



A Structure Fit for the Future

Recommendations for the 2020 AGM
Updated December 2019

Executive Summary



**ENGLAND
HOCKEY**

Welcome from Liz Pelling

I'm delighted to be able to share this proposal – A Structure Fit for the Future – with the membership for consideration at the 2020 England Hockey AGM. Since we shared the initial governance proposals in the summer, we have received a lot of feedback from individuals and organisations via the various roadshows, meetings and consultations we have undertaken.

I really appreciate the time people have put in so far to help us, and we respect the views given, whether in favour or otherwise. Together with the rest of the working group, we feel a great responsibility to get this right and we now feel we can share a proposal that will systematically improve the structure of the sport for years to come.



We have reflected on some of the timings and detail in the proposal in response to the feedback from the membership survey conducted in October. It's clear that there is an appetite for change, particularly amongst clubs, and that many of the recommendations in the initial proposal would be well received.

Obviously, no change this significant is without risk. Therefore, the detailed steps required in the changes have been worked through with much more detail provided in this next stage of the proposal. We believe this will answer the majority of issues that were raised in the feedback and definitely most of those that clubs were seeking clarity upon.

It is important to recognise that the 2020 England Hockey AGM doesn't mark the end of the process of consultation and refinement of the proposals. It is the formal commitment required to take the next steps, after which there will be more detail developed in consultation with clubs and the proposed new organisational structures. The steps after the AGM are outlined in the proposal.

We are a proud, progressive sport, that has always looked to balance our traditions with the desire to improve and innovate. This is a once in a generation opportunity to take a step forward and address the complexity of our current structures to make lives easier for the volunteers of the future.

The initial request to review came from the membership and it will go back to the membership at the 2020 AGM to decide. I hope that you can support our recommendations, and please cast your vote!

Liz Pelling

Member Elected Vice President of England Hockey

Executive Summary

This proposal sets out a plan to modernise, streamline and improve the administration of hockey for the benefit of players, clubs and the organising bodies. It presents a once in a generation opportunity to systematically improve the sport aligning our collective efforts more effectively.

Why are we doing this?

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.englishockey.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.

PRINCIPLES

Seven overarching principles of future good governance in hockey were established by the Working Group. These principles are derived directly from the results of the consultation process. They are as follows:

1. As National Governing Body, England Hockey has overall responsibility for the sport in England
2. There is a fundamental role for local organisation and decision making
3. Clarification of accountability of all organising bodies to their stakeholders and ultimately to England Hockey is required
4. Simplification of structure should be the aim to make it easier for all involved
5. Clarity of purpose is key for all organising bodies
6. Common principles of governance are necessary for all organising bodies
7. Consistency of overarching policies, rules and regulations is required for all aspects relating to playing hockey*

* Umpiring, officiating and coaching are included in the scope of the AGM Resolution and are included within the term 'playing'. Rules and some regulations subject to FIH

What will change?

