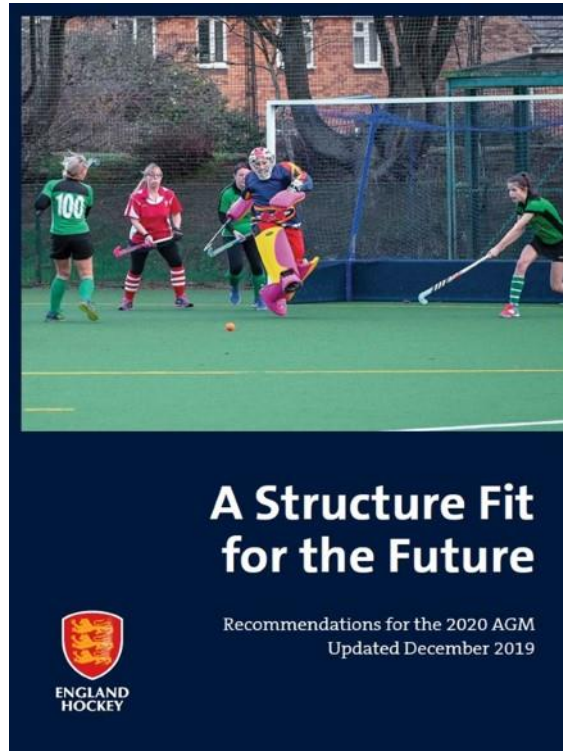


# ***DEVON CLUB FORUM***



# THE 2017 AGM RESOLUTION

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'This resolution proposes that England Hockey review the sport's current governance structure across the country so that it provides the best opportunity to develop the sport; increasing participation levels and the chances of sustained success at a national and international level while safeguarding participants and giving members the best possible experience in the 21st Century'

*'We are a proud, progressive sport, that has always looked to balance our traditions with the desire to improve and innovate. This is a once in a generation opportunity to take a step forward and address the complexity of our current structures to make lives easier for the volunteers of the future.'*

Liz Pelling  
Chair – AGM Resolution Working Group  
Member Elected Vice President of England Hockey



## VISION

A robust governance structure that allows for maximum participation in hockey within a safe environment underpinned by an organisational structure that ensures consistency, accountability, transparency and communication at all levels.

## PRINCIPLES

Seven overarching principles of future good governance in hockey were established by the Working Group. These principles are derived directly from the results of the consultation process. They are as follows:

- 1 As National Governing Body, England Hockey has overall responsibility for the sport in England
- 2 There is a fundamental role for local organisation and decision making
- 3 Clarification of accountability of all organising bodies to their stakeholders and ultimately to England Hockey is required
- 4 Simplification of structure should be the aim to make it easier for all involved
- 5 Clarity of purpose is key for all organising bodies
- 6 Common principles of governance are necessary for all organising bodies
- 7 Consistency of overarching policies, rules and regulations is required for all aspects relating to playing hockey\*  
*\* Umpiring, officiating and coaching are included in the scope of the AGM Resolution and are included within the term 'playing'. Rules and some regulations subject to FIH*



