

ENGLISH ICE HOCKEY ASSOCIATION COMPANY LIMITED
MEETING OF DIRECTORS 8TH SEPTEMBER 2007

Minutes of meeting of EIHA Board on 8th September 2007 at the Tankersley Manor Hotel, Barnsley at 10 a.m.

Present: Ken Taggart, Bob Wilkinson, Irene Jones, Geoff Hemmerman, David Hurn, Neville Moralee, Val Wilkinson (Junior Section Secretary and Junior & U19 Registrations), Rita MacKriel (Junior Section Chair), Tony Boynton (Recreational Section Chair), Steve Taylor (Coaching Programme Manager), Charles Dacres (National Child Protection & Equity Officer), Mohammed Ashraff (Referee-in-Chief) from IHUK Update on.

In attendance: Liz Moralee (minutes).

Apologies: Rob Laidler.

OPENING REMARKS FROM THE CHAIR

KT said there are a few problems at the moment, most of which are on the agenda.

PROPOSAL TO ACCEPT THE MINUTES OF THE LAST BOARD MEETING
8TH JUNE 2007

The minutes of the Board meeting on 8th June were read and approved, proposed **IJ**, seconded **BW**.

MATTERS ARISING

None.

CHAIRMAN'S REPORT – MR TAGGART

KT had decided it was time for a meeting of a number of key people, as there have been major changes such as the U19 league changing to U18 and RM taking over as chair of the Junior Section. Email trails are causing him a great deal of frustration, especially when they are some time after the event. Minutes of the last two meetings were not posted on the website because **DH** was only now to be co-opted on to the Board and they wished to keep this confidential, but it was leaked anyway. **LM** will send the minutes of these meetings to Malcolm Preen to post on the site, and also the minutes of this meeting when **KT** agrees. There has been good feedback over the EIHA being brave enough to publish meeting minutes in this way.

Clubs are leaving it till the last minute to send registration paperwork in, and are then annoyed if they are not allowed to ice the players at the weekend. EPIHL teams are taken by surprise when they run out of credit. **KT** would like **VW**, Sue Tomalin and Andy French to work more closely together over registrations and ITCs. **VW** said clubs try to avoid paying before the start of the season, because at this time they have no money. An ITC fax approval is 100 ChF.

PROPOSAL TO CO-OPT MR HURN AS A DIRECTOR – MR TAGGART

KT said there were a number of good reasons for proposing him, for example he is doing a lot of work in child protection, and knows what is going on in the South. As announced on the club website, he resigned from Oxford City Stars on 1st September. The proposal was seconded by **IJ** and agreed unanimously. **DH**'s form 288a will not go to Companies House until after the AGM.

FINANCIAL REPORT – MR MORALEE

NM said there have been no significant developments since the end of month report. In the meantime c. £25k has been paid into the account, with £5k expenditure. **BW** said most people do not realise what a good job **NM** does, or how time-consuming it is. Every penny is accounted for, and it is easy to obtain an accurate picture of the finances. **IJ** has sent **NM** a form for paying cheques in at the post office. The bank's travel insurance now excludes playing hockey.

IHUK UPDATE – MR WILKINSON

The Irish IHA emailed **BW** about arranging referee courses in Eire. **MA** is planning a Level 1 course there.

Plans are going ahead for the U10 jamborees to celebrate the IIHF centenary. The events are to be as close as possible to 29th February. All the players will receive medals and souvenirs. **DH** will organise the jamboree in the South, **GH** the one in the North/Midlands and **SIHL** the one in Scotland. **RM** will coordinate the whole project. **KT** warned that plans need to be firmed up as soon as possible after the IIHF Semi-Annual Congress, as otherwise there are likely to be problems confirming ice time.

BW is not happy with the plans for IHUK's 100-year reception at the House of Lords. He thinks it might be better to have an event nearer the centre of the country. If the plans fall through he thinks the EIHA should take up the offer. This would cost £2k. There is still time to research it further.

