



ENGLAND
HOCKEY

EQUALITY, DIVERSITY & INCLUSION

FRAMEWORK
THE FIRST YEAR

2023

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INTRODUCTION

The England Hockey ED&I Framework was launched in March 2022 after two years of consultation, open conversations and listening to voices across the sport.

Since the launch, there has been:

- Clear commitment from England Hockey’s staff to embed the Framework into their work and
- Positive engagement from the boards of the 8 new Areas

The Framework development process was led by the independent ED&I Advisory Group. The England Hockey Board has valued the contribution of the Advisory Group and commits to supporting the scrutiny, challenge and advice that the group provides the game.

The Framework was constructed by integrating established best practices with insights gained from consultations conducted during the lockdown period of 2020. Through 2020 and 2021, England Hockey consulted the wider game and listened to lived experiences and people’s stories from within the sport. In April and May 2021, a comprehensive survey called “More Inclusive Sport” was conducted. England Hockey’s Equality, Diversity and Inclusivity Framework is designed to support everyone in the sport with clear steps that can be taken together to address inequalities that exist within the game. This work plays a pivotal role in shaping the future of hockey in England, and we extend our heartfelt gratitude to all those who shared their perspectives and experiences during the consultation process.

The Framework is a blueprint for the future. There is much to be proud of within our great sport. There are 730 clubs in membership in 2022/23 season. Those clubs are fielding 3899 adult teams. 52% of those teams were men’s and 48% were women’s teams. We offer an open and welcoming community for people from different backgrounds, and whilst we reflect positively on steps taken within hockey so far, we also need to acknowledge the opportunity for significant growth and change. It is our collective role to pass the game onto future generations in an even better position than we found it. The Framework has been structured around four outcomes so we can measure the activity we collectively do to improve experiences in hockey.



REFLECT

- We want our sport to be reflective of society in England
- We want to be relevant to everyone in the 21st century
- We will act on insight and data
- We will identify gaps in our data and insight and make plans to resolve them
- We will improve the range of diversity data we collect and monitor people’s confidence to complete it

CULTURES

- We want people within our sport regardless of their role and participation level to feel safe, valued, respected, welcomed. Hockey will generate a sense of belonging and engagement
- We will make the culture at England Hockey more inclusive
- We will support the key people in hockey to implement change
- We will listen to feedback and reduce barriers we find
- We will increase confidence amongst our members to create inclusive environments
- We will create relevant and meaningful participant feedback which shape our future plans



ACCESS

- We want to break down any barriers to access enabling everyone to take part.
- We shall use the Commonwealth Games to promote Hockey to specifically identified groups who have never had a chance to play before
- We shall make sustainable community links between clubs and state schools
- We will have targeted programmes for underrepresented groups to make the pathways more accessible
- We shall undertake a review of our rules and regulations within the game, including assessing them in relation to their impact on inclusion
- We will establish insight from outside hockey to shape the game's offers
- We will increase opportunities to play for people with disabilities and long-term health impairments
- We will listen to feedback and reduce barriers we find
- We will establish the right foundations for people to have a great experience in the game
- Through our events strategy we will reach new participants and fans
- We will proactively support measures to increase provision of sport in state schools



REPUTATION

- We want hockey to be positively regarded as an inclusive, diverse and welcoming sport.
- We will benchmark ourselves against other sports and sectors
- We will promote our game in new ways and to new audiences through our events strategy and a communications review

HIGHLIGHTS

HIGHLIGHTS OF THE ACTIONS WE'VE TAKEN AND THE STORIES TO TELL



In the first year of the Framework, England Hockey has driven activity to put down strong foundations for the future.

This work is designed to listen and learn, to test ideas, and create knowledge to share with the game.

In the first year, England Hockey has actioned work in a variety of areas including coaching and officiating, staff recruitment and training, and growing the hockey family through new community engagement. We have given support to Areas and Counties focused on robust data capture and collection, delivered on rewriting regulations and connected with the Legacy programme for the Commonwealth Games.

COACHING

[12 coaches from across the breadth of the game](#) have volunteered their time as the new [Coaches Advisory Group](#) to provide voices from the coaching family directly into England Hockey's coaching department. They will shape the support and provision for coaches both now and in the future.

