

ENGLAND HOCKEY
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

ENGLAND HOCKEY

(A Company Limited by Guarantee)

COMPANY INFORMATION

Directors

Nick Pink (appointed 4 November 2019)
Kuldeep Kaur (appointed 12 October 2020)
Richard Beer
Richard Sykes
Andrew Tapley
Andrew Hunt
Royston Hoggarth
Edward Barney
Kathryn Swann
Angela Durnin (appointed 15 September 2020)
Simon Mantell (appointed 15 September 2020)

Company secretary

Kuldeep Kaur

Registered number

04623333

Registered office

Bisham Abbey
Bisham
Marlow
Buckinghamshire
SL7 1RR

Independent auditors

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

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ENGLAND HOCKEY

(A Company Limited by Guarantee)

STRATEGIC REPORT FOR THE YEAR ENDED 31 AUGUST 2020

Introduction

England Hockey is a company limited by guarantee, it has no share capital. The Members comprise the subscribers to the Memorandum, the five Regional Hockey Associations, the UK Armed Services Hockey Association, and the Counties and Affiliated Clubs as set out in the Articles of Association. These members each guarantee to contribute a maximum of £10 in the event of the Company being wound up.

The Memorandum and Articles of Association of the Company prohibit the distribution of any surplus therefore there can be no dividends to members. Any surpluses will be applied to furthering the objects of the Company.

As the National Governing Body, England Hockey is responsible for overseeing the promulgation and application of the laws and procedures of the International Hockey Federation ("FIH") to hockey in England. Whilst the objects of the Company are set out in detail in the Memorandum and Articles of Association, these may be summarised to undertake all and any activities to increase participation in hockey and secure international success.

Business review

The Company's vision is for a "nation where hockey matters" and England Hockey has sought to build on hockey's success on and off the pitch at London 2012 and Rio 2016. The current 2017-21 strategy is seen as an evolution of the previous one and underpinned by the Company's virtuous circle of building towards regular success on the international stage, achieving greater visibility for the sport, leading to an increased level of participation.

This year has been an exceptional one due to Covid-19 and although most participants saw their 2019-20 season completed it did have an impact on the end of season domestic playoffs. Subsequently all international hockey was cancelled for 6 months, only restarting for England and Great Britain in October 2020. Domestic hockey was able to resume in August 2020 and the league hockey season was able to start in September, but the disruption has continued as Government restrictions have been imposed.

The impact of Covid-19 on England Hockey has been significant and has been felt in many areas including:

- The postponement of the FIH Pro-League matches due to be hosted in May and June 2020 meant that ticket revenue and sponsorship income was lost.
- Income from hockey activity such as coaching and umpiring courses has been reduced.
- Affiliation fee income due in October 2020 has been delayed
- Prices for courses have been frozen.
- Sponsorship has become even more challenging to retain and attract as commercial partners have themselves felt the impact of Covid-19.
- Significant resources have been diverted to managing the process of returning to play, and elite return to training.
- Income fell from £11.3m in the previous financial year to £8.3m.
- Reserves have been reduced to £1.2m.

Overall England Hockey returned a deficit of £382k. The cash position however remains robust with cash balances of £2.5m.

Despite these challenges there have also been significant achievements. The delayed 2020 AGM took place in September 2020 and saw the approval of the biggest changes to hockey's competitive and governance structure in a generation, with 86% support from those members who voted. This followed a lengthy period of consultation with members, and work has already begun to implement the changes which will take several years to deliver.

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STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

Business review (continued)

The 2019-20 season saw a consolidation of the size of the membership with another small growth of 0.5% in player numbers on top of multiple years of increases in numbers in member clubs. The impact of the Covid-19 pandemic curtailed all activity between late March and the summer, with some modest activity restarting in July 2020 in preparation for the disrupted 2019-20 season. Significant support has been provided by England Hockey to clubs in helping meet the requirements to get back playing hockey safely and as an outdoor sport hockey has been able to resume more activity than many other sports.

In a decision that was unrelated to Covid-19, Investec decided not to renew its long term partnership with England Hockey and Great Britain Hockey in February 2020. It has been a very successful partnership on many levels and that success will help the work that has begun to find a new partner.