NM spoke about the IIHF's plans for their centenary. The Global Charity Game will involve games in each country's top league on a Saturday or Sunday near to 29th February featuring the captains wearing a commemorative shirt produced by the IIHF. The sponsor will make a donation to a worldwide charity for every goal scored. The teams can then auction off the game-worn shirts. The EIHL are very interested. The Skills Challenge, open to all nations, includes 5 tests for out-players and 3 for goalkeepers. All players up to age 15 are eligible, and nations may put forward as many players as they want. The top boy and girl from each nation will be invited to take part in a skills competition in Canada in May. The trip also includes attending World Championship games and practices, and cultural visits, with travel and accommodation paid for by the IIHF. Federations need to register to take part by 1st October. The IIHF will then supply kits with instructions, videos and a tape measure. The tests can then start immediately. Players are allowed to do the tests an unlimited number of times before the closing date of 29th February. Performance data for all nations will be featured on a website. The information says the competition will enable nations to track players, identify the best clubs, and keep full details of coaches and delete those whose players are not performing adequately. **ST** is concerned about logistical problems if a large number of players are invited to take part. He considers it would be best to target England and then Conference players. **BW** said it is important to send the best boy and girl in the UK, as sending players who were out of their depth would be damaging to all concerned. **ST** spoke about how the South West have been running tests. The players are given testing references. However it is difficult to compare results at different clubs, as clubs give good scores to their best players even where they compare poorly with players at other clubs. The IIHF are providing clear criteria to make the tests as objective as possible. The information will be distributed immediately.

NM and **BW** have been holding discussions with Guy Taylor of TASS, who is based at Northumbria University. **NM** last spoke to him two weeks ago. Now that summer sports are catered for by Olympic funds, for 2008/9 TASS funding priority goes to Sport England-funded sports excluding those funded by UK Sport, and Winter Olympic and Paralympic sports. There will be c. 800 grants of £3.5k, and all athletes undertaking education in GB are eligible. The criteria will be issued soon. The EIHA will nominate candidates for applications

to go through IHUK. Guy Taylor is also involved with university sports. Despite GB Universities being heavily defeated at the Universiade, he was very impressed with their good behaviour and sportsmanship.

IHUK are developing closer links with sledge hockey, but the BSHA are still separate from IHUK as this makes it easier for them to obtain funding. An inline club has asked **IJ** for a membership form. They already have an EIHA share certificate. **KT** said it is worth the EIHA considering becoming more involved with inline, but he thinks it unwise because of inline's complicated politics. He suspects inline clubs will be interested only in subsidies and freebies which the EIHA are not in a position to give. He said Roller Hockey International are running inline. **BW** pointed out that the IIHF run Inline World Championships, and in the last few years have placed considerable emphasis on inline. Many countries are finding inline hockey very difficult to deal with. He will consult IIHF representatives about it at the Semi-Annual Congress. **KT** said inline is totally different from ice hockey, and so he does not think it appropriate that inline clubs should have a say in what happens in ice hockey. If one inline club becomes a member of the EIHA many more could apply. Inline is similar to special needs hockey in that players of a wide age range play together. However the special needs players do not take part in the leagues. **ST**, who has gained some knowledge of inline since his sons started playing it, finds it disorganised. He recommends that the EIHA investigate the organisations of any inline teams they are considering accepting as members. **CD** said the EIHA could help inline organisations with issues like child protection and CRB checks. However **KT** said it is difficult enough at the moment to keep pace with child protection issues, and doing it for inline is likely to be even more fraught with problems. Inline will be discussed further at the next Board meeting.

BW had a meeting with a Sports Aid representative. Grants are available for national team players. He convinced the representative to let the EIHA apply for 30 grants of £500. Last year the forms were very poor, and the U15s did not fill in any. After the Semi-Annual Congress he will give each team 5 forms. He will invite a representative to the next YMC meeting to go through them. They need to be completed by 6th January. **KT** said RM should appoint someone to chase up the managers. **VW** said last year doing this was very hard work. It would be best if someone took particular responsibility for Sports Aid. **BW** has good contact with the South Yorkshire region, which has a lot of Sports Aid money. Good progress is being made in Scotland, and he will pass the details on to SIHL.

