



ENGLAND
HOCKEY



2019 ENGLAND HOCKEY ANNUAL REPORT

INCLUDING FINANCIAL INFORMATION

Great Britain Captain Hollie Pearne-Webb with a mascot before their FIH Pro League match vs New Zealand



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England Hockey would like to thank all the image contributors, including: Gary Bowden, Ian Clarke, Andy Crayford, gpfoto.ie, Simon Parker, Sandie Rushmere, Frank Uijlenbroek



HRH THE COUNTESS OF WESSEX

PATRON'S WELCOME

Firstly, I would like to express my sincere thanks to Sally Munday for her commitment to hockey and the incredible progress that we have witnessed in the sport in this country since Sally took the lead ten years ago. England Hockey has seen participation growth year on year, hosted numerous international competitions, not least the amazing Vitality Hockey Women's World Cup in 2018, and, most importantly, seen the sport's National Governing Body stabilise to become a viable, sustainable business which can effectively support every player from beginner through to the high performance programme. Obviously, Sally hasn't done all of this by herself so I would also like to thank the England Hockey staff, thousands of volunteers, regional and county administrators and club members who have made this possible.

As we come to the end of an era with Sally's departure, so we start the next phase of the hockey journey in England with the arrival of our new Chief Executive, Nick Pink. It is an exciting time to be coming into our sport and I wish Nick all the very best as he takes the sport forward.

Following the success of the Vitality Hockey Women's World Cup, it has been very exciting to see this momentum continue with the FIH Pro League attracting so many regular followers and new spectators over the course of the competition. The record-breaking final fixtures held at the Twickenham Stoop, in partnership with Harlequins RFC, and the development of the innovative 'portable' pitch technology that enabled this fixture to take place, has the potential



HRH The Countess of Wessex's visit to Bisham Abbey to meet the teams

to see many big stadiums host hockey in the future, not just in the UK but across the globe.

It has been encouraging to see the nationwide engagement and contribution to the ongoing work to develop the governance of domestic hockey at club level – a challenge put to England Hockey by the clubs themselves. In March 2020 the members will be asked to vote on an AGM Resolution which seeks to create a fit-for-purpose structure that more closely reflects current lifestyles. I recognise how important grass roots hockey is to the future of our sport and I look forward to seeing how this develops.

Once again, services to hockey have been recognised in the Queen's honours, with Sally being awarded an OBE. Great Britain Hockey's President Sheila Morrow also receives an OBE for her services to Welsh Hockey and David Cawthorn's contribution to the sport over 65 years has been recognised with an MBE.

I would like to finish by wishing both Great Britain squads the very best of luck as they travel to Tokyo for the Olympic Games in the summer. We look forward to following your progress and once again seeing your passion, commitment and enjoyment as you compete to bring home more medals.



MIKE STODDARD

PRESIDENT'S REPORT

At the conclusion of last year's President's Report as Sue Bodycomb retired, she wished her successor good luck and enjoyment in the role. Safe to say I have enjoyed every minute since my appointment at the 2019 AGM.

It was a great privilege and honour to be voted in as President of England Hockey. Having served on the Board for seven years, I was delighted to be elected to take on new challenges on behalf of the membership.

My first duties revolved around the end of the domestic cup and league competition season. After several weekends at Lee Valley, I had presented 600 medals in total to



players and staff from schools, junior, adult and masters clubs comprising women, men and mixed teams. Congratulations to all competitors and thanks to the spectators who came along to support their friends and family in such splendid patriotic style.

Many thanks also to our Vice President, Liz Pelling, who helped me present at Lee Valley and to our new Vice President, Chris Reece, who attended several events in the north of England.

At the end of June, I attended the inaugural 'Big Stadium' event at The Stoop. This was an amazing spectacle and congratulations go to all those whose belief, passion and hard work made it happen. It showed that spectator appetite for major hockey events is there, given the right location and venue. I look forward to next year and even more visibility and excitement at 'Big Stadium' events.

In August, I rounded off the year by attending the European Hockey Federation Congress in Antwerp. Run in conjunction with the European Championships, it was interesting to meet other European hockey nations to share successes and challenges. The highlight of the trip for me was being asked to present the England Men's team to the King of Belgium. A charming man, with a keen interest in the game, he was complimentary of the England performance despite a Belgium victory.

The highlight of my modest playing career was playing for Sheffield HC in the National League. Many fierce battles were had with our local neighbours, Doncaster HC. I remember in the late 1980s playing at Town Field and there being a



small boy on the side line cheering on his father, Roger, as battle ensued. Little did I know that boy would go on to win 432 international caps and score 119 goals for England and Great Britain. Barry Middleton announced his retirement from international hockey in April this year and on behalf of everybody at England Hockey I wish him and his family every success and happiness in the future and thank him for everything he has done for our sport both on and off the pitch.

I look forward to next year, presenting to more winners and generally meeting and greeting many more of the fantastic participants of our great game.



ROYSTON HOGGARTH

CHAIRMAN'S REPORT

2019 was another exceptional year for the development of hockey in England, across the home countries, as well as on the world stage. Before I look back at 2019 and forward into 2020, I would like to start my report by paying a tribute to Sally Munday.

I would like to recognise the very considerable contribution that Sally has made to hockey. I can quite honestly say that the sport would not be where it is now without Sally's vision, passion and determination. There are too many successes to list here; for those of you who have worked with her, you will have your own special memories. They range from Olympic medals transforming our elite programmes; supporting and driving hockey participation levels to record levels; 'Big



Stadium Hockey'; the Pro League. Sally stepped down in September, having been part of England Hockey for over 20 years, the last ten as our Chief Executive. She has been appointed to the role of Chief Executive, UK Sport, one of the top jobs in sport in this country, taking overall responsibility for driving



Old Georgians vs Bowdon in the MHL Promotion Play Off

GB's preparation for the forthcoming Tokyo 2020 Olympic and Paralympic Games. UK Sport's role is to inspire the nation, through world-class performance. I am delighted for Sally – this appointment is a tremendous tribute to her and all that she has done for the sport of hockey. I know I speak for everyone when we say how much she will be missed and how grateful we are for everything that she has achieved. I would like to thank Sally personally for all the support that she has given me over the last four years. We wish her every success for the future; she will always remain part of our Hockey Family.

In November, I was delighted to announce Nick Pink as Sally's successor. Nick joined us from England Golf, where he had been Chief Executive for the last three years. Please do reach out to him and make him welcome when you see him, both at the international games and when he is out visiting the clubs. We will hopefully also get him back on the pitch in the near future!

As I mentioned in last year's report, in March 2019 Sue Bodycomb retired as President of England Hockey. Sue was another stalwart of our team, an inspiration and friend to so many. We have paid tribute before, but I wanted to put on record again England Hockey's thanks to Sue for everything that she has done for hockey over the years. Mike Stoddard was elected as Sue's successor at the AGM and stepped down from the Board. I would like to thank Mike for his very significant contribution to the Board over the last seven years as a member-elected Non Executive. Mike remains part of the Audit Committee.

I was delighted to see Andy Tapley and Barry Middleton, awarded MBE's for Services to Hockey in the Queen's New Years Honours List. With 432 GB and England caps, Barry's achievements and contribution to our sport on the field of play are unmatched, and are likely to continue to be for a long time to come. Equally, Andy's is a richly deserved recognition of the substantial contribution he has made to hockey and also more broadly, sport in this country. Congratulations to both!



Mike Stoddard with Sue Bodycomb



Great Britain vs New Zealand in the FIH Pro League at The Stoop

Looking back at 2019

In January, the new FIH Pro League for the top nine women's and men's teams was launched. For the first time we now have hockey televised regularly in the UK on BT Sport, helping to inspire children and new players to the game. On the field of play, our men's team successfully reached the play-offs, losing narrowly in the bronze medal match to the Netherlands. The women's team endured a difficult season, finishing eighth. We wish both sides every success in the 2020 competition.

One highlight of the 2019 FIH Pro League was the launch of 'Big Stadium Hockey'. On 23 June, we hosted two FIH Pro League games against the New Zealand 'Black Sticks' at the Twickenham Stoop, home to Harlequins Rugby Football Club. Over 12,000 people made their way to South West London to witness a first for hockey anywhere in the world. England Hockey, in conjunction with partners Polytan, Polypipe and Sports Turf Research Institute (STRI), plus considerable support from Sport England, UK Sport and Harlequins, have innovated to create new technologies which will allow hockey

pitches to be laid in other sporting grounds, thereby creating opportunities for far bigger audiences and for international games to be played across the country. The day was a wonderful success and we are delighted to be hosting four of the 2020 Pro League games at The Stoop on 16 and 17 May against Argentina. I would like to put on record our thanks to David Morgan, Chair of Harlequins; Charles Jillings and Duncan Saville, the owners of Harlequins; David Ellis, the outgoing Chief Executive of Harlequins; plus the wider Harlequins team for their outstanding support, without which we would never have made this happen. We are very excited to have formed a new working partnership with one of the top rugby clubs in the world and look forward to seeing this develop in the years ahead. We are now working with other hockey nations and other sports to see how this technology can support the games development globally. In November, we were delighted to work with Hockey Ireland to support them hosting their Women's Olympic Qualifying game against Canada at Leinster's Energia Park rugby ground. Sue Catton from England Hockey led the project – my thanks to Sue and the team and my congratulations to Ireland Women for their qualification for Tokyo 2020!

In August, the women's and men's teams journeyed to Antwerp to compete in the Belfius European Hockey Championships, hosted by Hockey Belgium. This was the seventeenth time the Euros have now been held. Both GB teams lost to the eventual winners, finishing just outside the medals, the



Fans entering The Stoop, greeted by Harlequins' Nick Duncombe memorial

women losing a closely fought third place play-off to Spain after a penalty shoot-out. Whilst it is disappointing not to have come away with medals, both teams demonstrated that they are developing well on the road to Tokyo 2020. It was encouraging to see many new and young squad players making their debuts, and the strength and depth of players bodes well for the years ahead.

In November, both the women's and men's teams were involved in Olympic qualification matches, against Chile and Malaysia respectively. What could



Ipswich v St. Albans, Investec Women's Over 35s Tier 2 Final

have been edge-of-the-seat double-headers, turned out to be very professionally managed games with both teams winning comfortably. Congratulations to both squads, coaches and their support teams; we now wish you every success at Tokyo 2020.

The domestic game continues to flourish across the country. I am delighted to report that participation at all levels is growing with record numbers of juniors and increasing numbers of club players as a result of initiatives such as the launch of Hockey Heroes; the expansion of Masters with the introduction of teams from over 40s to over 80s; as well as Back to Hockey, Flyerz Hockey and Walking Hockey being offered by an ever-growing number of clubs.

