

GOVERNANCE REVIEW

THE HISTORY



**ENGLAND
HOCKEY**

THE HISTORY

September 2020	Updated document for AGM
May 2020	Update on adjourned AGM
March 2020	England Hockey AGM adjourned
February 2020	A Structure Fit for the Future resolution published
February 2020	Civica Election Services appointment and process
December 2019	Fully updated proposal
December 2019	Executive Summary of proposal
December 2019	Area maps and draft Adult Leagues proposal
November 2019	AGM Resolution Research Summary
October 2019	AGM Resolution Letter
October 2019	AGM Resolution FAQs
July 2019	AGM Resolution Proposal 2019 & AGM Resolution 2019 Survey
July 2019	Video presentation
May 2019	Programme of Consultation Roadshows announced
March 2019	AGM Presentation by Working Group Chair
December 2018	AGM Resolution Update 2
November 2018	The Vision, Principles and Requirements, underpinning the work on the AGM Resolution, received Board endorsement and will now form the basis of all future work in this area. The relevant output from the Governance of Junior Club Hockey Workshop has also now been incorporated within the wider AGM Resolution Governance Review work being undertaken by the Working Group
October 2018	AGM Resolution Update 1 . Workshop to discuss the 'gap in the research' with regards to the Governance of Junior Club Hockey held on Monday 29 October, attended by 12 volunteers. Thank you to all those who were unable to attend but provided comments and feedback
September 2018	Comments and feedback identified a gap in the consultation regarding the governance structure of junior club hockey. Expressions of interest sought to attend a one day workshop
July 2018	AGM Resolution Update Paper . Seven overarching principles of future good governance in hockey established by Working Group. Timescale for comment set as 10 October 2018. AGM Resolution Update held at Lee Valley Hockey & Tennis Centre on Saturday 28 July, attended by 46 people.
June 2018	Invitations to an England Hockey AGM Resolution Update at the Vitality Hockey Women's World Cup on 28 July sent to those survey respondents who had expressed an interest in being involved in further consultation
March 2018	AGM Resolution Update presented at England Hockey AGM
February 2018	Consultation results published in an Executive Summary Report (12 pages) and as a Full Report (82 pages)
November 2017	Five Consultation evenings held around the country
October 2017	Online Consultation Survey live. Open to individuals and representatives of clubs, leagues, county and regional bodies to complete
September 2017	Notice of consultation exercise published and communicated
August 2017	AGM Resolution Update. Yew Consulting Ltd appointed to undertake consultation exercise
July 2017	Working Group presented a scope and timescale for the initial stages of the project to the England Hockey Board
March 2017	AGM Resolution passed

MAY 2020

UPDATE ON ADJOURNED AGM

Further to the adjourned England Hockey AGM on 17 March 2020 England Hockey is now in a position to advise on the proposed next steps. The AGM agenda included a number of regular items that are addressed every year as well as the significant matter of seeking membership approval of the Structure Fit for the Future proposals (see www.englandhockey.co.uk/agmresolution).

The England Hockey articles do not allow for an AGM to be held electronically. In light of the Coronavirus outbreak, the government are making allowances for companies regarding the filing of the relevant end of year paperwork. Having made the necessary enquiries with our auditors, the 2018-19 England Hockey accounts have been filed at Companies House, noting they are subject to membership retrospective approval when the adjourned AGM is eventually reconvened, allowing for amends to be filed if necessary.

A new date has not yet been set for the England Hockey AGM. When the situation allows, a time and date will be published to reconvene the adjourned AGM in the appropriate manner with sufficient notice in line with the articles of England Hockey.

Obviously without the vote from the membership taking place at the AGM, the Structure Fit for the Future proposals are not yet approved. The Board of England Hockey still has the appetite to pursue the work against the initial timescales due to the level of engagement and support from the membership in the run up to the adjourned AGM. The staff at England Hockey will therefore start to develop the next stages of the proposals in line with the timeline set out. Clubs, Associations and other membership bodies can expect to be invited to provide information to develop the next level of detail in the proposals. The Board is clear that the implementation of this work will only progress subject to membership approval.

We hope that those that have supported the work so far and provided advice and feedback will continue to do so with the aim of helping to ensure that the proposals can best deliver against the benefits they will bring to the game for generations to come.