CD spoke to Gerry Sutcliffe on 2nd September. This is a good time to influence him, especially with the 100-year celebrations approaching.

REPLACEMENT FOR MR OLIVER – INSURANCE – MR MORALEE

NM said Tony Oliver has been extremely valuable in dealing with insurance due to his excellent knowledge of the subject, so it is important to find a permanent replacement as soon as possible. Tony Oliver has not yet decided how much involvement he wants or for how long. Most of the work is in negotiation and researching. **VW** is now dealing with the travel insurance. The only change is that the charge is now £10 per week instead of £10 per trip. **TB** wants travel insurance for rec teams. Locktons will be asked whether rec players are eligible for the travel insurance policy. **TB** will send **KT** a copy of the rec insurance policy. **Stuart Muir** made the SIHL policy sound excellent, but it does not cover as much as **BW** thought. Tony Oliver is shopping around for insurance, but trying to avoid becoming entangled with brokers who are too greedy.

KT is now dealing with the case resulting from Martin Sibley's insurance claim. It is being settled out of court, but the insurance companies are still wrangling over which of them should pay.

PHYSIOS – MR WILKINSON

The EIHA have no officer in charge of physios or medical matters generally. For national teams **BW** vets the physios. He spoke about how well Kate Cady has dealt with physiotherapy and first aid with the England teams. It was agreed that she should become the EIHA's medical adviser, to vet and look after physios.

BW would like to organise one first aid course in the North or Midlands and another in the South, run by Kate Cady and tailored towards hockey. **KT** said it is important to have first aid knowledge, and a first aid course should count as a workshop for coaches to maintain their qualifications. **MA** said **BW** should consult the insurance company, as first aid is an area which carries a lot of risk. He also pointed out that the EIHA are not an approved first aid training company. It was agreed that there should be first aid training available, but how to deliver this will need further consideration.

One of the England team physios has failed to provide any evidence of qualifications or a Disclosure. If he does not produce the requested paperwork he will not be asked to take part in the programme again.

EXPENSES – MR WILKINSON

There is still no agreement on this issue. **BW** pointed out that coach instructors justifiably receive a day rate, but many other people do a lot of work with no remuneration. **KT** agreed that the Board and officers work long hours and ought to receive some reward. **BW** has suggested amounts per day for authorised attendance at meetings, in addition to expenses for travel, accommodation and food. Directors, who spend more time on hockey business than anyone else, should receive £50 per day, and other officers £30. **NM** has not done detailed research into this. He is not sure if the Articles of Association could allow remuneration for Directors. **KT** said they allow Directors to receive an honorarium but not a wage. **NM** said given the sums of money involved (in a year he alone spent 106 days away from home on hockey business) he will need to produce more detailed figures. It would mean substantial changes to the budget. He is also concerned about the clubs' reaction. **MA** said if this scheme were carried out the EIHA would be employing people, and asked about National Insurance contributions. Having the sums come out of mileage would need a third party company. **NM** will ask Bexons for advice, and **IJ** will consult her accountants at work.

CHILD PROTECTION AND DEVELOPMENT PLAN – MR HURN

CD had arranged a session that day with David Nield of the CRB. The EIHA had a CRB audit in February. (The Registered Body Assurance team now do assurance by self-assessment rather than going out to talk to organisations face to face.) The CRB are vastly reducing numbers of RBs, but the EIHA have more than enough applicants to fulfil the RB criteria. They raised issues about identity validation and accuracy of information on forms. 42% of the countersignatories had more than 10% of forms sent back. There are many countersignatories around the country, and those with few forms to countersign easily forget important points. They are making fewer errors now, but performance needs further improvement. There is an applicants' guide available, and **LM** has produced guidance notes tailored to the EIHA. Guidance could be published on the EIHA website. He recently ran two training sessions for countersignatories. The CRB are advising the EIHA to reduce the number of countersignatories. **NM** said applicants would be reluctant to travel beyond their own rink to have their forms countersigned, and countersignatories cannot be expected to do huge amounts of travelling. **CD** said the CRB are happy for the club countersignatory to check the form and documents, then pass the form on to the area manager, who can double check it and send it back if there are errors. David Nield has explained that if someone enters a title other than Mr or Miss the CRB assume they have had another name in the past, and reject the form if no surname at birth is entered. Common mistakes include using a nickname or missing out the middle name. Some people find it difficult to produce sufficient documents, particularly

