



**Inspire - Build - Sustain**







# Chair's Welcome - Billy Pollock

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On behalf of all Ulster Hockey Board and Staff, I have pleasure to introduce the 14th Annual Report of the Ulster Hockey.

The report should give the Ulster Hockey Clubs/Schools family, confidence that we are meeting both our planned goals and key stretched targets to deliver continued development and growth against the Strategic Plan 2021-2026.

The Staff Team, under Chief Executive Marc Scott's management and leadership, have made further exciting advances this past year despite the on-going challenges in some particular areas.

The volunteer Board and Committees have communicated and consulted on a number of change initiatives and listened to the Staff and you, the Hockey Family.

On your behalf, I would thank the whole Staff Team: Marc Scott, Dr Shirley McCay MBE, Jonathan McMeekin, Ian Hughes, Nicki Bayes, Amanda Morton, Eamonn McFerran, Harry Templeton and we welcome Andrew Morrison in a new Communications Officer role.

A very key volunteer who supports the Staff and Club/School network is Hilary Reid in the vital role as Designated Safeguarding Children's Officer. Big thank you to Hilary for her dedication and commitment. We are looking to add volunteer resources to these highly important welfare responsibilities, to further support Hilary.

Sincere thanks to all our 2022/23 Ulster Hockey Sponsors and Funding Partners detailed in the Report. Their growing support is greatly appreciated, and we have enhanced our partnership and relationship through improved communications and realising their expectations. I would also thank our lead funding partner Sport NI points of contact, together with Hockey Ireland and the Northern Ireland Sports Forum for their help and support. We have creatively developed our income generation streams through local authorities and are seeing tremendous sporting community opportunities!

You will recall the scenario whereby Sport NI 4 years funding cycle (for 2021-2025) was delayed due to Covid 19 impacts and a year funding extension granted. A similar situation has recently been agreed with Sport NI (2023/24 grant extension for sum of £159,250) and therefore the main 4 years cycle funding (2024-2028) will be agreed with Sport NI in tandem with Hockey Ireland's Sport NI funding through a bid process later in 2023. Good news - our National Lottery application for Dormant Accounts funding has been successful and this will provide significant contribution over the next 3 years.

Other grant income such as Good Relations funding has increased our total income. Sponsorship is increasing and we're planning for more, gate receipts and development surplus figures are up! Financial reserves are on track, but we need to improve our risk management to maintain this stable finance platform for growth and the next challenge!

Staff levels and costs have increased (in line with the Strategy to Inspire, Build and Sustain) and we recognised the Staff contributions with a 3% Annual Salary increase on 1<sup>st</sup> April. However, we fully appreciate this increase level does not meet the inflationary pressures. Our plan is to continue to strive to pay our Staff to enable retention of our valued workforce, on an affordable basis.

Following the temporary suspension of the Finance Committee's proposal to increase Annual Affiliation Fees at the 2022 AGM, we are now introducing the increase of approximately 10% for Season 2023/24 to be ratified at this AGM. Please remember this increase will be the first uplift since we last agreed an increase in May 2019. We are also communicating now the further planned increases over the next 2 years in line with the Strategy.

We thank the Clubs and Schools for their understanding for the need for this Fee income stream and we are planning to continue to provide help and guidance to Clubs to make your own grant applications more successful.

Thank you to PR partners, BBC's Nigel Ringland, the Belfast Telegraph and other sports media for local Hockey coverage and particular to all the Clubs who continue to raise the profile of hockey through social media.

Unfortunately I have to record the very sad passing of a number of eminent and loyal Members of Ulster Hockey in the past year and we recognize their very significant contribution:

Ronnie Smyth BEM, Betty Henderson (nee Kyle), Robert Stevenson MBE, Jennifer Hobson MBE, Billy Savage, Uel Blair, Ian Raphael – all of whom were stalwart active volunteers and of hockey in the Province.

Most notably we are also deeply saddened at the passing of our Treasurer/Chair of Finance Committee and Past President Eric Cunningham who has presided over the Accounts for over an amazing 23 years and has left his indelible mark on our sound finances.

Congratulations to those who were recognised in the Queen's Honours Lists for their services to sport during the past year, namely Dr Shirley McCay MBE, Ronnie Smyth BEM (now deceased) and Elish Rutherford MBE.

In November, Ulster Hockey was delighted to propose Dr Stephen Martin MBE as the new Chair of the Northern Ireland Commonwealth Games Board. We congratulate Stephen on his election wish him well in his new important role.

Ulster Senior and Junior Age Groups players in the Elite Athlete Pathway continue to shine in the Ireland Squads and congratulations all these players, coaches/managers and umpires/officials who are developing in the Ireland International arena. There have been some exceptional Ulster Squad performances this year!

In January, we were delighted to learn that Cookstown's Max Anderson and Annadale's Patrick Rose had been selected for the Great Britain Men's Elite Development Programme 2023 (following in the footsteps of David Ames Ian Sloan). This is an excellent example of the Ulster Schools and Youth/Club development programme.

The Youth Blitzes are hugely encouraging and we thank those participating Clubs, who are doing fantastic work, which is really appreciated by the families who actively support the young talented girls and boys.

I would sincerely thank our President George Wilson, and all the Board Members for their tremendous commitment to the work of the Board in the past year. President George has been omnipresent and has thoroughly enjoyed warm and hospitality from so many Members at the various matches, events, Finals Days, Annual Dinners, etc.

We wish our incoming Margaret McCormack (Ards Ladies Hockey Club) as incoming President (2023/4), a most enjoyable year and thank her for the great commitment she has made over the past 12 months.

The Company Board is performing competently with the wide skillset of Directors working with Company Secretary and Chief Executive.

Last August, we welcomed Adrian Murphy as the new Finance Director (Adrian also acts in an Independent role). With Adrian's arrival, Mervyn Logan was able to step down from the Finance Director role in September and we record sincere thanks to Mervyn for his major contribution over nearly 6 years!

Chloe Gillard from the Boardroom Apprentice scheme joined the Board meetings from March and we warmly welcome Chloe's input and hope she benefits immensely from the experience.

Big thank you to Board Directors not mentioned above: Christine Aiken, Tim Cockram, Gareth Herron, Sarah Little, Neal Lucas and Peter Kelly. Their attendance and commitment in so many ways has been admirable and deserve our grateful thanks.

The important selection of a new Chair has taken time, however last month we were delighted to announce that George Wilson has been appointed as the new Board Chairperson! George welcomes the opportunity to contribute to the continued development of Ulster Hockey. George's business acumen, work ethic and tenacity with further help nurture our vision and enhance the strategy of the Board and Organisation.

We do still need more female/male volunteers with particular skills and experience in the various Committees and Work Groups, so feel free to contact the Marc Scott to learn more about opportunities to help.

Thank you to all the devoted volunteer Committee Members, Umpires, Mentors and Coaches, Club representatives and other volunteers, your committed efforts are very much appreciated.

Again I would particularly appeal to all Members, Clubs and Schools to continue to highlight the policy to **RESPECT TO UMPIRES AND OFFICIALS**.

This on-going cultural change needs total commitment from everyone to the 'Code of Conduct' and zero tolerance of any abuse by players, coaches and supporters.

On behalf of all the Board, Committees and Staff, I would sincerely thank the Clubs for all your support and we look forward to a successful next season.

This is my last Annual Report introduction as I step down as Chair and as a Board Director. I have been privileged to lead the Board for 7 years through Company Incorporation change, Charity Status and I am proud to have attended every single Board Meeting and have learned many lessons along the way. The togetherness and synergy of the Board has taken on some enormous challenges and expertly overcame them all; I salute all the volunteers I have worked with over my tenure. I apologise to anyone I have upset and sincerely thank everyone who made my role easier and deliverable outcomes achievable.

