

Honorary President

Ian Harvey
12 Greyfriars Walk
Cirencester
GL7 1UF
☎ 01285 653386
✉ ian.j.harvey96@gmail.com

Honorary Secretary (acting)

Ian Harvey
12 Greyfriars Walk
Cirencester
GL7 1UF
☎ 01285 653386
✉ ian.j.harvey96@gmail.com

**Minutes of Gloucestershire Hockey Association Annual General Meeting
held 27th May 2021 via Zoom due to Covid-19 pandemic.**

Introduction.

22 voting members were present at the meeting, sufficient to form a quorum. A total of 25 people attended the Zoom meeting. Appendix K details those eligible to vote at an AGM. Appendix L details those attending. Appendix M contains the calling Notice and Appendix N details the Agenda.

The Minutes of the meeting were taken by Ian Harvey acting as Secretary, it remains that no one has come forward for this role.

The reports included here are principally those submitted by various Committee members for their areas of responsibility, the remainder are from those that have volunteered in the absence of a particular Committee member.

1. Apologies.

Committee:

Rob Fynn (Indoor Secretary, Disciplinary Administrator).

Clubs:

Cheltenham – Phil Robson, Lydney – Andy Lord.

Schools:

None.

Life Members:

None.

EH:

Gloucestershire Relationship Manager post remains vacant, but Barbara Reynolds attended in place of Charlie Farrow from East who is the temporary EH Relationship Manager.

2. AGM – Adoption of the Minutes of the 2020 AGM

Copies of the Minutes of the 2020 AGM had been made available on the GHA website for all those attending to read and it was proposed they be accepted.

Proposer: Mike Sheppard. Seconder: Sam Jones. The Minutes were unanimously approved.

3. Matters arising

Changes to the constitution and officers held over to be addressed by the changes coming from the restructuring of hockey in England (see Secretary's report and AOB section).

Reserves have remained high due to the impact of Covid which has meant expenditure has been very low (see Treasurer's report). Schools support programme was only taken up by one school.

GLOUCESTERSHIRE HOCKEY ASSOCIATION

England Hockey appointed Charlie Farrow from South East as Relationship Manager for Gloucestershire. Barbara Reynolds has provided much support in her West role (see EH report).

Talent Strategy has developed considerably over last 8 months (see later Player Pathway report and AOB section).

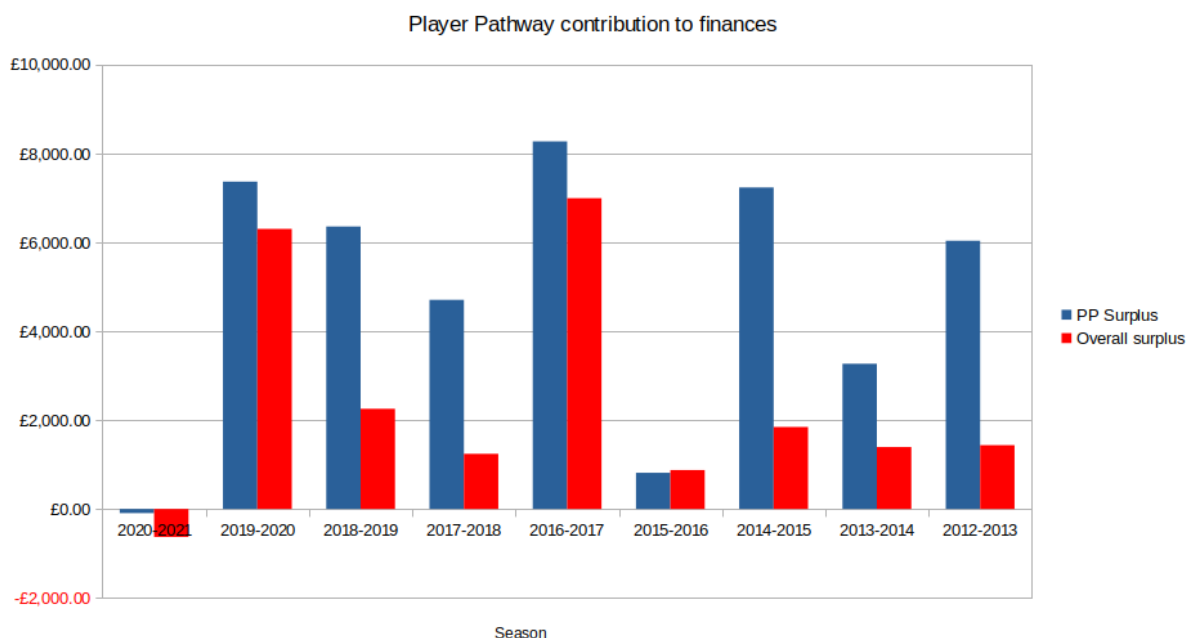
EH policies adopted, but tailoring incomplete. Plan now to include this with the governance changes coming from the restructuring of hockey in England (see Secretary's report and AOB section).

4. Finance

This has been a year like no other. The coronavirus pandemic and multiple lock downs resulted in a season that was “stop – go”, but with the emphasis very much on the “stop”. Despite best efforts by a number of people hockey activities were very much curtailed, and this is obviously reflected in the finances.

Overall, we made a small loss of £628.96 on the 2020-2021 season with both income and expenditure being around 20% of the level we had seen in the previous season. England Hockey are undertaking a fundamental restructuring of the sport. At the moment it is unclear exactly what the future holds for the County. There will be “sub areas” sitting under the West, and the County is likely to be one such sub area. Some of our league teams are likely to be reallocated to different sub areas, and some of the activities for which we are responsible will move directly under the West.

It is not clear (at least to me) whether GHA will morph into a new organisation or whether we will need to wind up GHA as it exists at present and replace it with a new organisation. We have a cash surplus of £63,986.82 and we should not lose sight of the fact that has been generated by junior hockey development.



At the moment, I collect affiliation fees from clubs on behalf of West HA and GHA. Long term, I understand that England Hockey will collect money from clubs and apportion funds to areas (e.g. West) and sub areas (e.g. Gloucestershire). Until we are told otherwise we must carry on under our present constitution. I therefore propose that we collect “nominal” affiliation fees of £5 from clubs and schools for 2021-2022.

The detailed accounts for the last five years are on next page following this section.

GLOUCESTERSHIRE HOCKEY ASSOCIATION

It was proposed that the accounts and affiliation fees for 2021 – 22 be approved.

