

Hockey Wales

Annual Report

2011/12



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A message from the President

In my report last year I highlighted the introduction of VISION 2020, our vision for hockey for the next 9 years. Ambitious, aspirational and yes, very challenging. During this past season the staff under the expert leadership of our CEO, Helen has taken this forward; a new 5 year strategy has been developed which outlines what we need to focus on in order to achieve our desired outcome i.e. a successful, attractive and friendly sport - a "Sport for All".

Domestic competition remains the key priority for most of our members and this past season has proved once again to be successful in terms of the number of teams playing in leagues and cup matches. Particularly pleasing is the increase in the number of primary and junior teams who entered competitions especially the "Activate" Competitions

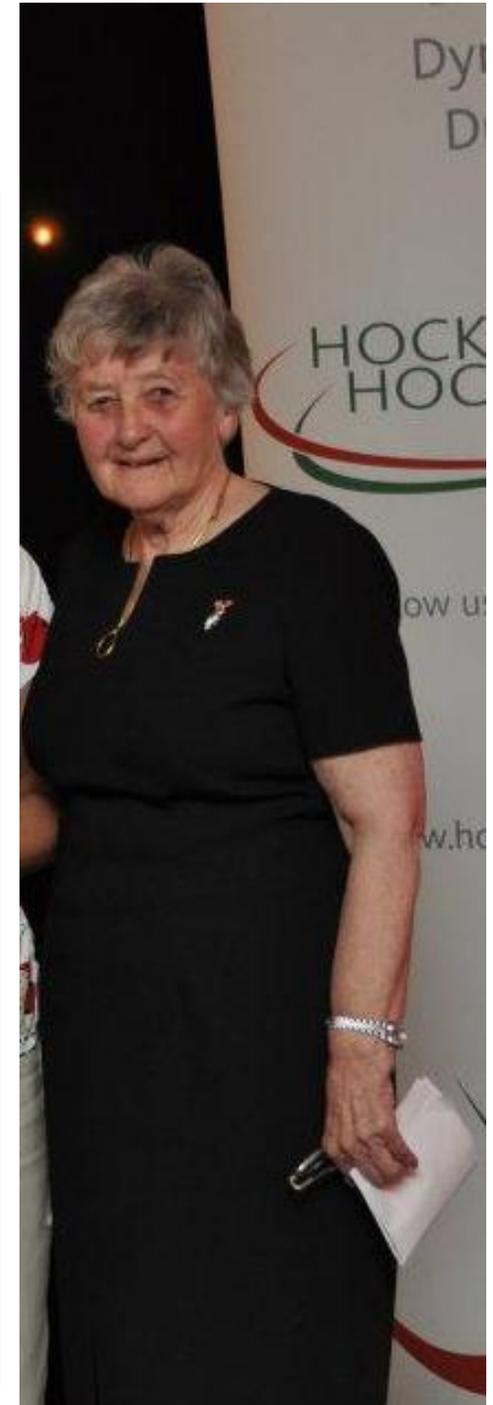
Congratulations to the Welsh Cup Winners – Cardiff University (Women) and Cardiff University (Men)

Our National League teams had excellent seasons with Swansea Ladies going onto finish as runners –up in their League with Cardiff and UWIC Men and Whitchurch Men finishing 3rd and 7th respectively. Congratulations to Dowlais Hockey club – a small one team club who successfully hosted a EuroHockey Women's Indoor Championship, a fantastic achievement and reinforcement of the strength and history we have of event hoisting in Wales.

We have a very busy International season, our Junior International teams competed at the UK School games. Our Under 18 Women and Men and our Senior Women and Men will compete in the Celtic Cup in Scotland and Ireland respectively.

We have entered our Senior Teams –Men and Women in the new FIH World League Competition. Both teams will play in Round 1 in September – the Women in a 6 Nations competition in Vienna and the Men in a four Nations Tournament at the National Sports Centre, Cardiff from September 7th to 9th. Four teams from Vienna and two from Cardiff will qualify for Round 2 which will be played in the second half of 2013. We wish all our teams every success.

The playing highlight for Hockey Wales this year is undoubtedly the selection of Sarah Thomas as a member of the GB Women's Olympic Squad for London. She is our sole representative and this will be her 2nd Olympic Games .She is an inspiration and excellent role model for all aspiring International Players. We are extremely proud of her and her achievements and wish her every success at the games.



We are grateful to Sport Wales for their excellent ongoing support and offer a special thanks to Sue Maughan for her support and advice; Sue was our liaison officer but has now moved to a new department, we wish her well. We welcome our new liaison officer Manon Rees O'Brien and look forward to continuing our close working relationship with Sport Wales.

My sincere thanks to all Staff Members, our army of volunteers - Directors, Coaches, Managers, National and Regional administrators, Umpires, Officials, Teachers, Club Administrators, and everyone who works and contributes in an way to Hockey Wales; it is only because of the commitment and enthusiasm of all our volunteers that we are able to maintain high standards and create opportunities for more people to play and enjoy our sport.