Helping to take the Organisation through the 2016/17 stressful scenario of grant funding cuts, restructuring, difficult decisions including unfortunate staff redundancies, through to the present day – a stable, sustainable, professional recognised sports body with a great Staff Team and highly skilled Volunteer Board Team plus Good Governance and Policies – this process and experience has been satisfying and rewarding!

I must especially mention Peter Kelly, Vice Chair who has been a steadfast rock and his wisdom and unstinting support have kept me on the correct path and on course.

I'm looking forward to supporting the new Chair by continuing to work as a Finance Committee Member for a period.

Stepping down will also allow me to give more time to my Hockey Ireland Director role and help the National Governing body to develop its new Strategy.



Ulster Hockey Board Members (L-R) Adrian Murphy, Billy Pollock, Goerge Wilson, Peter Kelly, Sarah Little & Tim Cockram (not pictured – Neal Lucas, Christine Aiken, Gareth Herron & Margaret McCormack)

# About Ulster Hockey

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Ulster Hockey is one of four affiliated branches that together form Hockey Ireland. Hockey Ireland, as the overall governing body for the sport across the island, is the principal body responsible for the development of hockey at all levels. In its relationship with Hockey Ireland, Ulster Hockey has responsibility for the administration, development, and delivery of hockey within Ulster.

Ulster Hockey currently supports the efforts of 27 men's and 50 women's clubs (Men & Women) and 12,000 members and players across the Province. The headquarters of Ulster Hockey is in Belfast.

Ulster Hockey works with a range of public bodies to deliver on its key strategic objectives. Core to this work is providing support and services to clubs, members and players which strengthens the ongoing development and delivery of sport within Ulster.

## Office Bearers 2022/23

**President** - George Wilson (Bangor Hockey Club)

**Vice-President** - Margaret McCormack (Ards Ladies Hockey Club)

## The Board of Ulster Hockey Ltd:

**Chair** - Billy Pollock

**Vice-Chair** - Peter Kelly

**Finance Director** - Adrian Murphy

**Director of Participation & Development** - Christine Aiken

**Director of Coaching & Pathways** - Tim Cockram

**Director of Welfare & Inclusion** - Gareth Herron

**Director of Communications & Marketing** - Sarah Little

**Independent Director** - Neal Lucas

**Independent Director** - VACANT

**Boardroom Apprentice** - Chloe Gillard

## Ulster Hockey Staff

**Chief Executive** - Marc Scott

**Talent Manager** - Shirley McCay

**Finance & Administration Officer** - Nicki Bayes

**Club Development Officer** - Ian Hughes

**Good Relations Officer** - Eamonn McFerran

**Workforce Development Officer** - Jonathan McMeekin

**Youth Development Officer** - Amanda Morton

**Communications Officer** - Andy Morrison

**Development Coordinator** - Harry Templeton

**Designated Safeguarding Children Officer** - Hilary Reid

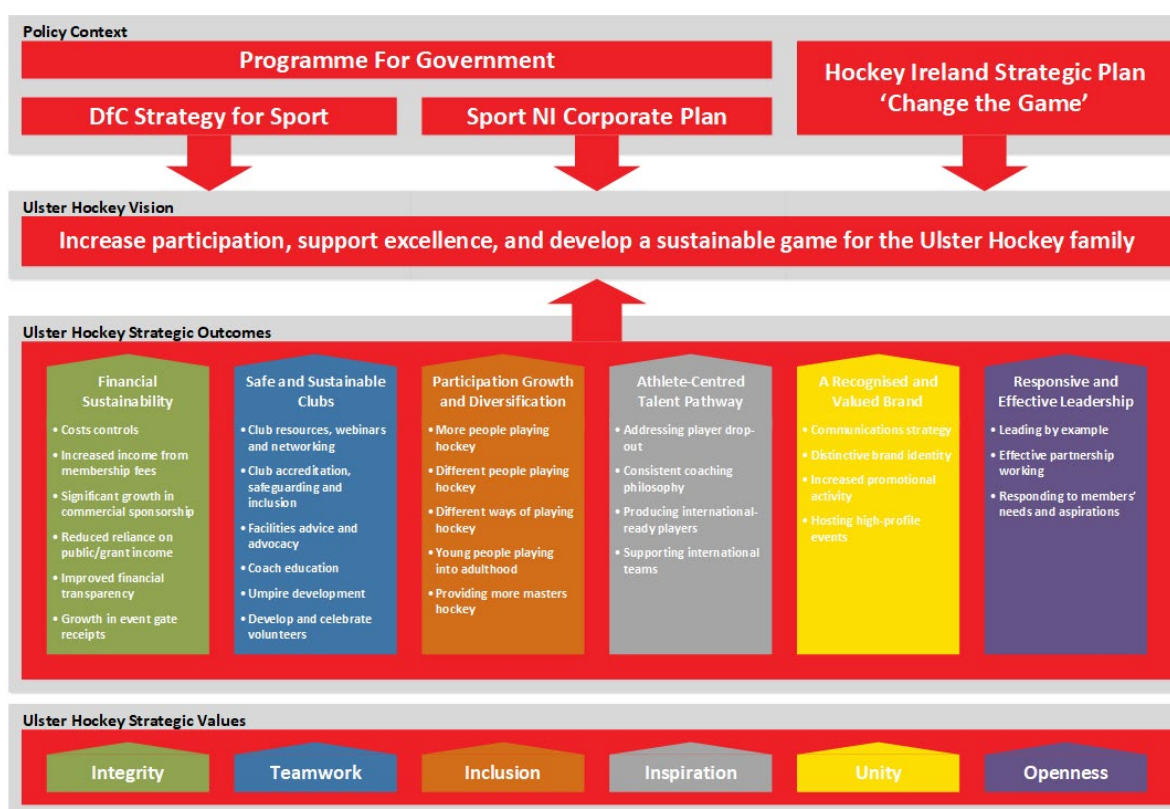


# Strategic Framework

In 2021/22, Ulster Hockey consulted extensively with Board members, staff, volunteers and players - young and old - to identify the key issues and challenges facing the organisation and priorities that need to be addressed in the short, medium, and longer-term. Throughout the process, it was clear that stakeholders' concerns were centred on sustaining the expectations associated with modern club activities, including administration, coaching, umpiring and increasingly, statutory obligations.

This process has resulted in a Strategic Plan, adopted in August 2021 and launched in November 2021 at Parliament Buildings, Stormont, designed to establish outcomes, objectives and related actions for the development of Hockey in Ulster over the period 2021 and 2026. It aims to ensure sustainability amongst all clubs and provide targeted growth in those priority areas identified in the plan. The emphasis on creating sustainable clubs and offering focused support for key initiatives over the lifetime of this plan emerged from a detailed engagement and consultation process, with the following strategic framework developed.

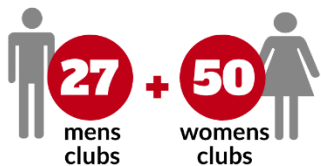
As we meet the mid-way point of the Strategy, the Ulster Hockey Board is committed to an in-depth review of the strategy to determine its success to date and any targets which would require amendments.