women when all the bills are in their husband's name. In some cases a charge has been made for a Disclosure even though the volunteer box was marked. The CRB then have to check up, which is inconvenient for everyone.

Some organisations accept each other's Disclosures, and there were questions about whether the EIHA could do the same, and if so under what circumstances. Portability has caused problems and very few organisations now risk using it. The CRB do not endorse it, but they advise that it is the organisation's own decision whether to accept other organisations' Disclosures. They can contact the other organisation to ask if there is any additional information with the Disclosure. A Disclosure is valid on the day it is issued, and the longer the time since the check was done the greater the chance of there being a problem since. ST asked if it is necessary to have a check every three years. Organisations may make their own decisions on how often to carry out checks; many opt for every three years. The planned Vetting & Barring will include continual updates on people's status.

CD said he would show the online child protection training when he could get a wireless connection. The system will provide data on who has passed and how long they spent on the course. He has not decided how many administrators will be needed, but at present he thinks only himself, **DH** and LM. People who have already been on a child protection course will not need to do the online training. Qualifications will need renewing every three years. Three years after a student has completed the course the system will send a reminder message to them and to LM. Virtual College are suggesting that they provide the whole system free of charge but students pay £20 each, with £15 to go to Virtual College and £5 to the EIHA. The online course means CD will no longer have to run courses all over the country, and coaches will no longer have to travel for courses. ST asked how far the Coaching Programme have been involved in the course, since it is part of education for coaches and managers. CD explained that he and Alan Moutrey wrote the material, and Jill Easson and LM have looked through the course and are happy with it. It can count as a workshop for coaches to retain their status. Other organisations would be able to use it as well. There was concern that some people would be unable or unwilling to do the course online. People with no computer can access the internet in libraries and other community facilities, and every club has members with computers. CD can run the occasional course if there is demand. It was agreed to pilot the course with the officials. Virtual College are offering Total Content Management, which would enable the EIHA to upload other courses. **GH** does not think this is the best option for manager courses, because it is important for instructors to talk to managers directly and answer their questions. The online system has options for question and answer sessions at a fixed time.

Child protection issues: Individual cases.

Child protection cases are discussed at Board meetings. Details of these and future cases have and will be withheld from the public domain for the following reasons:

Due to the nature and content, which is confidential, releasing such information may breach the rights of individuals and compromise potential ongoing investigations by various agencies.

The development plan only went up to the 2004/5 season. **GH** has suggested a meeting over a weekend to go over documents such as this which need revising. Revised Rules & Regulations are to go out for the next AGM, but the current version is largely satisfactory and LM has done some work on it, so the new version should not take much more effort. The EIHA should have a development plan going up to 2012. The main aim should be to help hockey go forward, but it should be written in a way that will provide support for gaining assistance and show people like the Sports Minister how everything fits together. It was felt that the current structure is good. Development of players is clearly mapped out, with a pyramid structure of clubs, Conferences and England teams. The main area needing work is bringing in players at the bottom end. Bernard Warden's amendments in the discussion

