
- Since 2018, 29 State & 30 Private schools have participated
- 2019-20 140 teams entered tournaments (105 girls & 35 boys)
- 2019-20 69 teams entered In2Hockey (U/11,U12,U13 Boys & Girls)
- Tournaments are inclusive – with Round Robin groups of 4/5 teams, followed by 'Cup' and 'Plate' Matches in groups of 4/5 teams followed by semi finals and finals
- Berkshire HA - Schools Liaison role description and Tournament timeline are available, if you would like copies of these please email - [agm.resolution@englandhockey.co.uk](mailto:agm.resolution@englandhockey.co.uk)



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# Essex Hockey Association Emerging School Competition

- Targeted at schools who do not enter EH Competitions
- Facility hire and coaches funded by Essex HA, especially in areas of socio-economic deprivation
- Morning session – coach led with staff and pupils
- Afternoon session – informal cup competition, umpired by the coaches, who mentored the teachers running their teams
- Follow on this season - Schools linked to their local hockey club, funding available for coaches to deliver sessions in the school leading up to the School Competition Day
- All equipment supplied by Essex HA (if required)



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# Devon Hockey Association Club Engagement

- Club Forums – 5 per year (Sept, Jan & May) - Based in Exeter and Plymouth to limit travel, continued in lockdown virtually. Average attendance 25 out of 34 clubs.
- Each Forum has a focus - for example, Ways to Play
- Club feedback from Forums actioned by Devon HA – for example, Free Coach Observation Sessions
- Excellent opportunity to engage with clubs, share good practice and enable clubs to support each other. External partners to support delivery – England Hockey, Active Devon



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# Restarting/Developing Youth Section – Suffolk HA

- CAREFULLY DEFINE OVERALL OBJECTIVES** – Player Pathway (PP), Competition and Youth Development Delivery – creates Internal/External rules = Constitution.
- GENERATE ACTIVE SUPPORT** – from Club, School, County, Pitch owners, Region, EH and Parents. With volunteers you have no stick, only the carrot of saying thanks and meaning it.
- RECRUIT COMMITTED PASSIONATE STAFF** – Recruit Suitable Core Exec for Admin/Leadership including PP Administrator (paid), set Regular Meetings & Succession, Job Specs, Reputable Qualified & Certified Coaching Staff, Contracts, Coach education. Delegate, delegate, delegate.
- CREATE RESOURCES** – Cash, Finance/Book-keeping/Accounts/Event Costings, PP Coaching Squad Kit, Beg and Borrow. generate Goodwill whenever possible, value everyone's time.
- ESTABLISH COMMUNICATIONS** – 2-way comms with ALL Supporters (above), create active Website. Establish lines of responsibility and communicate accordingly. Keep parents happy.
- CREATE PLAN / EXECUTE IT / REVIEW IT / AMEND IT.** Value, weigh and act on feedback, not gossip, but don't be diverted by either.

'Think of everything... then think again!'



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# Yorkshire Men's Development League

**To provide an opportunity for young players to make an easy transfer from junior hockey to adult hockey alongside and with the support of experienced players and coaches**

- The principle ethos of the league is “opportunity, experience and development”, for players and young umpires including the social side, to retain young players in hockey.
- No special rules for this league, only guidelines, aimed “to provide a safe environment for the development of the young players in both teams”. No adults can score goals.
- Teams comprise 7/9 juniors and 3/5 experienced players/adults, with a minimum of 3 adults and 6 juniors on the pitch at any time.
- Juniors would be U15 (including U13's if appropriate) and not regularly playing in normal adult teams. Ladies or suitable girls to play in men's development teams as long as the opposition have no objection and maximum of 1 lady and 4 girls.
- The choice of senior players is very important as they must be able to support the young players.
- Key to contact the organiser of your opponent's team early to compare playing standards.
- A maximum of 10 teams in any Development league to ensure no more than 18 matches in a season, with no promotion or relegation.



# Surrey HA 2019-2020

- Area covered Surrey, South West London (will move to Surrey 'County Council' geographical area from 2021-22)
- 44 Affiliated Clubs
- Player Pathway 2 squads U13/16 and 1 U17 per gender (450) players. PC players do not play at AC level (100 accepted nominations per cycle)
- DC camps are run over summer holidays - 12 camps 1300 players from 68 schools and 25 clubs
- In2Hockey - 237 entries, 23 from state schools split into regional rounds (all are invited to nominate to Player Pathway)
- School U14/U18 – All require regional rounds – representation at all tiers
- SHA give financial grants to clubs and schools including £10k worth of GK kit per annum



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# Next Steps and Timeline

- 1. More Best Practice Please!**
- 2. Volunteers for National Working Group**
  - County 'Leaders' initially – focus across spectrum of county work
  - AC/DC Working Group
  - Templates / advice shared once agreed by this group
  - Future Consultations as led by group
- 3. Two County Reps on the online forum from early March**



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