The Year Ahead

2020 promises to be a very exciting year for hockey. In March, at the Annual General Meeting, we are looking forward to discussing the conclusions and recommendations from the work being carried out to look at the structure of the domestic game. Vice President, Liz Pelling who has been leading this programme, along with the Region's Consultative Committee, our clubs and members, will share the conclusions and we will vote on the way forward. We would like to thank all those who have worked tirelessly on these proposals.

The FIH Pro League commences for the GB teams on 1 and 2 February in Australia. We wish both squads every success this year. The home games begin on 2 May – please do come and support the teams.

Tokyo 2020 begins on 24 July, where the top 12 women's and men's team will compete to become Olympic champions. Our women will of course be defending their gold medal. We wish both squads every success. Following on from the Rugby World Cup in 2019, Tokyo 2020 will undoubtedly be a wonderful celebration of Olympic and Paralympic sport.

In 2020, England Hockey will make its submission to UK Sport and Sport England for funding for the Paris 2024 cycle. With the recent political and economic uncertainty, and the risk of grant funding reductions, the Board remains prudent in our approach. As you



Great Britain Women following qualification for Tokyo 2020

will see in the financial report, we are pleased to report that we have retained our strong balance sheet from 2019 and managed the income statement close to break even in the year.

In closing, I would like to thank my colleagues on the Board of England Hockey for their continued

support and hard work. It remains an enormous privilege to be part of the Board of England Hockey and I would like to finish by thanking all the Hockey Family of clubs, coaches and volunteers who do so much to keep the game thriving at all levels. Wherever you play your hockey, I wish you a successful year ahead!

ENGLAND HOCKEY BOARD

The Board of Directors consists of seven Non-Executive Directors (NED), including the Chair; and five Executive Directors, including the Chief Executive. The Chair is appointed and three of the Non-Executive Directors are membership-elected and three are appointed Independent Members. The NED Board members sit on the Board for a three-year term and are able to re-stand or be reappointed for up to a maximum of three successive terms. There are a number of observers who are also invited to attend Board meetings, including the England Hockey President, the Great Britain Hockey President and a representative of both the Regional Consultative Committee and Sport England.

The Board meet six times a year and all subsidiary committees report into the Board. The current Board members are:

Executive Directors

Nick Pink

Chief Executive

Nick joined England Hockey in November 2019, coming from England Golf where he was Chief Executive for four years. Nick has a background in sports administration having worked for the International Cricket Council, UK Sport and the Youth Sport Trust. Nick is a hockey enthusiast, and has played, coached and umpired across the country.

Rich Beer

Development Director

Rich joined England Hockey as Development Director in 2013. Rich began his career in hockey in the Midlands Regional Office before moving to the Oxfordshire County Sports Partnership and Sport England before returning to hockey. Rich has a strong voluntary background in hockey having held various club, county and regional including time as a club chairman and county secretary and managing international teams from under 16 to seniors.

Dr Ed Barney

Performance Director

Ed was appointed Performance Director in 2016 having joined England Hockey in 2013 as the Great Britain Hockey Head of Talent Development. He played a key role leading the evolution of the nation’s hockey talent pathway. Before joining England Hockey, Ed was a Talent Identification Scientist for the ECB and prior to this he was a world class sailing athlete and national coach for the Royal Yachting Association.

Jon Cockcroft

Commercial Director

Jon joined England Hockey in 2010. Jon has been responsible for securing blue-chip sponsors such as Investec and Vitality, leading the delivery of England Hockey’s event programme such the Vitality Hockey Women’s World Cup and growing the visibility of the sport through broadcast, the media and England Hockey’s channels.

Ian Wilson

Business & Finance Director (Company Secretary)

Ian joined us in 2004 from World Class Hockey Ltd after working as a Corporate Bank Manager and Finance Director in the private sector. Ian has a strong voluntary background in hockey and is currently Chair of his club. In addition to his full-time role Ian is a trustee at the Hockey Museum and Hockey Futures, a member of Sports Resolutions’ National Safeguarding Panel and has been a Non-Executive Director of British Bobsleigh.



Fans enjoying the excitement

Non-Executive Directors

Royston Hoggarth

Non-Executive Chairman

Royston was appointed as Chair in 2015 and has a wealth of Board experience across a range of Public and Private Equity backed organisations in the commercial, financial services, telecoms and technology sectors. He is currently also Chair of IPSL Limited, the bank owned payments business; Arkessa Limited, an IOT enabling services business; an advisor to the NEC Corporation; a non-executive Director of the cyber security software business, Intercede PLC; Chair of Xchanging Insurance Services; Chair of Cirrus Response, a cloud SAS contact centre provider. Royston is an active volunteer in hockey, regularly umpiring in the Midlands.

Katy Roberts

Non-Executive Director, Membership Elected

Katy was elected to the Board for her first term in 2011 and was re-elected in 2014 and 2017, for a final third year term. Katy is a solicitor and is currently Head of Transaction Legal at Nomura International plc. Katy is an ex-international hockey player having represented England and GB at all levels and gained over 40 senior caps, finishing her hockey playing career at Chelmsford Hockey Club. Katy is England Hockey’s representative on the Great Britain Board and also sits on the Remuneration Committee.

Andy Tapley MBE

Non-Executive Director, Membership Elected

Andy was elected to the Board in 2012 and re-elected for a third term in 2018. A Chartered Management Accountant, Andy is now retired from full time employment having held senior executive positions in engineering and telecommunication companies. He was also a non-executive director of a major NHS Hospital Trust and a publishing company. Andy is Chair of the Audit Committee and Chair of the Major Events Stakeholder Board that was responsible for the delivery of the Champions trophy in 2016, the World League in 2017 and the World Cup in 2018.

Andy Hunt

Non-Executive Independent Director

Andy was appointed to the board in 2015 and is CEO of Podium Analytics and a Non-executive Director of Gloucester Rugby Club. Prior to Podium Analytics, Andy was CEO of World Sailing, Chairman and Managing Partner of Progressive Media Group and was previously CEO of the British Olympic Association from 2008 to 2013.

Richard Sykes

Non-Executive Independent Director

Richard was appointed to the board in 2014 and was re-elected in 2017. He has a wealth of business and boardroom experience stemming from his career at PwC where he was a senior global relationship partner and led their Governance, Risk and Compliance client offering up until his retirement in 2016. He has a wide interest in sport which includes being a board member of Middlesex County Cricket Club, President and active playing member of Hampstead & Westminster Hockey Club and was the joint author of the Woolf Report into the governance of the International Cricket Council in 2012.

Kate Swann

Non-Executive Independent Director

Kate was appointed to the Board in 2016 and brings with her a wealth of experience and success in the business world. Listed among the 50 most powerful women in international business, Kate is an award-winning CEO, having transformed the fortunes of WH Smith before moving to SSP Group plc, a global food and beverage business with a £2billion turnover. Kate stepped down as SSP Group CEO in 2019 and is currently Chancellor of Bradford University, Chairman at IVC Evidensia, Secret Escapes and Moonpig, and sits on the Board of the Spanish group Parques Reunidos.



Observers

Mike Stoddard

England Hockey President

Mike was elected as President in 2019 having served on the Board since 2012. He is a Chartered Accountant, qualifying with KPMG and has extensive accounting, commercial and IT experience. He is a Director of The Civica Group, a leading specialist systems and business process services group of companies. Mike also Chairs the England Hockey Capital Investment Panel and sits on both the Audit Committee and Remuneration Committee.

Sheila Morrow

Great Britain Hockey President

Sheila has been a Director of Great Britain for five years, as well as a member of the Hockey Wales Board since 2008. As a player she won 136 caps

for Great Britain and Wales, playing in five World Championships, captaining both teams. She is a member of the EHF Competitions Committee and has officiated at World level including both the Beijing and London Olympic Games and was Competition Director for the women's event at the Glasgow Commonwealth Games. Sheila has over 40 years of experience working in sport and was appointed GB President in 2017.

Neville Wrench

Regions Consultative Committee representative

Neville was elected chair of the Regions Consultative Committee in 2016 and is the committee's representative observer at the England Hockey Board meetings. Neville also sits on the England Hockey Audit Committee. A keen umpire, Neville has held numerous roles at County and Regional Association level in hockey over decades of commitment to the sport.



NICK PINK

CHIEF EXECUTIVE'S REPORT

As you look through the 2019 annual review, you will be amazed by the breadth of hard work and achievements that are made by so many people across our great sport, at every level of the game.

I started in November 2019 and have already met countless people who contribute so much to this success, from all the players, the coaches, the umpires, the volunteers and of course the team here at England Hockey. This drive to succeed and willingness to change, improve and inspire the next generation is infectious right across our sport.

Sally and the team deserve much credit for the success they have achieved in 2019. We launched some exciting new projects, including Hockey Heroes,

which was our first attempt to offer a national 5-8-year-old programme, complete with resources and a campaign to encourage new players into our game. In the first three months we have not only seen over 1,200 young people take up the sport, but many parents and guardians come back into the sport too.

The introduction of the FIH Pro League provided us with the opportunity to launch 'Big Stadium Hockey' at The Stoop, and we are immensely grateful to our friends at Harlequins who enabled this all to happen. To see a full stadium of hockey fans on that weekend in June proved there is an appetite to watch international hockey. We are looking forward to this being repeated on 16 and 17 May 2020 as well as hosting many other FIH Pro League matches at Lee



Valley through May and into June. I hope to see many of you there.

As a keen hockey player, I was delighted to read and now see the ambition for change within the sport. We need to be mindful to recognise our past and where we have come from, but as temporary custodians, ensure we leave our sport in a better place than where we found it. The work of so many to review and put forward changes to our local governance structures is impressive and I look forward to seeing how this resolution is received by the membership at our AGM in March 2020.

The men's and women's teams go into 2020 with a clear focus around the Olympic Games in Tokyo.

The Olympic qualification route via the play-offs in November 2019 was not straightforward; however the players and coaches navigated their way past Chile and Malaysia with real skill and determination and we look forward to the FIH Pro League to gauge where we will need to be ahead of the games in Tokyo. Mark Hager came into the role as Women's Head Coach at the beginning of 2019 and Danny Kerry took over as Men's Head Coach just before this time. Both have settled in well and lead us into 2020.

2019 was a great year with many successes as you will read, and we are building on this in 2020. I look forward to meeting many of you throughout the year and wish you all a very successful 2020.

