



ENGLAND
HOCKEY

ANNUAL REPORT

2020

EVERYONE AT ENGLAND
HOCKEY WOULD LIKE TO SAY A
HUGE **THANK YOU** TO ALL THE
HOCKEY CLUBS, ASSOCIATIONS,
SUPPORTERS, COACHES, UMPIRES
AND VOLUNTEERS, FOR THEIR
EFFORTS AND COMMITMENT
TO OUR SPORT DURING A VERY
DIFFICULT PERIOD.

C O N T E N T S

04	INTRODUCTION
06	YEAR HIGHLIGHTS
10	KEY STRATEGIC PROJECTS
12	INCOME & SPENDING
14	LOOKING FORWARD

INTRODUCTION

As we write to you, we wish to send our best wishes and thoughts to all those involved in hockey, and their families, up and down the country. We would like to thank you all for what you do as a volunteer, a coach, an umpire, a Committee member, a player and one of the numerous roles that make hockey happen. You have all been called into action to get hockey taking place week in and week out under new Covid regulations, and you have all adapted incredibly well to the challenges.

Despite the challenges of the last twelve months, which has led to the postponement of so much hockey, including domestic competitions and events, the hockey league season, the May 2020 home matches of the FIH Pro-League and Masters World Cup, there has been a lot taking place on and off the field of play.

High on the list is delivering A Structure Fit For The Future which will bring significant positive change to the way hockey is set up. With an **86% vote in favour** at the virtual AGM in September 2020, there is great support for the proposal, and work is well underway to deliver the rationalisation and simplification that the membership has asked for. For all of us involved in the sport, this will bring about a positive evolution of our hockey experience and collectively with the new areas and support of the counties, we are planning to introduce the new structures in September 2021.

In addition, the fact that over 250 clubs attended the AGM virtually, is something we are keen to replicate into the future.

To help engender change and broaden access into our pathway for the best young people, **a review and changes to the Talent Development System**, remains high on our priority list. We are delighted by the commitment we all share for giving opportunities to as many talented young people as we can, as well as recognising that change is challenging and difficult. Because of the circumstances this year, we held open trials for our National Age Group selections, accessing more talented young people than ever before, and if this is an insight into how we can open up the pathway then it can only be good for the sport.

2021 is an opportunity for us to collectively think about how we evolve the sport in terms of access. Hockey has led the way in being open to those of any gender, age or sexuality. The evolution ahead of us now is to make access to the sport equally as open to those from different ethnic and socio-economic backgrounds, particularly children in state schools. England Hockey needs help to overcome these obstacles and we are determined to do all we can, and we encourage you to work with us. We have updated hockey clubs on our progress throughout the last six months and will continue to do so. We ask you to please think about how you can affect positive change.

You will hopefully have seen a hugely important communication that went out from England Hockey in December 2020 regarding **Planning Safe Hockey**; a new set of guidelines for everyone delivering hockey sessions. The guidance came about following the inquest into the incredibly sad and tragic passing of young Luke Hobson from Blueharts Hockey Club in March 2019. Health and Safety remains a core focus for the organisation and injury reporting is now a core part of the affiliation process, and there will be more to come in 2021.

At England Hockey we welcomed Kuldeep Kaur as Finance and Administration Director and onto the board, as well as Simon Mantell and Angela Durnin as Membership-Elected Non-Executive Directors (MENED). In 2021 Andy Tapley will step down from the board and his departure has seen us advertising for a new MENED board member as well as Vice-President. In order to reach a 50/50 gender balance we are overtly looking for high quality female candidates for both roles, to maintain our UK Sport and Sport England Governance Code compliance. We would like to place on record our sincere and considerable thanks to Katy Roberts who stepped down from the England and GB board following the September 2020 AGM and to Ian Wilson who is now in semi-retirement after more than 16 years of outstanding service in the organisation. We were also delighted that Katie Dodd was awarded an MBE in the New Year's Honours List in January 2021, in recognition of her long and considerable service to hockey.

At international level, our GB athletes have adapted very well to the radically different schedule in the last twelve months. After some early season away matches in the FIH Pro League in January and February 2020 against Australia and New Zealand, we had to wait until late October and early November 2020 before our next matches for both the men and women, away to the Netherlands and Belgium. An incredible effort from the players, coaches and support team, and meticulous detail and planning enabled these matches to happen.