# Ulster Hockey - Where Are We Now?

## Clubs



## Players

**12,000**

total participant members at affiliated clubs



**7**

Tokyo Olympians



**35**

junior age grade players engaged in talent development programmes

**128**

in Ulster talent squads

**270**

in U15 Talent Development Programme

## Teams



**296**

junior teams



**209**

senior teams

## Coaches

**432**

accredited coaches



## Umpires

**146**

accredited umpires



## Schools

**78**

senior schools supported to deliver hockey

**208**

primary schools supported to deliver hockey



## Blitzes

**50**

school-based Youth Blitzes planned and delivered



## Social Media



**8,000**

Twitter followers



**7,000**

Facebook followers



**4,300**

Instagram followers

# Vision, Mission and Values

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## Vision

Through our strategic plan we want to inspire more people to get involved in hockey and more people to stay involved in all aspects of the game. Our Vision is therefore to:

**Increase participation, support excellence  
and develop a sustainable game for the Ulster Hockey family.**

## Mission

Ulster Hockey is responsible for the promotion and development of lifelong participation, delivering a quality experience and supporting clubs that allow both individuals and teams to enjoy, engage and excel at all levels in the sport. Our plan is to keep working towards this Mission Statement:

**INSPIRE** involvement, **BUILD** capacity and **SUSTAIN** Clubs

## Values

We have set ourselves a challenging and stretching vision. As momentum builds it will be increasingly important to draw upon values that build unity and purpose. With our people as our richest asset, our values will set the standard for how we work together in delivering the vision.

Our values will help the organisation grow as a hockey family and will set us apart. Bringing our plan to fruition through respectful engagement also ensures that we stay true to our founding values as we build our future vision together.

We Identified the values that best capture the spirit and culture of Ulster Hockey following in-depth consultation with our Board and Staff. Six broad areas emerged as important and distinctive to Ulster Hockey.

These are encapsulated within our values and articulated as:

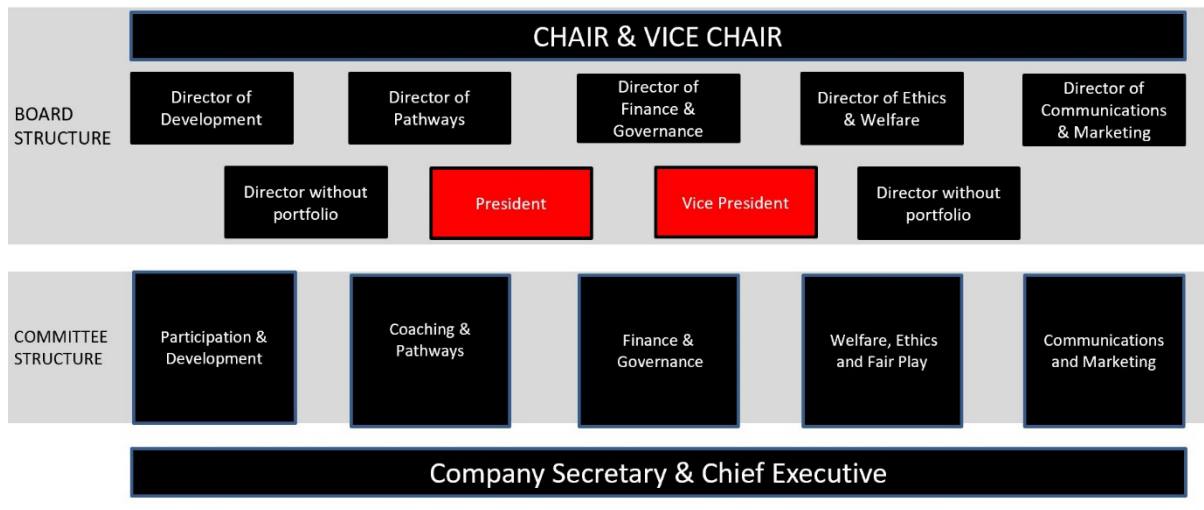
- **Inclusion**, which means we are respectful.
- **Integrity**, which means we are responsible.
- **Inspiration**, which means we lead.
- **Teamwork**, which means we are collaborative.
- **Openness**, which means we are engaging.
- **Unity**, which means we are pioneering.

As we deliver our Strategic Plan, Ulster Hockey will continue to evolve and grow. We will regularly review our values, vision, and mission to ensure they reflect the organisation we want to be. all our decisions.

# The Structure

In parallel with the strategic development, Ulster Hockey has reviewed its legal structures and has been operating as an incorporated structure, Ulster Hockey Ltd, since April 2021.

The following Board & Committee structure is being implemented:





# Chief Executive's Report - Marc Scott

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2022/23 has been an exciting year for Ulster Hockey and the sports sector across Northern Ireland in general as we returned towards normality following the disruption caused over the last few seasons due to the pandemic. It has not been without its challenges, however, as with all businesses and sectors, we have faced rising costs in all aspects of our operations. I have no doubts that our members and clubs have also been impacted by the cost-of-living crisis and for that reason I am thankful for the continued support of our members.

Our financial performance in 2022/23 has been very positive in the most part due to our careful budgeting and strict financial management. As we see our costs rise, it will necessitate increasing our reserve. However, against this backdrop we remain committed to investing wisely in the development of the sport and are developing a sound financial base on which to do so.

As I write about our financial performance, it is the appropriate point in this report to remember and pay tribute to Eric Cunningham. Our strong financial position is testament to Eric's contribution to Ulster Hockey over a significant period, and his meticulous attention to detail and legendary financial ledgers. Eric knew where every penny in Ulster Hockey was and how it was being used and the members owe Eric great gratitude for ensuring their hard-earned membership fees were and continue to be treated with the care he would have afforded to his own finances.

Eric was a wonderful presence around the office and still regularly came in to assist Nicki Bayes with the financial management and oversee the Finance Committee as Chair. This role was undertaken by Eric with a combination of high expectations, minimal patience and great wit and humour. Ulster Hockey will miss Eric's professional knowledge, the staff will miss his unswerving attention to detail and guidance and on a personal note I will miss a great man with whom I developed a great friendship. Eric meant a lot to everyone in Ulster Hockey as I know he also did at South Antrim Hockey Club and Cairnshill Methodist Church.

For the first time in the 4 years in which I have been with Ulster Hockey we have managed a 'normal' season in that all competitions took place in order and there was minimal disruption to matches due to external circumstances. As is often the case, the weather played its part in creating some challenges and several of our high-profile events including the Millar McCall Wylie Kirk Cup, Denman Ulster Shield and McCullough Cup fell victim to the weather. This creates some difficulties for the Committees and staff in rescheduling fixtures and managing the Cup competitions around the national calendar. Great deal of credit must go to Competitions Committee Chair Iain Kelly and the Committee members for the work undertaken to ensure the season was well managed.

We continue to consider how best we can deliver our core product of competitive hockey and as advised at last years' AGM it was planned to have a full review of competitive hockey in Ulster. This review has been commissioned with 3 key areas of focus: 1) A review of the

league and cup structures; 2) a review of how competitive hockey is administered and managed; and 3) a review of the alignment of schools, club and performance/pathway hockey. At this point, we are nearing the conclusion of the consultation period and a wide range of clubs, schools, individuals and interested stakeholders have been engaged by the independent consultants overseeing the process. We would hope to have a full report on the findings and recommendations from the review supported by an implementation plan by the start of the 2023/24 season.

I am aware that any process of change can create uncertainty and concern in some areas of our sporting community. However, the review is being carried out independently and any changes to our sport will be implemented in the best interests of the future sustainability of the sport and ensuring player welfare is central to everything we do.

Some concerns have been voiced in this regard by our school's community. I wish to reiterate in this report that school's hockey is a valued aspect of Ulster Hockey. Schools often provide the first engagement with members, introducing them to the sport and developing them in their early years. Schools' hockey also provides an extremely valuable competitive structure for players of all school ages and abilities. The value of school hockey was never more apparent throughout the January to May period this year. Despite some inclement and often torrential weather, there was a series of exciting and well-matched finals days which provided great enjoyment to all involved with some great competitive matches, with some great hockey on show.