If you have any questions please email agm.resolution@englandhockey.co.uk.

More information on the Structure Fit for the Future Proposals is here:
www.englandhockey.co.uk/agmresolution

MARCH 2020

UPDATE ON ADJOURNED AGM

England Hockey takes the duty of care of its members very seriously and, in consideration of the ongoing impact of COVID-19 (Coronavirus), we feel it is not in the best interests of our membership to continue with the scheduled Annual General Meeting due to take place at Bisham Abbey this evening (Tuesday 17 March 2020).

In accordance with our Articles of Association, following the calling notice of 26 February, in order for the meeting not to take place, England Hockey is required to start the meeting and subsequently adjourn it based on the minimum quorum not being met. As a result of the anticipated adjournment, a new date will be arranged and we will communicate this in due course.

FEBRUARY 2020

A STRUCTURE FIT FOR THE FUTURE

After a long and detailed consultation process with members over the past few years, the Board of England Hockey met yesterday (3 February 2020) to approve the resolution that will be put before the 2020 AGM seeking a mandate to deliver the "Structure fit for the future" proposals. The proposals were shared with members last year and, in light of the positive response, the Board wants to work with members to deliver the change over the proposed timeline.

The wording of the resolution will be:

- Approval of the resolution to endorse the 'Structure Fit for the Future' proposal and instruct England Hockey to work with the membership with the aim to deliver the changes proposed in the timeline set out in the full proposal document.

We are also pleased to announce that England Hockey has partnered with Civica Election Services (formerly the Electoral Reform Services) who will be managing the voting process for the AGM on our behalf. We believe this will give members full confidence in an independent and transparent process and details can be found here: [Civica Election Services – AGM Process](#)

Members are advised of the following timeline:

- 20 February 2020 – Closing date for notification of any proposed AGM business to the EH Company Secretary.
- 24 February 2020 – AGM papers issued to members
- 15 March 2020 (19.30) – Closing date for electronic appointment of proxies and postal voting for vacant roles.
- 17 March 2020 (19.30) - England Hockey AGM (CES will also be conducting and overseeing the voting process at the AGM)

The full details of the AGM Resolution proposal - A Structure Fit for the Future, including consultation and a draft implementation plan can be found here: www.englandhockey.co.uk/agmresolution

These changes have come from feedback provided by our members so we would encourage all members to review these important changes and vote on the proposals. If you have any questions or comments please don't hesitate to get in touch at agm.resolution@englandhockey.co.uk

DECEMBER 2019

A STRUCTURE FIT FOR THE FUTURE

To support the proposals in A Structure Fit for the Future this page provides more information on geographical areas and league structures.

Through detailed research and a travel mapping exercise undertaken pro-bono for England Hockey by Llamasoft, an operational logistics company, a new structure of eight Areas is proposed to more equally divide the balance of clubs and players in hockey in England. Obviously when developing this new approach some clubs will find themselves on boundaries, for many clubs this will be familiar but for some it will be new.

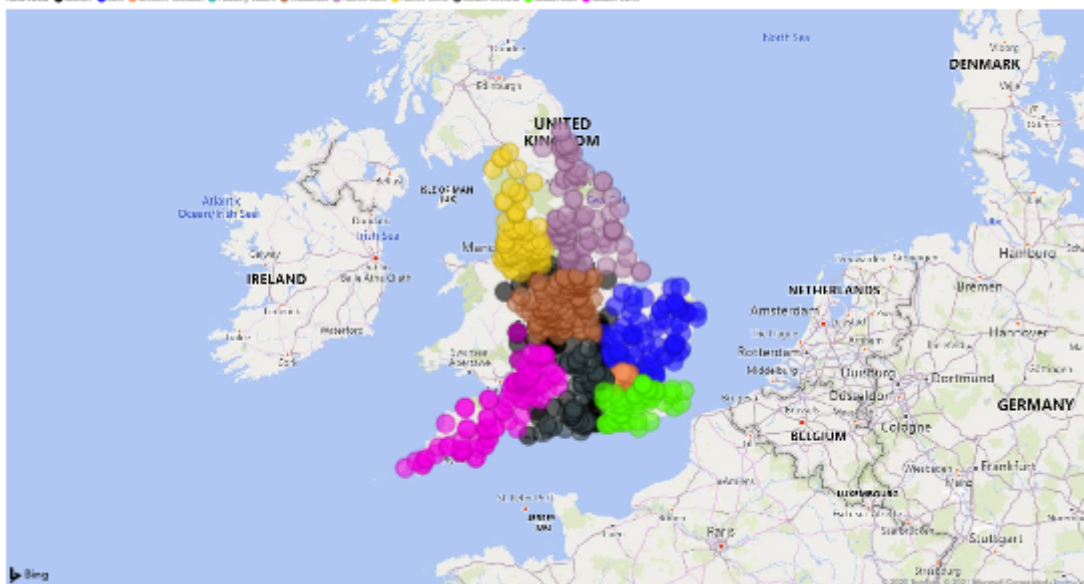
Throughout the consultation England Hockey made it clear that clubs would be allowed to request their area to play in if they feel in, or are in close proximity to, a boundary. The proposed approach to managing clubs that wish to play across boundaries is covered in the full proposal.

