

# Proposed Alternative Resolutions

March 2020 AGM



To ensure openness of process this document sets out a number of alternative resolutions that were put forward by membership organisations in response to the published EH resolution regarding a 'Structure Fit for the Future'.

The draft resolution circulated by England Hockey on 4 February read as follows:

'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.'

This resolution and the proposal has received the backing of the majority of Regional Associations either through public communication or direct feedback to England Hockey. However there were some alternative resolutions submitted that the board of England Hockey considered. The board is not obliged to put any proposed resolution before the members but has considered the nature of each resolution put forward.

Each alternative resolution, and the response from England Hockey is shared in the Appendices of this document.

There were four proposed amendments. These were summarised as follows:

No.	Organisation	Summary proposed resolution
1.	Southern Counties Hockey Association (supported by Kent HA)	To delay until an EGM in the 2020/21 Season.
2.	Midlands Region Hockey Association	To ensure the new 8 Areas committee has the same rights as the RCC to call an EGM of EH by a simple majority vote
3.	Wakefield Hockey Club (Supported by Deeside Ramblers HC)	To approve the governance structures but leave the league structures until later.
4.	Beeston Hockey Club	To demand University teams are part of integrated clubs with local community teams.

The board discussed each of the proposals, considered them carefully in light of the voting process at the AGM and came up with the following conclusions.

Proposal number 2 by the Midlands Region Hockey Association was agreed by the board and if the Structure Fit for the Future proposals are agreed, it would be put to the membership for agreement at the 2021 England Hockey AGM when revised Articles to support the new structure would need to be in place. Given the proposal is supported by the board it is not necessary to put this to the 2020 AGM.

Proposals number 1 and 3 were rejected by the board of England Hockey. The board respects the feedback of these organisations however the proposed alternative resolutions submitted could not sit on the same ballot as the England Hockey resolution as they are contradictory to the England Hockey resolution and would lead to opposing outcomes if all were approved.

Proposal 4 was rejected by the board as the necessary background research and consultation to make a change such as the one proposed has not been undertaken.

## **Appendix 1. Southern Counties Hockey Association (supported by Kent HA)**

### **SOUTHERN COUNTIES HOCKEY ASSOCIATION COUNTER PROPOSAL FOR ENGLAND HOCKEY AGM**

Having been advised by England Hockey that its resolution on restructuring hockey will be as set out in the England Hockey circular of 5th February 2020, whilst supporting the overall aims of the resolution, the Southern Counties Hockey Association proposes that:

*In order to allow proper dissemination and discussion of the proposal, first published in full on December 22nd, 2019, any final decision be adjourned to an Extraordinary General Meeting to be held during the season 2020/2021.*

SCHA is proposing that the EH governance restructure proposal is adjourned for final decision to an EGM during next season.

SCHA appreciates that the proposal affects its Region more than any other, effectively replacing it and its Leagues with three new structures.

However, there is far more in the proposal and it is suggested that probably the biggest restructure in hockey's history should be properly debated both before and at an EGM, with proper time for assimilation and debate.

The South was the first Region to have a full competitive league which it has successfully run for nearly fifty years with others following. They are known and acceptable to their Clubs and are proactive to their wishes. To break these up by a decision made less than three months after publication of details of proposed replacements and without full debate is a leap in the dark.

Suggested travelling times, cost and loss of standard are areas we would dispute. That is not to say that aspects such as commonality of league rules are not acceptable.

More widely, there are proposals including the future of Counties, the Player Pathway, junior and schools hockey and funding which are neither properly developed nor the subject of debate.

It appears that the proposed reorganisation of umpires is postponed for a year and there seems no reason why the same cannot be done for the main restructure and proper time used for necessary debate and even agreement.

In any event, on the present proposed restructure timetable, there is insufficient time for implementation and recruitment, even if possible, of new administrators.

It may be that a necessary delay could bring consensus rather than dissent.  
SOUTHERN COUNTIES HOCKEY ASSOCIATION

### ***Response from England Hockey***

Thank you for your feedback on the AGM resolution regarding 'A Structure Fit for the Future'. The board discussed the small number of alternative resolutions submitted including the one from SCHA.

Obviously a Regional Association committee submitting an amendment was considered properly and seriously by the board. As you will probably be aware there are also Regions in favour of the resolution prepared by England Hockey which was also factored in to discussions.

Given the England Hockey resolution has support from the majority of Regions it is appropriate that this is put before the membership. The board decided that the nature of the resolution from SCHA could not sit on the same ballot paper as the England Hockey resolution as both outcomes are not possible and if they were both approved by the AGM they would lead to a contradictory position.

We would welcome continued consideration and discussion with SCHA committees on the nature of the proposals set out in a Structure Fit for the Future having had extensive engagement throughout this process across the country.

## **Appendix 2. Midlands Regional Hockey Association**

Midland Region Hockey Association Ltd require the following special resolution to be included with the resolutions to be included in the resolutions to be put to members at the 2020 AGM.

Charles Nash  
Company Secretary  
Midland Region Hockey Association Ltd

### **SPECIAL RESOLUTION**

To give the new '8 Area Committee' the power to call General Meetings of the Company

#### **1 - Power of the 8 Area Committee to call General Meetings**

That the new '8 Area Committee' (as in the Structure Fit for the Future proposal) be empowered indefinitely by the Board to demand (by a simple majority of votes of its members) a General Meeting of the Company by serving written notice to that effect upon the Board. Upon receipt of such notice the Board shall as soon as reasonably practicable and, in any event, within 8 weeks of such notice being received, validly convene and hold the General Meeting.