# FROM THIS... IN 2019

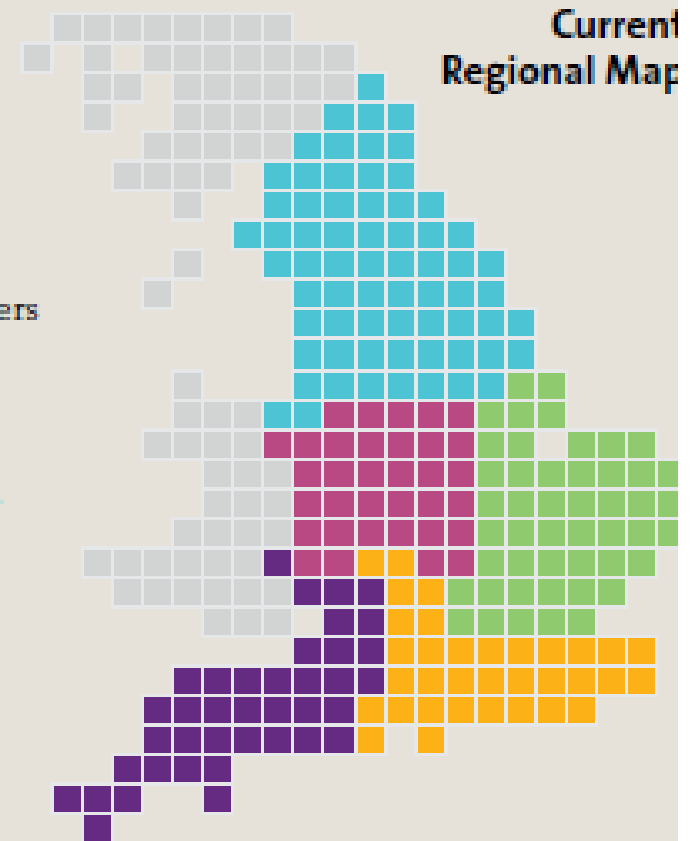
## *From this... in 2019*

### **A structure with:**

- Multiple organisations that are not well understood.
- Lack of consistency and clarity of purpose
- Duplication and inefficiencies in approach that creates extra work in clubs
- Variable governance standards
- Some organisations not directly accountable to their membership or wider governance structures
- Inequality in opportunities to progress.

### **What we have now:**

- Five Regions of significantly different sizes (largest has nearly 3 times as many players than smallest)
- Over 100 organising bodies including regions, counties, umpiring bodies and leagues (adult and junior)
- 40 sets of league rules



# CURRENT REGIONS

Figure 5: Map of the current Regions

Currently:



Figure 6: Distribution of clubs, teams and players in the current regions

Region	Clubs	Adult League Teams	Players aged 16 and under	Players aged 17+
East	104	17%	16%	17%
Midlands	130	17%	13%	16%
North	176	21%	18%	21%
South	181	31%	38%	32%
West	127	14%	15%	14%



# TO THIS... FROM 2021

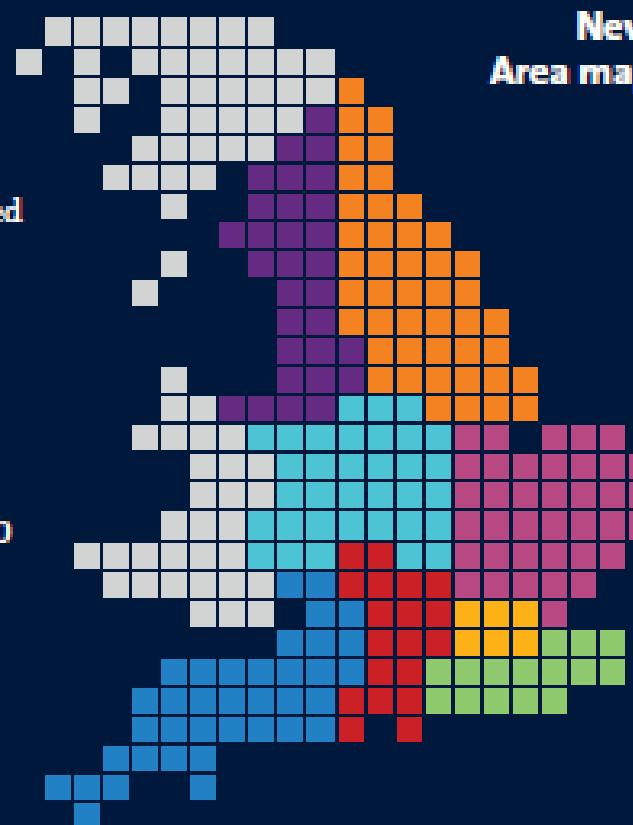
## To this... in 2021

### A structure with:

- Clear purpose and leadership
- Fewer bodies to achieve economies of scale & efficiencies
- Local accountability to members and aligned National structure
- Consistency in both approach and governance expectations
- More equal opportunities to progress through competitions and leagues.