[Areas map](#)

The Area map beneath demonstrates the eight Areas with clubs falling on boundaries marked as black dots. These clubs are very likely to want to consider their preferred Area, as are clubs in very close proximity to these clubs. To see in zoom mode double click on the map or click on the top right expand function. Hover your cursor over a dot to see your club.

Club Name by New Area, Lat and Long

New Area: ● Border ● East ● Greater London ● Hockey Wales ● Midlands ● North East ● North West ● South Central ● South East ● South West



[Sub-divisions map](#)

To develop adult league structures to share with the membership it has been necessary to place clubs into Areas and more local sub-divisions to be able to generate a league pyramid. This second map demonstrates the local sub-division structures that are proposed. In some parts of the country there may be a desire to sub-divide these smaller areas even further to minimise travel, this will be a local decision and supported where it follows the broader principles of the proposal. To see in zoom mode double click on the map or click on the top right expand function. Hover your cursor over a dot to see your club.

[Adult league structures](#)

During the consultation process clubs strongly requested more details on the potential implications for adult league structures. This was to help clubs understand the potential implications for change and ensure that informed decisions are made. When looking at these structures it is extremely important to understand they are designed to give an indication rather than being the final versions. A clear timeline for finalising these is available in the full proposal.

You can see the proposed structures by clicking [here](#).

MAY 2019

PROGRAMME OF CONSULTATION ROADSHOWS ANNOUNCED

Further to the resolution put to the 2017 England Hockey AGM and the subsequent research and consultations that have been undertaken we are holding a set of roadshows to share the recommendations of the review.

These roadshows will allow clubs, associations and leagues to hear the recommendations of the AGM Resolution Working Group in good time before the 2020 England Hockey AGM where the decision to implement will be put to the membership. These are important meetings that will affect the future structure of the game and we strongly recommend your organisation attends this meeting if possible.

The roadshows dates and venues are as follows, to register your attendance and receive the pre-meeting information including exact details of the venue please email: agm.resolution@englandhockey.co.uk.

- 26 June – Harrogate - 7.30pm-9.30pm
- 27 June – Warwick – 7.30pm-9.30pm
- 1 July – Taunton – 7.30pm-9.30pm
- 9 July – Caterham – 7.30pm-9.30pm
- 10 July – London central - 7.30pm-9.30pm
- 11 July – Manchester – 7.30pm-9.30pm
- 16 July – Reading - 7.30pm-9.30pm
- 17 July – Cambridge - 7.30pm-9.30pm
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- 16 Sept – St Albans - 7.30pm-9.30pm
- 30 Sept – Sheffield - 7.30pm-9.30pm

If you cannot attend then England Hockey will be sharing information widely via the England Hockey website after the first block of roadshows for all organisations to consider.

OCTOBER 2017

ONLINE CONSULTATION SURVEY LIVE

Further to the news article from Friday 29 September, the online consultation survey is now live and will remain available for completion until Sunday 26 November. The survey is open to individuals and representatives of clubs, leagues, county and regional bodies to complete as follows:

Governance Bodies Survey

- Regional Association Committee Members
- County Association Committee Members
- League Committee Members
- Umpiring Association Committee Members

Clubs Survey

- Club Committee Members
- Club Playing Members
- Club Non-Playing Members
- Club Umpires

Anyone who sits on more than one committee can complete more than one survey. To download a hard copy of the survey to discuss with other members of your committee before submitting your responses use these links:

- [AGM Resolution Survey – Clubs](#)
- [AGM Resolution Survey – Governance Bodies](#)
- [AGM FAQs](#)

Following completion of the survey period, the feedback will be considered at a series of evening consultation meetings facilitated by Yew Consulting.