My personal highlight of the season, and indeed my 4 years to date in Ulster Hockey, was the John Minnis Burney Cup Final at Stormont where Wallace High recorded a narrow victory against Campbell College. Despite the rain (an ongoing theme of our schools' finals) the support for this final was massive, doubtlessly the largest crowd at a hockey match in Ulster for many years.

As we come towards the mid-point of the strategic cycle, Ulster Hockey remains on track to achieve the majority of the targets which we set out in 2021. It is clear from reviewing our current position that, whilst there are a lot of positive developments in Ulster Hockey and a lot of progress being made, there are still some areas of improvement required. I am also aware that we often do not communicate the good work of the Ulster Hockey staff and volunteers as effectively as we would like, and the members are not always aware of both the positive developments and challenges we face.

Ulster Hockey advised last year that we were reviewing our Communications function to improve internal and external communications and ensure the sport has the profile it deserves. We have recently appointed a Communications Officer and I hope that the members are already aware of an increased presence in the local press, with a particular focus on domestic hockey. Over the coming weeks and months, our renewed and more professional communications function will be consolidated, and we hope to see continued growth of the sports' profile.

This year's annual report highlights both the successes of Ulster Hockey over the last 12 months and some of the challenges. We will continue to face the challenges head on to ensure that the sport of hockey continues to grow and provide enjoyment and opportunities for participants of all ages.

This year has seen some changes in the delivery of our community-focused Good Relations programme. There has been engagement with non-hockey playing schools and a successful collaborative programme with Ulster GAA. We intend to build on this programme, widening opportunities for the community to play hockey, camogie and hurling together; and implementing a programme involving the Syrian and Ukrainian refugee communities placed in communities in NI. Eamonn McFerran was appointed to the role of Good Relations Officer in September 2022 following Conor Savage's departure to Special Olympics Ireland. Eamonn has been integral in rolling out a ground-breaking club collaboration between Newry Olympic Hockey Club and Killeavey GAA in an area strongly affected by the legacy of the Troubles. Whilst fitting that this has taken place in the 25<sup>th</sup> anniversary year of the Good Friday Agreement, it is testament to Eamonn's sensitive approach to dealing with the clubs and the efforts of the club volunteers that this programme has been implemented. Special note must be made of Brian Lockhart's role in creating a community focus at Newry Olympic HC.

As with last year, we have continued to manage a successful and often over-subscribed summer and half-term camps programme, providing opportunities to our younger members across the Province to play in an enjoyable and safe environment. Our clubs continue to grow despite the challenges of the last 2 years and we now have 11 clubs accredited through Clubmark. A review of this accreditation scheme sees the launch of a more effective accreditation which will be rolled out to clubs across the coming weeks, months and years ensuring that Ulster Hockey is well placed to assist clubs face the challenges of the future. A key focus of our club development function has been assisting clubs to source and secure external funding. Led by Ian Hughes in partnership with S3 Solutions, we have commenced a series of funding workshops and the expertise of S3 are available to clubs to assist with applications. In excess of £75,000 has been secured for clubs in the recent months.

Our youth hockey environment is continuing to thrive with growing numbers of youth members in our clubs and a very successful schools hockey programme at primary and secondary level. In February 2022, Amanda Morton commenced in the post of Youth Development Officer, and she has brought her extensive experience in sport gained primarily with the Irish Football Association to Ulster Hockey which has resulted in a significant increase in the number of young players at school and club level playing in blitz events.

Our workforce development function has continued to provide skilled and qualified individuals to manage the sport at all levels. There has been a key focus on Umpires in 2022/23 with a significant number of individuals progressing through the structured Umpires qualification system. It is hoped that we will see this translate into an increased number of Umpires available to support the competitive structure each weekend. Recognition for the continued success of our valued workforce development programme must be afforded to Jonny McMeekin.

We have to recognise the remarkable success of Ulster teams and players across the spectrum of hockey.

- Banbridge achieved a remarkable treble success of EYHL1, Irish Senior Cup, EY Champions Trophy.



- The Ulster under 18 boys and girls' squads both finished a credible 2<sup>nd</sup> at the UK School Games.
- Both Under 21 Interprovincial teams won their respective events, with the girls U18 and Boys U16 reaching their finals.
- 20 Ulster players achieved senior international representation for Ireland or GB
- 38 Players are included in the Irish Age Grade pathway and 2 Ulster Players have been selected to the GB Age Group pathway.

Finally, it would be remiss of me not to acknowledge our outgoing Chair Billy Pollock. Billy has been in the role of Chair of Ulster Hockey for 7 years and has faced some significant challenges over that period and overseen some notable change. The Board, under Billy's leadership, has faced these challenges effectively and continued to move the organisation in a positive direction. Billy has been a great guide to me in my role, empowering me to 'get on with the job' whilst retaining the right to provide challenge when appropriate. Over the last 4 years Billy has provided unstinting support and we have enjoyed some great discussions – often robust – about the direction of Ulster Hockey and how certain challenges are addressed.

A leadership role in a sports organisation will always attract an element of friction due to the nature of sports membership and their passion for the sport. We cannot please all of our members all of the time and generally this creates a healthy environment of constructive challenge which ensures we have to be mindful of even the smallest decision we make. It is without doubt that every decision Billy has made and every action undertaken has been done so with the best interests of Ulster Hockey and our members at heart, however unpopular the decision has been. Billy loves the sport of hockey and will no doubt continue to be a great supporter of Ulster Hockey going forwards, no doubt with a high-vis vest on and camera in hand. I wish him all the best in his role as a Hockey Ireland Director and in the other many endeavours he undertakes – most of which will be catalogued on Facebook.

I wish to thank all our members for their ongoing support of the sport, continued challenge to Ulster Hockey and wish everyone a restful summer and I look forward to continuing to grow the sport in Ulster together with our clubs, schools, coaches and volunteer.

# Objective 1 - Financial Sustainability

	<u>2023</u>
<b>Income:</b>	<b>£692,815</b>
<b>Expenditure:</b>	<b>£236,057</b>
<b>Operating costs:</b>	<b>£384,826</b>
<b>Surplus for year:</b>	<b>£71,932</b>



Increased sponsorship from £14,750 in 2022 to £37,000 in 2023

Increased gate receipts from £26,232 in 2022 to £39,993 in 2023

Increased development surplus from £50,345 to £59,562

Increased grant income from £186,240 in 2022 to £217,547 in 2023. The number of grant providers has increased to 5

Ulster Hockey is 31% reliant on grant income – a decrease from 52% in 2022

Reserves have been maintained at £200,000



Increased Administrative Costs from £308,363 to £384,826

Increased staff costs from £217,536 to £272,449

## Funding Partners 2022/23



## Lead Sponsors 2022/23





## Summary of Performance against Objective 1

### KPI - Diversification of income streams and financial reserves

Objective	Measurement	Target	Actual	RAG
Continued management of the available budget on principles of financial prudence to maintain strict control of costs.	Cost to income ratio	96%	93%	
Identify savings, economies of scale and best value for money through competitive procurement where possible.	Reduced back-office costs	£ 71,040	£75,041	
	Level of financial reserves	£ 176,460	£200,000	
In consultation with Clubs, keep membership levies under review as we recover from the impact of Covid-19 pandemic	Membership income	£ 221,760	£242,348	
Achieve growth in membership income by supporting an increase in participation leading to an increase in club membership affiliations.	Membership income per member	£ 18.20	£17.77	
Establish a membership scheme to which individual supporters of Ulster Hockey can subscribe in support of the organisation's strategic objectives.	New 'non-club' members	200	Planned	
Establish a business forum where corporate and private benefactors can subscribe in support of the organisation's strategic objectives.	Commercial income as percentage of total income	5%	5%	