As we look ahead to the next twelve months, we know there is much we need to navigate together. Our response to Covid is going to need us to work harder than ever before to make sure we encourage everyone back, whilst maintaining our willingness to encourage more people into the sport. We are delivering ambitious projects for the changes to the governance of the game in September and looking at revisions to the talent system. At international level we are looking forward to hosting international hockey at Lee Valley with the FIH Pro-League matches in May 2021, followed by the Euro Hockey Championships in June and then the Tokyo Olympics starting at the end of July. For all of us who love watching the world's best players in action, the next twelve months are going to be fantastic.

We would like to thank all of our partners for their continued support, and especially UK Sport and Sport England, and we look forward to welcoming our newest Commercial partner in Vitality.

The interest in hockey shows just how attractive our sport continues to be and how much the sport has grown. We truly believe in the power of our sport as a tool for positive change and good, and as we come out of the current pandemic, we know hockey can support the hundreds of thousands who are involved, and continue to provide positive experiences and a lifetime involvement.

Wishing you all the best for 2021.

Royston and Nick
Chairman and Chief Executive



ROYSTON
HOGGARTH
CHAIRMAN



NICK PINK
CHIEF EXECUTIVE

SOME OF THE KEY MOMENTS FROM AN UNPRECEDENTED YEAR.



COVID - 19 RESPONSE

In March 2020, with the arrival of Covid-19, hockey like all team sports, came abruptly to a halt. In the immediate period that followed, the hockey community rallied and took to social media to support, motivate and entertain each other with impressive skills videos and of course the introduction of the 'Isolation Olympics'.

As restrictions began to lift, Return to Play guidance was developed and Clubs began appointing designated Covid

Officers. Huge thanks go to all those whose efforts helped in implementing the necessary action plans in order to see hockey return. To date, there are no reported incidents of Covid-19 being transmitted through playing hockey.

Whilst the situation remains uncertain, England Hockey continues to engage with other team sports, sports councils and relevant government departments to ensure hockey can get back as soon as possible, and will continue to communicate updates to the hockey community through forums and social media.



KULDEEP KAUR
FINANCE AND ADMINISTRATION DIRECTOR

ENGLAND HOCKEY LEADERSHIP

In October, Kuldeep Kaur joined from the Rugby Football Union to become Finance & Administration Director. She replaced Ian Wilson who formally retired after more than 16 years of service to the organisation. After the best part of a decade, Jonathan Cockcroft left his role as Commercial Director to become Chief Executive of Bowls England.

At the AGM, Angela Durnin and Simon Mantell were elected as Membership Elected Non-Executive Directors of England Hockey replacing Katy Roberts, and Mike Stoddard after his election as President in 2019.

COACHING

In light of Covid-19 restrictions, the training programme for coaches and umpires was taken online, to great effect. More than 5000 people accessed coach learning online, which in turn will deliver significantly better experiences for thousands of players.



NATIONAL AGE GROUPS

With the normal programme of activity significantly curtailed, England Hockey opened up the process for selection for National Age Groups, with 700 young athletes attending trials at Lilleshall National Sports Centre, Millfield School and Old Loughtonians Hockey Club in October. The trials were a great success, with almost 200 invited to the next stage for England U16s and U18s girls' and boys' programmes.

Earlier in the year and after the first lockdown, a camp for 140 players was moved from residential to remote in the space of ten days, ensuring the best possible experience for talent young athletes.



FUNDING

In December 2020, England Hockey received notification of UK Sport's investment decision for the Great Britain and England world class hockey programme. The award for the Paris cycle 2021-2025 of £12,376,622 is very similar to our Tokyo 2017-2021 award. Chief Executive Nick Pink expressed his satisfaction with the outcome – especially in such uncertain times – and praised the work of the Performance Directorate with their submission.

MENTAL HEALTH

England Hockey signed up for the Mental Wellbeing Charter for Sport. The Charter sets out how sport and recreation organisations should adopt good mental health practice to make activities inclusive, positive and open to everyone.

EVENT DELIVERY

With the lifting of national restrictions, England Hockey was keen to return to hosting events for the good of the sport, and took the opportunity in September to run a series of events at the Nottingham Hockey Centre. 27 finals were decided across two weekends, with the events held behind closed doors but action from the main pitch live streamed on England Hockey channels.

Much earlier in the year, the Jaffa Super 6s indoor finals were held once again at the Copperbox Arena on Queen Elizabeth Olympic Park, with the event live streamed on BBC Sport as Buckingham and Surbiton won the women's and men's titles respectively.



UMPIRING

English Umpires Lee Barron and Sean Edwards officiated the 2020 Men's EuroHockey Indoor Championship final, which is the first time any one nation has provided both umpires. Umpiring CPD was delivered to more people in 2020 than any other previous year.