Building on the positive experiences of the Fair Game programme for female coaches, England Hockey has created a new forum for ethnically and culturally diverse coaches, and coaches of players from ethnically and culturally diverse communities. This is part of a wider coaching project supported by additional funding from Sport England.

The Talent Inclusion Project has a three-year roadmap plan to attract and support more culturally and ethnically diverse coaches and better engage, support, and understand those who are already in our game. This will help players and coaches feel able to authentically belong in the game.

Elements of the project running in this first year of the Framework are:

- The Talent Inclusion Forum for existing coaches to share experiences and ideas
- Talent Inclusion Coach Programme to support coaches with their existing practice

OFFICIATING



England Hockey Officiating (EHO) wanted to learn about their members' experience and the barriers or challenges they faced. In Autumn 2022, EHO sent the [survey to the full membership](#) (every role, at every level) to learn and seek their views on how they want to be supported. The results are now shaping the development of resources and support. There has been positive action from the Area Officiating Committees to [support female officials](#) over the last 12 months. In the North West, a [Women's Masters tournament](#) was used as a training opportunity for Level 1 and 2 umpires to build confidence in a supportive environment.

A member of the London Area's Officiating Committee launched a Women in Hockey Officiating Network and asked for England Hockey's support to open it up to all female officials. It now has members up and down the country creating supportive environments to increase the number of female umpires taking on appointments.

In March 2023, to inspire other clubs, England Hockey asked Romsey Hockey Club to explain how they created a strong inclusive culture to support club umpires and it is now live as a [case study](#) on the England Hockey website.



CHANGING KIT REGULATIONS

As part of the wider governance changes that have happened across the sport recently, England Hockey has been ensuring that regulations are applied consistently across the country.

Whilst head coverings and differences on base layers may have been possible in parts of the country, sometimes formally and sometimes informally, England Hockey needed to make sure that the regulations across the country were explicit on this.

Amendments in [match regulations](#) for all leagues were introduced so every player in the country feels comfortable in what they wear and has freedom of choice to allow them to perform at their best.

HOCKEY ID

New international teams, the England Hockey ID team and the Great Britain Hockey ID team were created and selected during Summer 2022. Hockey ID is the adapted format of the game for players with an intellectual impairment. The teams played two international tournaments, with the GB team competing at the Special Olympics National Games in June 2022 winning a bronze medal. The England team went on to win the [Challenge competition](#) at the EuroHockey ID Championships 2022.

The registrations for trials for the Hockey ID teams doubled from summer to December 2022.

The increase in participation at trials was very positive with double the number of goalkeepers and female players increasing from one to nine. We saw double the number of clubs represented through the 2022 trials than previously.

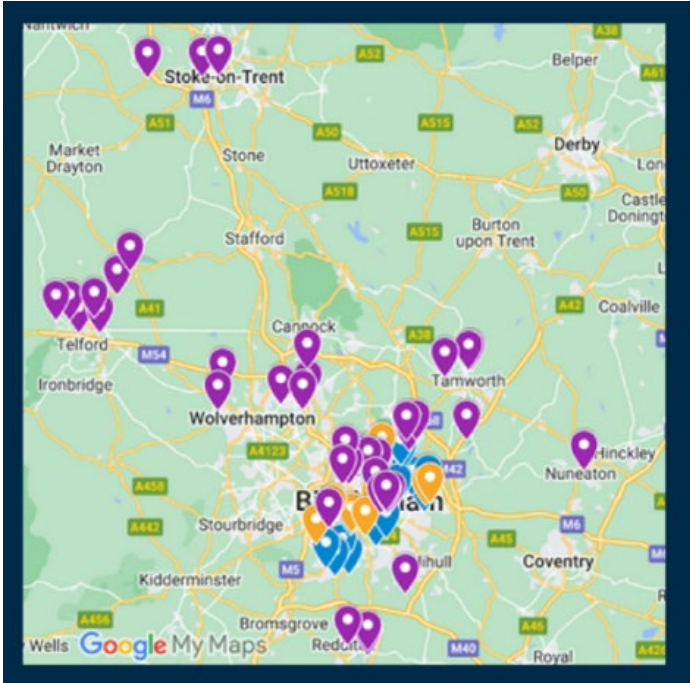
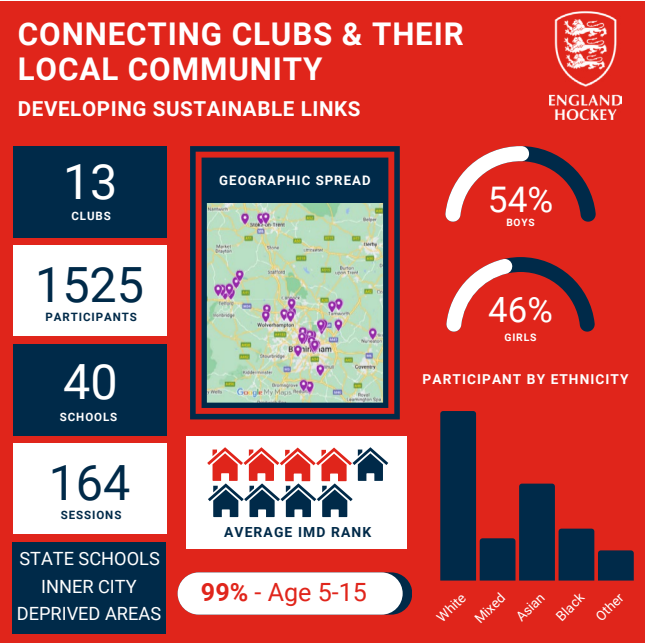
The Great Britain Hockey team has been selected for the inaugural Special Olympics World Games hockey tournament in Berlin in June 2023.