Proposer: Mike Sheppard. Seconder: Sarah Bowen. The accounts were unanimously approved.

Summary of Financial Position for the year ended 31st March 2021

Gloucestershire Hockey Association					
Summary of Financial Position for the year ended 31st March 2021					
Income	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017
Player Pathway	£6,080.00	£30,622.20	£31,819.50	£22,663.34	£32,461.49
Junior Outdoor Competitions	£0.00	£2,660.00	£1,795.00	£1,655.00	£1,715.00
Junior Festivals	£1,701.00	£8,372.00	£7,900.00	£5,675.00	£7,400.00
Indoor	£0.00	£1,300.00	£1,408.00	£1,800.00	£1,040.00
Men's County Championship	£0.00	£0.00	£0.00	£0.00	£495.00
Vixens' Festival	£0.00	£0.00	£0.00	£0.00	£300.00
Masters	£451.40	£0.00	£100.00	£140.00	£0.00
Women's Club Tournament	£0.00	£490.00	£630.00	£0.00	£720.00
Kit	£0.00	£0.00	£3,919.00	£0.00	£2,107.00
Affiliation Fees – Clubs	£662.00	£4,400.00	£4,351.00	£4,459.00	£4,644.00
Affiliation Fees – Schools	£65.00	£300.00	£360.00	£360.00	£375.00
Exceptional Income	£75.00	£82.00	£145.00	£270.19	£1,172.20
Interest	£0.00	£0.00	£8.29	£0.00	£0.00
Total Income	£9,034.40	£48,226.20	£52,435.79	£37,022.53	£52,429.69
Expenditure					
Player Pathway	£6,172.27	£23,249.74	£25,455.66	£17,953.39	£24,181.96
Junior Outdoor Competitions	£0.00	£4,884.52	£2,814.54	£2,851.13	£3,308.62
Junior Festivals	£2,308.72	£5,880.97	£8,608.03	£5,511.97	£6,611.35
Indoor	£0.00	£1,256.80	£1,358.00	£1,854.00	£1,157.92
Men's County Championship	£0.00	£0.00	£0.00	£0.00	£1,748.41
Vixens' Festival	£0.00	£0.00	£0.00	£0.00	£260.00
Masters	£126.40	£152.00	£240.32	£350.00	£70.00
Women's Club Tournament	£0.00	£439.52	£658.38	£0.00	£599.50
Kit	£0.00	£0.00	£4,464.29	£2,014.24	£2,367.97
Umpiring	£0.00	£84.00	£130.00	£0.00	£50.00
Administration	£194.37	£656.73	£1,329.48	£1,071.13	£1,007.03
Bad Debts	£0.00	£295.00	£712.75	£0.00	£0.00
Grants and Honorariums	£0.00	£4,345.00	£3,600.00	£3,500.00	£3,400.00
Insurance	£674.60	£673.17	£676.91	£673.17	£667.00
Training Courses	£0.00	£0.00	£78.53	£0.00	£0.00
"Coaching in Schools" Initiative	£187.00	£0.00	£0.00	£0.00	£0.00
Exceptional expenditure	£0.00	£0.00	£52.50	£0.00	£0.00
Total Expenditure	£9,663.36	£41,917.45	£50,179.39	£35,779.03	£45,429.76
Surplus of Income Over Expenditure	-£628.96	£6,308.75	£2,256.40	£1,243.50	£6,999.93
Reserves brought forward	£63,615.78	£57,307.03	£55,050.63	£53,807.13	£46,807.20
Reserves carried forward	£62,986.82	£63,615.78	£57,307.03	£55,050.63	£53,807.13
Consisting of					
Current account (see note 2)	£62,783.64	£61,344.72	£60,451.31	£55,530.34	£55,139.93
Savings account (see note 1)	£1,151.83	£1,151.83	£1,151.83	£1,143.54	£913.35
Cash (see note 3)	£325.00	£276.00	£213.50	£90.00	£30.00
Pre-payments	£282.75	£278.75	£282.92	£280.83	£280.00
Debtors	£336.00	£2,936.00	£4,024.10	£4,022.40	£4,382.70
Creditors	-£1,892.40	-£2,371.52	-£8,816.63	-£6,016.48	-£6,938.85
	£62,986.82	£63,615.78	£57,307.03	£55,050.63	£53,807.13

Note 1 – Inaccessible due to signatory problems

Note 2 – Bank reconciliation statement is unnecessary as current account balance and the corresponding figure in the accounts is the same.

Note 3 – Held by Men's Masters

Shaun Cullimore
GHA Treasurer

5. AGM – Reports from GHA Officers and Members of the Committee

- 5.1 Secretary – see full report at Appendix A.
There was nothing further to the report to add.
- 5.2 Men's West League Representative – see full report at Appendix B.
In addition to the Report some further information was provided. The League Committee in the future will have 4 Club representatives. Verde Recreo are in discussions with the League over continuing their sponsorship.

League Fixtures along with regional competitions will in the future be managed in the new centralised EH Games Management System. This will not initially include county events, this will be added in September 2022.

- 5.3 Youth Coordinators – see full report at Appendix C.
In addition to the Reports some updates were provided.

Player Pathway

James Doughty reported that they were running a Development Centre currently which has proven difficult with coming out of lockdown, but has been successful so far.

The change in age qualification date from 1st January to 1st September has created some additional challenges for AC in September because it has meant numbers are much larger than originally expected. A number of possible solutions are being considered. although the likely outcome will be additional provision above the previous plan.

Welcome to Helen Jefferies who has become involved assisting with the administration and is standing for one of the Youth Coordinators roles for next season.

Angie Pearce is stepping down after many years (probably 20 at least) as a Youth Coordinator and coach in the Player Pathway. James Doughty thanked her for her support with his involvement and for all she had done over many years for junior hockey in Gloucestershire. The Chair of the meeting added his thanks for her efforts and leadership along with Angie Atherton.

Angie Pearce then asked whether the AC costs rise in September that was forecast could be mitigated by using some of the reserves. The response was that previously DC has subsidized AC, but for the future this has to change. Reserves could perhaps be better spent on supporting hockey more broadly.

Festivals and In2Hockey.

There was nothing further to the report to add.

Schools.

Due to Covid there had been no schools competitions in 2020 – 21 season. However, pitch bookings for 2021 – 22 had started to be made and it was hoped the competitions would take place this next season.

