

Gloucestershire HA AGM

EH REPORT 2020/21



England Hockey

There have been some changes in our local staff team, with two much loved colleagues moving on. Relationship Manager Verity Langfield left for pastures new, whilst Jenny Mitchell the Regional Administrator retired after over 20 years of outstanding service. We would like to recognise the contribution that both Verity and Jenny made to England Hockey, and in supporting the whole West hockey family.

GROW OUR PARTICIPATION

Affiliation data.

There are 23 clubs in the county, with the table below showing a snapshot of participation data.

	Junior	Adult	Total
Total 2019/20	1744	1082	2826
Total 2020/21	1767	1070	2837
Difference	+23	-12	+ 11

In comparing 2019/20 with 2020/21 we recognise that the limited season and limits on group sizes for activity may have impacted on numbers of players joining clubs.

The Playing Offer – Impact of Covid 19

Due to the pandemic the league playing season was curtailed, with some club teams not even playing a league match or being 'ghosted' from the league. Clubs needed to adapt their offer to abide by the Return to Play Guidelines offering in-house activity or very local matches. There has been an impact on clubs being able to deliver other ways to play like Back to Hockey and Hockey Heroes, we can only hope that next season we will return to a more normal offer.

A massive thank you to all the club volunteers, especially Covid Officers for putting in place additional measures and safeguards, including Participation Agreements and attendance registers, to ensure hockey was played in a safe environment.

DELIVER INTERNATIONAL SUCCESS

Tokyo Olympic

The Tokyo Olympics will now start on Friday 23 July and end on Sunday 8 August 2021.

Talent Development – The New Way Forward - [Future Talent Strategy | England Hockey](#)

The purpose of England Hockey's Talent System is to produce greater breadth and depth in the talent pool, where the player is at the heart. The new Talent Strategy will create club-based Talent Centres and Talent Academies. Clubs will apply to become a centre and will need to meet the Talent accreditation criteria, which will be valid for 3 years.

The Player Pathway

The Player Pathway has also been affected by the pandemic, with limited Development and Academy activity across the last 12 months. All West counties are in communication to decide the way forward, for next season. Performance Centres will continue for one more cycle led by England Hockey whilst work continues developing the new Talent Pathway.

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INCREASE OUR VISABILITY

FIH Pro League

COVID-19 and travel restrictions has curtailed this season's FIH Hockey Pro League. GB played two home matches at Lee Valley recently, behind closed doors unfortunately. All matches were being shown on BT Sport.

Jaffa Super 6s Finals

Unfortunately, we were unable to host the Jaffa Super 6's in 2021 but we are hopeful that the event will be back next year.

England Hockey Awards 2021

The England Hockey Awards Dinner has been another casualty of COVID-19, due to limited amount of hockey being played over this season.

Hockey Fest 2020

This season's HockeyFest programme was cancelled due to the pandemic.

ENHANCE OUR INFRASTRUCTURE

AGM Resolution - A Structure Fit for the Future

At the last England Hockey AGM in September 2020 the membership of England Hockey resoundingly voted in favour of the proposed structural changes set out in A Structure Fit for the Future. This set-in motion the most significant changes to local hockey for our 800 clubs and many associations for generations and tasked England Hockey with leading the process.

Since September, a huge amount of work has been done supported by over 250 volunteers on various working groups, locally and nationally, to guide the development of the proposals. The nature of the changes required has meant different starting points and activities required according to the current structures in place. Thanks to the work undertaken in the Areas there is now increasing alignment in approach and sufficient commonality for national meetings to happen ensuring a consistency of approach is agreed.

Whilst Covid-19 has had a huge impact on the season for clubs it has also allowed some volunteers from associations and clubs to invest more time that might have otherwise been possible. This has helped to deliver against the timeline and gives confidence that the September 2021 start date for implementation is on track. Clubs need to be aware that some processes for entering competitions and receiving information will be different next season and should look out for updates from England Hockey and their new organisations on this.

The England Hockey AGM on the 16 March, attended by over 200 people, formed the next key stage of the process where the updated England Hockey Articles of Association were passed by the membership will formally kicked off the governance changes that start the transition to the new structure including the establishment of the new Areas and the adoption of the responsibilities for organisations as set out in the proposals. This transition period is critical for the changes to progress as smoothly as possible.

The new organisations will hold inaugural meetings later to which clubs will be invited. As these are mostly new organisations recruitment is underway for the roles that are required to lead and support the Areas.

As with any changes of this nature and complexity communication over forthcoming months will be essential. Clubs will need to understand how things are changing and how the new local leadership organisations will be establishing the processes to support the game locally. It will take a collective effort to ensure that the benefits of the changes can be realised to greatest effect.

All supporting documents are available to view on our [AGM Resolution | England Hockey](#)

West Hockey Association

Excellent progress has been made across West Hockey to transition into the new structure. There has been an enormous amount of work done by volunteers and EH staff around the country, including in the

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West. Thank you to all the volunteers from across the region who have worked hard in making this happen. The West established five transition groups to develop the work in their respective areas.