### What it will look like:

- Eight more equal Areas based on density of teams and travel times.
- Sub-Areas with narrower purpose. In most, but not all, cases these will be counties.
- A leaner system with c50 fewer organisations and c100 fewer committees
- One common framework of league rules



# PROPOSED NEW 'AREAS'

Figure 8: Proposed new areas



Figure 9: Distribution of clubs, teams and players in proposed new structure

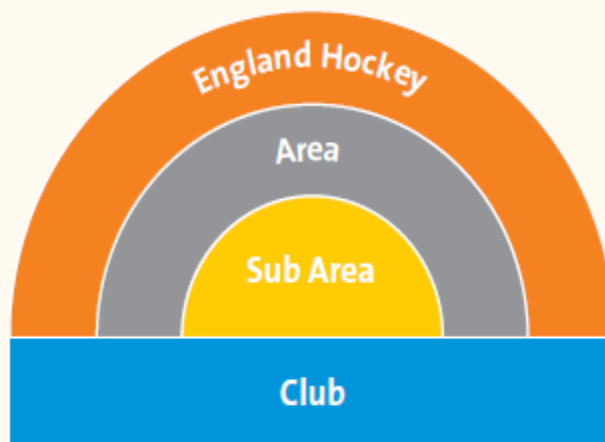
Region	Clubs	Adult League Teams	U16	17+
South Central	71	12%	13%	12%
East	75	12%	11%	11%
Greater London	73	14%	16%	15%
Midlands	130	17%	13%	16%
North East	98	11%	10%	12%
North West	85	10%	9%	10%
South East	66	11%	13%	11%
South West	120	13%	14%	13%





# PROPOSED FUNCTIONAL MODEL

Figure 4: Proposed functional model:



Area	Sub Area	England Hockey
Adult Leagues & Competitions	Player Pathway Activity (Development Centre and Academy Centre)	Policies and procedures for the sport
Junior Leagues & Competitions	Adult Representative Teams (inc Masters)	Coach development and education
Player Pathway (Performance Centres)		Umpiring Courses (Level One)
Discipline		Safeguarding
Umpiring and Technical Officials		Facilities Support and Advice
Masters Representative Teams		EH competitions



# RESPONSIBILITIES

Figure 1: Proposed split of responsibilities

## Area

**Responsibilities:** Adult Leagues & Competitions  
Junior Leagues & Competitions  
Performance Centres  
Discipline  
Officiating Appointments  
Masters Representative teams

## Local Sub-Area

**Responsibilities:** Representative teams: (where demand exists)

- Masters
- Adult
- Junior: Academy Centres & Development Centres



# ***FEEDBACK ON THE INITIAL PROPOSAL***

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## **Support for;**

- Simplified Structures – benefits of fewer bodies with better technology
- Good Governance – clubs ability to influence decision making, better transparency
- Common League Rules
- Fairer and more equal structure

## **More detailed work required on;**

- Umpiring Structures – scale of change and challenges on independent appointments
- Balancing travel v competition standards
- Junior competition – greater detail, in particular the split of responsibilities between Area and Sub Area
- Governance of Area and Sub Area – local v national
- Schools excluded from scope – clear process for aligning schools agenda
- Assets – absorbed or dissolved needs to be managed properly, no increased costs

## **Change Process;**

- Loss of volunteers is a concern
- Improve use of technology
- Clear, well managed Implementation Plan and timescale
- England Hockey's capacity and capability to lead change
- Detailed geography of league areas required



# CHANGES & ADDITIONS TO PROPOSAL

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- Governance relationship with England Hockey
- Timing – some changes to allow more time to transition so Masters, Umpiring and detailed arrangements for Sub-Areas have been extended
- Sub-Areas – more clarification on approach and timings
- Adult Competitions – more detail provided on outlining league structures
- Junior Competitions – responsibilities have been defined with clear ‘delegation’ relationship between Area and Sub-Area, where the Sub –Areas are appropriate to lead on certain competitions
- Financial implications for clubs with Area and Sub-Area draft budgets
- Technology update