Flyerz taking to the pitch along side
FIH Pro League home fixtures



INCREASE PARTICIPATION

Introduction

2019 saw another busy year for the Development Team with the introduction of the new Hockey Heroes programme for 5-8-year-olds that clubs have helped us test this year. The feedback from the larger scale pilot of this programme has been excellent and it will be made available to more clubs during 2020. Back to Hockey continues to be successful and with more clubs taking up Walking Hockey and Flyerz Hockey programmes, hockey clubs are providing more different ways to play, appealing to a broader range of people than ever before.

Participation Programmes

There is an increasing need and demand for hockey clubs to provide a variety of ways to play to engage and retain more people. Consequently, the number of participation programmes developed to provide a suitable and attractive way to play for a range of audiences continues to grow and develop.



Central support to help clubs with the delivery of the various programmes is developing each year. Support now includes a range of delivery guidance documents, top tips to help with local marketing of the programmes, an online marketing portal enabling clubs to produce bespoke marketing materials to help promote their sessions, and access to a new online programme management system called ClubSpark that allows hockey clubs to easily manage, promote and administer their Hockey Heroes, Back to Hockey and Walking Hockey programmes. A range of delivery support materials are also available via Hockey Hub to help deliverers tailor, adapt and develop their sessions.



Vitality Back to Hockey

Vitality Back to Hockey continues to be a popular way to attract players who have either not played for a number of years, or are looking to play for the first time. It is now becoming a regular fixture in many clubs, who are delivering sessions all year round. In 2019 around 200 clubs delivered sessions, attracting over 2,000 players back to the sport.

One key development in Back to Hockey this year has been the new online programme management system ClubSpark. This provides one central webpage which can be promoted and where customers can easily search, book and pay for sessions local to them. It also



provides clubs with the opportunity to manage their session listings, take bookings and payments if necessary, communicate directly with the participants, see who is booked on to sessions, track attendances, and register players who turn up on the day without previously signing up. It also means that England Hockey can download session and participant data from the site to track the number of clubs delivering, number of sessions running, and numbers of participants.

Walking Hockey

Walking Hockey is also continuing to prove popular amongst clubs and players as an alternative format for players who are looking for a less physically demanding version of the game, but still enjoy showing their skills, playing in a team and being involved in the social aspect of the sport. This format is attracting a whole range of participants including people returning



from injury or ill health, families wanting to play together and individuals looking to stay active and be part of a team.

Former Lord Mayor of Portsmouth, Lee Mason, a regular participant of Walking Hockey at Portsmouth Hockey Club says: *"Everyone has a part to play in Walking Hockey, everyone is involved as a team. It attracts people who wouldn't be involved in sport otherwise and it's great to see generations of families who are able to play with each other. You wouldn't have that mix of age, ability or experiences in other spheres."*

Hockey Heroes



Hockey Heroes is a newly developed programme which aims to increase the number of 5-8-year-olds coming into clubs. It is a fun and welcoming programme aimed specifically at children aged 5-8 that aims to develop both their physical and character 'superpowers', unlocking the hero inside them!

It is initially a 6-week hockey programme aimed at beginners that not only focuses on helping children develop some physical hockey superpowers such as dribbling, passing and goal scoring, but also places as much emphasis on character development through character-related superpowers that can be developed through



sport, including teamwork, communication, perseverance and respect.

The aim of the programme is for children to have lots of fun, experience lots of success, and feel like a hero, boosting their confidence and ensuring a positive experience of physical activity and sport that will shape the rest of their life.

Throughout 2019, 85 clubs across the country delivered the programme in its pilot phase. Once clubs were identified and signed up to commit to delivering the programme, 27 training courses were run, training 433 deliverers within the 85 clubs. The first six-week block of sessions started to run in clubs from September onwards, and in the first phase of delivery the programme has attracted over 1,200 children.



Quicksticks & In2Hockey

Quicksticks continues to thrive within primary schools, with In2Hockey providing a follow-on pathway via 6 or 7 a-side options for secondary schools and clubs to provide suitable formats for 10-14 year olds. The provision of formats of the game, which aim to provide youngsters with enjoyable and developmentally appropriate experiences, has helped to ensure continued growth in school delivery, especially within primary schools.

School Games 2018-19 hockey delivery headlines:

- The number of hockey competitions run increased by 1% – 923 compared to 917 in 2017-18
- The number of children participating in inter school hockey competitions increased by 2% – 66,004 compared to 64,876 in 2017-18
- The number of teams participating in inter school hockey competitions increased by 2% – 9025 compared to 8392 in 2017-18
- Community exit routes (links with clubs) increased by 4% – 325 links compared with 312 in 2017-18



Flyerz

Flyerz Hockey is the name given to disability hockey in England. Thanks to a partnership between Access Sport and England Hockey, this format is seeing more and more clubs starting up Flyerz sections. Through 2019, 28 clubs offered Flyerz sessions with a further 10 clubs gearing up to offer programmes moving forward.

Over the year, Access Sport delivered five Flyerz workshops for clubs who were interested in finding out more about the Flyerz movement, and four inclusion training workshops to help deliverers feel more confident to deliver. Workshop participants learned about the support they can receive from Access Sport and practical advice about starting a Flyerz section in their club. They also got the chance to hear directly from expert community ambassadors, current Flyerz players, families and volunteers about the impact that Flyerz has had on them, their clubs and community.



A national Flyerz Festival was held in May alongside GB Men's and Women's FIH Pro League matches at Lee Valley. Over 60 participants attended and, for the first time ever, the timings allowed FIH Pro League spectators to see some of the Flyerz action.

England Hockey also supported a Flyerz Team from England to compete in the ParaHockey Championships in Belgium in August. It was the first time that the team consisted of players from three different clubs.



Team Up

The Netball Women's World Cup in 2019 was the final national event of the Team Up initiative, a partnership between England Hockey, The England and Wales Cricket Board (ECB) and England Netball to maximise the legacy of three home women's World Cups in 2017, 2018 and 2019. The campaign aimed to provide as many 7-13 year old girls as possible with the opportunity to experience the benefits of team sport. Team Up will continue to focus its delivery in London until April 2020 when the generous funding from Wembley Stadium National Trust comes to an end.



Participants in the East London project

East London Project

Our East London activation project concluded in the summer of 2019, following the last FIH Pro League matches in East London in June.

Over the four and a half years of the project we have engaged with local people and local schools in five East London boroughs, encouraging people to come and watch international hockey at Lee Valley and to inspire them to pick up a stick and play our game.

There have been several notable successes. At Lee Valley, 9,627 local people watched international hockey, with 8,849 children and 4,140 adults taking part in project activity. We have engaged with 24,800 people at community events whilst 561 coaches and teachers attended a hockey training course or workshop. Perhaps the most significant achievement is the growth in local club membership with 763 new club members in 10 local clubs.

We have learned a great deal and there is a recognition that there is still a lot more we can do to extend the appeal of our game in inner city communities. This is something we will take forward.

University Hockey

Hockey in British Universities and Colleges Sport (BUCS) continues to grow and develop, seeing particularly strong growth in the women's game with 19 new teams participating in league and knockout structures this year. There were over 550 teams across both genders playing in BUCS competitions with over 50 additional teams competing in six leagues in the London University Sports League (LUSL).

Intermediate Capital Group (ICG) was announced as headline partner for the BUCS Women's Hockey Programme. This partnership is based on shared values and ambitions, providing excellent opportunities to develop the next generation of female leaders across the UK, focussing on "working together to deliver performance", a mutual value between both organisations. ICG also supported the Hockey in Universities Conference. Led by the Hockey Development Manager for BUCS and England Hockey, this offered an excellent development and networking opportunity with on and off-pitch sessions for over 80 student leaders and coaches.

Then development of a National League for both Men and Women took place in 2018-19 and will be implemented in 2019-20 with nine women's and nine men's teams due to take part in top-level competition. Alongside this, the National Programme Umpiring Association (NPUA) will be appointing umpires to National League fixtures, the first time NPUA has appointed to BUCS fixtures, bringing the highest standard of officiating to this quality competition offer.



Ellie Rayer for East Grinstead vs Buckingham in the Jaffa Super6s Women's Final

Competitions – Domestic Leagues, Cups and Finals

Surbiton's hopes of a third successive 'double' across the Investec Women's Hockey League and Men's Hockey League were thwarted by Hampstead & Westminster, who took the men's title for the first time. They won the final 3-1, avenging their loss to the same opposition the previous year. Surbiton's Women earned a sixth consecutive title, beating Holcombe in the final for the third year running, this time by the narrowest of margins, 1-0.

In the Men's Premier Division promotion play-offs, Conference West Champions Old Georgians won through and Exeter University retained their Premier Division status. In the Investec Women's Hockey League play-offs, Conference North Champions Loughborough Students and East Champions Hampstead & Westminster claimed places in the 2019-20 top flight.

Elsewhere, final league positions determined where teams would be playing in the new-look league structure for 2019-20 with the additional tier of Division One North & South. The restructure is as agreed with clubs and for the first time, club 2nd XIs are also able to take their place in the EHL where they qualify from regional leagues.

We were pleased to return to the Copperbox Arena on Queen Elizabeth Olympic Park for the Jaffa Super 6s

finals. Going into the Men’s Final, Surbiton were the only side since 2007-08 to deny East Grinstead the title when they won in 2016-17 but there was to be no repeat this year with East Grinstead winning after a shoot-out following a 3-3 draw. East Grinstead’s women made it a double for the club, with a comprehensive 10-2 win over first-time finalists, Buckingham.

It was the second season of the new tiered Club Championships which cover Adult, Masters and Juniors competitions. The overarching aim of the Championships is to increase and widen participation in the competitions and to provide a more appropriate challenge for teams endeavouring to compete against others of a similar standard. This is achieved by “tiering” where teams can choose the level they enter. The only exception is in the senior Adult Championships where entry level is determined by the league that a team plays in.

There are now almost 50 different Championships for clubs during the regular season and summer, ranging from Under 10s playing In2Hockey to Over 60s. Over 1,500 teams participate at a national level in these Championships with 100 of these in burgeoning Summer Masters Championships, which give senior players a chance to play with their peers. The most popular competition remains the Mixed Championships with 151 entrants.

In 2018-19, for the first time, schools also played in tiered Championships, which we believe will

encourage greater participation from a wider range of schools. The inaugural elite two-term Boys U18 league saw 21 teams play in three Area leagues and after national quarters and semi-finals Reeds became the first winners, defeating Whitgift 1-0. The competition will be replicated for Girls Schools in 2019-20. Elsewhere it was good to see a state school winner in the Boys U14 Tier 2 Championships where Katharine Lady Berkeley’s School from Wotton-under-Edge were victorious. In addition, 32 schools new to competitive hockey took part in new local U14 Tier 3, 7-a-side Championships organised by Area Championships Coordinators.