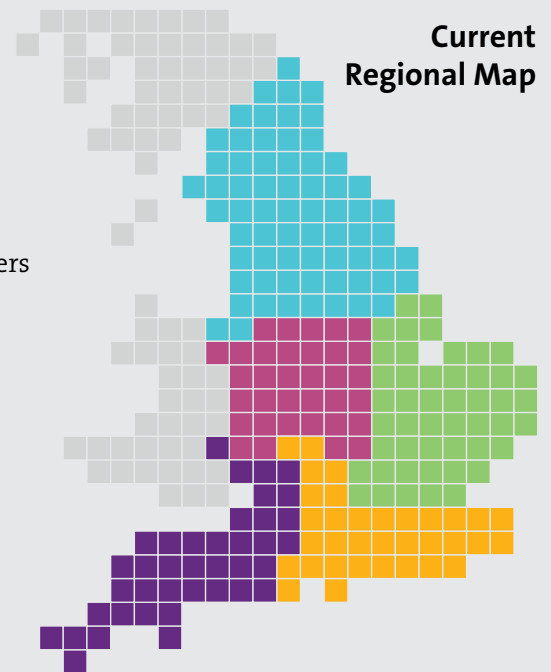
From this... in 2019

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



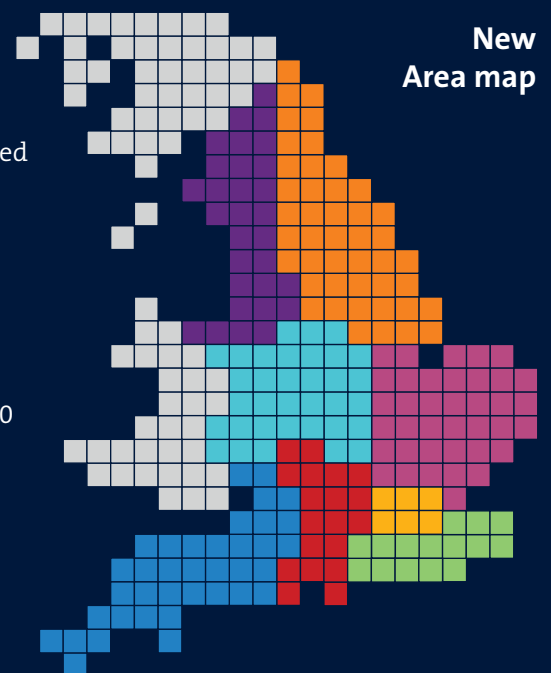
To this... from 2021

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



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.

Adult leagues and competitions will be led by the eight Areas to a common rules framework across genders and areas which will help to make the lives of administrators, from both clubs and associations, easier across the sport. To help understand the specific implications for your organisation, a detailed adult league outline structure

has been created and is available to review as well as more detail on the implications for other areas of hockey structure. You can find this here: www.englishockey.co.uk/astructurefitforthefuture

Junior competition provision is currently patchier across the country than for adults and the local implications will vary. Mostly the changes will bring more consistency of structure and alignment based on the good practice that is available already. A framework is provided through this proposal for junior competition that allows for the necessary local flexibility according to demand with festival, central-venue and home and away provision within the framework.

Over time, currently independent umpiring organisations will evolve to align to a clearer national structure including consolidation in terms of the number of bodies to reduce and align to the eight new Areas. Retaining local umpiring support is critical through this process and a managed transition, linked to a clearer national approach, will evolve over the next 2-3 seasons.

The majority of umpiring appointments (over 80%) are made by clubs, who will benefit from more consistent league rules meaning the right umpires can be used on the right games wherever possible. This is particularly important as clubs try to balance allowing players to umpire as well as play.

Masters hockey player numbers are increasing and the structure proposed will aim to evolve alongside the growing interest in this format of the game. Similarly to junior hockey, the examples of good practice vary across the country and there is much that can be gained through more sharing and alignment in approach. Representative Masters hockey at Area level is currently strong. Whilst the increase in the number of Areas to eight from the five current Regions will take some time to embed, the growing number of players and balance across the country gives confidence that in time, this will continue to strengthen.

The improved governance structure, which will reduce the amount of disconnection and duplication in the administration of the sport, will lead to the ability to more systematically improve communication and the use of technology. England Hockey recognises the need to invest in the use of technology.

