

## **England Hockey AGM Governance Review Survey – Clubs**

*This survey is for Club Administrators/Committee Members and Club Members*

As the National Governing Body, England Hockey has overall responsibility for the governance of hockey. In March 2017 we were asked to review our current governance structures through a resolution presented at the England Hockey AGM and passed by a majority (57 votes to 1, with 3 abstentions). The AGM resolution read as follows:

*“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 national and international level while safeguarding participants and giving members the best possible experience in the 21st century”.*

**We are seeking responses from across hockey in order to better understand current governance structures and how they work. We want your views about the way in which hockey is currently run and managed by Regional Associations, County Associations, Umpire Associations and Leagues and whether this meets the needs of clubs and players. We want to know if you feel that it currently works well or if improvements could be made and, if so, we want your thoughts and ideas on practical solutions.**

An England Hockey governance review working group has been established to address the AGM resolution. The findings from the survey will be used by this group to help identify opportunities and develop best practice in governance for the benefit of our sport. Yew Consulting, an independent sports consultancy, have been commissioned to develop the survey questions and are collecting and analysing the data on our behalf. Responses are anonymous and will be handled in accordance with the Market Research Society Code of Conduct and in compliance with the Data Protection Act 1998.

This version of the survey is for club administrators/committee members and club members. It will take between 10-15 minutes to complete. Please complete the survey no later than **Sunday November 26th 2017**.

*About You*

**1. In what capacity are you answering this survey?**

Please select one only

	As a club administrator/committee member
	As a playing club member
	As a non-playing club member
	As a regional administrator/committee member
	As an umpire/technical official
	Other- please specify

**2. What is the name of your [Regional/County/League/Umpiring] Association?**

Drop down list based on answer to Q1, including other option in case it is not listed

*Who you represent*

**3. Who are you completing this survey on behalf of?**

	The whole club, completed in consultation with your club's management/executive committee
	The whole club completed without consultation without consultation with your club's management/executive committee
	A specific section of the club, completed in consultation with that section's committee
	A specific section of the club, completed without consultation with that section's committee
	Myself, as an individual administrator/committee member
	Other (please specify)

*If answering on behalf of a specific committee or sub-group, or as an individual*

**(3a) Which sections of the club do the answers in this survey represent?** Please select all that apply.

	Men's
	Ladies
	Juniors
	Mixed
	Masters/Veterans
	Flyerz/Disability
	Umpires
	Coaches
	Other (please specify)

*About your club*

**4. What is the name of the County that your club is affiliated to?**

Please select from the drop down menu

**5. What is the name of your club?**

Please select from the drop down menu

*Your experience of hockey's governance*

**Thinking about hockey's governance and its impact upon your club and players, please state whether you agree or disagree with the following statements.** Please select one answer on each row.

**6. Your views on hockey's governance**

	Agree strongly	Agree slightly	Disagree slightly	Disagree strongly	Don't know
On balance, the governance of hockey works well					
The governance of hockey at regional level supports clubs to achieve their objectives					
The governance of hockey at county level supports clubs to achieve their objectives					
The governance of hockey at a league level supports clubs to achieve their objectives					
The governance of hockey umpiring supports clubs to achieve their objectives					
The governance bodies our club affiliates to work well together e.g. Regional Association, County Association, Umpire Association, Leagues (s)					
Governance bodies use their resources effectively					

**7. Your understanding of governance roles and responsibilities**

	Agree strongly	Agree slightly	Disagree slightly	Disagree strongly	Don't know
I am clear about the roles and responsibilities of the regional associations					
I am clear about the roles and responsibilities of the county associations					
I am clear about the roles and responsibilities of the leagues					
I am clear about the roles and responsibilities of the umpire associations					

8. Thinking about the governance of hockey overall and its impact upon clubs and players, please select the statement that most closely aligns with your view in each of the following broad areas

	No improvement needed	Minor improvement needed	Some improvement needed	Significant improvement needed	Don't know/Not sure
<b>Governance structure</b> e.g. the type and nature of governance bodies, their roles, responsibilities and levels of authority					
<b>People involved in governance</b> e.g. the diversity and skills mix of the people involved in governance, management of conflicts of interest					
<b>Governance standards and conduct</b> e.g. the conduct of governance bodies, whether they reflect hockey's ethics and core values, whether performance is regularly reviewed					
<b>Governance process and policies</b> e.g. compliance with laws and regulations, financial and risk management					
<b>Communications and transparency</b> e.g. how transparent and accountable governance bodies are, if they are engaging with stakeholders					

Thinking about your experience of the way in which the rules, regulations and ethics of hockey are currently applied or delivered please state whether they have a positive, negative or neutral impact on your club and players. Please select one answer on each row.