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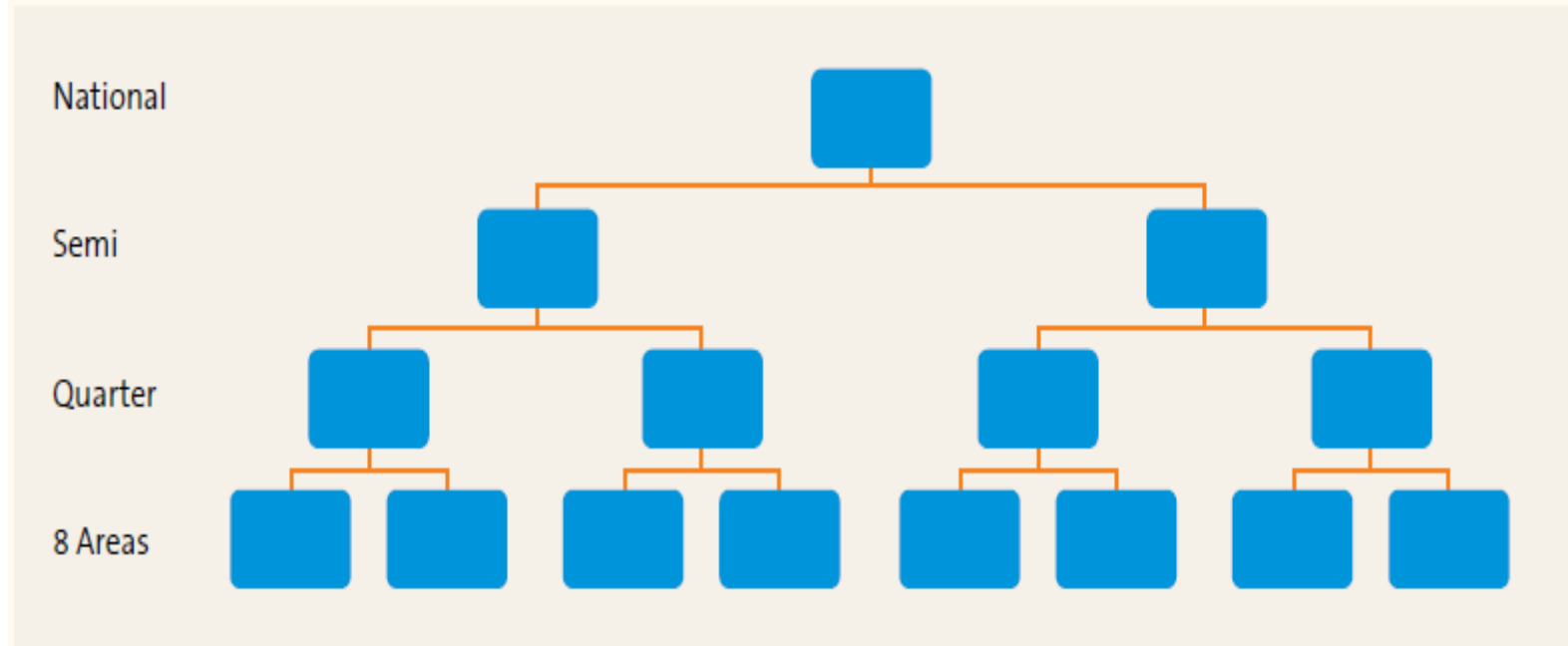
# FUNCTIONAL AREA – ADULT LEAGUES & COMPETITIONS

- Eight Areas
- Breadth & depth of competition more equal
- Simpler structure – one West League
- Common approach to league rules & regulations
- Technology approach to league administration
- Detailed draft Adult league structure – [www.Englandhockey.co.uk/astructurefitforthefuture](http://www.Englandhockey.co.uk/astructurefitforthefuture)
- Note – there will be 2 sets of promotions & relegations before proposed structure season 2021-22
- Indoor Hockey – one qualifier from each Area
- Other Competition eg summer leagues & County Cups will continue to meet local demand
- England Hockey Championships – possible review to align to 8 Areas