Barford Tigers 1XI v University of Nottingham 3XI in the Investec Women’s T4 Final

ROLL OF HONOUR

Investec Women’s Hockey League

Investec Women’s Hockey League Championship – Surbiton
Investec Women’s Hockey League Conference East – Hampstead & Westminster
Investec Women’s Hockey League Conference North – Loughborough Students
Investec Women’s Hockey League Conference West – Stourport

Men’s Hockey League

Men’s Hockey League Championship – Hampstead & Westminster
Men’s Hockey League Conference East – Old Georgians
Men’s Hockey League Conference North – Bowdon
Men’s Hockey League Conference West – Havant

Jaffa Super 6s

Women’s Final – East Grinstead
Men’s Final – East Grinstead
Women’s Div 1 – Surbiton
Men’s Div 1 – Reading
Women’s Div 2 – Repton
Men’s Div 2 – Repton

Junior Super 6s

U16 Boys Schools – Whitgift
U16 Girls Schools – Cranleigh
U18 Boys Schools – Whitgift
U18 Girls Schools – Trent College
U16 Boys Clubs – Winchester
U16 Girls Clubs – Sevenoaks
U18 Boys Clubs – Guildford
U18 Girls Clubs – Southgate

Investec Girls Schools Championships

U14 Tier 1 – Repton
U14 Tier 2 – Plymouth College
U16 Tier 1 – Repton
U16 Tier 2 – Queens Chester
U16 Tier 3 - Sevenoaks
U18 Tier 1 – Repton
U18 Tier 2 – Canford

U14 Club T1 Championship Finals

U14 Boys – Surbiton
U14 Girls – Surbiton

U16 Club T1 Championship Finals

U16 Boys – Bowdon
U16 Girls – Repton

U18 Championship Finals

U18 Boys Tier 1 – Guildford
U18 Boys Tier 2 – Old Loughtonians
U18 Boys Tier 3 – Marden Russets
U18 Girls Tier 1 – Surbiton
U18 Girls Tier 2 –Team Bath Buccaneers
U18 Girls Tier 3 - Olton & West Warwicks



Investec Women's Championships Finals

Investec Women's Tier 1 – Clifton Robinsons
Investec Women's Tier 2 –
Loughborough Students 2nd XI
Investec Women's Tier 3 – Oxted
Investec Women's Tier 4 – University
of Nottingham 3rd XI
Investec Women's Over 35s Tier 1 – Canterbury
Investec Women's Over 35s Tier 2 – Ipswich
Investec Women's Over 35s Tier 3 – Epsom
Investec Women's Over 45s Tier 1 – Sutton Coldfield
Investec Women's Over 45s Tier 2 – Canterbury

Men's Championships Finals

Men's Tier 1 – Bowdon
Men's Tier 2 – Surbiton 2nd XI
Men's Tier 3 – University of Nottingham 4th XI
Men's Tier 4 – University of Nottingham 5th XI
Men's Over 40s Tier 1 – Rugby & East Warwickshire
Men's Over 40s Tier 2 – Deeside Ramblers
Men's Over 40s Tier 3 – Herne Bay
Men's Over 50s Tier 1 – Reading
Men's Over 50s Tier 2 – Isca
Men's Over 50s Tier 3 - Lichfield
Men's Over 60s Tier 1– Warwick & Worcestershire
Men's Over 60s Tier 2 – Kent

Notts Sport Boys Schools Championships

U18 Tier 1 League – Reeds
U18 Tier 2 – Charterhouse
U18 Tier 3 – Altrincham Grammar
U16 Tier 1 – Repton
U16 Tier 2 – Trinity School, Croydon
U16 Tier 3 – Beechen Cliff
U14 Tier 1 – St Georges
U14 Tier 2 – Katharine Lady Berkeley's

U13 Schools In2Hockey Finals

Boys – Dean Close Prep
Girls – Weald of Kent Grammar



U12 Clubs In2Hockey Finals

Boys – Cambridge City
Girls – Sevenoaks

Senior County Championships

Men's A Division – Kent
Men's B Division – Lancashire

Mixed Championships

Tier 1 – Repton
Tier 2 – Horsham

Summer Masters Championships

Women's Over 30s Tier 1 – Brooklands Poynton
Women's Over 30s Tier 2 – Leamington
Men's Over 30s Tier 1 – Timperley
Men's Over 30s Tier 2 – Sheffield University Bankers
Men's Over 40s Tier 1 – North Nortonians
Men's Over 40s Tier 2 – Hampstead & Westminster

EuroHockey Competitions

Wimbledon and Surbiton competed in the Men's EuroHockey League competition, with Wimbledon reaching the KO24 stage and Surbiton falling at KO16. In the Women's EuroHockey Champions Cup tournament, Surbiton finished 6th. Holcombe hosted the second tier EuroHockey Club Trophy tournament where they finished runners-up. Bowdon Hightown and East Grinstead participated in EHL Indoor Trophy tournaments finishing 2nd and 4th respectively. Bowdon's result means promotion for East Grinstead women in 2020, after their 2019 Jaffa Super 6s triumph.





ACHIEVE INTERNATIONAL SUCCESS

REVIEW OF THE YEAR'S ACTIVITIES

Following on from England's men and women competing at World Cups and the Commonwealth Games the previous year, 2019 saw the international focus largely switch to Great Britain as both sides took part in the inaugural FIH Pro League before securing their place at Tokyo 2020 by delivering at the FIH Olympic Qualifiers.

England Senior Men

Following the FIH Pro League, England's men reconvened for the first time in 2019 for a 4 Nations Invitational Tournament in Valencia during July. This tournament saw Adam Dixon captain his country for the first time, having been appointed the new leader of England and GB earlier in the year. They

played out exciting and high scoring matches against Ireland, Spain and Malaysia with Tom Sorsby making his England debut.

4 Nations - Valencia

England V Ireland 3 - 3
England V Spain 2 - 4
England V Malaysia 3 - 3

The tournament acted as a warm-up for the 2019 Belfius EuroHockey Championships, held in Belgium in August. England's men narrowly missed out on the semi-finals as draws with Wales and Spain and a loss to the hosts saw them finish third in the group.

Comfortable wins over Ireland and Scotland in the cross-over matches saw them finish fifth overall. Ian Sloan made his 50th England appearance during the tournament.



EuroHockey Championships

England V Wales	2 - 2
England V Belgium	0 - 2
England V Spain	2 - 2
England V Ireland	2 - 1 Cross Over
England V Scotland	3 - 0 Cross Over

England Senior Women

As with the men, it was the Great Britain team taking part in the first season of the FIH Pro League while it was also GB who competed during a two-Test trip against Japan in June. As a result, the EuroHockey Championships were the only outing for England’s women this year.

They opened their tournament with a strong win over Ireland before a hard-fought draw against Germany and victory over Belarus saw them reach the semi-final stages. Reigning world champions the Netherlands proved too strong in that game, leaving England to take on Spain for the bronze medal. The game finished 1-1 after an hour, with Spain securing the medal on a shoot-out. Tess Howard and Izzy Petter made their England debuts during the tournament.

EuroHockey Championships

England V Ireland	2 - 1	
England V Germany	1 - 1	
England V Belarus	4 - 3	
England V Netherlands	0 - 8	Semi Final
England V Spain	1- 1	3rd/4th play-off

(Spain win on shoot-out)

Elite Development Programme

The Great Britain Elite Development Programme (EDP) continues to go from strength to strength, enjoying both team and individual success in 2019.

Launched in September 2017, the programme aims to provide frequent high-quality contact time for a critical mass of the best British talent. It currently supports 29 women and 34 men with a further 11 women at England U21 level.

The programme consists of approximately 85 contact days per year based around a two-day camp each fortnight, plus England U21 & GB U23 matches and tournaments within an environment designed to develop skills, physicality and the character required for senior international success. Players have access to a range of science and medicine expertise including physiotherapy, strength and conditioning and nutrition.

During the last 12 months, Charlotte Watson from Scotland, Jacob Draper from Wales and Tom Sorsby, Izzy Petter and Esme Burge from England have progressed to the Senior Programme with four of the five featuring in the GB teams who secured qualification for the Tokyo Olympics.

A Home Nation men’s team reached the final of the U21 European Championships for the first time in 21 years with England finishing runners-up



England U21Josh Gravestock on the ball vs Germany

to Germany and securing their place at the 2021 Junior World Cup. Joined by their Scottish and Welsh teammates, the GB U21 men went on to retain the Sultan of Johor Cup in Malaysia and become the first nation to win the tournament three times. On the women’s side, England finished 6th at the U21 European Championships, which should be enough to earn them a slot at the 2021 Junior World Cup.

Looking ahead to 2020, both programmes will continue to maintain their close proximity with the Senior Programme, enabling EDP players with the requisite ability to challenge for senior places. There will be an increased focus on physical preparation as well as new initiatives to monitor player load and wellbeing.

England Age Group programmes

Seven boys and five girls were selected to transition from the England U18 programmes into the GB EDP in September 2018. A further group of players was also selected to represent England at U21 level.

Wanting to build on the momentum of 2018, the U18 squads enjoyed matches and opportunities against Ireland, Netherlands, Scotland, Germany and Belgium. Following this, the girls and boys both came away with third place finishes at the 6 Nations event hosted by Orange-Rood in the Netherlands. Notable performances for the U18 girls included a 3-0 win against Spain and a 2-2 draw against the Netherlands, the only defeat of the round robin tournament coming against Germany. The U18 boys went on to claim the scalp of Germany after a thoroughly professional display against Ireland. As with the girls, only defeat against the Netherlands marred what was otherwise a very positive tournament.

The U16 programme evolved to increase the number and frequency of training days and camps, reducing tournament exposure to accommodate this approach. Both squads played out exchanges against Ireland, Netherlands, Scotland, Germany and Belgium before coming away with first place finishes in both the boys and the girls Home Nations International event at Lilleshall National Sports Centre.

Diploma in Sporting Excellence

This holistic development programme continues to provide a platform to retain a broad number of U17 athletes engaged in national programme activity. In 2019 England Hockey, with the support of our education partners, Loughborough College completed cohort five of the programme with our greatest completion percentage to date – 94%.

The Player Pathway

The Player Pathway continued to develop in 2019 with opportunities for talented 13- to 17-year-olds.

At a local level, County Associations have delivered Development Centres and Academy Centres, giving local players the opportunity to develop their hockey skills and play in local competition.

The 17 Performance Centres focused on better engagement with the national age group squads for both players and coaches. This tier of activity continues to push boundaries, continually stretching players and encouraging them to achieve their potential.