- 5.4 Welfare Officer see full report at Appendix D.
There was nothing further to the report to add.
- 5.5 Indoor Secretary – see full report at Appendix E.
The only item additional to the report was that Rob Fynn was stepping down as Indoor Secretary. Going forwards it was most likely that the small number of clubs and schools playing Indoor would directly enter the competitions that would

GLOUCESTERSHIRE HOCKEY ASSOCIATION

be managed by West or nationally. Local Gloucestershire competitions would need a new administrator.

- 5.6 Umpiring Secretary – see full report at Appendix F
In addition to the report Mike Sheppard added some comments and updates during the meeting.

As part of the restructuring of hockey in England umpiring will be run nationally through Areas and in the West further divided between North and South. It will be a stand alone organization run by EH and likely called the Officiating Club.

The details of the new Officiating Club remain to be finalized. However, it is likely that anyone taking neutral appointments will have to be a full member with a fee of £25.00 per year. Club umpires will be able to join for free and may have to be registered to umpire club matches. A question was put whether those joining for free would get insurance, but at this time it was unknown. Indeed, insurance had been delaying progress in general and it was also unclear whether the new organization would be in place for the new season although this was the objective.

As a result existing HUAs would nominally continue for another year, although this was yet to be confirmed. As a result HGWHUA was likely to offer membership to existing members for free to run down reserves. However, this had yet to be confirmed. Also the recording of umpires details by GHA will end with the new organization because of GDPR rules and this highlights the potential for communication difficulties between EH and club umpires because EH records are poor and a gap currently exists. The Officiating Club is meant to address this hence the free membership.

The last annual meeting of the West women's league is the same evening as this AGM. This will finalise the outcome of this season prior to the new league structures and rules in 2021 – 22.

- 5.7 Disciplinary Administrator – see full report at Appendix G
In addition to the report it was noted that in the new governance structure West would have a regional disciplinary administrator, Lesley Love and the County roles would disappear. However, Barbara Reynolds observed that Lesley Love had asked if County Disciplinary Administrators could continue to be appointed for another year to provide support and not lose the experience. Rob Fynn in his apology for being absent had stated he was willing to continue and the Officers list contains this appointment.
- 5.8 Masters Managers – see full reports at Appendix H.
There was nothing further to the reports to add.
- 5.9 Club Representatives – this was not an agenda item, but is included here for completeness. As there are no Club Representatives no formal report was submitted.
- 5.10 Mens' Senior Manager / Coach – this was not an agenda item, but is included here for completeness. No formal report was submitted, but see Appendix I for observations. This will be an optional role for Counties in the future if there is a desire.
- 5.11 EH regional relationship manager – see full report at Appendix J
Barbara Reynolds delivered the EH report on behalf of Charlie Farrow who is the GHA nominal Relationship Manager, but is based in East and was not available. He will continue as the temporary Relationship Manager as EH has a recruitment freeze because of funding limitations during these difficult times. EH overall is a

GLOUCESTERSHIRE HOCKEY ASSOCIATION

number of heads down so resources have been stretched and there is currently no plan to recruit a new person. EH though are due to submit their next strategy funding request to Sport England in next 12 months and if this is greeted favourably there may be some opportunity to address the resource gaps.

England Hockey want to say a massive thank you to all the clubs and the volunteers and in particular the Covid officers for all their hard work keeping hockey going during the Covid-19 pandemic.

6. Adoption of Reports.

Copies of the Reports from GHA Officers and Members of the Committee had been made available on the website ahead of the AGM for all those attending to read and it was proposed they be accepted.

Proposer: Mike Sheppard. Seconder: Lindsay Ferguson. The Reports were adopted; 20 in favour and 1 abstention.

7. Election of Officers and Members of the Committee

Officers	2020-2021 Season	2021-2022 Season
President	Ian Harvey	
Vice President	Bob Moxom	
Secretary	Ian Harvey (acting)	Currently vacant
Treasurer	Shaun Cullimore	
Director of Coaching	Carolyn Rolleston	
Committee		
Umpire Secretary	Mike Sheppard	
Youth Coordinators	James Doughty Angie Pearce	Helen Jefferies standing
Indoor Secretary	Rob Fynn	Currently vacant
Disciplinary Administrator	Rob Fynn	
West League Representative (Men)	Alistair Kilfoil	Not required
Welfare Officer	Lisa Lundie	
Masters Managers	Sally Privett (Ladies) Lindsay Ferguson (Men)	
HUA Representative	Currently Vacant	Not required
Club Representative	Currently Vacant	Currently vacant
Club Representative	Currently Vacant	Currently vacant
Minute Secretary	Ian Harvey (acting)	Currently vacant
Men's Senior Manager	Graham Wayland	Currently vacant
Men's Senior Coach	Currently Vacant	Currently vacant
Webmaster	Shaun Cullimore	
West Representatives from GHA Committee – agreed at GHA meeting		
Council		Ian Harvey
Performance Committee		Not required
Umpiring Committee		Not required
Masters Committee		Sally Privett
Junior Competitions Committee		Ian Harvey (acting)

Please Note:

Present Post Holders willing to stand for election for the 2021 - 2022 Season

The current changes taking place in respect of hockey governance under the England Hockey AGM resolution on restructuring means that when the West region is wound up and replaced by the new Area body those positions highlighted in Blue will or are most likely to become redundant although some may continue for 2021 – 22 for continuity purposes. In addition, similar changes will happen in respect of counties and these will become apparent by the AGM in May 2022.

There was then a discussion over a number of the roles in view of the changes planned and happening.

GLOUCESTERSHIRE HOCKEY ASSOCIATION

Indoor will continue in 2021 – 22 as before so need a replacement for Rob Fynn, Committee will have to co-opt someone or else leave it to the clubs to organise themselves.

In respect of Disciplinary Administrator since it has been requested that the role continue during the transition to the new Area structure Rob Fynn needs to contact Lesley Love.

Umpiring and Masters transition will come to completion for 2022 – 23 so continue as currently until then.

Club Representatives, given that the County role is increasingly focused on juniors it would be good to have in the near future a Club junior representative and a School junior representative. So replacing the Club representatives with junior ones would make sense. However, this would require a change to the Constitution and this is coming in May 2022 anyway. The draft model Constitution currently provides for a junior management structure, but there is an argument to leave this fluid so counties can choose how they operate to suit their circumstances. The solution in the short term is therefore to co-opt people as required.