COMMONWEALTH GAMES LEGACY PROJECT

The Commonwealth Games Legacy funding from Sport England’s Birmingham 2022 fund has enabled England Hockey to introduce hockey to new groups of adults and young people and provide them with a positive and enjoyable first experience of the sport.

The funding has meant Muslim girls in inner city Birmingham, children on free school meals, young people in areas of high deprivation and disabled adults have been able to take part and access the sport in their local communities.



CLUB ACTIVITY IN BIRMINGHAM AND WEST MIDLANDS

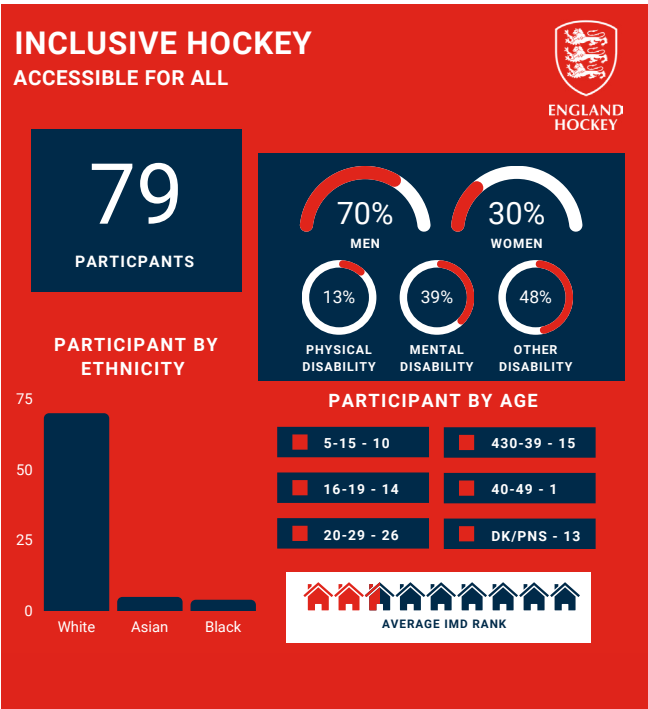
In the first year of activity, England Hockey has provided funding to local clubs in the West Midlands area. Here, we supported them to deliver new hockey activities to new groups of people in new settings, who have not had previous access or opportunity to participate in hockey.

Clubs have been implementing projects within state schools and the local community to help increase the visibility, accessibility, and participation levels of hockey. These projects have focused on participants from inner city areas, high areas of deprivation and those with ethnically or culturally diverse backgrounds.

The following clubs have been involved in the project to date: Barford Tigers, Beacon, Bloxwich, City of Birmingham, Harborne, North Stafford, Nuneaton, Redditch, Solihull Blossomfield, Tamworth, Telford & Wrekin, and Wednesbury - further information about their individual projects can be found on our [Commonwealth Games Legacy pages](#) on the England Hockey website.