Spaces will be limited at these meetings and clubs/associations wishing to send a representative to participate in the discussion to explore future options and find workable solutions should register their interest to AGM.resolution@englandhockey.co.uk and provide a name, contact information and preferred venue.

In order to facilitate an open, fair discussion only one representative may attend from each organisation.

The venues are:

- Wednesday 22 November – Imber Court, East Molesey, London
- Thursday 23 November – Taunton Vale Sports Club, Taunton, Somerset
- Monday 27 November – Sports Park Weetwood, University of Leeds, Leeds
- Wednesday 29 November – Old Silhillians, Solihull, West Midlands
- Thursday 30 November – Novotel London Stansted Airport
- Full details relating to the evening will be emailed during the week before the date of each consultation meeting.

SEPTEMBER 2017

NOTICE OF CONSULTATION

At the England Hockey AGM in March 2017, a resolution to review the structures within the sport was put to the AGM and passed via a 98% majority. The AGM resolution read as follows:

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

As outlined in our 2nd August website news article, the England Hockey Board has established a working group to manage the review and this group has appointed an independent consultant, Yvonne Barker from Yew Consulting, to undertake the consultation phase. Yvonne specialises in working with sports organisations.

To inform the review we want your views about the way in which hockey is currently run and managed at regional and county level and whether this meets the needs of players and clubs. We want to know if you feel that it currently works well or if improvements could be made and, if so, we want your thoughts and ideas on practical solutions.

Ahead of the consultation taking place, we would encourage you to discuss within your club, league, county or region what you think works well and where there is room for improvement or a need for change in order to feed into the consultation process.

Over the coming months there are two ways to provide feedback:

- Online survey. This will be available from mid October to mid November 2017. The survey will be open to individuals and representatives of clubs, leagues, county and regional bodies to complete. If you want to receive a personal notification of the survey when it opens please provide your name, email address and organisation via <https://www.surveymonkey.co.uk/r/AGMResolution>
- Consultation meetings. These will take place in the last two weeks of November and will consider the feedback we have received from the survey, with a focus on exploring future options and finding workable solutions if issues have been raised. Clubs and associations wanting to attend the evening consultation meeting will be able to send a representative. Full details to be confirmed but dates and locations:
 - Wednesday 22 November – East Molesey, London
 - Thursday 23 November – Taunton, Somerset
 - Monday 27 November – Leeds, Yorkshire
 - Wednesday 29 November – Solihull, West Midlands
 - Thursday 30 November – Stansted, Essex

AUGUST 2017

AGM RESOLUTION UPDATE

At the March 2017 England Hockey AGM a resolution to review the structures within the sport was put to the AGM and passed via a 98% majority. The AGM resolution, proposed by Alderley Edge and London Wayfarers Hockey Clubs, read as follows:

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

Since the AGM the England Hockey board has discussed the resolution further at its May meeting and agreed the approach to the project. A working group has been set up with Liz Pelling (England Hockey Vice President) as Chair, two board representatives Andy Tapley (Membership Elected Non-Executive Director) and Richard Sykes (Independent Non-Executive Director), Neville Wrench (nominated by the Regions Consultative Committee as their representative) and two Executive Directors Rich Beer (Development) and Ian Wilson (Finance Director). This group has now met on two occasions, and presented a scope and timescale for the initial stages of the project to the Board at its July meeting.

The next steps are to gather as much information as possible about the current strengths and challenges facing the governance structures of the sport. The scope of this work will focus primarily on the club game and the structures that support this such as Regions, Counties, HUAs and Leagues. To do this effectively an independent consultant will be commissioned over the coming weeks to carry out detailed consultation and ensure that views are heard and considered in a fair and open minded manner.

We intend to approach all clubs and associations later in September and throughout October to gather as much feedback as possible. In the meantime we would really encourage organisations to consider the resolution further before the opportunity to feed in to the consultation so responses can be as constructive as possible. Further communication will follow in September but in the meantime if you have any questions please contact ian.wilson@englandhockey.co.uk.