Futures Cup was held at St Albans Hockey Club in August with the competition phase taking place at Oaklands College and the athlete village at the



University of Hertfordshire. The event included selected teams from England and invitational teams from Scotland and Wales providing a top-level, tournament-based experience to the best young players in the country.

Communications for the Player Pathway has enabled us to engage with players, parents and coaches throughout the pathway in a variety of ways, providing information and educational support.

Our thanks to all the coaches, administrators and volunteers who support the Player Pathway, providing developmental opportunities for our young hockey players.

International Masters

Masters hockey continues to thrive in England. At elite level 2019 was a European Cup year for Masters hockey, England's 17 teams competing against their rivals from around Europe in three tournaments during the summer.

The following medals were won with England easily having the best haul of any country:

Gold	Women's Over 35s, Over 40s, Over 55s, Over 60s and Over 65s Men's Over 35s, Over 60s, Over 70s
Silver	Women's, Over 50s Men's Over 55s, Over 65s, Over 75s
Bronze	Women's Over 45s Men's Over 40s, Over 45s, Over 50s

2019 also saw the very first Men's Over 80s FIH sanctioned international match v The Netherlands. This was held in Breda, Holland, and will be repeated in April 2020 at Bisham Abbey National Sports Centre.

From 8 – 17 August 2020, a World Cup will be hosted at Nottingham Hockey Centre, featuring the Women's and Men's Over 35s and Over 40s categories. There will be 1300 players and officials taking part in 61 teams, from over 20 countries. This is the first ever competition staged for the new governing body, World Masters Hockey.

BT Sport's commentary team covering Great Britain's FIH Pro League fixtures at The Stoop



INCREASED VISIBILITY

The FIH Pro League

2019 was the inaugural season of the FIH Pro League, a global league championship, where GB Men's and Women's teams take on the best hockey nations home and away.

Between April and June, we hosted 10 exciting match sessions at the Lee Valley Hockey and Tennis Centre and delivered a moment of hockey history with Great Britain's final matches against New Zealand held at the Twickenham Stoop in front of 12,000 spectators. The ground-breaking new technology that enabled 'Big Stadium Hockey' to happen, was developed by England Hockey in partnership with Polytan, Polypipe and Sports Turf Research Institute (STRI) and supported by Sport England. The competition and technology are significant steps in the objective for hockey to become a major spectator sport.

In total over 52,000 spectators attended the FIH Pro League GB Home matches. Alongside the matches, we hosted domestic finals while side events took place, including a Young Leaders Conference,



Great Britain enter the pitch at The Stoop

Flyerz Festival, Universities Conference and Club Conference. Our objective is to grow these spectator numbers and make the FIH Pro League highly profitable to help reduce England Hockey's reliance on government funding. In 2019 the FIH Pro League broke even. This was below our estimations as the legacy of the 2018 Vitality Hockey Women's World Cup was not as powerful as we forecast. That said, unlike previous FIH events, we hosted these matches with no government support and we are confident the FIH Pro League will go from strength to strength as it beds in and more people become aware of it.

Great Britain Women finished the league in 8th place and the Men's team in 4th place. The Men then travelled to Amstelveen, the Netherlands for the Grand Finals where they just missed out on a bronze medal. However, this did secure a home draw for the Olympic Qualifiers in November 2019.

The FIH Pro League format will change slightly for the 2020 season, where the home and away principle is kept but will be split over two consecutive seasons. We will be taking our Argentina matches to The Stoop, which will be the only time fans can see the two Olympic Champions competing on the same day, only months before Tokyo 2020.

Hockey as a Sport

One of hockey's main challenges is that those outside the sport perceive it as inaccessible. To better present our sport to new audiences and further inspire existing hockey lovers, England Hockey has undertaken work to better understand the reasons why hockey exists, why people derive enjoyment from it and ultimately why people choose it over other pastimes.

The outcomes of this work will be a brand model for the sport, including the brand purpose and a public-facing campaign, intended for launch prior to the 2020 Tokyo Olympics, which will help people, particularly young



people, to understand the qualities and values of hockey and excite them to pick up a stick. We plan to work with clubs at a local level to amplify the campaign.

The value of this piece of work is multi-faceted. The brand model will inform consistency in communications and decision-making inside England Hockey, help create one voice for all those promoting our game and will also form a key part of conversations with potential sponsors.

Communications

A wide range of international hockey matches were showcased to the public in 2018-19, both via the media and also across England Hockey's own channels.

First, in late 2018 BBC Sport showed the Toshiba International between GB and Belgium. Soon afterwards the Hockey Men's World Cup was shown live on BT Sport, with significant print and online media coverage following the England team's quarter-final win over Argentina.

Next, in early 2019, the first ever FIH Pro League season was again shown live on BT Sport, with all Great Britain games live, plus the vast majority of non-GB games. The international TV rights sit with the FIH and BT Sport has been a very important long-term partner for our sport, improving the quality of

the way hockey is presented. We work with BT Sport to grow the audiences watching hockey and continue to work with the FIH to explore whether a highlights package can be developed and shown on a free-to-air platform.



Example of BBC Sport online coverage of Hockey

In the summer of 2019, all Home Nations matches from the EuroHockey Championships were shown live on BBC Sport online, culminating in our highest-visibility moment of the year; the England women's semi-final defeat to the Netherlands.

At a domestic level, with thanks to Galvanised Media, our end-of-season finals were again shown on BBC Sport online platforms, as were the Jaffa Super 6s in January.

On England Hockey's social media channels, events such as Futures Cup continue to result in significant levels of engagement, alongside NAGs and EDP programmes.

As part of the Engagement Framework project, and as the number one recommendation by industry experts following their audit in 2018, new England and Great Britain Hockey websites are being developed for launch ahead of the 2020/21 season.

Players receiving
coaching for a game

ENHANCED INFRASTRUCTURE

Developing the supporting infrastructure for hockey both in terms of people and facilities is essential for the future of the game. In terms of facilities, England Hockey works extremely closely with Sport England and other organisations, such as the Football Foundation, to aim to ensure hockey provision is retained; mainly through the hundreds of Playing Pitch Strategies that exist. In terms of developing people, advice and guidance is available to clubs and extensive coach and umpire development is offered by England Hockey through a structured programme of courses and workshops, online and on-demand for clubs.



Walking Hockey session
at Bromsgrove HC

What Makes a Great Club?

Work has continued to build on the principles of our 'What Makes a Great Club?' support and advice. The aim is to give every player the best experience of our sport and to create more, better, happier players in a sustainable club environment.

There are seven strands that underpin the principles of what makes a great club:

- Having great club leadership
- Having appropriate and sustainable facilities
- Having inspired and effective people
- Providing different ways to play
- Being friendly, welcoming and social
- Being local with strong community connections
- Stretching and developing those that want it

The Relationship Managers and the Clubs team have been engaging with clubs across the country on the seven strands and helping clubs to work through the varied challenges of running a club. The Relationship Managers have hosted over 75 club forums across the country to provide support and guidance to clubs and these have proved successful with growing attendance from clubs.

A Club Conference was held at The Stoop, in conjunction with the final FIH Pro League event. Over 300 club committee members from all over England attended the event. There were workshops available on funding, safeguarding, different ways to play the game and governance within clubs. It was a fantastic day of networking and all clubs were then invited to attend the England v New Zealand games afterwards.



Over 300 club representatives joined the Club Conference

This year saw another successful #HockeyFest campaign, supported by Notts Sport. Over 180 clubs opened their doors in August and September to start the season off with a bang. #HockeyFest is designed to bring new members to the club through promoting the friendly, sociable and welcoming aspects of hockey. Clubs put on a series of activities including bake offs, fancy dress games and face painting.

Facilities

The facilities strategy is now established and we are working to embed it across the country. The aim is to help every hockey club in England to have appropriate and sustainable facilities that provide fantastic experiences for players. England Hockey appreciates this is a long-term plan and we are facing a difficult climate with restrictions on funding and the increasing demand and investment into 3G pitches. The Facilities Relationship Managers and the Relationship Managers have been engaging with clubs, education establishments, leisure providers and local authorities to protect, improve and develop pitches in the right places.

Strategically, England Hockey works in partnership with Sport England, the Football Association, Local Authorities and other National Governing Bodies to support the future planning for sport. The main

mechanic for doing this is local Playing Pitch Strategies. Two thirds of Local Authorities have up-to-date strategies that we have contributed to and most of the remainder are expected to be renewed soon.

England Hockey actively encourages and supports clubs to develop better long-term agreements with their pitch providers and additional support and guidance is provided to our clubs by our official facilities partner Notts Sport. Securing developer contributions to invest in the right places to develop new hockey sites is a key focus area as is identifying other potential partners to invest in the improvement of existing pitches. England Hockey is also exploring the different financial models for sites and different ways of securing additional investment into key strategic sites in order to ensure adequate facility provision to protect the future of our sport.

Big Stadium Hockey

Following the success of the Vitality Hockey Women's World Cup in 2018, this year England Hockey was driven to create more, regular opportunities for significant numbers of spectators to access world-class hockey events. A moment of hockey history was delivered when Great Britain's final FIH Pro League matches were held in partnership with Harlequins Rugby at the Twickenham Stoop in front of 12,000 spectators.



During the installation of the revolutionary pitch

'Big Stadium Hockey' was enabled as a result of England Hockey pioneering a game-changing, reusable technology developed in partnership with Polytan, Polypipe and Sports Turf Research Institute (STRI) and supported by Sport England. The result is our ability to take hockey to any stadium in the world, where we can install, and subsequently remove, an international standard playing surface in the space of a few days, critically without damaging the surface underneath.

Subsequent to the pilot event at The Stoop in the summer, Hockey Ireland deployed the technology to transform Energia Park in order to host Canada in their Olympic Qualification matches in November. Now 'Big Stadium Hockey' has been tried and tested, we look forward to returning to the Twickenham Stoop in May 2020 for Great Britain's FIH Pro League fixtures against Argentina.



Bruce Bale and Dan Barstow take charge of Hampstead & Westminster v Wimbledon at the EHL league finals

Officiating

Thank you once again to all the umpires and officials who have ensured hockey happens throughout the season and congratulations to all our umpires and officials who have had international appointments this year – like our international players, you continue to make England proud.

This year has seen a slight shift in focus for England Hockey with regards to officiating. Whilst Level 1 Umpire Course delivery has remained integral to much of the activity, with the governing body

working with its team of Umpire Developers from around the country to deliver courses to around 1,800 new umpires, and a further 65 participants completing the Introduction to Umpiring Course; there has been additional work focussed on how to support clubs and their umpires alongside Umpiring Associations in the future.