FLYERZ

Over the past 12 months, England Hockey has actively engaged with clubs, schools and community groups to increase the number of opportunities available for disabled people to take part in hockey through our Flyerz programme.



An inclusive grassroots disability hockey festival was hosted in Birmingham last summer, delivered by Midland Mencap in partnership with Access Sport and England Hockey.

The festival welcomed over 100 participants and showcased the Flyerz programme that enables disabled and non-disabled participants to play together recreationally through adapted sessions and equipment. As can be seen from this [video](#), the festival was a great success and enjoyed by all the participants.

In addition, England Hockey supported Sport Birmingham at their annual Inclusive Sports Festival, delivering adapted hockey sessions to school children across Birmingham. The majority of which had never seen or experienced hockey before.



MUSLIM SPORTS FOUNDATION

A [partnership](#) between England Hockey and Muslim Sports Foundation has given Muslim girls in Birmingham the chance to play hockey for the first time.

The project is working with local mosques and community leaders to engage with girls in inner city Birmingham and tackle the barriers they face to accessing sport and physical activity.

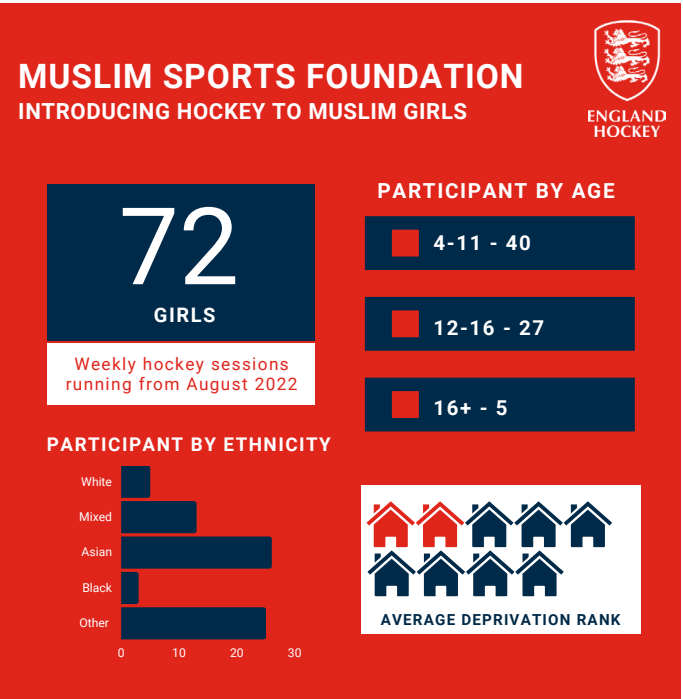
Local coaches have been delivering a free weekly hockey session since summer 2022 at Small Heath Wellbeing Centre.

Both organisations have been pleased with the scheme’s success and are developing plans to roll it out to other Muslim communities in urban areas.

Coach Christine Dalby-Ali has shared why this project is so important to her and the impact it is having on the girls attending.

“It’s been wonderful to be involved in this project and to see the girls improve so quickly. It’s always lovely to see them running to get to the session on time and desperate to collect their sticks and balls. As a Muslim myself, it’s a joy to share the sport I love with other Muslims and see the enjoyment of playing hockey on their faces every week.”