In respect of the West Performance Committee, there was a discussion between James Doughty and Barbara Reynolds to clarify the situation. James Doughty stated the West Performance Committee has been disbanded and the situation seemed unclear for 2021 – 22. He had been raising questions on the running of ACs and DCs and the associated AC competitions as the Performance Committee in the past had been the forum for the county administrators to cooperate. This seemed not to be covered in the new structure. Barbara Reynolds then explained that Performance Centre would no longer be run by West, instead EH would take over for 2021 – 22. West will no longer have any jurisdiction over performance which is defined in the new Articles. In future, DC and AC will be run by counties and the AC competitions will be within the remit of the Junior Competitions Committee. This will act as a communications point for lead junior administrators. James Doughty then asked if counties could form their own governance group? There is a need to know what freedoms exist; as an example, there is a demand for standardizing qualification criteria between adjacent counties. The question was also asked about whether it was known which clubs would be going forwards with Talent Centres and Talent Academies. Barbara Reynolds responded that this was entirely a club decision and that TCs would precede TAs as you could not have a TA without a TC. James Doughty will follow up offline with Barbara Reynolds.

All candidates to fill Officer and Committee roles had been proposed prior to the meeting by GHA Committee with the exception of Helen Jefferies who had been proposed by James Doughty and seconded by Sara Thompson of Lansdown HC. All those standing were proposed again on the night by Mike Sheppard and seconded by Claire Ralph. These were unanimously approved. No further volunteers for the vacant positions came forward at the meeting.

8. AGM – Any other Business (by permission of the Chairman)

Once the formal business of the meeting had been concluded two additional topics were considered and resulting round table discussions took place.

8.1 Future of Player Pathway and Junior Hockey with relation to new EH Talent Strategy

James Doughty introduced the discussion of the future of Talent development with observations on a number of key points of the new system. Approximately 100 pages of presentations produced by EH to go through to understand it. Club based Talent Centres (TC) and Talent Academies (TA) will take over elite hockey player development in partnership with Talent Schools (TS). TCs, TAs and TSs will run alongside clubs and provide for not just their own players, but also those from elsewhere the opportunities to develop and benefit from coaching and playing. These will run separately from counties provision.

GLOUCESTERSHIRE HOCKEY ASSOCIATION

A lot of discussions have taken place with EH to try to understand how this will work. Discussions with some of the schools have identified that many do not have the resources to be Talent Schools for a while.

The advent of TCs and TAs will mean that the Player Pathway will no longer be the only means to get from DC to the higher levels of the game. The idea of having more routes to reach the level of elite hockey is sound, but it is unclear it will work and how all the stakeholders will interact. In the current system the clubs largely are unaware of what is happening in schools and vice versa, at the moment the county bridges the gap.

The difficulty for GHA is that if a Gloucestershire Club has a TC what does that mean for their players and coaches? At the moment GHA is taking the line that if a club applies to become a TC which is the pathway to the TA then the players of that club in the TC cannot come to county activities nor can the coaches coach county hockey because of the conflict of interests. This has been discussed with EH, 4 Clubs and 3 schools to date and it seems to be accepted that it makes sense.

The difficulty is how will that be managed in practice. Experience with the Player Pathway has shown that some parents will try to put their children into multiple county programmes so in the future will they try to get their children in TCs as well as county activities not to mention TSs.

The largest concern though is whether this creates “super clubs” in an area which will attract all the better players? Potentially diluting the talent in other clubs. EH want to try to avoid players moving clubs, but likely to be an unintended consequence. Have to decide what we want to achieve what we want to deliver.

Also we do not want county teams which come from only one club, we want players from many different backgrounds, clubs and schools playing in a different environment from these. So there needs to be a dialogue with the clubs and the schools.

The opening of the system for clubs to express an interest in becoming a TC was released on 26th May with the assumption that those clubs would also want to become a TA. This though could result in a vacuum if no clubs in Gloucestershire want to become a TA and it could then become academic because there would be no TCs for 2 years at least.

Barbara Reynolds responded to this with the observation that a club could become a TC after just 12 months. It was also important to recognise that TAs would cover the age range 15 – 18 which would be outside that of the county activities. TCs is where the conflict could arise as the age ranges are the same and TCs are aimed at the developing stage same as county and one progression is to represent the county.

In the discussion it was pointed out that county and TCs were parallel paths and TAs should send out scouts to county AC competitions to look for talented players missed from the TCs. In addition, it was expected that 200 – 300 clubs across the country would have TCs and so would be working to develop young players in general alongside the TCs themselves.

James Doughty then stated that it was a continuing dialogue about how this would work and how the 3 tiers would interact. It was not clear how the systems would run alongside each other and how to avoid the negatives of players moving clubs, going to TCs and county and TSs. Focus on larger clubs and schools at the expense of the smaller clubs and schools.

GLOUCESTERSHIRE HOCKEY ASSOCIATION

Ian Harvey observed that the stated objective for EH is to provide a large amount of opportunity for hockey for youngsters, up to 300 - 400 hours per year. Clubs, school, TCs with competitions and multiple training sessions. If counties also provide multiple opportunities then this should maximise benefits. Clubs providing TCs will offer one experience and county something extra than the smaller clubs and schools can offer. Problem is that if players take up places in all then could deny others opportunity and also potentially clashes over dates so will have to choose between them. Counties should offer more inclusive opportunities.

James Doughty then stated that GHA should take a strong position until it becomes clear how it will be delivered and governed. If players are at a TC they cannot come to county hockey. Multiple opportunities for multiple players should be the aim, not a reduced pool of players having multiple opportunities in TCs and county hockey. Players will have to choose between county and TC, they will not be able to do both. It was then put to the meeting if there were any questions on this principle?

As there were no questions on this James Doughty asked that the minutes record that this was the position accepted by the GHA AGM.

The next steps would be to have a forum with representatives of all the junior clubs present for a more in depth discussion. Already started with schools. Need to consult widely and work together.

8.2 Impact of the England Hockey governance restructuring on Gloucestershire

Future roles.