Identify a lead commercial partner and sponsor to generate more revenue and maximise the financial value of the Ulster Hockey brand.	New and prospective corporate sponsors / private benefactors	2	4	
	Lead sponsorship agreement.	1	1	
Reduce reliance on Sport NI funding to insulate Ulster Hockey from the effects of potential reductions in public sector budgets.	Sport NI funding as a percentage of total income.	33%	20%	
Identify and secure alternative sources of public funding from a range of government departments (north and south) and related agencies.	New public sector grants secured.	5	6	
Support clubs to identify and secure to public funding for revenue and/or capital based projects.	Number of clubs supported in making the business case/completing application forms for funding.	4	13	

# Ulster Hockey Ltd - Draft Accounts

<b>INCOME &amp; EXPENDITURE ACCOUNT FOR THE YEAR END 31 MARCH 2023</b>	<b>2023 £</b>	<b>2022 £</b>
<b>Income</b>		
Affiliation fees (Clubs) (*net of IHA Fees in 2022)	184,150	73,718*
Affiliation fees (Schools)	18,235	-
Sponsorship	37,000	14,750
Grants Receivable	217,547	186,240
Covid Grant	-	5,000
Gate Receipts	39,699	26,232
Development Programme Income (2022 shows surplus only)	182,893	50,345
Umpires Income (2022 shows deficit only)	3022	-
Miscellaneous income	10,255	902
<b><u>Total income</u></b>	<b>692,801</b>	<b>357,187</b>
<b><u>Expenditure</u></b>		
Umpires Expenditure	18,000	19409
Development Expenditure	122,841	0
Schools Deficit	-	2592
Domestic Competition Costs	4,920	
Hockey Ireland Fees - Schools	12,916	
Hockey Ireland Fees – Clubs	77,060	
<b><u>Total Expenditure</u></b>	<b>235,737</b>	<b>-22,001</b>
<b><u>Gross Surplus</u></b>	<b>457,064</b>	<b>379,188</b>
<b><u>Administrative Expenses</u></b>		
Staff Costs	276,384	217,536
Office Accommodation	19,219	20,914
Insurance	15,025	13,798
Administration	12,897	-
Printing, Postage & Stationery	-	2,587
Advertising & Marketing	19,261	15,145
Engraving & Trophies	-	1,367
Computer & Website Costs	10,010	9,648
Telephone	-	7,706
Travelling expenses	-	1,998
Legal & Professional Fees	18,568	2,715
Audit fees	3,300	6,000
Bank charges	-	422
Sundry expenses	3,674	1,098



Subscriptions	-	630	
Depreciation	6,932	6,799	
	384,021		308,363
<b>Operating Surplus</b>	<b>73,043</b>		<b>26,823</b>
Bank Interest Receivable	625		10
<b><u>Net Surplus</u></b>	<b>73,668</b>		<b>26,833</b>

# Outcome 2 - Safe & Sustainable Clubs

## Clubmark

The Sport NI platform for club accreditation was removed in March 2021. However, Ulster Hockey sees merit in continuing with a club accreditation scheme and the value of this for clubs in 2021/22 we have introduced Ulster Hockey's new 3 tier accreditation. This approach aligns to the club centred focus of the 2021/26 strategy. To achieve Club mark accreditation under the previous system, a club was required to provide 35 pieces of evidence which now, under the new system, has been reduced to 23. This is split into Bronze (10), Silver (8) and Gold (5) which can be completed in under 12 months. This revision of the scheme has created a more streamlined and user-friendly experience for our clubs.

### Clubmark – 11 Clubs Accredited



### Current Accredited Clubs



Antrim Hockey Club



Ards Ladies Hockey Club



Armagh Hockey Club



Bangor Hockey Club



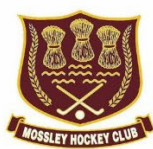
Coleraine Ladies Hockey Club



Cookstown Hockey Club



Lisnagarvey Hockey Club



Mossley Hockey Club



Priorians Hockey Club



Saintfield Hockey Club



Tullyvallen Hockey Club

There are currently a total of 67 member clubs in Ulster and we have a longer-term target to ensure each club achieves a minimum of the bronze Clubmark over the period of the current strategy.

## Workforce Development




Breakdown of activities:

<b>12 x Fundamentals Courses</b>	<b>214 Coaches</b>
<b>3 x Level 1 Coaching Courses</b>	<b>59 Coaches</b>
<b>1x Level 2 Coaching Course</b>	<b>12 Coaches</b>
<b>8 x Safeguarding Courses</b>	<b>128 Coaches</b>
<b>1 x Coaching Goalkeepers Workshop</b>	<b>15 Coaches</b>
<b>1 x Working with Parents in Sport Workshop for Coaches</b>	<b>13 Participants</b>
<b>2 x Working with Parents in Sport Workshops for Talent and Performance programmes</b>	<b>79 Participants</b>
<b>1 x Designated Safeguarding Officer Training course (12 participants )</b>	<b>12 Participants</b>
<b>13 x Young Leaders Award courses</b>	<b>195 Participants</b>
<b>6 x Other CPD Opportunities</b>	<b>98</b>

In March 2023, Erroll Lutton was awarded the Performance Club Coach of the Year Award at the Sport Northern Ireland Sportmaker Awards.



## Umpire Development

22 Activities		439 Participants
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### Breakdown of Activities

11 x Young Umpires	165 Participants
8 x Club Umpires Workshop	161 Participants
National Umpires Course Module 1	76 Participants
National Umpires Course Module 2 & 3	37 Participants



In March 2023, Amy Jones was awarded the Performance Club Coach of the Year Award at the Sport Northern Ireland Sportmaker Awards.



## Summary of Performance against Objective 2

### KPI - More players, more teams, more umpires and more volunteers

Objective	Measurement	Target	Actual	RAG
Develop, manage and refine a portfolio of resources that provide umpires, coaches, volunteers and players with advice or guidance to help them learn and develop.	Number of courses/webinars delivered to umpires, coaches, volunteers and players.	30	69	
Encourage all affiliated clubs to work towards achieving Ulster Hockey's new 'Club Assurance Accreditation' to promote high standards of club governance and administration, including safeguarding.	Number of clubs registered and working towards new Club Assurance Accreditation.	10	24	
	Number of clubs with a valid Club Assurance Accreditation.	11	11	
Take a proactive role in helping to secure long-term access to local playing and training facilities by working with facility owners and operators to safeguard existing facility capacity for hockey.	Number of clubs supported by Ulster Hockey	5	13	
Provide high-quality advisory service to hockey clubs in support of planned facility development.	Satisfaction rating from customer feedback.	100%	TBC	
Deliver a high-quality coach education programme to enhance capacity at a club level and throughout the participation pathway.	Number of coaches accredited by Hockey Ireland - L1 to L3.	560	804	
	Number of coaches attending CPD opportunities.	650	681	
	Satisfaction rating from customer feedback.	90%	TBC	

Work with Hockey Ireland to foster a consistently high standard of match officiating by delivering a programme of high-quality education courses, webinars and conferences.	Number of umpires accredited by Hockey Ireland - L1 to L3.	160	239	
	Satisfaction rating from customer feedback.	90%	TBC	
Extend the existing youth panel to involve a minimum of one young person (aged 17-24 years) from each Ulster Hockey affiliated club, ensuring fair representation of views from clubs regardless size, type or location.	Number of young people (aged 17-24 years) in Ulster Hockey's youth panel or acting as Youth ambassadors in clubs	28	9	
	Number of clubs represented on Ulster Hockey's youth panel or hosting youth ambassadors	28	9	
Plan and deliver an annual event to increase engagement with the Ulster Hockey family and to celebrate the contribution and support provide by volunteers.	Delivery of annual celebratory events targeting volunteers and the entire Ulster Hockey family.	Planned	Planned	

# Outcome 3 - Participation Growth & Diversification

## Good Relations

In 2022/23 Ulster Hockey was successful in its application to the NI Executive Central Good Relations programme for funding to support a Good Relations Officer and programme costs. A successful programme has been delivered in association with several partners including Bryson Intercultural and Ulster GAA.



