

AGM RESOLUTION – UPDATE 2

December 2018



INTRODUCTION

This is the second edition of a series of newsletters that will keep members up to date with progress on the 2017 AGM Resolution that requested England Hockey to review the governance of the sport at a grassroots level. All documents referred to in this newsletter can be found on the [Governance Review](#) page of the England Hockey website. In this edition we'll cover:

1. The principles that will underpin any proposed changes
2. Some initial 'Quick Wins' and updates
3. Future Work

VISION

The intended outcome at the end of the governance review is as follows:

*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.***

UNDERPINNING PRINCIPLES

Since the AGM Resolution the Working Group overseeing the project have consulted widely and reached consensus on the principles against which future decisions should be considered:

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

Update

Final consultation on these principles closed on 10 October 2018. Following presentation to the England Hockey Board, the AGM Resolution Working Group can confirm that the Vision, Principles and Requirements, underpinning the work on the AGM Resolution, have received Board endorsement and will now form the basis of all future work in this area. The AGM Resolution Working Group would like to thank all who provided comments and feedback, it was very much appreciated.

AGM RESOLUTION 'QUICK WINS'

BACKGROUND

A Consultation event was held at the Vitality Hockey Women's World Cup that encouraged England Hockey to put in place a number of "quick wins" which had been identified and widely supported.

Consistency

DISREPUTE COMPLAINT REGULATIONS

More consistency and greater England Hockey support for volunteers

In 2017, following a number of high profile, complex disrepute complaint cases that put considerable pressure on the volunteers involved, the England Hockey Board directed that all difficult Disrepute Complaints would be managed centrally by England Hockey, with the option that should these matters be more appropriately dealt with at local level that they be referred back to the relevant County or Regional Disciplinary Administrator or Club Disciplinary Officer for dealing. These changes were introduced on 21 September 2018.

A copy of the revised Disrepute Complaint Regulations along with a flow chart to ease interpretation of the Regulations, setting out in detail the new procedure for handling disrepute complaints can be found on the [England Hockey website](#)

For further assistance or guidance on the revised Disrepute Complaint Regulations, please contact the England Hockey Head of Governance at enquiries@englandhockey.co.uk in the first instance.

JUNIOR CLUB HOCKEY

Fill the gaps in the consultation with regards to the Governance of Junior Club Hockey to ensure consistency with the rest of the sport

The Consultation Workshop at the World Cup recognised a gap in the research around the governance of junior club hockey. The Working Group agreed with this recommendation and England Hockey will facilitate a Workshop to consult around the gaps that need to be addressed. Recruitment for the Workshop took place in late September to meet on Monday 29 October 2018 and report findings and recommendations by the end of November.

Update

The Workshop focussed on reviewing the Governance Structure on Junior Club Hockey, (not including schools), was held at Bisham Abbey on 29 October 2018. The attendees are currently reviewing the outputs from the Workshop.

Communication

COMMUNICATION AT ALL LEVELS

At the beginning of the season England Hockey to compile a list of key officeholders for the 2018/19 season

There is no central register of the key office holders at county, regional and league level so communication is extremely difficult. England Hockey will therefore set up a free communications register, to run alongside affiliation, for all bodies to ensure open lines of communication around the governance review and associated England Hockey issues. This will be a short, simple process aimed at improving two-way communication.

Update

England Hockey has now set up a communications register, to run alongside affiliation, for all bodies to register the details of key contacts within their organisation to ensure open, two-way lines of communication around the governance review and associated England Hockey issues. We aim to have the register completed by the end of 2018.

Transparency

PUBLICATION OF SYNOPSIS BOARD AND COMMITTEE MEETING DECISIONS

England Hockey to publish committee meeting decisions alongside the established Board synopsis

For the new season 2018/19, England Hockey to set the example and publish Committee Meeting decisions alongside the established Board synopsis. For details please visit the [Governance section](#) of the England Hockey website.

Accountability

FRAMEWORK AGREEMENT FOR DATA SHARING

Lawful data sharing across the sport

As part of affiliation for the 2018/19 season, clubs (and Leagues and Associations through the free communications register) will be asked whether they wish to sign up to the England Hockey Framework Agreement on Data Sharing. A database of signatories will be compiled and managed by England Hockey to enable members to confirm whether parties wishing to share data are party to the Agreement. The difficulty, duplication and time required for continual sharing of data between bodies was identified in the consultation as a major issue and the Data Sharing Agreement is a first but important step in making it easier for volunteers.

Update

Almost 85% of Clubs signed the Framework Agreement for Data Sharing as part of their affiliation process. Now that the affiliation window is closed, those Clubs who have not signed the Framework Agreement on Data Sharing will be contacted to try to understand why not and, where appropriate, provide advice and assistance to ensure a maximum number of signatories.

FUTURE WORK

A number of areas have been identified as requiring review in the medium to long term. They are as follows:

1. Technology
2. Structure
3. League Rules

TECHNOLOGY – *Communication & Consistency*

In light of the feedback around the complexity of online systems and structures in the sport, England Hockey intends to become the aggregator of a single source of information relating to player and fixture/result data. This project has started already but the feedback from the research from clubs and associations has reconfirmed the need to do this. Phase One of this project will launch in 2018 and is commonly referred to as the Approved Provider scheme. Over time England Hockey will create more ways for data to integrate and be shared between systems to improve effectiveness and efficiency for clubs and other users. [See news item 9 February 2018.](#)

STRUCTURE – *Consistency, Communication, Simplification, Accountability and Transparency*

The future governance structure of hockey in England will be reviewed as part of this process. Any proposed structural changes, if at all, will be publicised and a period of consultation will follow.

LEAGUE RULES - *Consistency*

Inconsistency in league rules was identified as a major frustration for volunteers and work will be undertaken to understand the extent and breadth of rule differences across the hockey leagues in England. Dependent upon the outcome, work will be undertaken to determine where consistency in League rules can be achieved, and if appropriate, will be introduced.

UPDATES

As the work in each of the 'future work' areas progresses, a more detailed paper will follow. All future updates will be posted on the [AGM Resolution web page](#).

Please refer any questions and/or comments to agm.resolution@englandhockey.co.uk