document were not accepted as they would have meant wholesale changes to how the EIHA worked. Government strategies and priorities have changed since then. If the development plan is to be sent to funding bodies it will need a consultant to help write it. IHUK have a development plan for the Vancouver Olympics, written with help from Richard Simmons of the BOA. They are still waiting for him to send the final version. The EIHA development plan could link in with this, but not much of the IHUK development plan would work for the EIHA as it is specifically for the GB teams. The whole plan should stem from the mission statement. The existing EIHA development plan provides a firm foundation. Most of the targets in it have been achieved, and in some areas they have done far better than anticipated, e.g. child protection, coaching, national teams. However there is no business plan. The plan needs targets and milestones, but these must be realistic, and also take into account problems beyond the EIHA's control, such as rinks closing. **DH** suggested asking universities for assistance. He said it would be useful to have a view from outside hockey. Most however thought while it might be useful to have an outside facilitator, the development plan needs to be written by and for the EIHA, not a critique from outside. MA has development plans from other sports, and some sports organisations have their development plans online. The IIHF provide no guidance on development plans, and there are huge differences between federations (for example the Chinese IHA pay all teams' costs, and the Czech IHA wholly own the league). A Director should head up work on the plan. MA said it would be an opportunity to bring in outside interests such as rink managers, who complain that they never hear from hockey. ST has been working on a 5-year plan for coaching. It would be useful for all such documents to be emailed to Directors before there is a meeting to put it all together. The Board will agree a template and send it out to the sections. It was agreed to have a meeting on the development plan on 1st December with a YMC meeting on 2nd December, at the Hilton at Junction 23 of the M1.

MARKETING

Clubs have given mixed reactions to the posters. More will be printed and distributed directly to clubs. The development plan will include marketing. ST said all teams should have the EIHA logo on their shirts. It was agreed to arrange this. Teams will not be expected to do this until they buy new equipment. **DH** and MA asked if the EIHA should commission a new logo. Many consider the current logo old-fashioned. There could be a competition to design a new one. The clubs are likely to be unhappy at the idea of spending a lot of money on a logo. **BW** said it is important to make the right impression. At the U16 School of Excellence he wore a polo shirt and flip-flops, and told players he was staying at the Travel Inn, and that the jibes on websites about blazers and five-star hotels are written by people with no idea what they are talking about.

PHOTOGRAPHING OFFICIALS – MR TAGGART

There was an advertisement in a computing magazine with a picture of officials, taken at Swindon several years ago. Some clubs provide DVDs for training purposes while others do not. The image rights stay with the EIHA. If clubs are making money out of the DVDs the EIHA expect at least one copy. Heath Rhodes will give the EIHA as many copies as they want. Bracknell have their own deal now. The EIHA could sell licensing rights, however most think they should be trying to attract photographers as it is good publicity. DVDs and photos from the EPIHL Finals Weekend are expected to make c. £850. A marketing judgement needs to be made on whether to restrict photographers. TB said being self-employed the officials could insist on being given copies of DVDs. It was decided to add requirements about DVDs to the rules of competition.

A pre-season meeting was organised for clubs and officials, but clubs did not turn up. Mike Cowley asked **KT** what the EIHA are doing about officials, and his reply was to ask what the

EIHL were doing about them, as they had held no seminars in two years. The EIHL have now held one.

DISPENSATION FOR WOMEN'S LEAGUE – MR HEMMERMAN

Some are pointing out the disparity in dispensation rules for girls and boys. An U18 boy can have dispensation to play ENIHL at another rink if there is no ENIHL team at his own, or if there is no EPIHL team at his own rink he may play ENIHL at his own rink and EPIHL at another. However a girl may not play in both WPL and WD1. So far when girl players have applied to do this **GH** has turned down the applications, saying he would take the issue to the Board. He is sympathetic towards these players, but worried that he could be inundated with applications for women to play in more than one team, and there are also implications for rec. It was pointed out that while EPIHL and ENIHL are separate leagues, WPL and WD1 are one league with promotion and relegation. In the same way players below U18 may not play in different age groups at different rinks, or in both Div 1 and Div 2 of the same age group. If a player is allowed to play in both WPL and WD1 there could be problems if the WD1 team are promoted. Some thought a player who is good enough for the WPL should not play in WD1 and take another player's place. At the moment few clubs have enough players for this to be a problem. It was agreed that **GH** should write back to the players who have asked to play WD1 at one rink and WPL at another saying they are not allowed to do this.

Rules on players being allowed to play up a limited number of times do not apply where the team are at different rinks. U21s may still move up and down between EPIHL and ENIHL teams at the same rink.