### 9. Rules and regulations

	Positive impact	Negative impact	Neutral impact	No experience of this/ don't know
League entry requirements				
League regulations				
Non-league competition entry requirements				
Non-league competition regulations				
Geographic areas for league play				
League promotion rules				
Player registration rules				
Management of player data				
County affiliation requirements				
Region affiliation requirements				
Setting and updating the rules for new/different versions of hockey e.g. Quicksticks, Rush Hockey				

### 10. Umpiring

	Positive impact	Negative impact	Neutral impact	No experience of this/ don't know
League/Cup rules on the provision of umpires				
Allocation of umpires from appointing bodies				

### 11. Discipline, safety and ethics

	Positive impact	Negative impact	Neutral impact	No experience of this/ don't know
Management of player or club misconduct/discipline offences				
Appeals process for misconduct/discipline offences				
Encouraging equality in hockey				
Management of safeguarding issues				
Management of risks and injury across the sport				

**12. If you have indicated that one or more of these areas is having a negative impact, please outline in more detail the one thing that you believe is currently having the greatest detrimental impact on your club and/or players**

--

*Your club's involvement in governance*

**13. Over the past two years, has your club actively encouraged members to volunteer for a role with any governance body e.g. Regional Association, County Association, League or Umpiring Association?**

	Yes
	No
	Don't know

*Where a no answer has been selected*

**14. Why doesn't your club encourage members to volunteer for governance body roles? (Please select all that apply)**

	Don't feel that it will be of benefit to our club
	Not sure what they do
	The roles require too much time commitment
	What they do is not relevant to our club
	Don't like the way they operate
	Meetings are too far away
	It's a closed shop/don't see roles as being open to all
	Not sure what our members would be able to contribute/add
	Not aware of how to get involved
	Don't have the resources to support their involvement
	Don't see it as a role for the club to encourage people, it's up to the individual
	Club has never been asked
	Don't know
	Other (Please specify)_

15. Which of the following, if any, would encourage greater involvement from your club or you personally in governance bodies (Please select all that apply)

<input type="checkbox"/>	Seeing all roles openly advertised
<input type="checkbox"/>	Role descriptions so it is clear what you are expected to do
<input type="checkbox"/>	Short term limits for each role e.g. asking people to serve only one term of 2-3 years
<input type="checkbox"/>	Limiting the overall length of time any individual can hold a position e.g. maximum of 3 terms
<input type="checkbox"/>	Seeing clear terms of reference that set out what the body's roles and responsibilities are
<input type="checkbox"/>	Seeing gaps in the diversity, skills or make up of a committee or sub-group highlighted and people who could fill those gaps being explicitly encouraged to apply
<input type="checkbox"/>	Seeing an action plan that sets out what the body is going to be doing during the year
<input type="checkbox"/>	Seeing a summary of what that body has achieved over the last couple of years
<input type="checkbox"/>	Being able to share a role with someone else
<input type="checkbox"/>	Being able to shadow someone to learn or try out a role before taking it on
<input type="checkbox"/>	Having a role 'mentor'
<input type="checkbox"/>	Knowing that the venue for meetings will be moved around the area
<input type="checkbox"/>	Video or telephone conferencing being used for meetings
<input type="checkbox"/>	Being supported by a paid administrator or officer
<input type="checkbox"/>	None of the above
<input type="checkbox"/>	Don't know

16. Is there anything else that would encourage greater involvement from your club or you personally in governance bodies?

17. In the last 2 years have you or a representative of your club raised any concerns or sought to influence the actions or decisions taken by a regional committee or sub-group?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Don't know

18. In the last 2 years have you or a representative of your club raised any concerns or sought to influence the actions or decisions taken by a county committee or sub-group?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Don't know

**19. In the last 2 years have you or a representative of your club raised any concerns or sought to influence the actions or decisions taken by a league committee or sub-group?**

	Yes
	No
	Don't know

**20. In the last 2 years have you or a representative of your club raised any concerns or sought to influence the actions or decisions taken by a umpiring committee or sub-group?**

	Yes
	No
	Don't know

*Where the answer is yes the following questions will be asked:*

**21. How did you seek to do that?**

Please select all that apply

	Asked for an item to be considered at a committee or sub-group meeting
	Attended a committee or sub-group meeting in person
	Asked for an item to be considered at an Annual General Meeting (AGM)
	Attended an AGM in person
	Proposed a resolution for the AGM
	Wrote to/emailed the Chair, secretary or another committee member
	Spoke in person to the Chair, secretary or other committee member (outside of a meeting)
	Nominated someone to a role on a committee or sub-group
	Other, please specify

