

Minutes of the 144th Meeting of the Ulster Hockey Board, held on 21st June 2022 at 7.00pm at Ulster Hockey Office & by Zoom.

Present: Billy Pollock (BP), Peter Kelly (PK), Neal Lucas (NL), Mervyn Logan (ML), Sarah Little (SL), Tim Cockram (TC), Christine Reid (CR), Gareth Herron (GH) (by zoom)

In attendance: George Wilson (GW), President (by zoom), Margaret McCormack (Vice-President), Marc Scott (MS) Chief Executive & Company Secretary

Apologies:

Item	Comments
Chairperson's remarks	The Chair welcomed everyone to the meeting and noted that it was positive to have returned towards normality with most Board members present in person.
Conflict of Interest	Standing conflict (Hockey Ireland Board) – BP No other conflicts of interest recorded
President's Report	GW had provided a written note of his 3 key engagements in his short tenure to date: <ul style="list-style-type: none"> - Newry Olympic Dinner on 4 June - Finals of Lisnagarvey U15 Invitation tournament on 11 June - Ards Ladies Centenary Gala on 18 June
Minutes of last Board meeting	Proposed TC Seconded ML
Matters arising	MS confirmed that the Anniversary Dinner was still planned for autumn 2022 and that Nicki Bayes was identifying a date with City Hall.
Standing Committee Reports	<p><u>Chief Executive's Report</u></p> <p>MS provided a report and highlighted the following areas.</p> <ul style="list-style-type: none"> - The accounts are with Johnston Kennedy and we await the final audited accounts to publish on the website and provide to our members/lodge with Companies House. - Charitable status has now been confirmed by the Charity Commission – it was noted that this had been confirmed after the Executive paper was completed. Training on Trustee legal requirements was to be scheduled for August 2022 (MS to action)

	<ul style="list-style-type: none"> - Recruitment for the Hockey Development Coordinator was completed and Harry Templeton was commencing in the role 20th June. - Conor Savage has advised his resignation from the post of Good Relations Officer to take up another post with Special Olympics Ulster. Final date of employment to be confirmed once the resignation is formally notified in writing. The Board recognised Conor's impact on the organisation and thanked him for his work over 2 years in the post. - It was advised that the review of Lilleshall was ongoing and that the final report would be presented to the September Board meeting. - BP raised the previous commitment to engagement with the Belfast Pride event. MS to progress. <p><u>Operational Risks</u></p> <ul style="list-style-type: none"> - Concerns are apparent in the sector regards the slow progress from Sport NI in relation to the future funding programme. Current funding concludes in March 2023. Concern of sports are being articulated via the NISF. MS to continue to appraise the Board on progress. - Anonymous correspondence was received by 3 Ulster Hockey Officers containing an article on Adult Grooming in Sport with a handwritten note on top stating 'This is happening in a major club in the Ulster Hockey Family – from a concerned father'. This information has been shared with the Safeguarding Lead (UH & HI). As there are no details included, there is no scope to take any action at this point and this position has been agreed with NSPCC. It was agreed that a proactive approach should be taken around safeguarding and <ul style="list-style-type: none"> o UH to reach out to clubs ahead of the new season regards the Safeguarding training and compliance options available o MS advised that the Hockey Ireland driven safeguarding audit was to be completed by clubs. UH to promote this to clubs and advise the importance of completion. o UH to complete NSPCC/Sport NI Safeguarding Audit <p><u>Finance & Governance</u></p> <p>Management accounts provided to the Board for consideration.</p> <p>ML advised that the final 2021/22 audited accounts were being finalised by Johnston Kennedy and that they would be provided to the Board on completion.</p> <p><u>Coaching & Pathways</u></p> <p>TC provided a written report. Key areas highlighted:</p> <ul style="list-style-type: none"> - Positive results and performances recorded in the U16 Wales series - Coach recruitment for underage coaches is ongoing
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	<ul style="list-style-type: none"> - Review of position regards entry into the U21 Girls Interpros - A celebratory event is planned for the Junior age Group programme to recognise the achievements of the squads over the last 12 months - It was noted that Shirley McCay had received the MBE. The Board recorded this achievement and its congratulations to Shirley. <p>MS advised that there was a proposal from Ulster University to make a contribution to the appointment of a Talent Officer post to be employed by Ulster Hockey. The proposal was £20,000 per annum for 5 years.</p> <p>It was proposed that this would impact on the current Talent post with Shirley McCay line managing the post. It was proposed that her salary be uplifted to recognise this. It was agreed that this would not be in breach of employment law if the post is not significantly amended.</p> <p>Cost implications to Ulster Hockey were advised as approximately £14,000.</p> <p>It was agreed that MS provide a Business Case to the Finance Committee and Board to consider.</p> <p><u>Participation & Development</u></p> <p>It was advised that the Terms of Reference for the review of competitive hockey had been published with a submission date of 4th July.</p> <p>It was agreed that a working group be established to consider any submissions consisting of Christine Reid (Director of Participation and Development), Tim Cockram Director of (Coaching & Pathways), Marc Scott (Chief Executive), Iain Kelly (Competitions Committee) and Ann Rosa (Joint Schools Committee Chair).</p> <p>NL raised some concerns regards the alignment to the strategy and noted that several targets in the strategy had already been achieved. It was agreed that:</p> <ul style="list-style-type: none"> - The review had wider implications and would impact on areas in the strategy over and above the headline membership numbers; and - That this had highlighted a need to review the strategic objectives in more detail and amend these where necessary. <p><u>Communications & Marketing</u></p> <p>There was discussion regards the appointment of a Communications & Marketing post as part of a wider staff restructure. MS & SL to develop a business case for the Finance Committee and Board to consider.</p>
Ulster Hockey Events	No report.
Hockey Ireland	MS advised that discussions around the contribution to UH from the fees structure was still under discussion.
Correspondence	None

AOB	None
Date of next meeting	Tuesday 20 th September The meeting closed at 20.40