# LOGICAL ...

Figure 7: A more logical competition structure





# FUNCTIONAL AREA – JUNIOR COMPETITIONS

- New junior competition structure aligned to National Framework, will come from the Areas
- Some delegation of activity to Sub-Areas
- All junior competitions / leagues will need to be within the governance of the Area / Sub-Area
- Consistent
- Junior Competition Framework to include;
  - U8, U10 & U12 In2Hockey
  - U14 In2Hockey & 11 aside
  - U16 & U18 11 aside
- Development / Badgers – part of formal adult league
- Teams enter Competitions in May 2021
- Junior Competitions start September 2021





# **FUNCTIONAL AREA – UMPIRING & OFFICIATING**

- Aim to ensure that league rules support provision of the right umpire to the right game
- Consistent requirements across genders, deliverable by clubs
- Player Umpires supported
- Appointed Umpire Structure
- Consistent Umpire Framework for the betterment of the game at all levels
- Provide a National Structure, delivered locally
- 'Area' Umpiring sub-committee
- Committee to work closely with other volunteers in their Area
- Technical Officiating sits within 'Area' Umpiring sub-committee



# FUNCTIONAL AREA – DISCIPLINE

- Area level function
- Eight Area Discipline Administrators
- Pool of Discipline Administrators in Sub-Areas determined by workload
- Work shared equally with clear succession plan
- Avoid conflicts of interest
- Technology improved



# FUNCTIONAL AREA – MASTERS

- Increasing the provision of Masters hockey
- More systemic approach to align competitions and leagues to new Areas
- Consistency of opportunity
- Area has clear defined function for Masters hockey
- Representative teams
- Club level provision
- Collaboration between Areas for some club level activity
- England Hockey Masters Summer Championships
- Regional Championships for the 8 Areas



# FUNCTIONAL AREA – PLAYER PATHWAY

- Reviewing or fundamentally changing the Player Pathway is outside the scope
- Implications for governance is included
- PC will be the Area's responsibility
- DC and AC will be the Sub-Area's responsibility
- Player Pathway will be reviewed in coming months