2022/23 was the third year of Good Relations funding and the support provided represented a significant increase on the previous years' funding. An application to continue Central Good Relations funding has been submitted for 2023/24 where a further increase is included. In addition to the NI Executive Central Good Relations funding, Ulster Hockey has applied for support (10,000 Euro) to the Government of Ireland Department of Foreign Affairs programme for cross-border programme support. 8,500 Euro was secured in 2022/23 which has supported cross border initiatives. Good Relations Officer Conor Savage moved on to Special Olympics Ireland in 2022 and in September 2022 Eamonn McFerran was appointed to the role.

2020/21	2021/22	2022/23	2023/24
£22,097	£36,601	£39,087	£49,914 (Applied)



Good Relations Programme  
– 146 Participants engaged



63 Female  
83 Male

42% PUL  
58% CNR



The Good relations Programme has focussed on delivering collaborative GAA and hockey events in schools in the Lisburn and Newry area, with plans in place to deliver in Larne. These programmes include a number of non-hockey playing schools.

In early 2023, Ulster Hockey facilitated a ground-breaking programme in the Newry area, with collaborative sessions between Newry Olympic Hockey Club and Killeavy GAA club.



A Festival Day was delivered at the Department for Communities Celebration of Sport:



Department for Communities  
Celebration of Sport

## Inclusion - Hockey4All

Supported by Hockey Ireland, Ulster Hockey has a planned programme of events in place to deliver a Hockey4All programme focussed on increasing diversity in the sport and aimed at providing opportunities through Hockey ID programmes.

**Hockey4All**

**11 hockey clubs engaged**



Portadown Ladies



South Antrim HC



NI Civil Service HC



Mossley Ladies



Queens University  
Belfast Hockey



Coleraine Ladies



South Antrim Ladies



Dungannon Ladies



Club KV



Ballymoney Ladies



Lisnagarvey HC



Banbridge HC

## Membership Numbers

Playing membership is continuing to show a year-on-year increase. In the last 5 years, Ulster Hockey has recorded an increased membership of around 25%.

### Club Membership

2021 – 10,665

2022 – 11,226

2023 – 13,640



### New Club members

2021 – 1,800

2022 – 2,028

2023 – 2,130

### Registered Veteran Teams

2019 – 19

2022 – 24

2023 - 30



## Schools Hockey

2022/23 saw a full return of schools' hockey following a season of reduced activity due to restrictions on schools following the COVID pandemic. There was a return to the pre-COVID number of school teams entering into competition where we saw a significant increase in the number of teams involved in schools hockey, particularly in the McCloy and Pearson.

Ulster Hockey would hope that next season sees continued growth across schools hockey at all level.

### Senior Schools



24 Schools Finals  
Coordinated by Ulster  
Hockey:

15 Girls Finals  
9 Boys Finals

79 Schools took part in  
Ulster Hockey competition:

Girls – 55  
Boys - 24







**9 Schools engaged in Good Relations Activity**

**7 Non-hockey playing schools**

### Primary Schools

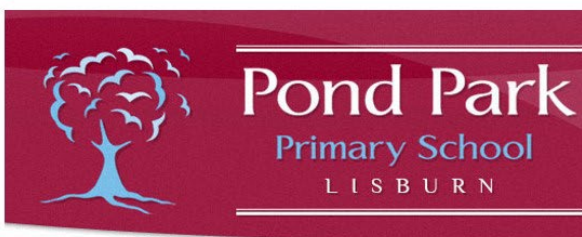
**McCloy & Pearson**

**157 teams**

**71 Boys teams**

**86 Girls teams**

**475 Matches**



**Pearson Cup Winners –  
Pond Park**

**McCloy Cup  
Winners -  
Waringstown**



Ahead of the competitions, Ulster Hockey has introduced Schools Pre-Blitz events which were delivered over 44 days including around 15,700 players.

## Youth Hockey

In February 2022 Ulster Hockey appointed a new Youth Officer Amanda Morton so 2022/23 represented her first full season in the role. There has been a significant increase in the numbers involved in youth hockey in the club blitzes, with an additional area included for girls hockey and the continued growth of the U15 Blitz programme.

60 Blitz sessions (girls) & 30 sessions (boys) at U11 & U13

3 Boys regions  
6 Girls regions

U15 Blitz – 102 teams, 250 matches, 1530 players



From October – November 2022 and January – February 2023, Ulster Hockey introduced a 'Year 8' Blitz programme in schools to compliment the club blitz programme.

### Youth Consultation

Ulster Hockey remains committed to consultation members to ensure we shape the future of our sport considering the needs of our multiple stakeholders. 2022 saw a return of face-to-face engagement with Youth Conveners. This includes ongoing consultation with club representatives. 2021 saw the establishment of the Youth Panel which is continuing to develop, and the panel has been engaged in the process of reviewing competitive hockey.



### Youth Consultations

3 area meetings (Belfast, Coleraine, Banbridge)

36 Clubs represented

## Youth Forum

9 Members  
9 Clubs

4 Meetings



The Youth Forum has proven to be an extremely successful initiative and other sports such as Basketball NI and Ulster Rugby have engaged with Ulster Hockey in the development of their own forums. It is considered that the Ulster Hockey is leading the way in the sector in this regard.

Other notable successes from the Forum have been:

- Anna Pim's successful implementation of 'At the Heart of the Game'
- Matthew Armstrong-Sanchez's progression in the Talent Squad coaching system
- Harry Templeton's appointment as Development Coordinator for Ulster Hockey

The Forum continues to deliver a useful mechanism for engaging with younger members of Ulster Hockey and it has been engaged in the consultation process around the review of competitive hockey.

Ulster Hockey has secured funding through the National Lottery Dormant Accounts fund which will support investment in the training for the Forum members and 2023/24 will see a process of integration of Forum members into the committee structure of Ulster Hockey.

## Youth Camps



### Summer Camps

16 Camps  
720 Participants  
10% joined as new members

### Half-Term

2 Camps  
90 Participants  
15% joined as new members



## At the Heart of the Game

Ulster Hockey is proud to support 'At the Heart of the Game', the brain-child of Youth Forum member, Pegasus player and Methodist College pupil Anna Pim. At the Heart of the Game is a programme which has with hockey clubs on how to accurately perform cardiopulmonary resuscitation (CPR) and give people the confidence to use a defibrillator in a medical emergency.

Sponsored by George Best City Airport, Dame Mary Peters and Shirley McCay are ambassadors for the programme. The programme was recipient of the 'Project of the Year' award at the Sport Northern Ireland Sportmaker awards and Anna was nominated for the BBC Sports Personality of the Year Unsung Hero Award in 2022.



