

GHA Player Pathway Report

September 2021 - January 2022

James Doughty & Helen Jefferies

2021 - 2022 Season update

- AC up and running with 8 squads - training at Oxstalls on Monday nights
- Parallel DC running for U13 and U14 age groups - training at Kings School on Monday nights, delivered by GoCrea8
 - Being used to good effect to assess players throughout the season
 - We have had one difficult appeal which is currently being dealt with by the Junior Sub Committee - see AOB
- We plan to invite Year 7 players for assessment by the end of May, using the AC dates on the England Hockey Centralised calendar and some spare capacity on DC nights
- We will not run any DCs over the summer
- We will repeat the trials process that we used this year next season
- We expect to make a loss on Player Pathway activities this season. However, we are capturing all detailed costs and by the end of the season we will be in a position to make a more accurate forecast for next season. The biggest difficulty is factoring in match day expenses.
 - Trials day cost £918 in coaching costs and £950 in pitch costs
 - Away matches for all squads in Bristol cost £990 in coaching costs
- PC is up and running - we think this is the last cycle of PC. We have 28 players at PC

Talent Strategy and England Hockey

The first tranche of clubs being processed that are in reasonable travel distance of Gloucestershire are: Clifton Robinsons Hockey Club, Team Bath Buccaneers Hockey Club, IIsca Hockey Club,, Reading Hockey Club

- We have had no communication on the progress of the strategy implementation since last committee
- Other counties have reported that they are starting to see a movement of junior players to clubs that have applied for Talent Centre and Talent Academy status - our current understanding is that no Gloucestershire club has applied for such status.
- Our policy remains that players and coaches from any club that does achieve Talent Centre status will not be allowed to participate in county activities

In order to move from the existing governance structure to the new England Hockey governance structure, GHA will need to obtain a two thirds majority at a quorate AGM (or SGM if necessary). If the resolution is not passed then one of the current thoughts is that this will lead to GHA being disbanded. Other opinions are available.

Committee is requested to set up a sub group to plan for all scenarios in the event of the two thirds majority not being achieved.

Indoor Hockey

The U13 and U14 boys AC squads have had the opportunity to play 2 sessions of indoor hockey together in Bristol - this has been enthusiastically received

We are investigating how we might be able to organise more junior indoor hockey in Gloucestershire - this might mean working with a state school to help them bring their facilities up to scratch to play some indoor hockey. This would expand the indoor hockey opportunity beyond the private school community.

This might mean GHA invests in facilities or equipment in return for preferential hire rates and/or access

Committee is asked to approve ring fencing £5,000 for Indoor hockey investment. Funds would only be released once a properly costed plan has been presented to committee. This is supporting section 2.6 of the GHA Constitution (see later)

The England Hockey Player Pathway System

GHA tasked James to implement the England Hockey Player Pathway System (PPS) in 2019. Having used it for 2 years, we would like to draw the committee's attention to the following:

- All investment in improving the functionality of the PPS has been frozen for at least 2 years
- Navigation and filtering functionality is awful
- Reports are generally useless - we can't even report on which players have attended which sessions. This is compounded by the fact that if a player moves squad, all of their attendance records for their previous squads events are no longer visible.
- The PPS is not built to rescale on different devices, especially on mobile phones. This makes navigation quite challenging for parents
- The following functionality either does not work properly or is not fit for purpose
 - Email
 - You can only send emails using the PPS - there is no inbox
 - You cannot easily create template emails for standard messages
 - If you replicate an email that was sent to a lot of recipients, you have to manually delete the old recipients from the original email before you can use the replicated email. If you do not save it as a draft without the recipients, all the old recipients reappear
 - The filter (search) facility only shows ten emails at a time. You cannot do a text search on emails. Only on the title.
 - There is no way of recalling an email from the Queued Message screen.
 - Emails can get stuck in the Queued Message section - they cannot be removed
 - The spell checker is cumbersome to use.
 - You cannot paste images into the body of a PPS email - this is extremely useful as sending a screenshot is often the easiest way of helping a parent navigate through their issue
 - You cannot remove people from the Address Book
 - Schedule
 - You cannot allocate coaches to training or match events - as a result, we have to have a separate system to track coach commitments and payments
 - The match day functionality does not include the facility to take an online register
 - When you enter a session in the calendar a few months in the future, it does not automatically display in the players calendar because the calendar defaults to

only show events 6 weeks in advance and, furthermore, it does not show the events in chronological order. This is why we have a 3rd calendar which shows all events - the GHA calendar