# GOVERNANCE

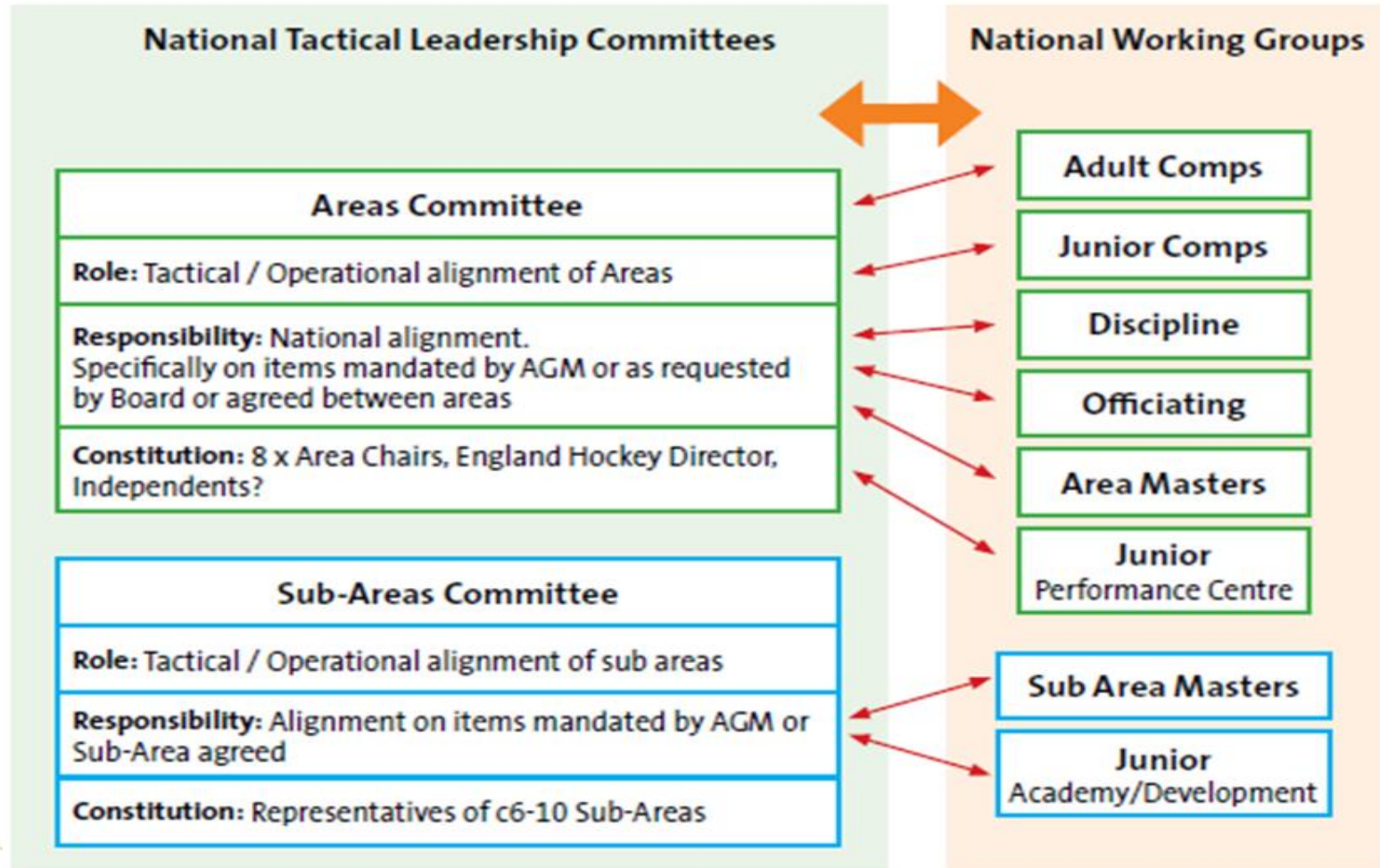
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- Areas will be new legal entities
- Governance relationship between Area and Sub-Area with England Hockey
- Ensure right balance in decision making between local accountability and a consistent National approach
- Clear lines of communication
- To ensure accountability, the relationships between bodies must be recognised
- Clubs would be an affiliated member to all 3 governance levels
- Areas and Sub-Areas would remain voting members of England Hockey
- Area Committees & Sub-Area Committees would operate under the delegated authority of the England Hockey Board





# GOVERNANCE



# COMMUNICATION

Body	Number	Decision Making Body	Committees*
England Hockey	1	England Hockey Board	Audit Remuneration Nominations Discipline Appeals Elite Domestic Game Panel Umpiring and Officiating Committee Technical Appointments Panel Player Pathway Committee
Areas	8	Management Committee / Board	Adult Leagues & Competitions Junior Leagues & Competitions Discipline Officiating (Umpiring & Technical) Masters Performance Centres
Sub-Areas	40+	Management Committee / Board	Academy and Development Centres Masters