**Awareness sessions delivered to U13  
players at 20 clubs**

**200 players involved in training**



## Summary of Performance against Objective 3

### KPI - New players actively engaged and involved in the sport year-on-year

OBJECTIVE	MEASURES	TARGET	ACTUAL	RAG
Increase the number of people participating in hockey as members of Ulster Hockey affiliated clubs	Number of participant members at UH affiliated clubs	12,480	13,640	
Develop and reinforce links between schools and clubs to encourage children and young people to become part of the hockey family, by investing in professional support for coaching and coach education in primary schools.	Number of primary schools supported by Ulster Hockey to deliver the sport within the school environment.	126	157	
Where appropriate, and dependent upon resources, consider developing schools-based Youth Blitzes for children and young people to engage with and enjoy hockey for the first time.	Number of school & club based Youth Blitzes planned and delivered by Ulster Hockey.	110	169	
Be inclusive, and develop a plan to reach out to non-traditional hockey playing people and areas, through efforts such as the Good Relations programme.	Number of people engaged from within targeted areas by Ulster Hockey.	80	146	
Consider supporting a club and/or district council to develop a pilot scheme to provide hockey to people with physical and/or learning disabilities, modelled on the Flyerz programme.	Design and delivery of pilot scheme targeting people with a physical and/or learning disability.	Completed	Completed – Hockey4All	
Explore the potential of extending the	A feasibility study conducted to test			



range of competitive outlets for year-round hockey participation, with a view to offering alternative ways to play, to include:	market demand for additional participation opportunities for both club members and new participants.	Completed	In progress	
Indoor Hockey	Successful implementation of a review of competitive hockey			
Hockey 5s				
Mixed Hockey (junior and senior)				
Midweek Hockey				
Address the gap between junior and senior hockey in Ulster by instituting an U18 club competition that provides an additional development opportunity for young players.	Number of clubs entering teams into a new under 18 competition(s) for both male and female players.	12	12	
Respond to the evident demand for Veterans hockey (aged 40 and above) by organising a club/community-based programme of participation which emphasises fun and encourages social interaction.	Number of clubs entering teams into a club-community based programme of Veterans hockey for both male and female players.	16	30	

# Outcome 4 - Effective Athlete Centred & Connected Pathway

International

20 International Players from  
Ulster:

5 Ireland Women  
13 Ireland Men  
2 GB Men



Ulster



2<sup>nd</sup> Place (Boys & Girls) UK  
School Games  
U18 Girls & U16 Boys  
Finalists in Interpros  
U21 Interprovincial winners  
x2

27 different clubs  
represented in U16, U18 &  
U21 girls & boys squads





### Talent Programme

Summer Camps - 125 Participants, 12 Coaches,  
3 locations

U15 TDP – 200 Participants, 24 Coaches, 5  
locations

U16 Programme – 48 Participants, 10 Coaches

U18 Programme – 48 Participants, 10 Coaches

### Summary of Performance against Objective 4

**KPI - Increased number of players identified as having potential to progress from a larger number of clubs**

OBJECTIVE	MEASURES	TARGET	ACTUAL	RAG
Make athlete needs the central focus of the talent pathway by reviewing and refining the system which captures and nurtures all of the available talent regardless of type, size or location of a club or school.	Number of players from clubs-schools engaged in Hockey Ireland's talent identification and development programmes	36	41	
	Number of clubs represented on the talent pathway	22	27	
Address the gap between junior and senior hockey in Ulster by instituting an U18 club competition that provides an additional development opportunity for young players.	Number of players involved in planned under 18 competition (s) for both male and female players.	180	120	
Work with Hockey Ireland and other provincial units to develop a clear and consistent coaching philosophy and to support coach development within the workforce.	An agreed and embedded coaching philosophy, including clear and simple messages relating to performance expectations.	Initiated	Initiated at Committee level	

Support athletes selected to international squads by improving the quality of locally available coaching, mentoring and support services.	Percentage of talented athletes highly valuing the quality of service and support provided by Hockey Ireland and coaches on the talent pathway.	90%	94%	
Encourage commitment to international hockey by ensuring that Ulster hosts its fair share of training sessions and international fixtures, building on the success of the recent IRL v GBR test series.	Number of international hockey training sessions and/or fixtures staged in Ulster.	14	1	

## Outcome 5 - Recognised & Valued Brand

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Raising the profile of the sport in Ulster is a priority for the current strategic cycle. Hockey is undoubtedly one of the most significant sports in Ulster and the profile of the sport must be aligned to this fact.

Ulster Hockey is acutely aware that the changing landscape of media and expectations of members has resulted in a need for ongoing development in the area of Communications and Marketing, and this was articulated at last years' AGM. Ulster Hockey, with the guidance of Communications & Marketing Director Sarah Little is developing a committee to support this all-important area.

We have continued to review our social media and communications function and identifying the resource required to ensure an appropriate level of communications across all aspects of hockey on all of our media platforms and have seen a significant increase in coverage in the press, particularly around domestic hockey.

In January 2023 a Communications Manager was appointed. The post-holder subsequently left the post and Andrew Morrison commenced in a slightly amended role of Communications Officer in May 2023.



Twitter- 8943  
Facebook - 7590  
Instagram - 6664  
Linkedin - 1013



The development of a Communications Strategy remains a priority for Ulster Hockey.



## Summary of Performance against Objective 5

**KPI - Increased levels of engagement in the sport, more positive media coverage at local, regional and national level and commercial interest**

OBJECTIVE	MEASURE	TARGET	ACTUAL	RAG
Develop and implement a communications strategy to strengthen Ulster Hockey's profile and brand, showcase the achievements of players, teams, clubs and schools, and enhance propositions for commercial sponsors and investors.	Strategy Developed and Implemented	Initiated	No progress	
Develop a distinctive brand identity for Ulster Hockey which reflects the vision and values of the organisation, in line with brand guidelines, and is used consistently in all communications and promotional activity.	Brand identity integrated with all internal and external communications	Reviewed	Reviewed	
Exploit the full range of media channels to promote the sport of hockey to the widest possible audience, emphasising the inclusive nature of the game, and drawing upon recent success at international level.	Number of new followers on social media channels:			
	Twitter	8800	8943	
	Facebook	7280	7590	
	Instagram	5160	6664	
Work in partnership with Hockey Ireland and other provincial governing bodies to host a high-profile domestic and/or international fixture(s) to raise the profile of hockey in Ulster and Ireland as a whole, with the aim of achieving significant media coverage.	A 'high profile' fixture planned and delivered by Ulster Hockey	Planned	Planned	

# Outcome 6 - Responsive & Effective Leadership

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## Board & Company Restructure

2021/22 has seen continued progress in terms of the governance and legal structures of Ulster Hockey Ltd which commenced trading on 1<sup>st</sup> April 2021. Across 2022/23 there has been an ongoing transition of the Board to the structure presented to and adopted by the members in 2020.

In this period there has been continued progress on the Board with the following key changes:

**The Ethics, Welfare and Inclusion Committee has evolved with a number of interested members. This will commence operating in June 2023.**

**Sarah Little has been appointed as Communications & Marketing Director and the Committee will be recruited in 2023. This Committee will support the professional role recruited in 2023.**

**Adrian Murphy has been appointed as Director of Finance & Governance.**

**Chloe Gillard has joined the Board through the Boardroom Apprentice programme. Her non-voting appointment will run until September 2023. The opportunity will be there for Chloe to join the Board on a full time basis should this be agreed by both the Board and Chloe.**

## Review of Competitive Hockey

As a response to feedback derived from the strategic planning process and ongoing engagement with the hockey family and as advised at last years AGM, 2022/23 has seen a significant Review of Competitive Hockey. This process has included extensive desk top research of historical results and trends around our league structures and a wide ranging consultation of members and stakeholders through a survey, individual meetings and focus groups. It is anticipated that a full report will be available at the start of the 2023/24 season at which time a full implementation plan of actions against recommendations will be consulted with members.

