

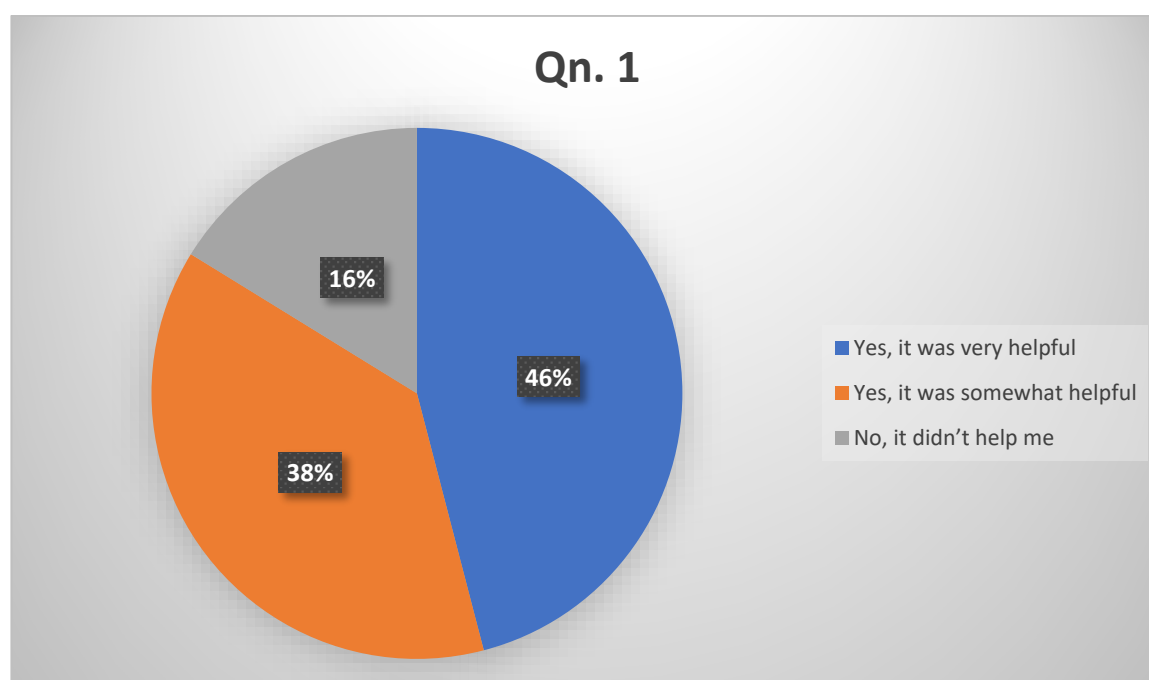


**ENGLAND
HOCKEY**

Sub-Area Feedback to date (22/2/21)

Total Responses = 37

Q1 - Did the presentation give you greater clarity on the role of Sub-Areas/Counties?



Q2. Were there any gaps in the presentation that you wanted to see?

Just under 50% of respondents thought the presentation covered all areas. Other responses:-

- Indoor Hockey – not included
- Club Mark – not included

Governance

- Counties need to know what they will need to provide and to whom and what their role is going to be.
- Counties require a projected timescale of when/how things need to happen.

Questions include:-

- Will there be a recommendation for counties to become limited companies? If so, more detail and information is required on the process and reasons for becoming one.
- Where will clubs pay their affiliation – to EH, Area's & Sub Areas, as they do now or what system will be in place?

- What will the relationship of counties be to their Areas and what representation will they have on committees?

Talent Pathway

- More clarity required on how DC/AC fits into the talent pathway and the Talent Pathway restructure in its entirety.
- Concern that juniors will leave smaller clubs to play at the bigger ones.
- We will need coaching development to support sub areas, this will then link to the Talent Pathway for transitional purposes.

Questions include:-

- What should we be telling PC players; will they be back into the regions? Will School and Elite Club players not be involved? What should we be telling coaches and players and parents?

Q3. What would you like to cover in more detail at the next stage?

Governance

- Communications from EH need to be better.
- Communication channels between clubs, Sub-Area and Areas along with how the relationship between Sub-Area and Area are going to work.
- A project plan for Counties.
- Templates on how to become a Ltd company, constitutions (articles), timeline of what needs to be done and when on the journey.
- Confirmation of cost of talent online system going forward, insurance for all bodies and what the role of relationship managers is.
- Clarification around what are the benefits of County-level organisation/governance for some activities e.g. Player Pathway, as opposed to an Area being responsible for how activities run, and the area simply asking more local volunteers to deliver a centrally agreed plan. Wouldn't a centrally governed delivery be more efficient?

Talent Pathway

- Money trail & how are smaller clubs going to look after their juniors. Are juniors players going to have to pay more in the future.
- Academy and Development, what does EH want and how should we be providing. Are there limitations on age groups, dates, times we should not be using?
- Junior development focus linking current PP to new Talent Pathway as it has no link or supporting work as of yet and by now those links would be in place on the PP especially for a transition year.
- Ideas for developing engagement with junior hockey bearing in mind a building pull to clubs who offer the TAs - type/style of competition opportunities despite the focus in the TP framework not being on that.
- Relationship to the Talent Strategy and future of Player Pathway, umpire development, Club development and support
- Border clubs and whether they can pick and choose local competitions/player pathway participation that are technically 'ex-area' but relate to their previous historic county.
- How elite schools and clubs will be achieved.
- Where will the governance sit which will control selection to the next stages of Player pathway.

Schools

- Future and Organisation of Schools Competitions at Regional and National level.
- Engagement with state schools.

Officiating

- Dilemma between need for clubs to still have county associations, but not umpires associations.
- What is the role of HUAs?
- Umpire development.

Other

- Junior Competitions framework.
- Developmental teams i.e. teams that do not play want to play league hockey as they may include "Back to hockey players" or "Badgers leagues".
- Boundary clubs between SE/GL Areas.