1. West Transition – focus on governance
2. Adult League & Competitions
3. Junior Leagues & Competitions
4. Officiating
5. Masters Hockey

The West will soon start their official Nomination process for people to apply for a role within the new structure, with the 5x Directors and 4x Committee Chairs being elected by the members.

The new Articles for West Hockey will be voted on at a Special General meeting on 1 June 2021. This will then formally trigger the official Transition period until the West Hockey AGM in July, when the new structure and roles will be appointed or ratified.

We will be called 'West Hockey' under the new structure, maintaining our maroon colours with a new shield-based logo and website, giving a consistent brand and structure across all eight Areas.

A monthly Club Update Newsletter has been circulated and hopefully has kept members up to date on the transition process. If you have any queries please email them to hockeywestuksecretary@gmail.com and you can view the questions and replies when available by following this link: [FAQs - A Structure Fit for the Future](#)

County Hockey Associations

Work has started with Counties, where a national County Standing Committee has been set up to consult on County related matters including governance. There is also an online County Forum where documents and good practice will be shared, with each County have two places assigned on this forum.

Over the next year, we will support the Gloucestershire HA with transitioning into the new structure, to ensure everything is in place for the 2022/23 season.

New England Hockey Website

In March, England Hockey and Great Britain launched their new websites, with a cleaner look and improved functionality. Feedback on the sites is encouraged. With a new Competition Management System promised in time for the new season we have taken massive strides forward in IT this year.

County Club Forums

We ran a virtual Club Forum back in October specifically for local clubs, providing support and guidance as clubs emerged from restrictions to being able to play hockey again. We would really welcome any suggestions for discussion topics for forums being planned for the start of next season.

In part due to the need to deliver forums virtually, we also held some national forums on a range of topics including Ways to Play, Targeting a New Audience, Talent Strategy, and Insurance. Attendance at these Forums has proved successful, and I am sure these will continue in the future.

England Hockey ClubMark

Congratulations to Cheltenham Juniors HC who recently achieved ClubMark. We would like to encourage more clubs to work towards Clubmark, full details can be found on the Club Portal. The tool is now more streamlined, with only 18 pieces of evidence required to meet this minimum operating standard.

Online Umpiring & Coaching Courses

Our Coach Developers have been working hard to ensure that a coaching offer is available across the region during the lockdown. We have had great response to the offer and attendees report that this continues to be an excellent opportunity to access training from your home! All courses and workshops are available to book on the [Hockey Hub](#)

Time to Listen Workshop

All TTL courses have moved to online virtual learning.

New Insurance Partner – Bluefin Sport

England Hockey have appointed Bluefin Sport as our new insurance brokers who will arrange our corporate insurance, as well as developing a new insurance scheme for the whole sport, including clubs and counties. More details will be available soon but please do your due diligence when looking at your insurance cover rather than renewing.

Facilities

The Playing Pitch Strategy in Forest of Dean is being updated, whilst there are recent / active strategies in Gloucester, South Gloucester and Stroud.

It is vital that hockey data is correct and up to date in these strategies, to influence current facility provision but also more importantly predict future demand. This evidence feeds into the England Hockey National Facility Strategy.

BE A STRONG AND RESPECTED GOVERNING BODY

Safe Hockey - [Safe Hockey | England Hockey](#)

Regardless of the activity taking place, whether in a game or training, creating a safe environment for everyone involved in hockey is essential. England Hockey strongly recommends that all clubs, organisations and their members take the time to read and digest the policies and guidance. It is the responsibility of everyone within the sport to create a safe environment for all who participate.

Injury Monitoring

The reporting of injuries sustained on the field of play is a requirement for all clubs and associations who are affiliated to England Hockey. As part of England Hockey's Injury Reporting Policy, England Hockey require clubs and associations to complete the England Hockey online '[Injury Reporting | England Hockey](#)' following injuries sustained that require one or more of the following:

- Treatment from a first aid specialist (e.g., team doctor/ first responder)
- Hospital treatment
- Subsequent visit(s) to a GP

Diversity and Inclusivity

England Hockey strives to ensure that our game is played, watched, delivered, governed and enjoyed by all. We are committed to the principles of fair treatment for everyone, embracing differences and creating a culture where everyone is welcome.

Hockey is proud to be a team sport with equal participation in terms of gender and with excellent opportunities for our Flyerz community. We are committed to moving towards a Board which is both gender balanced and diverse.

England Hockey recognise the need to listen, engage and understand our membership and this is central to our work in the short term and will allow us to inform our longer-term plans. Building on the work with the focus groups held in 2020, we have recently carried out a survey to capture thoughts / experiences and views on the future which will help shape our plans. England Hockey will shortly share the results of the More Inclusive Sport Survey. Our commitment to equality, diversity and inclusion is genuine and long term, so if you have any ideas on how to make our sport more diverse and inclusive, please email inclusion@englandhockey.co.uk and we will listen.

Finally, thank you for your support and hard work over the last 12 months. If you require any further information, please do not hesitate to contact me.

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