- Christine Dalby-Ali



HOLIDAY ACTIVITIES AND FOOD PROGRAMME

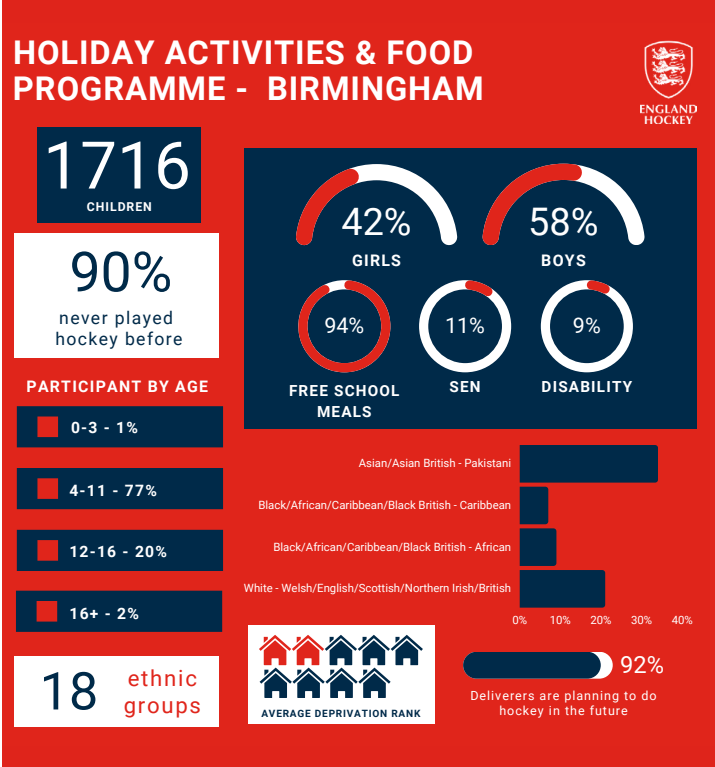
England Hockey collaborated with Bring it on Brum! and Street Games, to [bring hockey to young people](#) and their families in the Birmingham area during the summer holidays of 2022.

Designed for children who are eligible for benefits-related free school meals, the free Bring it on Brum! holiday camps, ensure that children, young people, and their parents have fulfilling, active, fun-filled, and healthy school holidays.

England Hockey provided free online training, equipment packs and support for local deliverers.

The summer sessions ran across 13 locations in and around Birmingham and provided hockey to over 1700 participants from ethnically diverse and low socioeconomic backgrounds, with the majority picking up a hockey stick for the first time.

The success of the programme resulted in England Hockey looking to expand the programme to more sites within Birmingham, Manchester and London.



TALENT SYSTEM - INCLUSIVE CULTURES AND FEEDBACK



England Hockey staff has supported all the new Talent Centres and most Talent Academies with workshops on creating positive, safe, and inclusive cultures for young players.

In March 2023, the [Talent Academy programme](#) ran player, parent and coach satisfaction and feedback surveys on the first phase of the programme. 78% of responding players would recommend the Talent Academy environment to their peers. Communication between Talent Academies, players and parents was highlighted by players and parents as needing improvement.

The new Talent System Framework aims to increase the number of opportunities for players to shine and have multiple routes to selection. In Spring 2023, the inaugural open nomination process for players currently outside of the Talent Academies was launched.

This provides opportunities for coaches to nominate players to open trials for the England Age Group programme. The programme is only open to players who have not been involved in Talent Academies before. This is part of England Hockey's commitment to ensuring that there are multiple routes to progress, and no one size always fits all players.



UK SPORT MONEY & RECRUITMENT PILOT

By providing training and discussion sessions for England Hockey staff on a range of ED&I topics, it is helping to increase awareness and create a more inclusive culture. Examples include improving online training with extra courses added; in house workshops delivered; external workshops include National Inclusion Week webinars; Black History Month webinars attended, and further training planned for later in 2023. Senior managers took part in reverse mentoring, coaching, and seminars as part of Sport England's Leading for Renewal ED&I support programme. ED&I discussions were featured in every company day during 2022 and 2023 - ED&I is a central part of the induction programme for new starters.

To reach more diverse candidates and support our hiring managers, England Hockey led on 4 sport consortia to pilot enhanced recruitment practices. This was supported by additional funding awarded from [UK Sport's NGB Development Fund](#).

RACE REPRESENTATION INDEX

England Hockey has submitted our demographic data to the [Sporting Equals Race Representation Index](#) in 2021 and 2022 and as part of our Code of Governance work with our funding partners.

We were pleased to have improved our senior coaching score from a B in 2021 to an A in 2022 which reflects our priority to support and develop more coaches from ethnically and culturally diverse backgrounds.



SPORT ENGLAND PILOT – AREA DIRECTORS RECRUITMENT

England Hockey worked with the Areas to encourage increased diversity and representation in their decision making. The sport was part of a pilot programme with Sport England for diversity within Director recruitment at Area/Regional levels. This programme was delivered by Perrett Laver who shortlisted candidates for the London and Midlands Areas. Both Areas successfully appointed Directors from those shortlisted candidates.