Note 25 sets out how England Hockey has used its UK Sport and Sport England grants. This is a requirement of the Code of Sports Governance and England Hockey is required to be compliant with the Code in order to receive continued public funding. Sport England and UK Sport have assessed England Hockey's compliance with the Code and in December 2017 announced that England Hockey was one of the sports that met the Code's requirements. UK Sport and Sport England continue to monitor England Hockey's compliance with the code.

Principal risks and uncertainties

The impact of Covid-19 has been set out above and remains a major risk with continued uncertainty over government restrictions. The sport has taken considerable steps to satisfy the Government that it can take place safely but the situation is likely to remain uncertain until early 2021.

The current funding cycles from Sport England and UK Sport come to an end in 2021 and the outlook for the future is made more complicated by the wider impact of Covid-19, and the Government's decision to award a one year settlement to DCMS. England Hockey was successful in an application for round 1 of the UK Sport Continuity Fund in September 2020 and are currently in discussions with both agencies for the 2021-25 period and remain hopeful of a reasonable outcome. In view of these risks the Board monitors reserves regularly. The financial results in the year to 31 August 2020 mean that reserves are currently £1.2m. Given the current uncertainties, the Board will budget to achieve a breakeven position in 20/21.

In addition the directors continue to work closely with UK Sport and Sport England to ensure funding conditions are met and the sport can benefit from a positive relationship in the future. The "virtuous circle" strategy includes international success and increased participation which are shared strategic goals for the Company, its members and its key funders. Evidence gained from the Rio gold medal success followed by the growth in participation supports England Hockey's belief that the virtuous circle can deliver results.

That evidence also highlights the link between success on the pitch and positive outcomes off the pitch so the Board is aware of the importance of continued medal success by its teams. This means short term delivery in key tournaments but also putting in place strategies to deliver longer term systemic success.

In order to help manage the financial risks faced by the Company a new Board working group of Executive and Non-Executive Directors has been established to review and advise on the Company's finances.

Financial key performance indicators

The Board has a strategic aim to reduce its reliance on grant funding. In this financial year the percentage of total income that came from UK Sport and Sport England (adjusted for non-recurring items) increased from 65% to 68%.

In the financial year to 31 August 2020 England Hockey incurred a deficit of £382k and reserves fell from £1.58m to £1.19m.

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STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

Changes to the Board of Directors

Nick Pink was appointed as CEO and started on 4 November 2019.

Ian Wilson retired as Finance Director at the end of the year and Kuldeep Kaur was appointed as the new Finance Director in October 2020 (Mark Robertson had acted as Interim Finance Director from March August 2020 in Ian Wilson's absence). Jonathan Cockcroft resigned as Commercial Director in June 2020.

Katy Roberts' term of office as a Membership Elected non-executive director ended after nine years on the Board in September. Angela Durnin was co opted on to the Board in January 2020 and officially approved as a Membership Elected Director at the AGM in September 2020. Simon Mantell was elected as non-exceutive director in September 2020.

This report was approved by the Board on and signed on its behalf.

Kuldeep Kaur
Director

Date:

ENGLAND HOCKEY

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

The directors present their report and the financial statements for the year ended 31 August 2020.

Directors' responsibilities statement

The directors are responsible for preparing the Strategic Report, the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the surplus or deficit of the Company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Results

The deficit for the year, after taxation, amounted to £382,474 (2019 - deficit £28,666).

Directors

The directors who served during and after the year were:

Executive directors:

Nick Pink - Chief Executive (appointed on 4 November 2019)
Kuldeep Kaur - Finance and Administration Director (appointed on 12 October 2020)
Edward Barney - Performance Director
Richard Beer - Development Director
Jonathan Cockcroft - Commercial Director (resigned on 1 June 2020)
Ian Wilson - Finance and Administration Director (resigned on 1 September 2020)

Non-executive directors:

Royston Hoggarth - Chair of the Board: independent
Angela Durnin: elected (appointed on 15 September 2020)
Simon Mantell: elected (appointed on 15 September 2020)
Andrew Tapley: elected
Andrew Hunt: independent
Kathryn Swann: independent
Richard Sykes: independent
Katy Roberts: elected (resigned on 15 September 2020)

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**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

Disclosure of information to auditors

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Auditors

The auditors, Haysmacintyre LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the Board and signed on its behalf.