It is hoped that this will address issues relating to league and competitive structures, management and communications around competitive hockey and alignment of club, school and talent/performance hockey and at this stage of the review there are a number of key themes and opinions forming which will inform the direction of travel for hockey in Ulster over the coming years.

## Code of Good Governance

The Ulster Hockey Board alongside the Chief Executive conducted an audit of our governance structures against best practice as outlined in the NI Code of Good Governance (reviewed and relaunched in 2023). This review highlighted that Ulster Hockey has strong governance systems in a number of areas, however there are some key gaps in the system and an action plan has been developed with agreed timelines to address all areas of weakness identified. Aligned to this, in March 2023, Ulster Hockey was assessed by Sport NI through a Financial Systems Control Assessment. This audit indicated that there are no gaps in Ulster Hockey's financial management systems and Ulster Hockey has been allocated a robust' rating. The Financial Policies and Procedures document will be reviewed in 2023 as the sole recommendation of the audit.

## Summary of Performance against Objective 6

### KPI - Continuous monitoring of satisfaction through stakeholder feedback and membership consultation

OBJECTIVE	MEASURES OF SUCCESS	Target	Actual	RAG
Operate to best practice standards in governance and management reflecting principles of openness and accountability, in line with the Code of Good Governance (DIY Committee Guide) to be adopted by the Board.	Self-appraisal against the five key principles of good governance.	Reviewed	Reviewed	
Continually review, adopt and implement best practice in safeguarding and anti-doping.	External review by external bodies to provide assurance statement.	Reviewed	Reviewed	
Identify existing management information datasets to support the monitoring and evaluation of progress against	Adhering to Companies House requirements and ensuring delivery of organisational purpose.	Reviewed	Reviewed	

strategic objectives, and set meaningful targets for the improvement of data collection and management systems.				
Developing new and innovative programmes/services that harness latest technology and appeal to new stakeholders.	Evidence based performance management system of reporting.	Reviewed	Reviewed	
Identify and work with a range of stakeholders that will support the organisation to deliver its strategic objectives.	Number of new and programmes and initiatives.	2	2	
Conduct a stakeholder mapping exercise to target high value partnership arrangements and mutually beneficial projects.	Number of new strategic partnerships established.	3	5	
Engage with members to better understand the issues and challenges faced by volunteers at club level, via a regular surveys, focus groups and participant forums.	Club/Member engagement levels.	75%	In progress	
	Club/Member satisfaction levels.	75%	In progress	

# Honours

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## Schools - Boys

John Minnis Burney Cup

Wallace High



McCullough Cup

Royal Belfast Academical Institution



Burney Plate

Sullivan Upper School



Prior Shield

Banbridge Academy



Dowdall Cup

Banbridge Academy



Taylor Cup

Portadown College



Richardson Cup

Royal Belfast Academical Institution





Ferris Cup

Cookstown High School



Bannister Bowl

Cookstown High School



### Schools - Girls

Belfast Telegraph Girls  
Senior Cup

Royal School Armagh



Senior Girls Shield

Portadown College



Senior Girls Plate

Larne Grammar



Wooden Floor Company  
Girls Superleague Tier A

Royal School Armagh



Wooden Floor Company  
Girls Superleague Tier A

Larne Grammar



McDowell Cup

Rainey Endowed



McDowell Shield

Wallace High



McDowell Plate

Portadown College



Gibson Cup

Friends School Lisburn



4<sup>th</sup> XI Cup

Belfast Royal Academy



Junior Cup

Banbridge Academy



Junior Shield

Friends School Lisburn



Junior Plate

Ballymena Academy



U16 High Schools Cup

Banbridge High School





## Clubs - Men



Men's Premier League Winners

2022/23

Queens University Belfast 1<sup>st</sup> XI

### MEN'S LEAGUE WINNERS 2022-23

Premier League: Queens University 1<sup>st</sup> XI

Intermediate League: Raphoe 1<sup>st</sup> XI

Junior League 1: Lisnagarvey 2<sup>nd</sup> XI

Junior League 2: Kilkeel 2<sup>nd</sup> XI

Junior League 3: Instonians 3<sup>rd</sup> XI

Junior League 4: Bangor 4<sup>th</sup> XI

Junior League 5: TBC



Millar McCall Wylie  
Kirk Cup

2022/23

Lisnagarvey

## MEN'S CUP WINNERS 2021-22

Kirk Cup:	Lisnagarvey 1st XI
Linden Cup:	Raphoe 1 <sup>st</sup> XI
Corken Cup:	Banbridge 1 <sup>st</sup> XI
McCabe Cup:	Lisnagarvey 2 <sup>nd</sup> XI
Junior League 1 Cup:	Cookstown 2 <sup>nd</sup> XI
Junior League 2 Cup:	Kilkeel 2 <sup>nd</sup> XI
Junior league 3 Cup:	Instonians 3 <sup>rd</sup> XI
Junior League 4 Cup:	Bangor 3 <sup>rd</sup> XI
Anderson Cup:	Banbridge 1 <sup>st</sup> XI or Lisnagarvey 1 <sup>st</sup> XI
McClements Cup:	Lisnagarvey 4 <sup>th</sup> XI
Junior Shield:	Instonians 3 <sup>rd</sup> XI
Minor Cup:	Parkview 1 <sup>st</sup> XI
Junior League 5 Cup:	Not played
Sussex Regiment Cup:	Not played
Intermediate Cup:	Not played

## Clubs - Ladies

### Legacy Wealth Management Women's Premier League Ulster Elks



## LADIES LEAGUE WINNERS 2022-23

Premier League (A):	Ulster Elks 1 <sup>st</sup> XI
Senior 1:	Omagh 1 <sup>st</sup> XI
Senior 2:	Dromore 1 <sup>st</sup> XI
Senior 3:	Larne 1 <sup>st</sup> XI
Junior 1:	Ards 2 <sup>nd</sup> XI
Junior 2:	Ballymena 2 <sup>nd</sup> XI & Pegasus 3 <sup>rd</sup> XI (shared)
Junior 3:	North Down 2 <sup>nd</sup> XI
Junior 4:	South Antrim 2 <sup>nd</sup> XI
Junior 5:	Lisnagarvey 4 <sup>th</sup> XI
Junior 6:	Armagh 2 <sup>nd</sup> XI
Junior 7:	Queens University 5 <sup>th</sup> XI
Junior 8:	Armagh 3 <sup>rd</sup> XI
Junior 9 (A):	Belfast Harlequins 6 <sup>th</sup> XI
Junior 9 (B):	Mossley 5 <sup>th</sup> XI



## LADIES CUP WINNERS 2022-23

Denman Ulster Shield: Pegasus 1<sup>st</sup> XI

Senior Cup: Omagh 1<sup>st</sup> XI

McConnell Shield: Ards 2<sup>nd</sup> XI

Intermediate Cup: Owls 1<sup>st</sup> XI

Junior Cup: Armagh 2<sup>nd</sup> XI

Minor Cup: Bangor 3<sup>rd</sup> XI

Junior 9 Cup: Mossley 5<sup>th</sup> XI



Denman Ulster Shield  
Winners

2022/23

Pegasus

## LADIES PLATE WINNERS 2022-23

Qualifying Plate: Belfast Harlequins 2<sup>nd</sup> XI

Intermediate Plate: Instonians 1<sup>st</sup> XI

Junior Plate: Harlequins 4<sup>th</sup> XI

Minor Plate: Queens 5<sup>th</sup> XI

**Ulster Hockey is a Proud Supporter  
of the  
Northern Ireland Childrens Hospice**