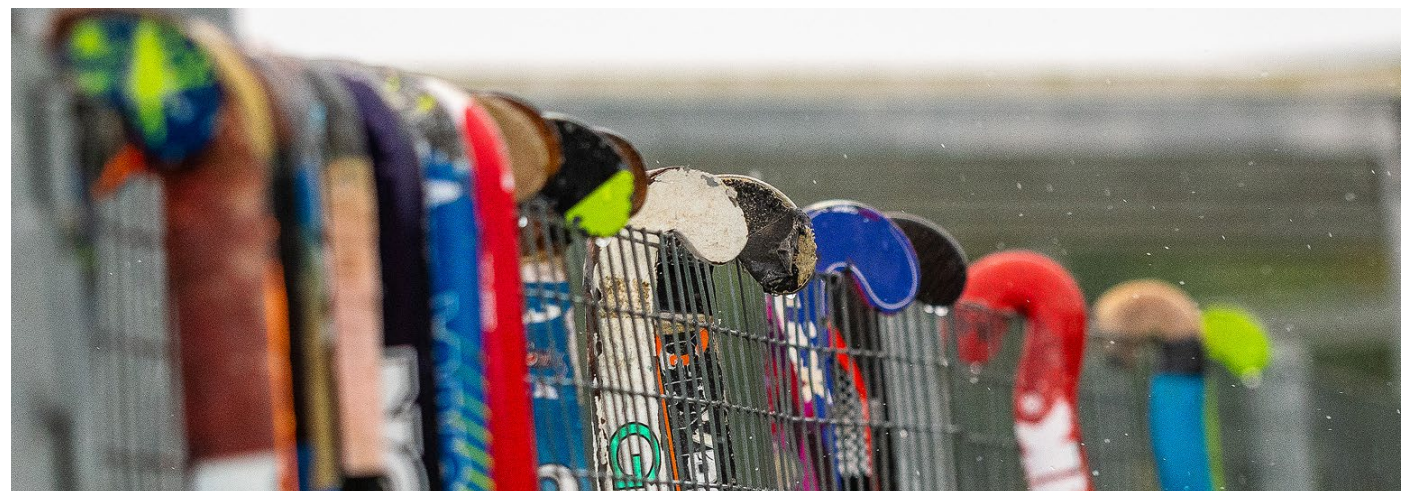
England Hockey supported the Area Standing Committee to create a regular calendar of forum events for their ED&I leads and the Area Disciplinary Administrators.

MEMBERSHIP OF INCLUSIVE EMPLOYERS & SPORTING EQUALS CHARTER

England Hockey's membership of [Inclusive Employers](#) helps the game draw on their resources and training materials for staff, contractors, and volunteers. We also have access to consultancy support for helping with our longer-term actions and planning. In 2022, England Hockey signed up to the Sporting Equals Charter and has a good working relationship with the organisation, looking to create plans for working together in the future.

ED&I ADVISORY GROUP

The Framework development process was led by the independent ED&I Advisory Group who were originally appointed by the EH Board for one year. At the end of that year, the England Hockey Board agreed that the Group should become a standing committee. The existing members will have variable term lengths for up to 2 years so that rolling replacements can be appointed. All future appointments will be for 3 years.



DATA AND RESEARCH

England Hockey has been working to improve the data collection in the game, improving response rates and asking better, more consistent questions.

This holds England Hockey to account as a sport. England Hockey is building the foundations to measure successes in the sport. There is now a standard question bank for demographic questions which include questions on social mobility as well most of the protected characteristics. The different parts of the sport which will be tracked and benchmarked against the Census and the wider sports sector have been identified. These are England Hockey's Board; the Senior Management Team; England Hockey Staff; the 8 Areas' Management Committees; Qualified Coaches; England Hockey Officiating Members; Qualified Officials; Key Club Volunteer roles; Players in Senior International squads; Players in the England Development Programme; Players in the England Age Group Squads; Talent Academies; Counties; Participation – League Players; Participation – Club Members; Participation – Wider Programmes.

England Hockey wants participants to directly influence how content to support and guide is created and delivered in the game. In order to understand the barriers and challenges people face, and to hear where things are working well, we have been building on the 2021 More Inclusive Sport Survey, seeking more feedback from across the game in the following ways:

- [England Hockey Officiating](#) members' survey (see page 8);
- [Talent Academy Satisfaction survey](#) for players, parents and coaches (see page 15); and
- A sport wide pulse survey on ED&I, the results of which will be built into the future actions of the Framework.