Kuldeep Kaur
Director

Date:

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND HOCKEY

Opinion

We have audited the financial statements of England Hockey (the 'Company') for the year ended 31 August 2020, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Equity and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 August 2020 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND HOCKEY (CONTINUED)

work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement on page 4, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND HOCKEY (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the Company's members in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members for our audit work, for this report, or for the opinions we have formed.

Thomas Wilson (Senior Statutory Auditor)

for and on behalf of

Haysmacintyre LLP

10 Queen Street Place

London

EC4R 1AG

Date:

ENGLAND HOCKEY
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STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Income	4	8,306,010	11,333,865
Cost of activities		(3,777,909)	(6,404,846)
Gross surplus		<u>4,528,101</u>	<u>4,929,019</u>
Administrative expenses		(4,590,311)	(4,746,091)
Exceptional administrative expenses	12	(94,051)	(20,000)
Other operating charges	13	(235,108)	(209,438)
Operating deficit	5	<u>(391,369)</u>	<u>(46,510)</u>
Interest receivable and similar income	9	10,982	19,736
Interest payable and expenses	10	-	(1,141)
Deficit on ordinary activities before taxation		<u>(380,387)</u>	<u>(27,915)</u>
Tax on ordinary activities	11	(2,087)	(751)
Deficit on ordinary activities after taxation		<u><u>(382,474)</u></u>	<u><u>(28,666)</u></u>

There was no other comprehensive income for 2020 (2019:£NIL).

The notes on pages 14 to 26 form part of these financial statements.

ENGLAND HOCKEY**(A Company Limited by Guarantee)****REGISTERED NUMBER:04623333****STATEMENT OF FINANCIAL POSITION****AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
Fixed assets			
Intangible assets	14	130,213	120,000
Tangible assets	15	373,135	368,552
		<u>503,348</u>	<u>488,552</u>
Current assets			
Stocks	16	102,387	139,209
Debtors: amounts falling due within one year	17	351,575	1,090,127
Cash at bank and in hand	18	2,540,609	2,600,358
		<u>2,994,571</u>	<u>3,829,694</u>
Creditors: amounts falling due within one year	19	(2,303,215)	(2,741,068)
Net current assets		<u>691,356</u>	<u>1,088,626</u>
Total assets less current liabilities		<u>1,194,704</u>	<u>1,577,178</u>
Net assets		<u><u>1,194,704</u></u>	<u><u>1,577,178</u></u>
Reserves			
Accumulated surplus	20	<u>1,194,704</u>	<u>1,577,178</u>
		<u><u>1,194,704</u></u>	<u><u>1,577,178</u></u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf by:

Kuldeep Kaur

Director

Date:

The notes on pages 14 to 26 form part of these financial statements.

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STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 AUGUST 2020

	Accumulated surplus £	Total reserves £
At 1 September 2019	1,577,178	1,577,178
Deficit for the year	(382,474)	(382,474)
At 31 August 2020	1,194,704	1,194,704

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 AUGUST 2019

	Accumulated surplus £	Total reserves £
At 1 September 2018	1,605,844	1,605,844
Deficit for the year	(28,666)	(28,666)
At 31 August 2019	1,577,178	1,577,178

The notes on pages 14 to 26 form part of these financial statements.