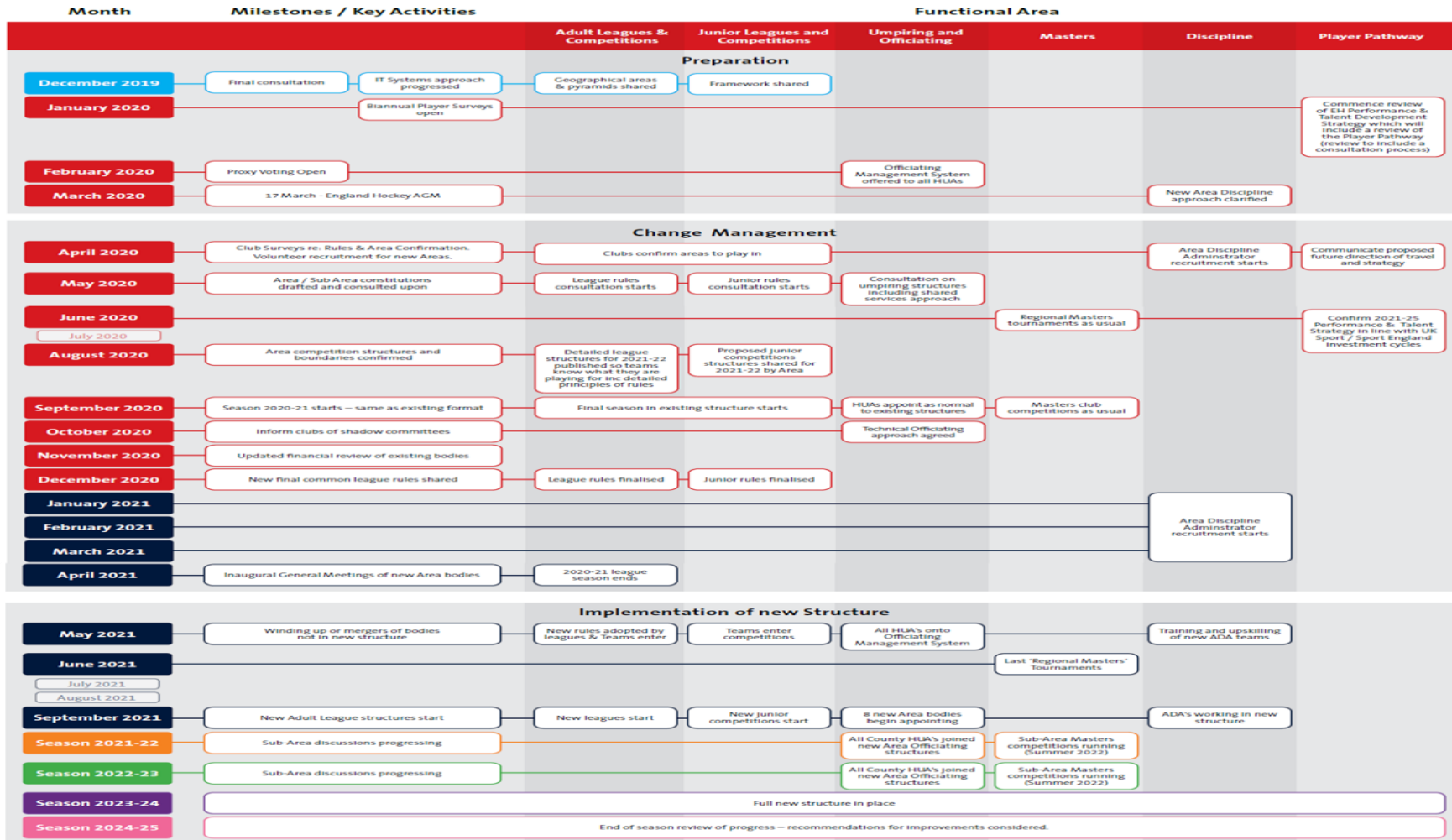
\*where appropriate as some leaner approaches to delivery may absorb the activity into Management Committee work





# TIMELINE FOR CHANGE

## 8. Timeline for change



# WHY IS IT A GOOD THING?

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## Benefits for Clubs:

- More simplified system with fewer bodies to deal with.
- More opportunities for teams and clubs to succeed.
- Clearer junior competition structure.
- Common rules and regulations across genders = More consistency with less administration.
- Clubs become voting members of all bodies.

## Benefits for Associations:

- More economies of scale.
- Fewer connections to be made between organisations.
- Better potential to create some paid administrative roles if desired.
- Clearer approach to engagement with England Hockey and clubs.



# ***HOW DOES MY CLUB VOTE?***

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All affiliated clubs and member associations will be able to vote in the England Hockey AGM on 17th March 2020.

**All bodies will be able to vote electronically so it is not necessary to attend the AGM.**

Voting forms and processes will be sent to the primary contacts in each organisation in February 2020.

If you have any questions related to your organisations voting rights, please email [agm.resolution@englandhockey.co.uk](mailto:agm.resolution@englandhockey.co.uk)

**England Hockey strongly recommends all clubs and associations to cast a vote given the importance of these proposals to the future of the game.**



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WE DIDN'T VOTE  
BECAUSE IT WON'T  
MAKE A DIFFERENCE!