It is important that the actions in the Framework result in a noticeable difference for everyone involved in our sport. The actions should promote activity that people want to replicate, and take on for themselves, as they can see how the game can be even better.

The first year of the Framework has set some good foundations as we have been learning what has been working. It may not have made a noticeable difference in clubs, schools, or other hockey environments yet.

IN HONESTY, WE DIDN'T GET EVERYTHING RIGHT

On occasion, we were slow to respond to feedback that we had asked for. We need to improve our communication and engagement back out to our members after we have asked for opinions. We need to build trust and show that we have listened and are responding, creating a watertight feedback loop in the sport.

In addition, staff recruitment impacted England Hockey which limited our ability to engage our membership and celebrate the good practice that we know exists. We haven't showcased as much of the good activity where clubs are demonstrably engaged with their local communities as we would have liked.

In drafting the Framework, we underestimated the work that would be needed to support some of the proposed sub actions. There were 4 sub actions that were adjusted to be undertaken in the second year to allow more time to deliver them effectively. These are:

- Cultures: Supporting clubs and competitions with their own work on ED&I, through club forums and the #ChangeStartsTogether conferences throughout 2022 and 2023
- Access: From January 2023 we will support a cohort of state schools linked to Talent Academies or Talent Centres with the aspiration to develop their hockey provision for high potential players.
- Access: We commit to reviewing the trans participation policy in 2022.
- Access: We will ensure that there is a full consultation and review of the Code of Ethics ready for the 2023/24 season.

REFLECT

We will continue to improve the collection of insight and data from the game to have an evidence-based approach to how we support the game and track any changes.

CULTURES

In support of making the game more welcoming, safe, and foster a feeling of belonging, we will prioritise support that enables people to have the language, tools, and guidance to nurture the positive environment we wish to create.

This includes continuing to ask for views and feedback, listening carefully to understand perspectives from across the sport. Using this insight, we will develop our interventions and ensure that we've given everyone a voice in shaping the hockey that this offered to them. We recognise that we must feedback what we have heard and how we've adapted to this, better than in the past.

We will strengthen support to the Talent System to make it more accessible and inclusive.

ACCESS

We will build on our learning from the Commonwealth Games Legacy Funding projects and take up opportunities to support more state schools to be involved in hockey.

The sub actions mentioned above that have been readjusted into Year Two will be completed. These are reviewing the trans participation policy, reviewing the Code of Ethics, and supporting a cohort of state schools linked with Talent Centres and Academies.

REPUTATION

As part of our accountability and benchmarking, Year Two will include the completion of new Diversity and Inclusion requirements for the Code of Sports Governance.

THANK YOU

Thank you to every person in hockey who has been involved in the projects undertaken so far, completed surveys, or provided feedback to help shape and improve the game. England Hockey is grateful for everyone's input and support, and we will continue to deliver on our mission to make the sport more inclusive, accessible, and relevant to all.

HAVE WE INSPIRED THE
SPORT AND MADE A
DIFFERENCE?


WHAT WILL BE HAPPENING
IN YEAR TWO?