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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	2020 £	2019 £
Cash flows from operating activities		
Deficit for the financial year	(382,474)	(28,666)
Adjustments for:		
Amortisation of intangible assets	40,487	-
Depreciation of tangible assets	162,764	118,644
Profit on disposal of tangible assets	(55)	-
Interest paid	-	1,141
Interest received	(10,982)	(19,736)
Taxation charge	2,087	751
Decrease/(increase) in stocks	36,822	(29,373)
Decrease in debtors	740,292	2,616,179
(Increase) in amounts owed by related entity	(1,740)	(2,160)
(Decrease) in creditors	(438,047)	(1,501,878)
Corporation tax (paid)	(1,891)	(1,455)
Net cash generated from operating activities	147,263	1,153,447
Cash flows from investing activities		
Purchase of intangible fixed assets	(50,700)	(120,000)
Purchase of tangible fixed assets	(168,169)	(193,483)
Sale of tangible fixed assets	875	-
Interest received	10,982	19,736
Net cash from investing activities	(207,012)	(293,747)
Cash flows from financing activities		
Interest paid	-	(1,141)
Net cash used in financing activities	-	(1,141)
Net (decrease)/increase in cash and cash equivalents	(59,749)	858,559
Cash and cash equivalents at beginning of year	2,600,358	1,741,799
Cash and cash equivalents at the end of year	2,540,609	2,600,358
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	2,540,609	2,600,358
	2,540,609	2,600,358

The notes on pages 14 to 26 form part of these financial statements.

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ANALYSIS OF NET DEBT
FOR THE YEAR ENDED 31 AUGUST 2020

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	2,600,358	(59,749)	2,540,609
	<u>2,600,358</u>	<u>(59,749)</u>	<u>2,540,609</u>

The notes on pages 14 to 26 form part of these financial statements.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. General information

England Hockey is a private company (registered number: 04623333) limited by guarantee, and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the Company in the event of liquidation.

The Company is incorporated in England and Wales. The registered office is:

Bisham Abbey
Bisham
Marlow
Buckinghamshire
SL7 1RR

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

The following principal accounting policies have been applied:

2.2 Going concern

The directors assess whether the use of the going concern basis is appropriate for the preparation of the financial statements.

Notwithstanding the deficit of the year of £372,058, having reviewed the budget for the year ending 31 August 2021 and cash flow forecasts for twelve months from the date of these financial statements, the directors have concluded that there are sufficient resources available for the Company to meet its liabilities as they fall due. These financial statements have, therefore, been prepared on a going concern basis.

In making this assessment, Covid-19 related financial risks have been analysed, including the consideration of alternative scenarios and how they impact cash and reserves. The Board has received assurances as to the on-going support of its funding partners, assessed levels of commercial income that may be generated along with measures being taken to manage cost and cash.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.3 Income

Income is recognised to the extent that it is probable that the economic benefits will flow to the Company and the income can be reliably measured. Income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before income is recognised:

Grants receivable

Grants of a revenue nature are credited to income so as to match them to the expenditure to which they relate. The Company will defer or accrue income accordingly to match the timing. Where grants are received on behalf of members and the Company only acts as an intermediary, those grants are not recognised through the Statement of Comprehensive Income until the member has met any conditions applying to the grant and it can be released.

UK Sport have agreed that their grant funding of performance hockey can be spent over the 4 year period of funding. Grants are deferred where they are needed to meet future budgeted expenditure.

The Company apportions its revenue grant from Sport England on a monthly basis and any grant received relating to a future period is deferred.

Affiliation fees

Income arising from affiliation fees is recognised over the period of affiliation.

Sponsorship income

Income arising from sponsorship is normally recognised over the period of the sponsorship term. When the sponsorship is linked to a particular event or condition, income is recognised when the specific event has taken place or the condition has been met.

Ticket sales

Income arising from event ticket sales is recognised when the event takes place.

Sale of goods

Income from the sale of goods is recognised when the significant risks and rewards of ownership are transferred to the buyer, and the receipt of the consideration due is probable and can be reliably measured.

Provision of services

Income from a contract to provide services is recognised in the period in which the services are provided when the receipt of the consideration due is probable and can be reliably measured. Such services include competition entry fees, course fees, workshops and coaching programmes.

2.4 Intangible assets

Intangible assets consist of development costs which are capitalised when certain specific criteria are met in order to demonstrate the asset will generate probable future economic benefits and that its cost can be reliably measured. The capitalised development costs are subsequently amortised on a straight line basis over their estimated useful economic life of 3 years.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.5 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Furniture and fittings	- 20% per annum of cost
Office Equipment	- between 14% and 33.3% per annum of cost
Equipment	- between 17% and 33.3% per annum of cost

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Comprehensive Income.