ANY LEAGUE UPDATES

ST was appointed manager of the Coaching Programme: proposed **KT**, seconded **BW** and agreed unanimously. He will show a presentation on ideas for the Coaching Programme later in the weekend.

There have been instances of EPIHL teams using unregistered players, which Rob Laidler is dealing with.

Rob Laidler is sorting out a problem in the ENIHL involving a game which was not approved by the EIHA and included unregistered players.

RM has no issues at the moment with the Juniors. **IJ** has not received any membership forms for U18 teams although they have been sent out. There has been confusion over minimum numbers. **VW** said to play in the league a team needs 12 + 2 NM. However for individual games, in 2006/7 for one season only they were allowed to use 11 players, to encourage them to play two lines. Teams may still ask for dispensation, by phoning **RM** beforehand, then putting it in writing after the game. **MA** would like to increase minimum numbers, in order to have 3-line hockey. Others said this could not be achieved for at least another two years, particularly now there are more limits on playing up. Many clubs do not have the minimum number.

The Rec Section Annual Meeting is on 9th September. **TB** will let the Board know if any new issues are brought up. The expansion of the ENIHL is taking players out of rec. Players are not allowed to play both league and rec, but this is being challenged. (They may play in as many rec teams as they want.) As rec hockey has no league it cannot have league rules of competition. It was pointed out that it can still have rules agreed by the membership. Rec players may not move to league until 1st October. Those who have never played league before are allowed dispensation to move to league on 17th September, after the Summer Cup.

GH said organising the Women's league is very troublesome at the moment. Anna Walters and Hilary Jenkins are struggling with the fixtures. Clubs are asking for postponement of games scheduled for the weekend of the NHL games in London. It seems likely that some of the games will never be played, and he has told clubs that if this is the case they will have to accept responsibility. Some of the Oxford City Zodiacs have left to form a new club. It might

be necessary to release all the Zodiacs players. He thinks not all U16 girls are aware of the new U16s competition, especially at clubs which have no women's team. VW will send him a contact list of U16 girls so he can email them all. CD suggested a newsheet for girls' hockey, which could include a questionnaire. There was a discussion about communicating directly with players. Email addresses on forms are often difficult to read. Even when people are sent information they often do not read it. Some think it best to put the onus on players to check the website.

ANY OTHER BUSINESS

Alexandra Palace Ice Rink is to have a refit. While this is happening there will be a portable rink in the car park. Streatham will have a temporary pad costing £4m while the rink is rebuilt. The Telford and Isle of Wight rinks are to be rebuilt. Planet Ice are looking to take over more rinks. There is no decision yet on the future of the Milton Keynes Arena.

As a result of issues over U16 officials officiating senior games, the officials carried out a risk assessment with information from officials, coaches, the RFU, the RFL and construction apprentices. From now on officials aged 11-12 may officiate U10 games, 13-14 U12 games, 15-16 U14 games, and 17+ U16 and above. Some officials are unhappy about no longer being allowed to officiate senior games. While MA was sorry to have to make such changes as he preferred to give talented officials the chance to officiate at a higher age group than their own, everyone thought he had done very well to avoid excluding any of the existing officials.

GH said people have been asking about refresher courses for managers. Since the first Manager courses were held in 2000, many managers have had trouble keeping up to date with procedures for gamesheets, penalty points etc. Darryl Easson is working on material for this, as well as revamping the Coach Level 1 and 2 manuals. Decisions need to be made on how often managers would need a refresher course.

GH said clubs are not following protocol for arranging challenge games. If players from two different clubs are involved it is a challenge game, not a scrimmage. In rec it is deemed a game if records are kept. If clubs need to share ice time they should write to **GH**. He is also unhappy about clubs announcing challenge games on their websites before they are approved.

BW said plans are now well under way for the Club Secretary course first mooted three years ago. VW, Jayne Bowns, **GH** and RM have been working on material, and are going to have a meeting on it. There will be one course each in the North, Midlands and South.

The meeting ended at 3.30 p.m.

Signed..... Date.....