- Future Roles
 - County (Sub Area) Junior Hockey
 - Development Centres
 - County (Sub Area) Teams (formerly Academy Centres)
 - Adult County (Sub Area) Championships (currently mostly Men's teams where appetite)
 - Junior Club Competitions – linked to the Junior Competition Framework
 - Local leagues, Festivals, In2Hockey
 - Schools Competitions
 - Adult County Club (Sub Area) Competitions
 - County Cup, Summer Leagues
 - County (Sub Area) Masters teams
 - Development
 - Club Forums, Club Grants, Flyerz etc
- Impact of the England Hockey governance restructuring on Gloucestershire
 - Gloucestershire fits the new model with most of the proposed roles already being fulfilled
 - A number of changes though will impact GHA
 - 8 mens' clubs move to Avon
 - New Constitution with reduced number of Officers
 - Changes in member voting rights
 - Affiliation to EH, West Area and Gloucestershire all through EH system
 - Concerns exist
 - Relationship with officiating in Junior activities
 - Need for more volunteers to carry out roles
 - Use of current financial reserves

GLOUCESTERSHIRE HOCKEY ASSOCIATION

There was a correction to the contents of the presentation made to the AGM (as included above) in that it will be 8 teams that move to Avon, not clubs.

As regards the finances an issue for the next season will be how to deal with the reserves and the movement of some teams to Avon. However, it was noted that most of the surplus had come through the junior Player Pathway and the teams / clubs moving have historically been sending their juniors to Avon. However, the financial discussion is yet to be had.

On the point of volunteers a key area is the offerings for juniors. In particular how to reduce that vast numbers being nominated for DCs with clubs and schools duplicating these. More help is needed, ideally from the schools and clubs so they could better understand the issues.

8.3 Thanks.

Ian Harvey thanked all the attendees for taking the time to participate and also all the Committee Officers for their hard work throughout the year and for the reports that had been submitted and / or joined the meeting.

Alistair Kilfoil then noted that his club was moving into Avon. So as it would no longer be linked to Gloucestershire together with the end of the league representative role he would be saying goodbye after 20 years on the committee. Ian Harvey thanked Alistair for all his hard work and contributions over the years

8.4 Brian Mobberley raised his concerns over how EH, West and GHA were offering a huge expansion in the amount of junior hockey at weekends. However, it was not clear what would actually be happening. Barbara Reynolds responded that this was indeed the case. Clubs need to think carefully about which competition to enter. Which level to play at as a club and within the club. Should teams continue in county, but also at West level? However, it ought to be with different players not aiming to use the best to win everything. Instead have the best playing at West Area, weaker and newer ones in local events. Want to see players at the right level. Information will be available soon. West calendar. In addition there would be junior forums for each county with the junior coordinators to go through presentations on the new junior competitions and explain it all.

The meeting was then closed.

Ian Harvey
GHA acting Secretary
21st August 2021

APPENDIX A – Committee/ Secretary Report

It has been a most unusual season with the Covid-19 pandemic measures including lockdowns severely curtailing hockey to the extent that many adult leagues were never completed, the masters cup competition never happened and the junior events were much reduced in number with no schools competitions at all. All of this has meant that there have been fewer committee meetings with only 3 taking place since the postponed AGM in September 2020 and virtually the only topics of discussion being all the changes being implemented by England Hockey as part of the restructuring of hockey in England.

The England Hockey AGM Resolution on Governance was approved by the postponed AGM in September of 2020 and since then the activities have all been in support of the changes needed to deliver the restructuring. This culminated at the EH level with the AGM in March when the new Articles of Association were approved.

The work on restructuring the Regions into 8 Areas has run in parallel with the EH programme of changes with various Transition Groups occupied nationally and regionally. As a result the new Articles of Association for the West are ready for approval which will take place at the beginning of June. In the meantime the reorganization of Adult Leagues, Junior Competitions, Masters, Umpiring / Officiating and Discipline Administration based upon a national and Area based approach have also all been progressing with the aim of introducing the new structures for the start of the 2021 – 22 season in September of this year. More information can be found on the EH and West websites.

Finally there has been much debate about the new Talent Strategy which EH have unveiled with the latest update being issued in March. This is further complicated by the need to define the role of the Counties in the future with respect to Junior Hockey. More of this under the Player Pathway report and in the AOB at the end of the AGM meeting.

The next element of the restructuring will be that of the Sub-Areas or Counties as they are likely still to be called. I have managed to get onto the new SCS NWG (Sub-Area Standing Committee National Working Group) and Shaun Cullimore and Graham Wayland have volunteered to be part of the forum consultation process representing Gloucestershire. The aim is to agree the objectives for Counties and then define accordingly the new Governance structures and the associated documents such as Constitutions and Role Definitions. Finally to define transition mechanisms taking into account the necessary legal and compliance aspects.

The purposes for Counties as currently envisaged are:

- o County (Sub Area) Junior Hockey
 - o Development Centres
 - o County (Sub Area) Teams (formerly Academy Centres)
- o Adult County (Sub Area) Championships (currently mostly Men's teams where appetite)
- o Junior Club Competitions – linked to the Junior Competition Framework
 - o Local leagues, festivals, in2
- o Schools Competitions
- o Adult County Club (Sub Area) Competitions
 - o County Cup, Summer Leagues
- o County (Sub Area) Masters teams
- o Development
 - o Club Forums, Club Grants, Flyerz etc

The timing for the implementation of all this is not yet defined, but for GHA I am expecting it to culminate in the changes being brought in at the next AGM in May 2022.

GLOUCESTERSHIRE HOCKEY ASSOCIATION

Lastly, EH have not appointed a replacement for Verity Langfield the EH Relationship Manager as part of their cost management in the time of Covid-19. As a result I have no updates for West or EH. What the support to counties will look like in the future is unclear at this time.

Ian Harvey
Acting GHA Secretary
6th May 2021

APPENDIX B – Men's 'The Verde Recreo Hockey League' Representative Report

As the County representative, I attended all 7 League meetings last season (Virtual via. Zoom). I was also one of the three members on the League's Rules Sub-Committee ratifying the area secretary's decisions.

Due to the Covid-19 Lockdown from January 2021 and with the League starting late than usual only 4 scheduled weeks were played and no matches involving South Wales Clubs. The League took the decision to curtail the season in late February / early March with the exception of the Premier Division but this division was eventually declared null in void on 28th March with Clifton Robinsons (runner-up in 2019-20 season) and Exeter University 2nd team (relegated from EHL in 2019-20 season) being promoted to the England Hockey League (which now has 4 Conferences for the 2021-22 season).

