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Minutes of Committee Meeting held 11th March 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), Carolyn Rolleston (Coaching Director), Mike Sheppard (Umpiring Secretary), Sally Privett (Women's Masters Manager). Alistair Kilfoil (Men's League Representative).

Apologies: None

Not Present, Rob Fynn (Disciplinary Administrator), Bob Moxom (Vice President), Lisa Lundie (Welfare Officer).

Reports submitted before the meeting are included in *italics*.

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 - 26th January 2021.

The Minutes from the Committee Meeting held on 26th January 2021 were approved.

Ian Harvey chaired the meeting.

3.0 Matters Arising.

3.1. There had been a Juniors Player Pathway meeting and agreement reached in principle to run Development Centres across several sites in late May / June. See section 5.4 for further details.

4.0 Chairman's Business

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

Ian Harvey went through the second (latest) Sub-Area Consultation meeting presentation (available on GHA website) which had been communicated to Counties during the w/c 22nd February. In summary, there was not a great deal of new information to follow on from the first presentation, but key points were:

- The term Sub-Areas was going to be dropped and County would be used in future.
- A National Working Group was being formed to develop the model Articles of Association and Constitution and volunteers were invited to apply to participate.
- An on-line forum had been created to provide a means of discussing the detail of the new documents and counties were invited to submit two names to be participants.

Ian Harvey stated he had already submitted his own name for the forum and that Shaun Cullimore was interested. Graham Wayland then also indicated an interest. Ian Harvey to submit the form with Graham Wayland as the second representative from GHA and to ask EH if GHA could have 3 people. **Action: Ian Harvey**

During discussions a number of questions arose:

- What would happen with Avon which currently is women and juniors only?
- What would happen with the geographic boundaries of the county?
- What impact on Masters players eligibility would there be if the boundaries changed?

In addition there had been a lot of work done in West in support of the Junior competitions framework. Angie Pearce reported that a meeting to go through the junior competition activities in Gloucestershire had been held with Paul Westgate of the Avon Junior Hockey League who was collecting County data as part of an overall submission by West to EH. Out of this had come a number of concerns around the desire to have an expansion of junior hockey competitions, which were as follows:

- The large geographic area of West made Area leagues potentially very challenging.
- Increases in the number of competitions would put pressure on the availability of pitches and volunteers.
- Fixture congestion in an already crowded calendar would be difficult to manage.
- The separation of the umpiring organisation from the counties would make support to junior umpire development potentially more difficult.

- There might be conflict with the new Talent Strategy.

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.

The mens league season has been abandoned for all the lower divisions and will be the last with the old organisation, the new will run from September. However, the new England Hockey league means that 2 teams have to be promoted and the league will decide how to select the teams by 29th March. Complicating the issue is that Wales is also involved. The current thinking is to have 2 leagues of 5 teams. The womens league meet 11th March (night of this committee meeting), but there are no major changes for them. The mens league has to be reorganised and Welsh teams have to be included, a meeting to decide this will take place on 7th April. The restructuring of the leagues and the changes in governance mean that Alistair Kilfoil will relinquish his role on the league committee.

There may also be an End Of Season competition organised across the lower league tiers, Nick Kendal is looking at a mini league just for Gloucestershire.

No actions.

5.3 Senior Men's County Manager - Graham Wayland.

Nothing to report, any future activity will depend on the final definition of the role of the county coming out of the restructuring. No actions

5.4 Youth Coordinators:

Schools - Lisa Lundie.

There have been no school competitions due to Covid-19 restrictions and there will be none this season.

2021 - 22 will follow the old format with any changes coming in 2022. No actions.

Festivals and In2Hockey - Ian Harvey.

There have been no Festivals since the last Committee Meeting due to Covid-19 lockdown. The government has indicated that grass sports can restart on 29th March, but clarification of the detail of what will be allowed is waiting for the government to give EH direction which will not happen before 20th March. However, on the assumption that travel is permitted from 12th April it is hoped to run Festivals in April and May subject to Clubs being willing to participate and schools making pitches available. Something that may be an issue with tennis in the summer term potentially using some of the pitches.

The In2Hockey competition has been cancelled by EH, but once the position for Festivals is known clubs will be canvassed to see if any of them want to have a "county cup" at U10 and U12. This will also depend on what is allowed as a competitive event would need aspects such as score cards which would inevitably involve close social contact.

All Clubs that entered teams into the Festivals before Christmas have paid their invoices.

The future of junior hockey competition under the new governance structure is currently being explored at both Area and National level. There is a West Junior Competitions Transition Group on which Angie Pearce is representing GHA. This group has been collecting detailed information on the current activities in West as well as thoughts for how it might be structured in the future. The counties have all been polled and a meeting held to review the results. The next steps are to poll all the clubs to get an understanding of their position and intentions as well as participating in the national discussions. West currently is ahead of most other Areas in this activity.

The current direction of travel is to have the same level of junior competitions as exist now with possibly some expansion at U14 and U16 with an Area league or possibly Part-Area leagues. All the counties in West want to continue their roles of sponsoring junior hockey competitions and probably even expand. Angie Pearce has more detail of all this.

The school support programme was severely impacted by the Covid-19 pandemic. The intention is to discuss the future of this with Richard Owen who ran the limited activity that did take place and refine the offering.

Action: James Doughty.

Player Pathway - James Doughty, Angie Pearce.

The current plan is to run Development Centres in late May and June across 3 centres; Cirencester, Cheltenham, Gloucester. Nominations will be requested for U13s for DCs and up to U16 / U17 for next season ACs. There remain some concerns over the availability of venues which will depend on their reopening plans. Detailed plans needed. **Action: James Doughty.**

5.5 Umpiring - Mike Sheppard.

There was nothing to report due to lockdown suspending hockey. 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.

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

Men - Lindsay Ferguson, Nigel Sherwood.

There was nothing to report due to lockdown suspending hockey. It remains unclear whether there might be some competition and an EH survey has been circulated to see if there is any interest. If it went ahead it would run mid April to end June.

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 (Counties) 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.

Overall income in 2020 – 21 was down by approximately £45,000, but of course no costs were incurred so overall there looks to have been a small loss of just £600 on the season. Plan to close the accounts at the end of March for the AGM report. No actions.

7.0 West HA Matters - Ian Harvey.

A West Council meeting will be held on 23rd March so no update was available. No actions.

8.0 Any Other Business.

The AGM will go ahead on 27th May via Zoom. Given that the EH restructuring will most likely not be complete and no new Articles of Association or Constitution available the AGM will go ahead on the basis of the existing Constitution. This will mean the existing positions will need to be filled. Detailed planning to be carried out and all required documents to be published. **Action Ian Harvey**

Reports from the current Officers will be needed. **Action: All**

9.0 Date of Next Meeting.

The next meeting will take place after the AGM and the date will depend on how the EH restructuring progresses. No actions.

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.