	REFLECT		
	YEAR 1	YEAR 2	YEAR 3
CULTURES	Audit data and identify gaps	Close gaps, Collect and use data insight	Collect and use data insight
	Identify key participants to track	Collect data and improve response rates	Collect data, Review and report progress
	Review all benchmarking and survey data and report to board	Review all benchmarking and survey data and report to board	Review all benchmarking and survey data and report to board
	Recruitment to target underrepresented groups, Pilot new advertising	Use diverse recruitment methods and implement learning from pilot	Monitor reach and staff representation
	Staff training cohort 1	Staff training cohort 2	Staff training cohort 3
		ED&I Objectives set	ED&I Objectives reviewed and refined
	Joined external reverse mentoring scheme	Identify new opportunities and support staff to apply	Review and refine potential opportunities
	Cohort 1	Cohort 2	Cohort 3
	Workshops run for Talent Centres	Workshops run for Talent Centres New Club Workshops	Workshops for Clubs and Talent Centres
	Learning from existing networks in hockey coaching	Creation of network of deliverers who are ED&I trained and supported	Creation of network of deliverers who are ED&I trained and supported
		Develop guidance and support for our tutors and trainers	Review feedback on delivery
		Develop guidance and workshops for Talent System at Academies and above	Deliver workshops
	Coaches Advisory Group Women in Hockey Officiating Network started by London Area Coaching Forum piloted	More forums to be established and promoted	Forums regularly providing feedback into planning
	EHO Survey Coaches Advisory Group Coaching Forum piloted	Develop support based on feedback	Monitor response to support
	Talent Academy Survey - results published	Talent Academies, England Age Group and Performance Programmes annual feedback process	Talent Academies, England Age Group and Performance Programmes annual feedback process
	Clubs with best practice regularly identified and publicised	Clubs with best practice regularly identified and publicised	Clubs with best practice regularly identified and publicised
		Development of support on engaging and listening to members	Review and refine support based on feedback from game
	Regular game wide learning through conferences, webinars and forums	Regular game wide learning through conferences, Webinars and forums	Regular game wide learning through conferences, webinars and forums
	Sport England support for Area recruitment plans	Develop guidance and support on increasing diversity and representation in volunteering	Develop guidance and support on increasing diversity and representation in volunteering
	ED&I Pulse Survey	Game wide surveys twice a year	Game wide surveys twice a year
KEY		Fan Survey Feedback Reviewed	Fan Survey Feedback Reviewed
	ED&I demographics added to all major surveys	Revisit More Inclusive Sport Survey and detailed analysis of Pulse	All surveys reporting to include demographic variations where statistically relevant
	Areas supported to understand demographics of their locality and opportunities to attract new participants	Areas supported to understand demographics of their locality and opportunities to attract new participants	Areas supported to understand demographics of their locality and opportunities to attract new participants
	Year 1 Completed	Year 1 Partial completed	Year 1 Moved to Year 2
	Year 2 Planned / Not yet started		


	ACCESS		
	YEAR 1	YEAR 2	YEAR 3
ACCESS	Birmingham centric offers for Flyerz, Hockey Heroes and other formats	Develop and build on learning from Birmingham opportunities where funding allows	Develop and build on learning from Birmingham opportunities where funding allows
		Form connections between clubs and more state schools	Form connections between clubs and more state schools
		Focused State School Programme connected with Talent Centres and Academies	Focused State School Programme connected with Talent Centres and Academies
	DiSE programme supporting approx 130 state school players in talent development	DiSE programme supporting approx 130 state school players in talent development	DiSE programme supporting approx 130 state school players in talent development
		Trans Policy review	
	Amend kit regulations to make game more inclusive	Code of Ethics review	
		Work with Sporting Equals' members to understand the barriers to the game	Work with Sporting Equals' members to understand the barriers to the game
	Create Hockey ID team	Develop and promote Walking Hockey and increase Flyerz sections and Festivals	Develop and promote Walking Hockey and increase Flyerz sections and Festivals
		Create a Youth Strategy	Develop and embed Youth Strategy
	Event and pricing strategy opening up more opportunities to see international hockey across the country	Event and pricing strategy opening up more opportunities to see international hockey across the country	Event and pricing strategy opening up more opportunities to see international hockey across the country
REPUTATION	National government influencing with partners to increase the provision of physical activity and sport in state schools	National government influencing with partners to increase the provision of physical activity and sport in state schools	National government influencing with partners to increase the provision of physical activity and sport in state schools
	UK Sports Code for Sports Governance Compliance Review	UK Sports Code for Sports Governance Compliance Review	UK Sports Code for Sports Governance Compliance Review
	Benchmark the sport against 2 external Frameworks	Benchmark the sport against 2 external Frameworks	Benchmark the sport against 2 external Frameworks
	Communications step change in diversity content and imagery	Communications step change in diversity content and imagery	Communications reflecting the diversity of the game
	Increased player engagement with local communities around the Commonwealth Games and Durham 2022	Increased and balanced domestic live streaming across gender, formats and ages	Balanced domestic live streaming across gender, formats and ages
KEY		Post event surveying of local non - attendees	Post event surveying of local non - attendees
	Year 1 Completed	Year 1 Partial completed	Year 1 Moved to Year 2
	Year 2 Planned / Not yet started		



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