63 new Club Umpire Developers have completed training in the past year, meaning that the initial phase is now allowing support of almost 300 clubs on a regular basis. Working alongside the Umpiring Associations more online content is also being

provided for all umpires. This has meant that a greater number of umpires are being supported on an ongoing basis than ever before both within Umpiring Associations, and also within their club environments. Another fundamental part of this developing support model has been to migrate all appointed umpires at a regional and national level onto one single appointing system (the Officiating Management System), meaning that for the first time ever, a country-wide, single view of umpires' performances is available to help identify ongoing support and development opportunities. The ambition is to roll this system out even further, to allow for club- and county- appointed umpires to be able to reside on the same IT infrastructure, thereby further increasing the visibility of what is going on at grass-roots level each week.

Meanwhile, the National Programme Umpires Association (NPUA) has, once again, seen their umpires and umpire managers appointed at many high-profile events. The Men's World Cup was the major event in the last 12 months, and Dan Barstow was appointed to this event. Dan's performances during the competition resulted in him being given one of the semi-finals to umpire. Elsewhere, in Dublin, Hannah Harrison was appointed to the World Open Series Finals.

England also saw umpires and technical officials taking on key roles in the new FIH Pro League, with Dan Barstow and Bruce Bale getting on-pitch appointments, whilst Steve Catton and Sam Strickland

were match managers. Within the world of technical officiating, there were seven international indoor appointments, and 15 outdoor appointments, with David Ellcock getting the pick of these, as a technical official at the Women's EuroHockey Championships.

Internationally, our Umpire Support also achieved significant honours, with Margaret Hunnaball as Umpire Manager for both the FIH Pro League Finals & the EuroHockey Championships, Louise Knipe as Umpire Manager for a Test Event in China, and Paul Box-Granger being appointed as Umpire Manager for the Open Series Finals in Dublin.



Gill Lord awarding a penalty corner

Volunteers

The Hockey Maker programme in 2019 saw our amazing team of volunteers support a wide range of activities from the delivery of all our domestic events to the FIH Pro League home matches and the supporting activities that derive from these events.

The FIH Pro League calendar was a step change from traditional major events with commitment required over a longer period but for only 1-2 days at a time. Over 6,000 hours were committed by the Hockey Maker team during the season, with many attending all 11 sessions. The highlight was the final match at The Stoop where over 100 Hockey Makers worked collaboratively in a new venue contributing to the amazing atmosphere and success of the event.

In the domestic programme, the support from Hockey Makers at Lee Valley Hockey and Tennis Centre was exceptional as we have come to expect. This year, events were also held at other venues including Reading and Wakefield Hockey Clubs. This enabled some of our more experienced Hockey Makers to upskill and support existing Club Volunteers to deliver Championship Finals.

England Hockey are incredibly fortunate to have a committed, highly skilled and enthusiastic Hockey Maker Team who have a fantastic reputation worldwide. To every single person that contributes even a minute of their time for our sport, we would

like to extend our gratitude. In May, the contribution of our volunteers across the Hockey Family was again recognised at the Annual Awards Dinner.

So, a huge thank you to all volunteers, for their massive contribution to the delivery of our competitions and events, and also to all the people up and down the country who do so much to make hockey happen week-in, week-out.



Hockey Maker
Emma Longbottom
working hard

Coaching

The past 12 months have seen an increase in the number of opportunities for coaches to engage with learning and support in whatever role they play as we continue to strive towards inspiring more, better and happier coaches. The sport has a desire to unleash the power of coaching through providing innovating and engaging support and development to the people who deliver our sport.

The recruitment of four coach developer roles, to the growing Great Britain coaching team, played a major part in being able to reach out to more coaches to offer support through the expanding offer accessible through Great Britain Hockey.



GB Advanced Coach Programme
Cohort 2 Graduation, 2019

A summary of progress against key strategies of the GB Coaching Strategy is outlined below.

1) Fully align and deliver the GB Coaching offer across GB

- 108 coaching events with 1,395 attendees across GB.
- 1,327 England Hockey Coach Members, a 21% increase.
- 5,659 twitter followers, an increase of over 1,100 followers.
- 34 successful applicants for cohort four of the GB Advanced Coach Programme, with 24% female, an increase of 17%.
- 695 days of coach developers delivering the full GB Coaching Offer, compared to 486 days the previous year.
- 2,800 coaches accessed the coaching section of Hockey Hub on an average of once a week.

Housemaster of Hockey

'The course and delivery were outstanding. It was perfectly pitched, and everyone came out of the session equipped and enthused for another year ahead. The course has changed the way we deliver hockey at the school.'

County Bespoke Coach Programme

'The first session was brilliant. Coaches were really enthused – so much discussion going on even during the breaks – and the feedback is totally positive.'

ACP Cohort 3 coach

'An excellent, exhausting and inspiring two days. Can't wait to do this conference next year. Can't believe I am half way through this life-changing experience.'

2) Embed and implement the Talent Development Framework across GB

- 512 coaches have attended 24 Community of Practices to further explore and embed the Talent Development Framework in their coaching practice.
- Bespoke coach development programmes for 63 Talent Pathway (Performance Centres, Academy, 360) coaches delivered across GB, accessing 1:1 coach developer support.
- GB-wide National Age Groups development programme providing bespoke support to 10 NAGs Head coaches.

Coach attending Community of Practice

'Fantastic night last night thanks to the coach developers. It was great to catch up with lots of coaches during the evening as well.'



3) Deliver bespoke Coach Development Support for coaches of Performance and Talent players, aligned to World Class Coaching Principles

- Continued coach developer support to nine identified performance coaches across Great Britain.
- Two GB coaches days held for all senior coaches across GB, with 13 attending the first day and 10 attending the second day.
- Hockey-specific Athlete-to-Coach Programme being delivered, in partnership with UK Sport, to support the development of four current and ex-athletes' journey into coaching



4) Enhancing and improving the GB Coaching offer

- Influencing national agencies (CIMPSA and UK Coaching) on the development and implementation of Professional Standards, to support delivery of GB Coaching Strategy
- Draft hockey technical standards in place, aligned to Professional Standards
- Successful Sport England bid to support an Evaluation Framework and work of Coach Developers
- Three full-time equivalent (four roles) coach developers in England recruited to support increase in delivery

The successful year was rounded off with the Great Britain Hockey Coach Development Offer winning the Transforming Coaching category of the 2019 UK Coaching Awards.

England Hockey Awards Night

On Saturday 11 May 2019, over 400 people from across the Hockey Family came together in Leicester to celebrate another outstanding year of creating a 'Nation where Hockey Matters'. Clubs, teams, players, volunteers and hockey fans from across the country joined us at The Athena to recognise and celebrate the successes of the Hockey Family.

The Winners



Men's Senior Performance Player:
Barry Middleton



Investec Women's Senior Performance Player:
Lily Owsley



Men's Emerging Performance Player:
Tom Sorsby



Investec Women's Emerging Performance Player:
Miriam Pritchard



Howden Men's Team of the Year:

Stratford-upon-Avon 1st XI

A small, inclusive, family-orientated, community hockey club catering for all abilities and ages, the 1st XI is central to driving standards across the club, through training and playing, but also volunteering. Members of the 1st XI have organised, funded and coached a schools programme, bringing high-quality hockey coaching for FREE to every school in the Stratford District (130 hours of coaching). They run and help coach junior training, work with the Badgers team, take ladies training as well as umpiring, and programme and coach the preschool hockey programme, Little Sticks. Congratulations to this fantastic team!

Investec Women's Team of the Year:

Rugby & East Warwickshire 1st XI

Rugby & East Warwickshire Hockey Club Ladies 1sts have been promoted for an astonishing fourth consecutive season to reach Midlands Premier, the highest level in their history. The squad features six U18s (four home-grown) demonstrating a clear and visible pathway from an outstanding junior programme for others to follow and aspire to. Their progression has been organic and sustainable. The team receives outstanding coaching and responds with diligence, application, motivation, commitment, leadership, skill, ambition and ultimately unerring consistency. The team inspires and sets the tone for the whole Ladies' section and in reaching a higher tier



than the men, for the first time ever, has addressed a previous imbalance in relative playing standards, earning huge respect for their achievements inside and outside of the club. Off the pitch, the team is clearly visible with members driving the Back to Hockey initiative, junior coaching / EH cup team management and working with local schools to encourage participation. Unprecedented playing success grabs the headlines, but their exemplary conduct, attitude and wider contribution sets them apart as a model team that the whole club is hugely proud and supportive of.

Notts Sport Club of the Year: London Wayfarers HC

The club has increased its participation by 28% this year, making it the largest club in the country. It has driven umpire development in London, resulting in over 400 attendees to a level 1 umpiring course in

just over a year. The club has influenced various parties to expand hockey provision in the local area to offer more desperately needed hockey provision. A flexible approach to using smaller pitches in the area has enabled the club to meet an ever-increasing demand for hockey. London Wayfarers offer Back to Hockey sessions to over 100 participants, which has doubled in just one season. The club has 30 days of camps, over 50 participants at goalkeeper training and summer small-sided competitions, helping local schools through the Team Up programme and Hockey Futures to improve engagement with the local community.



Unsung Club Hero: Chandra Arora (not pictured)

Chandra is President of Redbridge & Ilford Hockey Club. He is a passionate hockey man and, at the age of 80, few can exhibit his degree of devotion, dedication and enthusiasm for imparting skills and knowledge to the younger generation. For over 20 years Chandra has coached colts and managed hockey teams, preparing them for the London Youth Games. Under his guidance and coaching the children have won numerous medals. Chandra's personal ethos is that "no child should suffer from lack of resources". He has pro-actively sought sponsorships and organised various fundraising events to generate funds for sports equipment. He successfully approached major hockey suppliers for 'new old stock' for the children and schools who couldn't fund it themselves. Chandra has spent over ten years volunteering in local state schools and is currently coaching across five schools. His mission was to make hockey a sport to be played and enjoyed by all, irrespective of their socio-economic background.

Celixir Coach of the Year: Kathryn Redd

Kat is a well-respected and loved senior club coach who is involved in leading sessions for Newquay 1st and 2nd Ladies XIs. She has coached at Newquay Hockey Club for several seasons and helped the newly formed 2nd XI win promotion.



The 1st XI are currently top of their league and aspire to promotion into Premier 2 next season. Kat plays for Newquay Hockey Club 1st XI but sacrifices training to coach, working as a PE teacher at Truro High School where she is responsible for the recent qualification and success of their u16s team at the national schools play-offs. Coaching the girls from a young age in a county where hockey is not looked on as an important sport and is therefore somewhat deprived in terms of coaching/ resources and facilities, she has done an amazing job to get them to the standard they are now. She has put many years into coaching Cornwall county teams too, showing her commitment to the sport and desire to develop hockey players. Without Kat and her great ability to coach and develop, there would be fewer hockey players in Cornwall.