WAYS OF WORKING

With the introduction of the first lockdown, England Hockey set all their staff up working from home and undertook a review of the organisation's priorities and capabilities in light of the national restrictions. Project groups were set up to direct and focus the available resource on both the Covid-19 response, including creating and communicating Return to Play guidance and accelerating a number of key strategic projects to position the organisation for effective operational delivery post Covid-19.



BIG STADIUM HOCKEY

The ground breaking Big Stadium Hockey project - which took international hockey to the Twickenham Stoop - won in the Sports Innovation category at the 2020 Sports Business Awards.

The partnership between England Hockey, Harlequins, FIH, Polytan, Polypipe, STRI Group, and Sport England saw the development of new technology that allowed an international-standard playing surface to be temporarily laid at the home of Quins in June 2019.



SPECIAL OLYMPICS

England Hockey was delighted to see that hockey has now been added to the Special Olympics. We supported the campaign to have our sport included and this is an important moment for all concerned.

ENGLAND HOCKEY TOOK THE OPPORTUNITY TO FURTHER DEVELOP A NUMBER OF KEY STRATEGIC PROJECTS THROUGHOUT 2020.

PLANNING SAFE HOCKEY



Following the tragic passing of 14-year-old Luke Hobson, England Hockey created and published a new guide entitled Planning Safe Hockey. The guide is intended to be used as a checklist by anyone delivering or planning hockey activity. England Hockey strongly encouraged all clubs/organisations and members to familiarise themselves with the guide and also to address any unsafe practices. The guide was created with the co-operation of Luke's parents and is available at www.englishockey.co.uk/planningsafehockey. In addition, England Hockey included the reporting of injuries as a condition of Affiliation and now requires all clubs to report relevant injuries sustained on the field of play.

EQUALITY, DIVERSITY & INCLUSION



England Hockey is committed to improving equality, diversity and inclusion both within the sport and the governing body itself.

The England Hockey board has set a goal of becoming 50/50 gender balanced as soon as possible to better represent their membership. In addition, a new expert Equality, Diversity and Inclusion panel of the board is being established to lead the development of a clear action plan. Through 2021, we will be seeking greater feedback from hockey clubs and their members.

At an international level, athletes across England, Scotland and Wales are united behind this principle and have committed to their own campaign under the Stick It To Racism banner.

We believe that long-term change will be best instigated by the entire sport working together. There is more to be done at every level of the sport which will be supported by the new expert panel and led by the board of England Hockey.

A STRUCTURE FIT FOR THE FUTURE

Work is well underway on delivering the most significant rationalisation and simplification of governance structures that hockey in England has ever seen. At the delayed England Hockey AGM in September 2020, the membership of England Hockey took the decision to support the proposed structural changes, as set out in A Structure Fit for the Future. Over 250 delegates attended the AGM electronically and the vote supported the resolution with 86% of votes received being in favour. The aim is for a structure that is easier to understand, more consistent and accountable and ultimately easier for clubs and participants to work with.



SPONSORSHIP

England Hockey was delighted to agree a new long-term contract with Vitality, who replaced Investec as sponsors of the Great Britain and England women's international teams. The sponsorship was agreed in December 2020, and sees Vitality also sponsor the Women's Hockey League, Back to Hockey and become Presenting Partner of the FIH Pro League in this country. This is a hugely significant agreement, particularly in such testing times, and testament to the prominence and growth of the sport in recent years. England Hockey remains grateful to Investec for its long-term sponsorship which ended in August 2020.



TALENT DEVELOPMENT

England Hockey's stated aspiration is to work closely with the hockey community and bring to life a shared vision for high quality talent ID and development. In August 2020, Performance Director Ed Barney, and the Performance Team published an outline of what was described as 'potentially some of the most significant changes to our pathway in a decade, if not a lifetime.' Following the proposal, a significant engagement programme was undertaken, involving more than 500 individuals across 16 focus groups and 5 open forums in 550 hours of insight and discussion. Work is now underway refining the strategy.