With the implementation of the EH "A Structure Fit for the Future" next season 2021-22 will see the new EH League Structure for West Hockey. Any correspondence or for further information with the new league use the email address WESTADULTLEAGUE@gmail.com

The Verde Recreo Hockey League was formally dissolved on 30th April 2021. All financial assets have been shared equally amongst all teams who were bona-fide members of the VRHL at the point of the 2020/21 league season being abandoned. Also all league teams have had their entry fees for the 2020-21 season returned.

The final VRHL committee meeting was held on 12th May 2021. League R.I.P.

Finally, as there is no Gloucestershire County Representative or any West County representative positions on the new West Adult League Sub-committee (replaced with a Club Representative/s?) this is my last and final League Representative report.

Alistair Kilfoil
Men's 'The Verde Recreo Hockey League' Gloucestershire County Rep.

APPENDIX C – Youth Hockey Reports

GHA Player Pathway - Development Centres, Academy Centres, Performance Centres

COVID affected the entire season but we were able to run selection sessions from September through to December (with the exception of November). 8 squads were selected thanks to the efforts of the coaches during challenging times. Unfortunately no squad was able to play or train from January onwards and as such the season has been a write off. Players selected to Academy level were given the opportunity to purchase a hoodie and 60 players took advantage of this.

England Hockey Talent Development Strategy

The first draft of this strategy was released in August 2020 and there has been much debate on this ever since. The role of county hockey in the future has been the focus of our attention and various committee members have attended the online forums and engaged directly with relevant managers at England Hockey. A huge thank you to those that have taken the time to read all of the relevant documents and contribute to the debate.

To save you reading the 100+ pages, here is our interpretation of the fundamentals

- England Hockey will replace the current Performance Centre structure with Talent Academies that will be based in eligible hockey clubs
- England Hockey will introduce the concept of club based Talent Centres
- England Hockey will introduce the concept of a school based Talent School.
- England Hockey will continue to recognise the value of county hockey which will run alongside the Talent Centre(s) and the Talent School(s)

Whilst we acknowledge the importance of multiple entry points to elite hockey, we have come to the conclusion that the currently planned implementation of the proposed strategy risks putting Club Talent Centre based players and coaches in a position of a potential conflict of interest in Gloucestershire.

We appreciate that the strategy is still evolving but equally we believe that we need to make our position clear at this moment in time given the knowledge we have of the new strategy.

Talent Academy - Club

We will endeavor to work with any 'local' Talent Academy on the basis that we currently work with the existing Performance Centre based in Bristol. We do not believe that any Gloucestershire Club will qualify to become a Talent Academy (we might be wrong on this)

Talent Centre - Club

Our current position is that should a Gloucestershire hockey club choose to become a Talent Centre and be successful in becoming accredited, it will mean that players and coaches that are part of the Talent Centre will not be eligible to be nominated for, play at or coach at Gloucestershire county hockey sessions.

The rationale behind this is that the Talent Centre club players and coaches in question will have made a conscious decision to follow a different talent direction for their players and their coaches than the county hockey route.

Talent School

We do not currently have a similar policy for schools because the decisions involved in choosing a school for a student usually go well beyond whether the school are considerably more diverse than choosing a hockey club.

Player at the Centre

GLOUCESTERSHIRE HOCKEY ASSOCIATION

The new strategy places a considerable amount of emphasis on the player being at the centre of everything we do. Whilst this is an objective that we fully support, at present there is no mechanism to practically do this at this moment in time.

As the Player Pathway lead for Gloucestershire, I have come across many examples of schools not knowing which clubs their players are at and many clubs not knowing what schools their players are at. Sharing information about players between clubs, schools and the county is virtually non-existent.

Furthermore, the interpretation of the standard required to succeed at Academy Centre and beyond differs significantly between stakeholders.

Gloucestershire Hockey

Gloucestershire Hockey goes way beyond what other counties typically deliver. Most counties just use the 11 or so dates allocated by England Hockey for Academy Centres (AC) and then run a Development Centre (DC) to feed that AC Cycle. Gloucestershire Hockey runs training for a further 25+ dates in the season as well as running the DC.

For the 2021-2 season we have received over 300 nominations from 40 different sources for 40 AC places at Under 14 Level. This is not sensible or effective. The administration time alone is a huge commitment, especially since the systems provided by England Hockey are not really fit for many of the purposes required to run this.

County Hockey Development Role

The new strategy clearly states that county hockey has a development role to play. We have approved a schools outreach programme that we piloted this season when we were able to do so. We will expand it next season to schools that have less access to coaches.

The Future

As a step to start to tackle some of these issues, over the summer GHA will be consulting as many Gloucestershire clubs and schools as it can to help shape junior hockey in Gloucestershire for the future. Please contact the GHA Chairman, Ian Harvey, to register your interest.

2021 - 2022 Season

We have started planning for the 2021 - 2022 season. We will run a reduced DC offering in May and June. This is because we are still coming out of lockdown during those months and we are mindful of the fact that county hockey players can come from a wide geographical area. We are also mindful of the fact that the England Hockey age group cut off dates lead to mixing academic year groups in the same session. However it has recently been announced (12th May 2021) that the age banding will revert to academic years from September - this will cause another administrative challenge. We will run selection sessions in September and these may extend into October.

Additional Support

Finally I would like to welcome Helen Jefferies to the Player Pathway team. Helen will be involved in various aspects of the process and is a valuable addition to GHA.

Valedictorum

This season we say goodbye to two lead coaches who are moving on to new challenges.

Charli Roberts who has been leading, administering and coaching for 8 years at GHA is starting her NQT year as a newly qualified teacher.

Rich Owen who will be coaching Bristol Ladies 1st XI on Mondays and cannot be in two places at once. Rich will however be leading the schools outreach programme.

We wish them all the very best in their new roles and thank them for their support.

James Doughty, Helen Jefferies
Youth Co-ordinators.

GHA Juniors Festivals and Clubs In2Hockey.

Covid-19 has had a major impact on this season with the Festivals in November, January, February and March all cancelled. Those that did go ahead in October, December and April saw smaller numbers of entries even from those clubs still willing to participate. Indeed across all the clubs the responses were very varied in the face of Covid-19 with some deciding not to play at all whilst others were initially very tentative, but then became very enthusiastic; whilst others were the opposite. The attempt to hold some final events in May failed due to the impact of summer sports.