Lifetime Achievement:

Miranda Smith

Miranda has been pivotal to Basingstoke Hockey Club for over 50 years as a player, coach, official and committee member. She is Club President and provides strong leadership, guiding the committee to make the right decisions for the future stability of the club. Spending eight years working to get a second pitch, she works relentlessly with members to raise funds to make this possible. Devoting her time to developing future talent, who now play in national, regional



and local leagues. Miranda has tirelessly identified opportunities to get more people playing hockey, and for the last five years has organised Back to Hockey. In that time, the Ladies section has grown from four teams to seven. The work she does behind the scenes is invaluable to the club to ensure it functions effectively week on week. Basingstoke frequently wins awards for its hospitality to teams and again, this is all thanks to Miranda. Despite having operations on both knees in 2016, in 2018 she represented the country in the O65s and won a gold medal. She's truly inspirational!

Official of the Year:

Simon Dye

Simon's development includes studying at the Hockey Performance Academy and participating in umpiring Q&A sessions. Simon has set up and runs weekly 'satellite' hockey sessions and 'Back to Hockey' sessions. His contributions include umpiring the development leagues each week as well as junior tournaments and umpiring in the East leagues and the Norfolk Ladies League. Simon took some young umpires to Northern France and was part of the 'East Young Umpires Association' helping to improve umpiring standards in this international tournament. In June 2018, Simon was Technical Delegate for the East U16/17 County Championship. He is a level 1 accredited umpire and a level 2 coach,



coaching at the local state boarding school and development sides at Dereham Hockey Club. Simon also acts as a manager for the Norfolk U16/17 Girls A & B squads. Simon uses his development games to organize assessments for newly qualified umpires. Simon is a driven individual, having been involved in hockey for 38 years and in the future is organising 'Rabble' (HIIT) sessions for the local community, more Satellite and 'Back to Hockey' sessions and taking on coaching the East O45 ladies side.

Vitality Rising Star:

Helen Windsor and Jeevan Chagger

Helen is a highly capable player (a member of the Marlow U18 side which reached the EH U18 Indoor Championship finals), an excellent L1 umpire (regularly umpiring for Marlow senior teams), and a successful lead coach for one of Marlow's U14 girls' teams. Above all, Helen is an outstanding and highly popular young leader, inspiring others to follow her example; her maturity and sense of responsibility really set her apart. She began volunteering at the club's mini-hockey sessions when she was 14. At 16, she ran the U10 squad, moving on the following year to coach the U12s, who showed their affection for Helen by supporting her enthusiastically as a player at her own regional finals. Helen attends Great Marlow School, a non-selective state school which has had success at county and regional level. She has committed to her own development by attending numerous courses, including Engaging Games for Children, and EH



Introduction to Coaching, and has been instrumental in running Marlow's Young Leader programme.

Jeevan, 21, recently took over as chair at Yardley. Since then, he has done so much for the club and community to increase hockey participation and turn around a club in need. From running six weeks of hockey sessions for children with autism and working alongside Mark Gleghorne during their sports week, to coaching and guiding other schools hockey teams from having never picked up a hockey stick, to winning the Coventry, Warwickshire and Solihull Finals for primary school games, the schools are now running clubs for 30 young people to play hockey outside of school. Jeevan is in discussion with a local organisation who are planning to offer hockey tasters for over 1,200 children. Jeevan sustained an injury and can't play regularly so he is now using other methods to give back to the sport and encourage the next generation.

Vitality Hockey Maker of the Year:

Annie Thomas and Emma Longbottom

A quote from Hockey Maker colleague: "Annie is amazing to work with. Her commitment to hockey and the promotion of women's sport is amazing and extensive." We were proud to work with Annie at the Vitality Hockey Women's World Cup 2018. Annie's knowledge and passion for the sport, and her experience as a Hockey Maker, make her an incredibly valued member of the team.

Emma last year stood out as a Hockey Maker. She was instrumental in the process for selecting the Hockey Makers who were picked for the Vitality Hockey Women's World Cup in 2018. She was always happy and smiling, and always there to answer questions from new volunteers and give them encouragement when they needed it.





West Wilts HC making the most of #HockeyFest

STRONGER NGB

AND RESPECTED CUSTODIANS OF HOCKEY

Sponsorship

We continue to work the relationships with our partners to ensure they get value for their investment and that we deliver activity that is mutually beneficial. Investec’s new marketing campaign of ‘Winners Act Fast but Think Faster’, which has been at the forefront of much of their advertising, is a good example of this.

The FIH Pro League provided us with a platform to deliver an incredibly successful Club Conference, which coincided with a double header against New Zealand held at The Stoop, home of Harlequins Rugby. Many of our partners were present informing the 300 clubs in attendance about the offers they can receive. Special mention goes to Notts Sport, Halliday Lighting, Replay Maintenance, Howden and Physique Management for their support.

Recently renewed partners Physique Management will supply our physiotherapists with the best in the business for all strength and conditioning purposes, giving our athletes the best chance to operate at the required high level in the build up to Tokyo Olympics.

Vitality Back To Hockey continues to progress and with ClubSpark in place we are now able to track all sessions through this software, allowing us to showcase the best of our community work alongside our supporting partner, Vitality.

The sponsorship landscape has been challenging, particularly with uncertainty related to Brexit, so in this context we continue to be incredibly grateful for the support of our partners who are critical in helping us drive the sport forward. As always it has been a pleasure to work with them and we look forward to an exciting Olympic summer.

Retail

Our retail contract moved to a new partnership with Specialist Sports, who already supply our Adidas hockey kit across all areas from elite level to Player Pathway. Under this new partnership we relaunched our online store and rebranded our event retail space under The Hockey Store banner. Retail sales grew at our 2019 FIH Pro League home games and work started to develop and grow the retail range further.



Participants getting involved in a Hockey Futures session

Hockey Futures

During 2019 the England Hockey Board decided to put Hockey Futures on hold following a period where both the elected Chair and contracted operational lead moved away from the charity. Ultimately we were not able to generate grant income to kick start the grassroots activity as we had hoped. The funds associated with the charity remain ringfenced and the expectation is that Hockey Futures will recruit a new Chair and revisit its fundraising and delivery strategies at a later date.

HR/Brand Personality

Through a number of HR initiatives, England Hockey is committed to providing our employees with an environment that enables them to feel valued, engaged, motivated to achieve and proud to work for England Hockey. We also recognise the critical role that all our volunteers play in supporting our sport and are continually looking to improve the services we provide to our members and stakeholders through collaboration with our volunteers, introducing new initiatives and enhanced efficiencies, which reflect our commitment to hard work, innovation and quality.

England Hockey uses its HR Network and Auditors to measure against other NGBs in a competitive

marketplace to ensure we attract and recruit high calibre personnel. We have over 450 years of collective experience in our organisation, an equal gender split and a wide age range. We reward long service and place our values and behaviours at the heart of everything we do.

We recognise that our recent success is undoubtedly a reflection of our excellent employees, our dedicated volunteers and our vision to become a Nation Where Hockey Matters.

Safeguarding Young People

Providing an environment that is safe and fun must underpin all hockey activity. England Hockey's commitment to safeguarding and protecting young people in hockey remains paramount.

The Safeguarding 'Call to Action' has been incorporated into the club affiliation process again for the 2019-20 season, capturing basic safeguarding information on all clubs that have junior members. Clubs are encouraged to be honest on whether they meet minimum requirements, so that support can be offered where necessary.

Minimum requirements include having a safeguarding policy, disclosure and barring service checks through England Hockey, a named

welfare officer, all people working regularly with young people attending relevant training and awareness of reporting procedures.

England Hockey will be auditing clubs at random to check these requirements are being met.

Government Guidance 'Working Together to Safeguard Children 2018' names sport as a specific setting, increasing the need for clubs to understand their responsibility to provide a safe environment. England Hockey are committed to supporting clubs in achieving the minimum standards and all aspects of safeguarding and protecting children and young people.



Young players celebrate a goal



Celtic Jaguars huddle in the Futures Cup

Safeguarding adults

With an increasing interest in questions relating to safeguarding adults, England Hockey continues to work with the Ann Craft Trust to provide information and guidance on this subject. Additional information has been added to this section of England Hockey's website.

Clean Sport

England Hockey's commitment to 'Clean Sport' remains and we continue to work with UK Anti Doping (UKAD) in achieving this. Education and training delivery to the elite and performance squads, including junior programmes, is a priority. Premier League clubs are also offered education opportunities.

Hockey Museum

The Hockey Museum continues to grow from its Woking base and provides the sport with an invaluable ability to collect, protect and display its heritage. The hard work of dozens of volunteers has catalogued the donations and the museum is well worth a visit to see the sport's history displayed in a professional setting.

The Museum continues to work closely with England Hockey and a key project currently underway is compiling a definitive list of international players and their caps.



Spectators visiting the Hockey Museum exhibition

PRINCIPAL PARTNER



OFFICIAL PARTNERS



OFFICIAL SUPPLIERS



GOVERNANCE REVIEW

A Structure Fit for the Future

In 2017 a resolution was put by clubs to the England Hockey AGM, and strongly supported by the membership, to review the way the sport was structured locally. Since 2017 England Hockey has been consulting widely and developing a proposal. This consultation process and the steps taken along the way are all available here: www.englandhockey.co.uk/agmresolution

The proposals are underpinned by a vision and set of good governance principles that have been key to decision-making throughout the process.

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.

Proposed Structural Change

The proposal recommends that the structure of the sport is changed with eight equally competitive 'Areas' around the country created (from the current five) that will be part of an aligned approach nationally. These areas have been created by using participation and travel data to aim to create a more optimised approach to delivering hockey and a fairer structure in terms of opportunity to progress.

Next Steps

If the proposal is passed at the 2020 England Hockey AGM, England Hockey has developed a comprehensive implementation plan to ensure a smooth transition from the current structure to the proposed new structure. More information on the proposed timelines and activity can be found here: www.englandhockey.co.uk/agmresolution.