2.6 Stocks

Stocks are stated at the lower of cost and net realisable value, being the estimated selling price less costs to complete and sell. Cost is based on the cost of purchase on a first in, first out basis.

At each reporting date, stocks are assessed for impairment. If stock is impaired, the carrying amount is reduced to its selling price less costs to complete and sell. The impairment loss is recognised immediately in profit or loss.

2.7 Debtors

Short term debtors are measured at transaction price, less any impairment.

2.8 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

2.9 Financial instruments

The Company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors.

Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

Financial assets and liabilities are offset and the net amount reported in the Statement of Financial

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Accounting policies (continued)

2.9 Financial instruments (continued)

Position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.10 Creditors

Short term creditors are measured at the transaction price.

2.11 Foreign currency translation

Functional and presentation currency

The Company's functional and presentational currency is GBP.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

2.12 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

2.13 Pensions

Defined contribution pension plan

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in the Statement of Comprehensive Income when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Company in independently administered funds.

2.14 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Statement of Financial Position date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Statement of Financial Position date.

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2. Accounting policies (continued)

2.15 Taxation

Tax is recognised in the Statement of Comprehensive Income, except where a charge is attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity. In such cases the charge is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Company operates and generates income.

3. Judgments in applying accounting policies and key sources of estimation uncertainty

In the process of applying its accounting policies, the Company is required to make certain estimates, judgements and assumptions that it believes are reasonable based on the information available. These judgements, estimates and assumptions affect the amounts of assets and liabilities at the date of the financial statements and the amounts of revenues and expenses recognised during the reporting periods presented. On an ongoing basis, the Company evaluates its estimates using historical experience, consultation with experts and other methods considered reasonable in the particular circumstances. Actual results may differ significantly from the estimates, the effect of which is recognised in the period in which the facts that give rise to the revision become known. The following paragraphs detail the estimates and judgements the Company believes to have the most significant impact on the annual results under FRS 102.

Property, plant and equipment

The estimated useful economic lives of property, plant and equipment are based on management's judgement and experience. When management identifies that actual useful economic lives differ materially from the estimates used to calculate depreciation, that charge is adjusted prospectively. Due to the significance of property, plant and equipment investment to the Company, variations between actual and estimated useful economic lives could impact operating results both positively and negatively, although historically few changes to estimated useful economic lives have been required. The Company is required to evaluate the carrying values of property, plant and equipment for impairment whenever circumstances indicate, in management's judgement, that the carrying value of such assets may not be recoverable. An impairment review requires management to make subjective judgements concerning the cash flows, growth rates and discount rates of the cash generating units under review.

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NOTES TO THE FINANCIAL STATEMENTS
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4. Income

An analysis of income by class of business is as follows:

	2020 £	2019 £
Grants receivable	5,648,397	7,368,800
Affiliation fees	779,314	766,166
Sponsorship	527,659	476,037
Ticket sales	159,176	909,082
Other income from the sale of goods	92,214	311,010
Other income from the provision of services	1,099,250	1,502,770
	<u>8,306,010</u>	<u>11,333,865</u>

See Note 25 for further details of grants receivable.

Other income from the provision of services includes amounts receivable in respect of competition entries, coaching & umpire courses and awards, commissions and events recharges.

All income arose within the United Kingdom.

5. Operating deficit

The operating deficit is stated after charging:

	2020 £	2019 £
Exchange differences	3,566	8,623
Other operating lease rentals	288,356	304,574
	<u>291,922</u>	<u>313,197</u>

6. Auditors' remuneration

	2020 £	2019 £
Fees payable to the Company's auditor for the audit of the Company's annual financial statements	18,000	16,400
	<u>18,000</u>	<u>16,400</u>

Fees payable to the Company's auditor in respect of:

Other services relating to taxation	900	880
All other services	1,250	1,200
	<u>2,150</u>	<u>2,080</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

7. Employees

Staff costs, including directors' remuneration, were as follows:

	2020 £	2019 £
Wages and salaries	3,004,013	3,179,125
Social security costs	349,503	375,940
Cost of defined contribution scheme	125,611	113,284
	<u>3,479,127</u>	<u>3,668,349</u>

The average monthly number of employees, including the directors, during the year was as follows:

	2020 No.	2019 No.
Performance Staff	12	11
Non Performance Staff	70	73
	<u>82</u>	<u>84</u>

8. Directors' remuneration

	2020 £	2019 £
Directors' emoluments	453,018	453,877
Company contributions to defined contribution pension schemes	24,488	25,482
	<u>477,506</u>	<u>479,359</u>

During the year retirement benefits were accruing to 6 directors (2019 - 5) in respect of defined contribution pension schemes.

The highest paid director received remuneration of £116,495 (2019 - £119,879).

The value of the company's contributions paid to a defined contribution pension scheme in respect of the highest paid director amounted to £8,629 (2019 - £9,170).

9. Interest receivable

	2020 £	2019 £
Other interest receivable	<u>10,982</u>	<u>19,736</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

10. Interest payable and similar expenses

	2020 £	2019 £
Bank interest payable	-	1,141

11. Taxation

	2020 £	2019 £
Corporation tax		
Current tax on deficit for the year	2,087	1,891
Adjustments in respect of previous periods	-	(1,140)
Total current tax	2,087	751

Factors affecting tax charge for the year

The tax assessed for the year is higher than (2019 - higher than) the standard rate of corporation tax in the UK of 19% (2019 - 19%). The differences are explained below:

	2020 £	2019 £
Deficit on ordinary activities before tax	(380,387)	(27,915)
Deficit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2019 - 19%)	(72,274)	(5,304)
Effects of:		
Adjustments to tax charge in respect of prior periods	-	(1,140)
Non-taxable income less expenses not deductible for tax purposes	74,361	7,195
Total tax charge for the year	2,087	751

12. Exceptional administrative expenses

	2020 £	2019 £
Release of Lea Valley Hockey and Tennis Centre grant payment	79,508	20,000
Lea Valley security & point of sale huts and radios	14,543	-
	94,051	20,000

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

13. Other operating charges

Other operating charges relate to irrecoverable VAT.

14. Intangible assets

	Website development £	Development expenditure £	Total £
Cost			
At 1 September 2019	-	120,000	120,000
Additions	48,750	1,950	50,700
At 31 August 2020	48,750	121,950	170,700
Amortisation			
Charge for the year	-	40,487	40,487
At 31 August 2020	-	40,487	40,487
Net book value			
At 31 August 2020	48,750	81,463	130,213
At 31 August 2019	-	120,000	120,000

Development expenditure relates to the costs incurred in association with the development of portable artificial pitch technology for the purpose of allowing the Company to install a temporary artificial hockey pitch over the grass rugby pitch at Harlequins Rugby Club, Twickenham. Costs equal to the expected future economic benefits attributable to the asset have been capitalised as an intangible asset, whilst the remainder have been treated as expenditure in the Statement of Comprehensive Income in the year in which they were incurred.

As at 31 August 2020 the website development constitutes an asset under construction and so no amortisation has been charged during the year.

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NOTES TO THE FINANCIAL STATEMENTS
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15. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Equipment £	Total £
Cost or valuation				
At 1 September 2019	76,206	547,188	408,660	1,032,054
Additions	1,686	67,316	99,167	168,169
Disposals	-	(1,298)	(3,890)	(5,188)
At 31 August 2020	<u>77,892</u>	<u>613,206</u>	<u>503,937</u>	<u>1,195,035</u>
Depreciation				
At 1 September 2019	74,252	299,173	290,078	663,503
Charge for the year on owned assets	1,262	100,427	61,075	162,764
Disposals	-	(862)	(3,505)	(4,367)
At 31 August 2020	<u>75,514</u>	<u>398,738</u>	<u>347,648</u>	<u>821,900</u>
Net book value				
At 31 August 2020	<u>2,378</u>	<u>214,468</u>	<u>156,289</u>	<u>373,135</u>
At 31 August 2019	<u>1,954</u>	<u>248,015</u>	<u>118,583</u>	<u>368,552</u>

