

Minutes of the 135th Meeting of the Ulster Hockey Management Board, held on 21st September 2021 at 7.00pm at Ulster Hockey Office & Zoom Conference call

Present: Billy Pollock (BP), Iain Kelly (IK), Ann Rosa (AR), Christine Reid (CR), Jonathan Rose (JR), Mervyn Logan (ML), Peter Kelly (PK), Gareth Herron (GH), Neal Lucas (NL)

In attendance: Rosie Rea (RR) President, Marc Scott (MS) Executive Manager

Apologies: James Wray (JW), Linda Johnston (LJ)

Item	Comments
Chairperson's remarks	The Chair thanked all for attending the meeting.
Conflict of Interest	No conflicts other than standing HI conflict – BP, IK, AR
President's Report	<p>RR provided a report and highlighted the following:</p> <p>28th & 29th August - attended the Celtic Cup Men's International Matches held at NI Civil Service Sports grounds in Belfast.</p> <p>1st September - attended the Ulster clubs meeting with the Hockey Ireland Chairperson Trevor Watkins.</p> <p>8th September - joined the Ulster Hockey Staff for the morning session:- Ulster Hockey Strategic and Operational Planning. RR noted that she had enjoyed the interview with the Guest speaker Russell White who told us of his experience as a Triathlete representing Ireland in the Tokyo Olympics and wishes him good luck for the Commonwealth Games in Birmingham next year.</p> <p>8th September - attended the Mossley Men's 1st XI v Portadown Men's 1st XI Premier League Match.</p> <p>17th & 18th of September - attended Bangor Men's Hockey Club's Centenary Celebrations.</p> <p>Saturday 18th the Centenary dinner took place in The Clandeboye Lodge Hotel. Thank you to Bangor for the presentation of a Bangor hockey Club Centenary Shield to Ulster Hockey which was accepted on behalf of Ulster Hockey.</p>
Minutes of last Board meeting	It was agreed that an amendment was made to acknowledge the discussion in the August meeting regards the position of entering an NI team in a future Commonwealth Games.

	Subject to this amendment the minutes were agreed as an accurate reflection of the meeting. Proposed AR seconded IK
Matters arising	It was confirmed that a letter of response had been received from Jerome Pels regards the letter sent in June 21 re Hockey Ireland fees. This was shared with the Board members.
Standing Committee Reports	<p><u>Executive Manager's report</u></p> <p>MS provided a report, drawing attention to the following areas:</p> <p>The HI Chairman, Trevor Watkins, met with a number of clubs on the 1st September. While the meeting was positive, there were some challenges provided. A Q&A summary of the meeting has been provided by the HI CEO and circulated to all Ulster clubs.</p> <p>Following meeting to discuss/adopt the strategy on 2nd August 2021, the comments from the Board have been fed back to the Consultant and amendments have been made. A further draft is provided for consideration.</p> <p>Black Sheep have been commissioned to create a design for the strategy which will be taken forward as the new Ulster Hockey corporate 'look'.</p> <p>Meetings are being set up with Sport NI, Department for Communities and Hockey Ireland to present the new strategy ahead of a launch to the clubs and members in September. The Minister for Communities has been contacted with a request that she holds a reception to recognise the 125th Anniversary at which the launch of the strategy will be included. A presentation has been developed with the key themes of Past, Present & Future of Ulster Hockey.</p> <p>There is a need to consider the recruitment of the Domestic Hockey role with a proposal to be made to the Finance Committee in October 2021 as part of a wider staff structure review in conjunction with Hockey Ireland.</p> <p>Ulster Hockey has secured support for 2 posts through the Job Start Scheme – Communications Co-ordinator and Administration Co-ordinator. Both posts are for 6 months duration and have been advertised in the Job Centre.</p> <p>Following requests to Ulster Hockey from both a club and a school regards allowing Transitioning/Transgender players to participate in hockey (both female to male transitions) a proposal to adopt an interim position was presented to the Board in the absence of a policy:</p> <p>It was proposed that that the Ulster Hockey Board agree that the individual(s) in these cases are allowed to register and play male hockey on the basis that:</p> <ul style="list-style-type: none"> - this policy is aligned to the existing England Hockey policy which has been developed based on a collective document to which Sport NI has contributed and adopted; - the case(s) are both male to female transitions and there is unlikely

- to be any physical advantaged gained by the player(s) in question;
- this position has been developed in liaison with the NI Equality Commission who are supportive of this recommendation whilst advising that denying this request may put Ulster Hockey in breach of equalities legislation.

This position was agreed by all subject to making for provision of a review of the position in line with the development of a policy.

MS to communicate to club & school and liaise with HI to develop a policy..

Finance

It was confirmed that £200,000 had been transferred to the Savings Account for good secure financial practice reasons.

ML advised that the current management accounts were showing a significant profit. However, it was noted that this would realign over the coming months where some expenditure against the income reflected in the accounts would occur (i.e. coaches costs for camps)

It was clarified that the discounts being applied to club fees would be based on last years entrants.

Final accounts for 2020/21 were presented having been approved at the Finance Committee. Proposed for adoption by ML, seconded by IK.

It was clarified that these were the last accounts for the Ulster Hockey Union and therefore would not require submission to Companies House. Trading as Ulster Hockey Ltd commenced on the 1st April 2021.

MS presented a proposal regards a request to Hockey Ireland for financial contribution to Ulster Hockey in respect of increased Hockey Ireland fees generated through Ulster members. The proposal outlined estimated costs based on percentages of overall fees, or difference in fees.

It was proposed that UH should propose receipt of 50% of the difference (baseline 2020/21 fees). Proposed PK, seconded GH.

Competitions

The leagues have all commenced and there is some disruption due to COVID-19 issues.

MS advised that he would re-circulate the process for requesting postponements to the clubs.

Unfortunately, it was identified that there had been a shortage of Umpires to cover all matches.

Schools

AR provided a full report of schools' hockey.

	<p>AR highlighted the options provided to schools regards the scheduling of the Irish schools' cup with Option 2 being the preferred option.</p> <p>AR expressed thanks to Nicky Bayes for her assistance with the Schools meeting.</p> <p>A tender process for the hosting of Schools Finals is being developed.</p> <p><u>Umpires</u></p> <p>LJ provided report in her absence. It was noted that the Development Committee were engaging to address the Umpire shortage issue and were considering the negative impact of the centralisation of Umpire development courses to HI.</p> <p><u>Coaching</u></p> <p>No report</p> <p><u>Disciplinary</u></p> <p>GH advised that no changes to the disciplinary process were being proposed for the incoming season.</p> <p>Advised that there was a panel hearing scheduled for 23/9/21.</p> <p><u>Board Recruitment</u></p> <p>Following a recruitment process, it was proposed that Kenton Hilman & Timothy Cockram be appointed to the Board.</p> <p>Kenton Hilman – proposed by BP, seconded ML Timothy Cockram – proposed by NL, seconded by AR.</p> <p>MS actioned to arrange PR around these appointments.</p>
Ulster Hockey Events	It was recorded that the Bangor Centenary events had been a success and the UH Board record congratulations to the club on achieving this milestone.
Hockey Ireland	Issues regards communications from HI staff to Ulster clubs was noted.
Correspondence	None
AOB	<p>It was noted that former UH Executive Manager Angela Platt had been appointed to the role of Director of Women's Football with the IFA. The Board recorded their congratulations.</p> <p>MS to post recognition to the website and contact Angela on behalf of the Board.</p>
Date of next meeting	<p>Tuesday 19th October</p> <p>The meeting closed at 21.55</p>