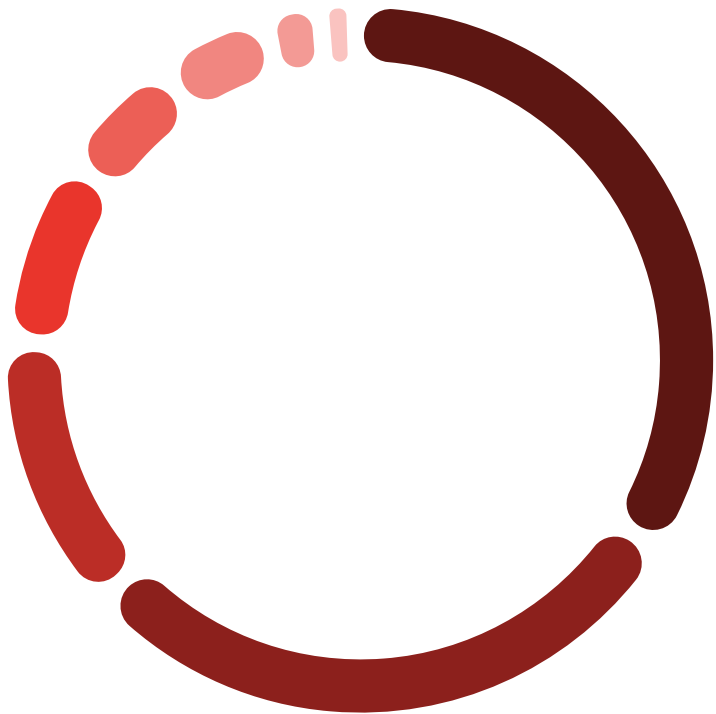


SENIOR INTERNATIONAL PROGRAMMES

England Hockey was pleased with its ability to react to the global pandemic and provide the best possible training and match environment for the Great Britain programme, under elite sport government dispensation. With the assistance of key partners at UK Sport, English Institute of Sport, DCMS and Serco, the international teams trained at Bisham Abbey on a consistent basis. In autumn, both the men's and women's teams travelled to the Netherlands and Belgium for FIH Pro League matches. Significantly, young athletes from the Elite Development Programme have contributed throughout the year; as well as athletes from all three home nations.



INCOME



I N C O M E		£000s	%
UK Sport Grant		2821	34%
Sport England Grant		2410	29%
Other income (competition entries, coaching & umpiring courses etc.)		1099	13%
Affiliation		779	9%
Sponsorship		528	6%
Other Grants		418	5%
Ticket Sales		159	2%
Other income from the sale of goods		92	1%
T O T A L		8306	100%

SPENDING



S P E N D I N G		£000s	%
Performance and International Team		2556	29%
Development, Clubs and Governance		2021	23%
Commercial and Events		1372	16%
Overheads		1344	15%
Coaching and Talent		840	10%
Marketing and Communications		317	4%
Central Costs		144	2%
Lee Valley development write off		94	1%
T O T A L		8688	100%

A SELECTED INSIGHT INTO ENGLAND HOCKEY'S ASPIRATIONS FOR THE YEAR AHEAD.

A STRUCTURE FIT FOR THE FUTURE

IMPLEMENTATION

EIGHT, MORE EQUAL, AREAS BASED ON DENSITY OF TEAMS AND TRAVEL TIMES.



SUB-AREAS WITH NARROWER PURPOSE. IN MOST CASES THESE WILL BE COUNTIES.



A LEANER SYSTEM WITH c50 FEWER ORGANISATIONS AND c100 FEWER COMMITTEES.



ONE COMMON FRAMEWORK OF LEAGUE RULES.



Implementing these changes is hugely significant for England Hockey, the sport's stakeholders and its players. As we work through the latter stages of implementation, we welcome support from everyone involved in bringing the project to life.

INTERNATIONAL PROGRAMME

The England and Great Britain men's and women's teams have an exciting schedule ahead of them as 2021 offers a packed and significant year of international hockey.



MAY 2021
[LONDON, ENGLAND]



JUNE 2021
[AMSTERDAM, NETHERLANDS]



JULY-AUGUST 2021
[TOKYO, JAPAN]

ENGAGING WITH THE GAME

There are a number of ways in which England Hockey is looking to deepen engagement with the sport, its players and stakeholders.



The England Hockey site will focus on delivering content for players, clubs and deliverers in an engaging fashion via significantly improved design and functionality. The Great Britain platform is dedicated to the international programme and its athletes using a polished and media-rich site.



The sport's insurance framework represents a significant opportunity for England Hockey to bring added value to the game and its clubs. We are in discussions about the best way forward and hope to share more details in the near future.



England Hockey is striving to improve the experience of its members and offer exclusive benefits and services to clubs across the country. We have a specific Membership Working Group dedicated to this project and are keen to share more detail in due course.

COMING SOON
HOCKEY HERITAGE

England Hockey continues its close work with The Hockey Museum and is looking forward to announcing an exciting project that has been in development during 2020.



England Hockey
Bisham Abbey NSC
Marlow
Buckinghamshire
SL7 1RR

☎ 01628 897500
✉ enquires@englandhockey.co.uk
www.englandhockey.co.uk