16. Stocks

	2020 £	2019 £
Finished goods and goods for resale	<u>102,387</u>	<u>139,209</u>

17. Debtors

	2020 £	2019 £
Trade debtors	62,041	233,934
Amounts owed by group undertakings	2,246	506
Other debtors	21,855	334,971
Prepayments and accrued income	265,433	520,716
	<u>351,575</u>	<u>1,090,127</u>

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18. Cash and cash equivalents

	2020 £	2019 £
Cash at bank and in hand	2,540,609	2,600,358

19. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	316,658	558,447
Corporation tax	2,087	1,891
Other taxation and social security	97,372	96,808
Other creditors	17,863	41,968
Accruals and deferred income	1,869,235	2,041,954
	2,303,215	2,741,068

Deferred income includes deferred grant income of £1,666,966 (2019: £1,610,677).

20. Reserves

Accumulated surplus

The accumulated surplus includes all current and prior period retained surpluses and deficits.

21. Pension commitments

The Company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension costs charge represents contributions payable by the Company to the fund and amounted to £125,611 (2019: £113,284).

22. Commitments under operating leases

At 31 August 2020 the Company had future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	158,393	249,381
Later than 1 year and not later than 5 years	68,693	130,656
	227,086	380,037

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

23. Related party transactions

Great Britain Hockey

Katy Roberts is a director.

England Hockey acted as the nominated country by Great Britain Hockey Limited to act on its behalf to achieve success at the Olympic Games. England Hockey received grant funding from UK Sport to act on behalf of Great Britain Hockey Ltd.

National Hockey Museum

Ian Wilson is a trustee of The Hockey Museum but there is no common control. During 2019/20 England Hockey paid a charitable donation of £42,200 (2019: £8,642) to and recharged £33,112 (2019: £63,844) costs incurred on behalf of the charity, due to England Hockey processing The Hockey Museum's salaries, to The Hockey Museum. At the year end no amounts are owed to or from The Hockey Museum (2019: £541 owed to The Hockey Museum and included in creditors).

Hockey Futures

England Hockey is the sole member of Hockey Futures, a charity of which Ian Wilson and Jonathan Cockcroft are trustees. During 2019/20 England Hockey paid invoices totalling £1,740 (2019: £NIL) on behalf of Hockey Futures. At the year end an amount of £2,246 is owed by Hockey Futures and has been included within debtors (2018: £506 owed by Hockey Futures and included in debtors).

Key management remuneration

The total remuneration paid to key management personnel during the year, which includes amounts paid to the Chairman of £25,000 (2019: £25,000), was £518,845 (2019: £516,381).

24. Company status

The Company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the company in the event of liquidation.

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25. Grant income and expenditure

	Sport England	UK Sport	Other	Total		Sport England	UK Sport	Other	Total
	2019/20 (£)					2018/19 (£)			
Development & Talent grant	2,427,577	10,000	418,326	2,855,903		3,047,861	74,133	402,252	3,524,246
Performance grant	11,946	2,810,548	-	2,822,494		27,889	3,560,100	-	3,587,989
Event grant	(30,000)	-	-	(30,000)		250,000	-	-	250,000
Facilities grant	-	-	-	-		6,565	-	-	6,565
Grants receivable	2,409,523	2,820,548	418,326	5,648,397		3,332,315	3,634,233	402,252	7,368,800
Development programmes	1,638,334	-	-	1,638,334		2,075,239	-	-	2,075,239
Talent programmes	252,531	-	151,638	404,169		436,695	-	402,252	838,947
Performance programmes	-	2,810,548	-	2,810,548		-	3,560,100	-	3,560,100
Facilities	45,000	-	-	45,000		6,565	-	-	6,565
Events	(30,000)	-	-	(30,000)		250,000	-	-	250,000
Back office contribution	503,658	10,000	266,688	780,346		563,816	74,133	-	637,949
Total expenditure	2,409,523	2,820,548	418,326	5,648,397		3,332,315	3,634,233	402,252	7,368,800