2 - Commencement of resolution Section 1 shall come into effect once the 8 Area Committee is created.

### ***Response from England Hockey***

Many thanks for your proposed 'Special Resolution' to the England Hockey AGM. The board discussed the resolution yesterday evening and requested that we write back to Midlands RHA confirming our proposed approach.

As you will be aware from discussions on the new governance structure the intent is very much to retain the membership voice at the heart of England Hockey governance structures. The full proposal outlines that intent for the 8 Areas Committee (p52) to hold an observer seat on the England Hockey board. The full Terms of Reference of the new 8 Areas committee will need to be developed accordingly.

The proposed resolution from the Midlands effectively retains the rights of the Regions Consultative Committee as currently set out in the England Hockey Articles of Association. The board agrees that retaining this power is entirely appropriate and had intended to ensure this was retained anyway. Therefore the request of the Midlands was agreeable.

In light of this the board asked that rather than raise a resolution at the AGM to confirm something already agreeable to all parties whether Midlands RHA would recall their request for a resolution on the basis of this reassurance from the EH Board?

If so, and if the 'Structure Fit for the Future' proposals are agreed, then England Hockey board commits to ensure the current RCC powers are transferred from the RCC to the new '8 Areas Committee' at the 2021 AGM through a revision of the England Hockey Articles of Association that would be voted upon by members as usual.

### **Appendix 3: Wakefield Hockey Club**

Proposed amendment by Wakefield Hockey Club

That the proposed resolution be amended to read: " The AGM 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, with the exception of the implementation of the league structures. The new regions should be asked to implement new consistent league rules across all leagues and to begin to operate those existing leagues that are wholly contained within the new regions from September 2021, but that the regions should cooperate to continue to operate existing cross region divisions for the season 2021/22 to allow more time to decide if those cross area divisions should be disbanded and how."

For clarification – the purpose of the amendment is that all the changes in the proposal document can be agreed and implemented including consistent rules at all levels and in all areas of hockey but only that the cross area divisions which are due to disappear should continue for a further year so that the **new regions** can consider with the clubs concerned whether they have merit and should be continued or be restructured and how.

### ***Response from England Hockey***

Thank you for your feedback on AGM resolution regarding 'A Structure Fit for the Future'. The board discussed the small number of alternative resolutions submitted including the one from Wakefield HC (supported by DRHC).

Firstly, given the England Hockey proposed resolution has support from the majority of Regions it is appropriate that this is put before the membership.

Your amendment was considered properly and seriously by the board. Their discussion on the proposed approach concluded that separating out parts of the proposal in the way suggested was not viable without revisiting the whole proposal as the consequences for separating the league structures have implications for the wider proposed governance structure.

The board decided that the nature of the resolution from Wakefield could not sit on the same ballot paper as the England Hockey resolution as both outcomes are not possible from the same voting process and could lead to a contradictory position.

The timeline for the proposals clearly sets out a timeline for finalising the league structures 'within' the 8 new Areas by 30 September 2020 and clubs will be consulted upon these locally.

### **Appendix 4: Beeston Hockey Club**

THE COMPANIES ACT 2006

SPECIAL RESOLUTION

to be proposed at the Annual General Meeting of England Hockey on 17<sup>th</sup> March 2020 (or at the adjourned Annual General Meeting if applicable)

To integrate university league teams in the England Hockey leagues into local clubs and their communities

#### **SPECIAL RESOLUTION**

To integrate university league teams in the England Hockey leagues into local clubs and their communities

#### *Introduction*

Over the years, our sport has benefitted immensely from a combination of grassroots and professional organisations, be it England and GB Hockey, professional coaching organisations, but most crucially, clubs and universities. This combination has without question raised the standard of both playing and coaching – and the GB Elite Development Programme is the prime example of this.

2020 presents a real opportunity to give players at all levels the “best of both worlds” by combining the professionalism of universities with the local strengths of hockey clubs, and ultimately strengthen the whole of the hockey community. We propose a gradual move toward **joint** university and club programmes (excluding BUCS competitions), with a final implementation by the start of the 2023/24 season.

In the best interest of the game, the players, the coaches, the supporters and the hockey community – and most importantly for the grassroots of hockey as a whole, it makes sense to bring all that is great about the grassroots of club hockey and the excellent support and resources that universities bring, together.

#### *Part A*

1. The board of England Hockey shall introduce regulations at the earliest opportunity to mandate that university teams taking part in all England Hockey leagues must be merged within existing Clubs.

2. The “regulations” for the purpose of Part A Section 1 of this resolution must come into effect by the start of the 2023/24 season.

By passing this resolution, the Board of England Hockey is directed to give effect to Part A of this resolution.

#### ***Response from England Hockey***

Thank you for your feedback on AGM resolution regarding ‘A Structure Fit for the Future’. The board discussed the small number of alternative resolutions submitted including the one from Beeston HC.

The board reviewed the proposal by Beeston and felt that this proposal required more consultation as there are elements of the resolution that would need considerable clarification before members could fairly be asked to vote on them. University teams have played in club leagues for a long period of time and changing policy without the necessary due diligence of the implications was not the approach the board felt comfortable taking.