There have been a total of 14 Festivals this season with them taking place in October, December and April. The U8 mixed had 2 events with a total of 11 teams; U10 girls had 4 events with a total of 24 teams, U10 boys had 2 events with a total of 12 teams; U12 girls had 3 events with a total of 25 teams and U12 boys had 3 events with a total of 22 teams. My thanks to all the clubs, their organisers, the team managers, the officials and the players and their parents for their perseverance and forbearance in delivering all this.

I would like also to thank the schools; Bournside, Cheltenham Ladies College and Dean Close for their support and understanding in working with us to put on these events in the face of all the restrictions and limitations imposed by the Covid-19 pandemic prevention measures. Mind you I think I have never generated so much documentation and written so many regulations, guidance documents and risk assessments as were required this season. I just hope I never have to do anything like this ever again. In this regard though the information and guidance provided by England Hockey has been exemplary and made the job a great deal more manageable.

The In2Hockey competition was eventually entirely cancelled by EH and with lockdown not ending until 12th April the decision was taken to not have any local competition due to the number of clubs deciding to end their season without further involvement.

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 clubs have also been polled 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.

Ian Harvey, GHA Junior Festivals organiser
6th May 2021

Schools Competitions Report - 2020/21

There were no schools competitions this season due to Covid-19, so nothing to report.

Lisa Lundie
GHA Schools Competition Organiser

APPENDIX D – Welfare Officer report.

There have been no incidents to report this year.

Lisa Lundie
GHA Welfare Officer

APPENDIX E – Indoor Secretary Report

There have been no Indoor competitions this season due to Covid-19, so nothing to report.

Rob Fynn
GHA Indoor Secretary

APPENDIX F – Umpiring Secretary report.

This will probably be my final report as GHA Umpiring Secretary depending on the progress of the new England Hockey Governance Reorganisation. In the future, it is anticipated that umpires and umpiring will be developed within playing clubs and under the management of the England Hockey Match Officials Club who will be responsible for all aspects of umpiring below National League level.

Umpiring Courses

Under the current Covid 19 restrictions, all umpire courses are continuously advertised on the England Hockey website and are delivered online. All umpiring courses require the successful completion of the Online Rules Test, in which anyone can participate by signing up to the Hockey Hub at <https://hockeyhub.englandhockey.co.uk/officiating>, registering (or logging on if already registered), and then going through the test.

Assessments

Assessments have been difficult to organise this season. Between lockdowns, three umpires were successfully assessed. However, I am aware that the summer leagues offer a good opportunity for individuals to get themselves assessed.

Meetings

Have this season been attended online. These include meetings of the West Hockey Association Umpiring Committee, Herefordshire Gloucestershire and Wiltshire Umpiring Association (HGWHUA) and Committee Meetings of GHA itself.

HGWHUA

HGWHUA continued to manage, coach, assess and progress neutral umpires who take appointments within the three counties. It is still unclear as to the future of HGWHUA, as there may be some slippage in the timings of the takeover of umpiring and hence appointment of umpires by the England Hockey Match Officials Club.

Umpire Shortages

There is a shortage of umpires at all levels of the game. Of immediate concern is the lack of umpires prepared to take neutral appointments at Junior, County and Regional level, particularly in the women's game but this is also reflected at club level when teams are struggling to find umpires each weekend.

In 2003, there were approximately 180 umpires registered with addresses in Gloucestershire known to GHA. In May 2021, there are 196 assessed umpires and 127 unassessed umpires known to GHA, with approximately 180 umpires who have declared themselves no longer active or have moved out of the area.

Mike Sheppard
Umpiring Secretary

APPENDIX G – County Disciplinary Administrator Report

There had been so little hockey this season due to Covid-19, there was nothing to report.

Rob Fynn
GHA County Disciplinary Administrator

APPENDIX H – Women's Masters Report

As you will expect, there is very limited information to put into this report due to the Covid-19 pandemic, which sadly resulted in little hockey being played since the last AGM in September 2020.

EH Championships

The England Hockey Masters Championships programme for the 2020/21 season was unfortunately severely disrupted due to the pandemic. Following a significant consultation process between EH and the teams that had initially entered at the beginning of the season, EH had great interest in running consolidated Championships over the summer of 2021. Therefore they have revised the Championships and I understand that Bretforton and Wotton-under-Edge have teams playing in the Ladies O45 competition which starts on 6 June.

West Masters

There was no activity regarding West Masters trials, matches or tournaments during the last year. It is expected that these events will be able to run again during the 2021/22 season. In the meantime, if anyone has any questions regarding West Masters, the main point of contact is Jan Baker - jan.baker9@btinternet.com

International Masters

All Masters International Hockey since the last AGM in September 2020 was cancelled. However, an international tournament is scheduled to take place in August in Nottingham between England, Ireland, Scotland and Wales. Squads are playing in 5 year age groups from O35s to O65s and some Gloucestershire players will be playing. Details of those players and the results will be provided in my report following the event. World Cup competitions which were postponed from 2020 were moved to 2021 and have yet again been postponed until late summer/early Autumn 2022 due to Covid-19. It is planned that trials for new squads will commence in Autumn 2021.

On behalf of the GHA Committee I would like to wish all Gloucestershire players in the EH Championships and International fixtures in August the best of luck.

Sally Privett
GHA - Women's Masters Rep

APPENDIX H – Men's Masters Report

A year of stop-start hockey caused by the Covid pandemic made this a very difficult year to achieve much. Nigel Sherwood and I took over the reins from Malcolm Green, and at times it felt as though we had walked into a hornet's nest. We did our best to work within the framework of the Covid requirements and succeeded in getting a practice scheduled at Wycliffe School in mid-October where we had an excellent turnout. Without the help of Graham Wayland who volunteered to be our Covid Officer, this event would have been very difficult to organise.

From the response we had on the day, we realised that 2 teams could be entered into the EH Over 60 Masters competition and this would ensure that all the players would be able to enjoy some good hockey through the season. Having entered the teams, we then arranged a practice match against Wales Over 70, a week before we were due to play our first Cup ties, both being home games. However, Covid had other ideas and we went back into lockdown for a second time which eventually culminated in our withdrawal of both 2 teams in the EH competition in the middle of April 2021.

However, with the easing of lockdown there are a couple of practice matches which are in the process of being arranged against Wales Over 70, one in mid-May and the other in mid-July. Hopefully this will allow a combined team to test their mettle against a regional team and give the frustrated hockey players a chance to release some of their pent up energy on the pitch.

We hope that next season will be as normal as possible and that we can look forward to 2 teams taking part once again in the competition.