- Online register - you can only tick off 10 players at a time because ALL screens default to only showing 10 records at a time. If you do not click the correct button, you can lose the previous screens ticks
- If you want to invite a non-squad player to a session (say from DC) using the Wider Selections button you have to navigate through 1188 (yes, one thousand one hundred and eight- eight) pages, because all 12,000 PPS player names are listed - not just those from Gloucestershire. There is no filter facility for this part of the system

I have repeatedly pointed out these limitations (and others) to West Hockey and England Hockey. I have repeatedly asked to see the outstanding defects list for the PPS from England Hockey. I have successfully challenged the views and assumptions of England Hockey, West Hockey and other County Administrators that we cannot share data between counties. We can. Generally speaking, the answers I have received have largely been inaccurate and misleading, if I have received a response at all.

I have spent 2 years using what is one of the worst systems I have ever come across in 30 years of working in IT. I will be spending the coming months moving away from the PPS in the hope that I can get some of my life back and that Helen is not subjected to the difficulties that I have faced.

I will migrate all the required PPS functionality onto the GHA Google Domain using Google Workspace systems that are basically currently being used to run the Player Pathway in the background. Quite a bit of data will need to be re-organised and made more secure. We may need to register with the ICO and we may need some external administrative support. **Committee is asked to authorise £500 to cover the above. Committee is requested to approve the above strategy.**

AOB

Selection

The recent challenge to a selection decision has led me to conclude that the permissions that are used in the England Hockey PPS are not fit for purpose. **Assuming that Committee approves the above systems strategy, we propose that the new registration process includes the following permissions**

I agree that the Gloucestershire Hockey Association will store the data collected in this form and that the data will be used to facilitate the smooth running of the Player Pathway and its associated Development and Academy Centres; this includes agreeing that the Gloucestershire Hockey Association can share performance related information with the Registered Player's school and club (where applicable). I agree to notify the Gloucestershire Hockey Association of any changes to any of the data provided in this form in a reasonable and relevant timescale.

I consider that the Registered Player on this form is physically fit and mentally prepared to fully participate in the Player Pathway programme.

In the event that the Registered Player on this form is injured whilst participating in Player Pathway activities, I give my permission for the Registered Player to be given emergency medical treatment by the coaches in attendance or other qualified medical staff at the venue.

I agree that I can only appeal selection decisions made by the Gloucestershire Hockey Association through the Registered Player's school and club (where applicable). I further agree that in the event of an appeal, only the Registered Player's school or club may directly contact Gloucestershire Hockey Association (GHA) and that GHA Coaches cannot be directly contacted by parents and/or guardians of Registered Players.

I understand that the selection process is based on visible observation of Registered Players by experienced hockey coaches and that detailed documentation on each player's performance is only created for Registered Players once they have been selected to the Academy Centre.

The reasoning behind this is that by not having these permissions, there is the potential for parents and guardians of players to unreasonably challenge our decisions.

GHA Constitution

The GHA constitution is out of date. It is unlikely that England Hockey will provide a template constitution that will be fit for purpose.

The County Youth Coordinators hereby request that an agenda item is added to the next Committee meeting that seeks to amend the constitution and confirm that parts of the constitution are still valid

Section	Amend/Clarify - description
1	Clarify - that the GHA is actually affiliated to the new governance structure in the west and nationally and that a two thirds majority vote is required to affiliate to the new governance structures
2.1	Amend to exclude 'mixed' - it is covered in the following words by the use of 'adults, young people and children'.
2.2	Clarify - that this includes the new Competitions Manager role of West Hockey
2.9	Amend - "build a network of associated schools, clubs, companies and individuals to expand the access to hockey for all age groups"
3.1 and 3.2	Clarify - are the boundaries still correct?
4	Discuss whether membership should be expanded to include businesses that specialise in hockey - rationale; we should be supporting such businesses in our area
5.1.6	Amend to include proxy voting and 'postal' voting?
5.1.10	Clarify - why 18?
6.1	Amend - change Director of Coaching to new role - Director of Player Pathway - rationale; the Director of Coaching does not seem to have any role in the current setup whereas the people running the Player Pathway do - these activities generate the vast majority of income for the GHA.
6.4	Add in a clause that mandates attendance at committee meetings and provide a facility to allow Officers to attend via video link. Officers that fail to attend 50% of meetings can be replaced by the committee should they see fit to do so. Majority vote?
7.2	Clarify that these roles are still valid and add in what they are responsible for
9	Clarify - what the qualification standards are for the NGB
AOB	There may be more clauses that require attention...

GHA Youth Coordinators
James Doughty
Helen Jefferies