**22. Did the committee or sub-group consider your concern or suggestion and let you know the outcome?**

	Yes
	No
	Don't know

**23. Did you feel that your concern or suggestion was dealt with appropriately and fairly?**

	Yes
	No
	Don't know

**24. What concern(s) did you raise or what action/decision(s) did you try to influence?**

--

*Governance principles and responsibilities*

**25. Do you think it would be beneficial to hockey clubs and players if principles of good governance were developed across the whole of hockey?**

	Yes
	No
	Don't know

**26. Please state whether you agree or disagree with the following statements as possible principles of good governance for the whole of hockey. Please select one answer on each row.**

	Agree strongly	Agree slightly	Disagree slightly	Disagree strongly	Don't know
There should be a clear governance structure with clearly defined roles and responsibilities					
A diverse mix of people should be involved in decision making with a range of relevant skills, experience and knowledge					
All governance bodies should be contributing towards shared objectives to increase participation in hockey					
All governance bodies should be contributing towards shared performance pathway and international success objectives					
Fresh ideas and people should be regularly brought into governance organisations					
Governance bodies should put in place succession plans for key roles					
All roles, whether paid or voluntary, should have clear responsibilities and reporting structures					
The rules and regulations that are followed should be consistent across governance bodies with the same responsibilities					
Governance bodies who cover the same geographic area should be communicating and working together					
Governance bodies should embrace technology to ensure they deliver effectively					

The right systems should be in place to ensure that conflicts of interest and bias are avoided					
Processes should be put in place so that the views of relevant stakeholders e.g. players, administrators, coaches, umpires etc are taken into account in decisions that are taken by governance bodies					
It should be clear to everyone who each governance body is accountable to and how they are held to account					
All governance bodies should have a financial plan that demonstrates how its resources will be used to deliver its objectives and responsibilities					
The progress and performance of governance bodies should be reviewed regularly					
Governance bodies should regularly publish information about the decisions they take and their use of resources					

**27. Is there anything else that you would want to see as a possible principle of good governance for hockey?**

**Going forward who do you think should have responsibility for the following aspects of hockey governance?** Please select at least one answer in each row. You may select more than one organisation if you think the responsibility should be shared

**28. Governance of the game**

	England Hockey	Regions	Counties	Leagues	Umpire Assoc	Other	Don't know
Promote good management and administration of the game							
Develop strategy							
Administer club affiliation							
Share information between organisations							
Raise the profile of hockey/promote hockey							
Support clubs to grow hockey participation							

Support schools to grow hockey participation							
Support colleges/universities to grow hockey participation							
Support clubs and schools to improve playing facilities							
Arrange leagues							
Arrange competitions							
Select and prepare representative squads							
Support the player pathway							
Implement England Hockey strategy							
Encourage adherence to governance good practice							

### 29. Governance of umpiring, officiating and coaching

	England Hockey	Regions	Counties	Leagues	Umpire Assoc	Other	Don't know
Organise umpiring for leagues and competitions							
Organise technical officials for leagues and competitions							
Maintain/improve standards of umpiring							
Maintain/improve standards of technical officiating							
Maintain/improve standards of coaching							
Grow number of coaches							
Grow number of umpires							
Grow number of technical officials							
Provide technical advice and guidance							

### 30. Governance of discipline, equality and safeguarding

	England Hockey	Regions	Counties	Leagues	Umpire Assoc	Other	Don't know
Identify and manage risks in hockey e.g. data on injuries, match incidents							
Encourage adherence to national and international hockey policies and rules							
Manage disciplinary matters							

Manage safeguarding matters							
Promote and encourage equality							
Manage equality matters							
Other (please specify)							

*Improving governance*

**31. Thinking about what would have the most impact on clubs and players. Is there anything else about hockey governance that you would like to comment on?**

**32. Do you have any other ideas or suggestions as to how the governance of our sport could be improved?**

*Future involvement*

**33. If you are interested in contributing further to the governance review e.g. attending a consultation meeting please provide your contact details below**

Please note that your personal details will be shared with England Hockey to facilitate your future involvement in the review but will not be associated with the survey answers you have provided.

**Full name**

**Email address**

**Phone number**

*About you*

You do not have to complete these questions, but it would be helpful to the working group to understand a bit more about who has responded to this survey

**34. Are you:**

<input type="checkbox"/>	Female
<input type="checkbox"/>	Male

**35. How old are you?**

<input type="checkbox"/>	U16
<input type="checkbox"/>	16-20

	21-25
	26-30
	31-40
	41-50
	51-60
	61+

**36. Do you currently hold or have you previously held and administrator or committee position at any of the following levels? Please select all that apply**

	Current	Former
Regional Association		
County Association		
League		
Club		
Umpire Association		
Other (please specify)		

Thank you very much for completing this survey.