Lindsay Ferguson, Nigel Sherwood
GHA Mens' Masters Manager

Gloucestershire HA AGM EH REPORT 2020/21



ENGLAND
HOCKEY

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.

Gloucestershire HA AGM Report

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

Gloucestershire HA AGM Report

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.

Gloucestershire HA AGM Report

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.

Charlie Farrow

Acting England Hockey Relationship Manager

Mob: 07811 336895 Email: charlie.farrow@englandhockey.co.uk

APPENDIX I – MEN'S SENIOR COUNTY REPORT - 2020/21 SEASON

No formal report was submitted as there had not been any activity in 2020 – 21 season. The direction for this is now known and is one of the defined roles for Counties in the future if they want to participate. This will need further discussion in the Committee next season.

Graham Wayland
GHA Men's Senior Manager

Appendix K

Gloucestershire Hockey Association

Persons eligible to vote at the Annual General Meeting

The following if present at the meeting shall be entitled to vote:

- (a) The officers of the Association and members of the Committee.
- (b) Life members.
- (c) Up to two representatives, one women and one man from each affiliated club with both men's and women's teams.
- (d) One representative from each affiliated club with only men or women players.
- (e) One representative from each affiliated school.
- (f) One representative from each affiliated Hockey Umpiring Association

No person voting shall cast more than one vote other than the chair of the meeting who may in addition have a casting vote.

Any other member of an affiliated club or affiliated school or an affiliated Hockey Umpiring Association or an associate member may attend an Annual General Meeting but shall not be entitled to vote.

20 persons present and entitled to vote shall form a quorum.

GLOUCESTERSHIRE HOCKEY ASSOCIATION

Appendix L

Attendance record at AGM on 27th May 2021

Attendee	Club / School / GHA represented	Attendee	Club / School represented
Ian Harvey	GHA President	Shaun Cullimore	GHA Treasurer
Alistair Kilfoil	GHA Men's League Representative and Bristol & West HC	Sara Thompson	Lansdown HC
James Doughty	GHA Youth Coordinator and Lansdown HC	Angie Pearce	GHA Youth Coordinator
Helen Jefferies	GHA Youth Coordinator elect and Bourton and Sherborne HC	Mike Sheppard	GHA Umpiring Secretary
Lindsay Ferguson	GHA Mens Masters Manager	Sally Privett	GHA Womens Masters Manager
Lisa Lundie	GHA Welfare Officer	Graham Wayland	GHA Mens Senior Manager
Sam Jones	Blockley HC	Jane Price	Newent HC
Chris Munro	Yate HC	Brian Mobberley	Gloucester City HC
Claire Ralph	Bourton and Sherborne HC	Lucy McNulty	Cheltenham College and Cheltenham College Preparatory School
Sarah Bowen	Bourton school	Tony Pierce	Bishops Cleeve HC
Sophie Scarrott	East Glos. HC	Liz Waltham	Cheltenham Junior HC
Barbara Reynolds	England Hockey Relationship Manager for West	Angie Atherton	Life Member

Appendix M

25th April 2021

To All GHA Members, Clubs and Schools:

Annual General Meeting Calling Notice

Notice is hereby given that the Annual General Meeting of the Gloucestershire Hockey Association will be held on **Thursday 27th May starting at 7.30pm via an on-line Zoom meeting**. It is being held this way due to the restrictions imposed by the Covid-19 pandemic.

The meeting id is *(embedded in website document)*, the passcode is *(embedded in website document)* and the direct link to the meeting is *(embedded in website document)*

The details of the business to be conducted are listed in the Agenda to be found on the GHA website (www.glos-ha.org.uk), but below is a summary:

1. Apologies
2. Adoption of Minutes from 2020 AGM
3. Matters arising
4. Finance Report
 - Treasurer's Report & Affiliation Fees
 - Adoption of Treasurer's Report, Affiliation Fees & Financial Statement
5. Reports for 2020 – 21 season
6. Adoption of Reports for 2020 – 21 season
7. Election of Officers & Members of the Committee
 - a. Note: a number of officers roles will become redundant during 2021 – 22 due to changes in the Southwest Area (West Region) Constitution and Articles of Association resulting from the EH AGM resolution on governance and the subsequent restructuring of hockey in England. Until this process is complete though these positions need to be appointed. Further the necessary updates to the GHA Constitution for this and the outcomes of the governance restructuring on counties will have to wait until AGM in 2022 as this can only be done if put forward before 1st March preceding the AGM.
8. Any Other Business (by permission of the Chairman)
 - a. Future of Player Pathway and Junior Hockey with relation to new EH Talent Strategy
 - b. Impact of the England Hockey governance restructuring on Gloucestershire

The nomination forms for the GHA Officers and Committee Members along with a list of the current post holders and persons eligible to vote at the meeting can be found on the website. As you will see we are looking for a number of volunteers to fill vacant posts for the season moving forward, therefore we would ask you to consider whether within your organisation you may know anyone who can fill these posts.

The unapproved minutes of the 2020 AGM are also available on the website and similarly the accounts and Committee reports for the current year that have been completed. These may be downloaded in advance from the website. **Hard copy of the reports for the Annual General Meeting of the GHA can be provided on request.** We look forward to seeing a representative(s) from your organisation at the GHA Annual General Meeting.

Ian Harvey, President (acting Secretary), Gloucestershire Hockey Association

Tel: 07925 846775 Email: secretary@glos-ha.org.uk

Appendix N

GLOUCESTERSHIRE HOCKEY ASSOCIATION

Gloucestershire Hockey Association Annual General Meeting 27th May 2021 Agenda

1. Apologies
2. Minutes of the 2020 AGM
3. Matters Arising
4. Finance
 - Treasurer's Report & Affiliation Fees
 - Adoption of Treasurer's Report, Affiliation Fees and Financial statement
5. Reports
 - Secretary
 - Men's West League Representative
 - Youth Co-ordinators
 - Schools competitions
 - Festivals and In2Hockey
 - Player Pathway
 - Welfare officer
 - Indoor Secretary
 - Umpiring Secretary
 - Disciplinary Administrator
 - Masters Managers
 - EH regional relationship manager
6. Adoption of Reports
7. Election of Officers and members of the Committee
8. Any other Business (by permission of the Chairman)
 - Future of Player Pathway and Junior Hockey with relation to new EH Talent Strategy
 - Impact of the England Hockey governance restructuring on Gloucestershire