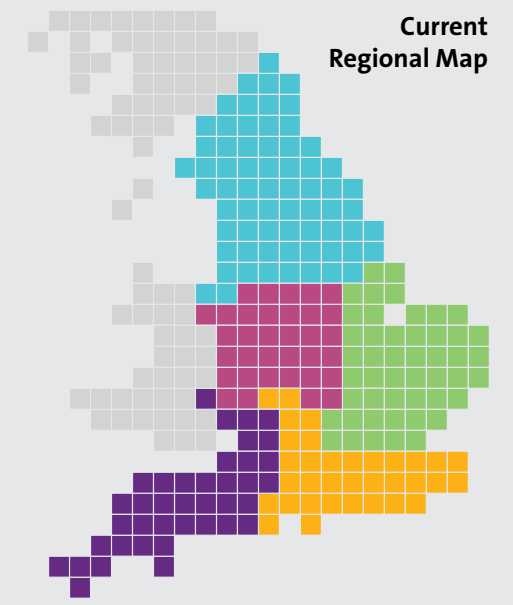
From this... in 2019

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



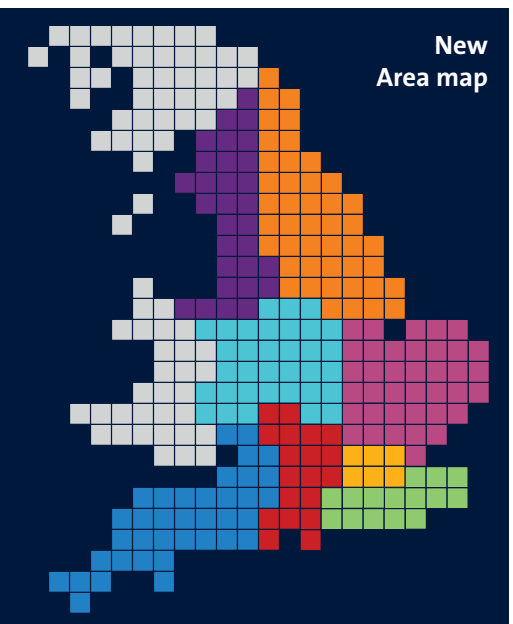
To this... in 2021

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





FINANCIAL INFORMATION

Summary

This year saw England Hockey make a small deficit of £28k although the organisation remains financially robust with reserves of £1.6m. Income and expenditure were both lower than the previous year but this was due to the Women’s World Cup in the previous year with its one off impact on England Hockey’s accounts.

The need to diversify England Hockey’s income away from Sport England and UK Sport funding has been a strategic priority for the organisation for some time and the Board identified the new FIH Pro League as a major opportunity to develop a significant new commercial income stream and mitigate a major financial risk for the organisation. It will take time to develop and grow and deliver financial benefits but following the success of the Women’s World Cup the Board took the decision to take 2 matches to Harlequins’ Stoop stadium in 2019 as a first step and were encouraged by the success. The move required significant investment in the event in general and the ground breaking

pitch technology in particular. The investment in the pitch technology, “Big Stadium Hockey”, has been recognised in the accounts as a £120k investment in Intellectual Property and it is noteworthy that the technology has already been used by Irish Hockey for the recent Olympic qualification matches. In 2020, 4 more “Big Stadium Hockey” matches will be held at Harlequins and this offers England Hockey the chance to achieve a step change in the spectator base of the sport and reduce its reliance on government funding.

The Board has a KPI for reducing this reliance on government funding and in 2019 the percentage of total income that came from Sport England and UK Sport (adjusted for non-recurring items) was reduced from 65% to 59%. The graph for non-grant income shows that despite the fall after the Women’s World Cup the long term trend remains positive.

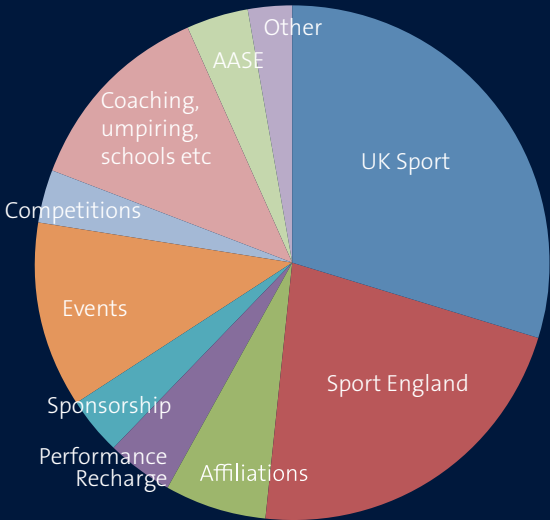
Income and Expenditure account

Total income and expenditure both fell from £15.6m to £11.9m because of the World Cup in the previous year. These figures include the internal recharge of £0.4m which is excluded from the statutory accounts but which is included in this report to give members a fuller picture of England Hockey’s finances. These internal recharges allow England Hockey to recover the overheads incurred by the Performance Department.

Sport England participation funding remained consistent at £2.6m and expenditure on developments programmes rose from £1.65m to £1.8m. Details on the new Hockey Heroes programme are covered earlier in the Annual Report.

Funding from UK Sport for performance activities was again drawn down to match expenditure and rose from £2.8m to £3.6m which was largely down to the cost of competing in the FIH Pro League.

ENGLAND HOCKEY - SOURCES OF INCOME



Although affiliation fee income is now a relatively small part of our total income it remains important and increased from £752k to £766k despite the continued offer of free affiliation for new teams.

Total staff costs, including on costs, rose from £3,487k to £3,668k year on year although Directors remuneration including on costs fell from £548k to £516k. England Hockey continues to monitor salaries as a percentage of income as one measure of its efficiency and benchmarks itself against other National Governing Bodies through an independent survey undertaken by our auditors, Haysmacintyre.

There was a noticeable increase in the cost of Unrecoverable VAT from £87k to £209k due to a reduction in standard rated VAT income following the Women’s World Cup.

Full details of income and expenditure are shown in the tables on pages 70 & 71.

Balance Sheet

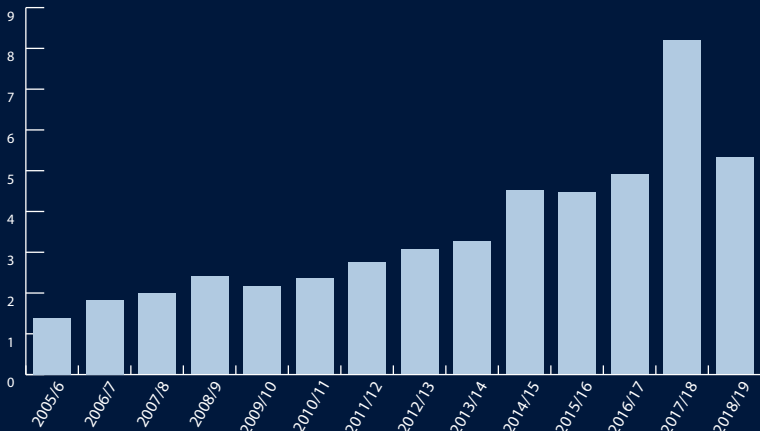
At the end of the year England Hockey’s reserves fell from £1,606k to £1,577k due to the deficit in the year of £28,666.

England Hockey’s cash balances rose from £1.7m to £2.6m as the impact of the World Cup fell away and other World Cup related changes included Creditors reducing from £4.2m to £2.7m. In 2018 outstanding grant payments from Sport England were received shortly after the year end which increased the 2018 Debtors figure so this fell from £3.7m to £1.1m in 2019.

BALANCE SHEET (KEY ITEMS ONLY)

Assets	This Year	Last Year
Cash	2,600k	1,742k
Debtors	1,229k	2,516k
Liabilities		
Trade creditors	655k	2,029k
Accrued costs and deferred income	2,086k	916k
NET CURRENT ASSETS	1,088K	1,313K
FIXED ASSETS	489K	294K
SPECIFIC RESERVE FOR FUTURE MAJOR EVENTS	0K	90K
GENERAL RESERVES	1,577K	1,606K

GROWTH IN NON-GRANT INCOME



WHERE DID THE MONEY COME FROM?

	This year £'000	Last year £'000
1 DEVELOPMENT (Grassroots)		
Sport England Grants		
Participation	2,616	2,619
Capital Investment Grants to Clubs	7	3
Other Grants		
Other (DCMS, UK Sport)	418	123
TOTAL GRANTS	3,041	2,745
Affiliation fees		
Membership Services	766	752
Competitions	382	380
Coaching, umpiring, schools, etc	1,501	1,290
TOTAL DEVELOPMENT	5,690	5,167
2 SUPPORTED BY		
Sponsorship	449	348
Interest on cash balances	20	14
Contribution from performance towards central overheads	481	389
Other	130	456
Major events	178	147
Business Development	0	130
Women's World Cup	3	5,842
FIH Pro League	1,207	0
TOTAL	2,468	7,308

3 PERFORMANCE (Elite)

Grants		
UK Sport (ring-fenced)	3,560	2,831
Other income	213	230
TOTAL PERFORMANCE	3,773	3,061
TOTAL INCOME	11,931	15,536

That left a deficit of £29k.

WHERE DID THE MONEY GO?

	This year £'000	Last year £'000
1 DEVELOPMENT (Grassroots)		
Development and delivery of coaching, umpiring, youth and club services: National costs including Development Director (<i>Staff 897k, rent 123k, programme costs 1,803k, travel, cars etc 135k</i>)	2,958	2,695
Regional: EH offices and Development Officers (<i>580k staff, 19K rent, 70k travel, car hire etc</i>)	669	659
Capital Investment Grants to Clubs & Project Management fees	3	3
Competitions (<i>staff 114k, direct costs 373k</i>)	487	389
Sundry Central Costs	176	194
TOTAL DEVELOPMENT	4,293	3,940
2 SUPPORTED BY		
Finance and administration costs including Non-Executive Chairman and Chief Executive (<i>staff 609k, postage, insurance, stationery, training, depreciation 367k</i>)	976	877
Events (<i>staff 531k, major events 267K, partnership servicing 74k, retail 49k, travel etc £ 15k</i>)	936	1,004
Business development (<i>direct costs 22k</i>)	5	22
Women's World Cup	15	5,842
FIH Pro League	1,110	0
Marketing & communications (<i>staff 154k, direct & CRM costs 163k, travel 6k</i>)	323	300
IT & hard/software support	218	279
Unrecoverable VAT	209	87
Corporation tax	1	3
Professional fees	17	72
Other	84	129
TOTAL	3,894	8,615

3 PERFORMANCE (Elite)

England programmes	2,400	1,778
GB programmes	0	0
Staff costs (<i>including Performance Director</i>)	859	829
Other overheads (<i>rent, Bisham Abbey, phones, travel, insurance etc</i>)	33	65
Contribution to EH overheads	481	389
TOTAL PERFORMANCE	3,773	3,061
TOTAL EXPENDITURE	11,960	15,616



ENGLAND HOCKEY

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