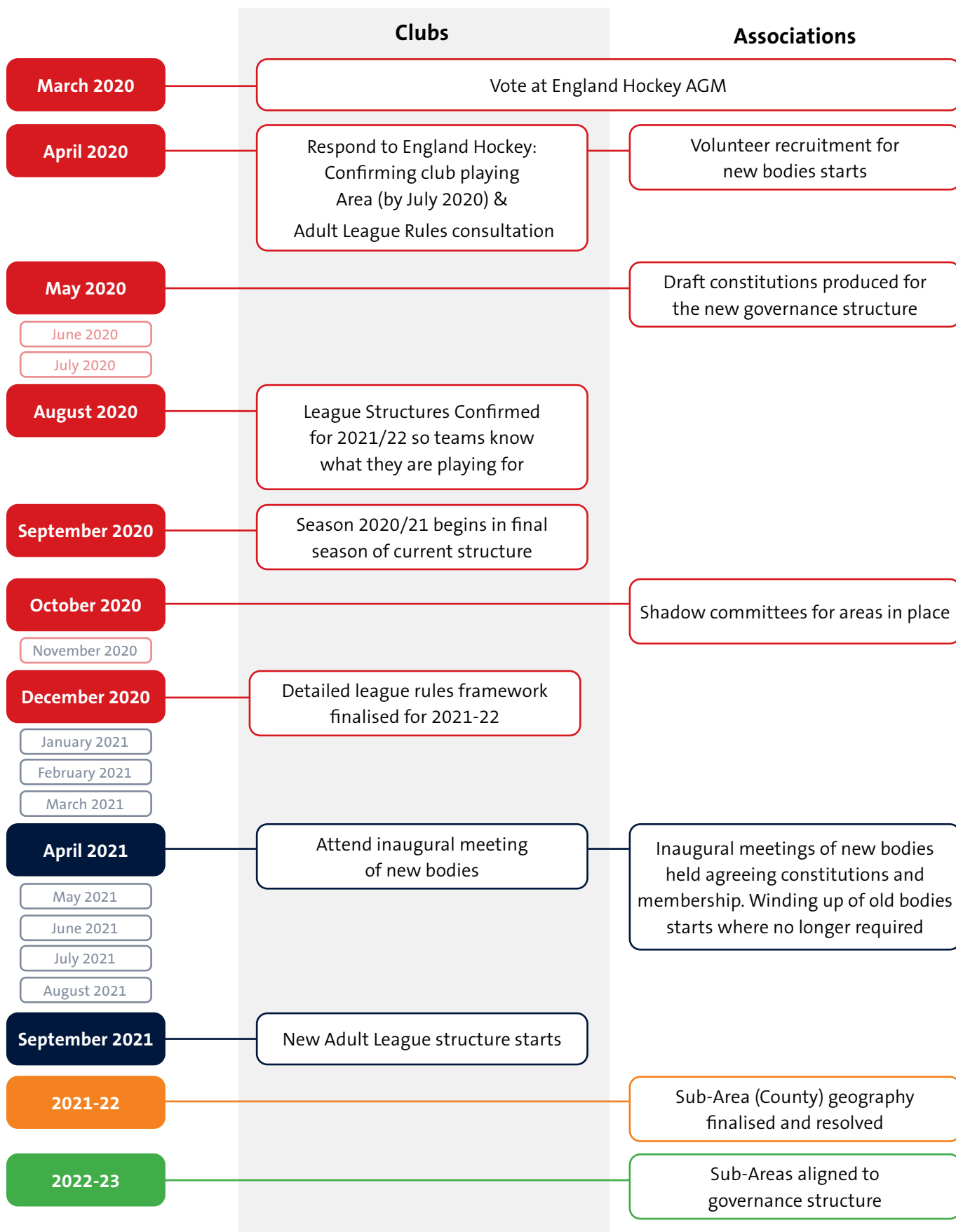
If you are uncertain or unclear about any of the implications, please email agm.resolution@englishockey.co.uk.

Why is it a good thing?

- A fairer structure for clubs and participants to progress within competitions and league structures
- Common league rules across the genders and the areas
- Improved junior competition structures
- Less travel for many clubs and players
- Common structures and approaches will make administration easier for clubs and associations
- A leaner more accountable structure that will be easier to improve in future aligned to clubs' wishes
- More alignment provides greater opportunity to systematically improve technology provision

What will happen if approved?

Depending on the nature of the organisation the steps for change will vary.



How do I vote?

All member bodies of England Hockey – namely clubs and member associations – will be able to vote on the proposals at the 2020 England Hockey AGM on 17th March. In early February 2020 voting instructions will be sent to England Hockey key contacts in each organisation along with the resolution and instructions on how to vote.

If you have any questions related to your organisations voting rights, please email agm.resolution@englandhockey.co.uk





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