Finally, over the last few years with the support of you, our members, we have faced and successfully overcome many challenges. But, with VISION 2020, and its supporting strategies now being launched and most recently the launch of the Hockey For Life Framework this will prove to change the way we all work for a better future for our sport. This document provides a clear and holistic framework for everyone involved in the participation of hockey at all levels; the 2012 / 2013 season and the ensuing years will prove to be one of the greatest challenges that our Governing Body has ever faced.



However, I firmly believe that with the support of you our members, we can achieve our vision of providing every young person with a quality hockey experience, increasing membership, being one of the top ten teams in Europe and having two to four GB players. The London Olympic Games enables us to showcase hockey as a fast exciting sport. We must seize the moment and use this unique opportunity to promote our sport. Therefore, I urge everyone involved in hockey to support the programme. I assure you our CEO, Development Staff, Performance Staff, Coaching Staff, Hockey Agents, Administration Staff and others are fully committed to VISION 2020. I hope you will join me in supporting this dynamic, driven group of individuals to achieve our goals for hockey.

It remains a privilege and pleasure to serve as President of Hockey Wales.



A message from the Chair



It gives me great pleasure to extend a warm welcome to all of you at the Hockey Wales Annual General Meeting.

Given that economic conditions were generally subdued across a number of key markets, business performance for the year was particularly pleasing. Hockey Wales accounts will show a small profit and we have no debtors which we owe any money too thanks to an initiative with 'Friends of Welsh Hockey'.

For most of us, we are looking forward to watching the big event later in July 2012, the London Olympics Games. For some, Rebecca Daniels and Anne Ellis, they were given the opportunity and were honoured to carry the Olympic torch that is travelling around GB and Northern Ireland. However, one of our own, Sarah Thomas, has been selected to play for GB hockey and will play in the London Olympics. A huge accolade but we must not forget the tremendous amount of hard work, commitment, ardour and dedication that Sarah has put herself through but also the sacrifices and opportunities she may have had along the way. Sarah has been an example to us all in what can be achieved and I am in no doubt you will all wish her the very best of luck and enjoyment as well as hopefully achieving gold at the Olympics.

This brings me onto VISION 2020 which we launched last year. VISION 2020 sets out an aspiration for the year 2020 which Hockey Wales Board and Staff continue to drive forwards. This will make a significant difference to our game, encouraging us to be open to new ways of working, new offers of the game and ensuring we provide accessible hockey right across Wales.

The drive to make a greater contribution to the GB Hockey teams from Wales as well as raise our ranking in Europe is equally important and will be underpinned by our aspiration to develop a world leading player development system.

Each year Hockey Wales undertakes a Self-Assurance process with Sport Wales and once again, we have shown a high level of maturity in our governance structure, processes and procedures within Hockey Wales, This is vital for us to achieve as a part of the development as a National Governing Body but also to show that we are more than willing to move forwards with the business and grow within the sporting environment. This is where VISION 2020 augments itself and where our strategies, policies and frameworks will be realised over the next 8 years. We have made some significant inroads into building a hockey framework for all; 4689 – our new modified game; a modern membership; an integrated modern Regional structure; a clear modern brand with **Hockey Wales** and strong leadership. However, for us to move closer to our shared goals none of this will be possible without you; our members; our volunteers; and our friends and colleagues

On behalf of the Board, I would like to thank you, our esteemed members, for your continued support and assurance. I take this opportunity to thank Sport Wales for their unstinted support. I also acknowledge all the employees of Hockey Wales and Helen Bushell our CEO for their sustained endeavours in meeting the challenges posed before them and the organisation. On their behalf, I seek your continued support, as always. I thank you once again and offer my best wishes for all our international teams still to compete both here and in Europe but also for the domestic 2012-13 season.

A message from the Chief Executive

Reflecting on a year that has gone so quickly with so many exciting developments and equally some challenges always proves to be an interesting task. This year we have chosen to present the annual report in a month by month basis which we hope gives you a more thorough insight into the work. By no means have we covered everything but have tried to summarise the key points.

In last year's annual report, I talked about 2011/12 offering new opportunities, a new era for taking a good look at our sport, the game we all strive to make bigger and better for the benefit of everyone, young and older, male and female.

In the year 2011/12, Hockey Wales as a new brand was born, we have launched VISION 2020, a compelling and ambitious vision to make Hockey across Wales a serious team sport, a sporting organisation that drives high standards and is diverse, dynamic and driven in all that we do. Through the ambition of VISION 2020 and the evidence that our organisation is healthy from a governance perspective, our sport continues to be respected within Sport Wales and has led to the confidence to increase our funding.

Our staffing team has been more fully populated within the year and whilst still in its relative infancy, the team has achieved some significant milestones which are reflected within this annual report. My thanks go to them all for their continued dedication to their roles. My thanks also to the Hockey Agent team who are both dedicated and driven in their work and I look forward to seeing the team expand over the next few months.

The organisation has spent some time reviewing our current landscape, understanding our members views and is, in reality, in the process of building for our future - the Hockey for Life Framework is a prime example of this.



This year has seen significant achievements in North Wales through the 'regionalisation agenda' - this will result in more local decisions being made within the region and a far greater engagement from clubs and other members. The creation of the new Regional Board and delivery of the regional plan remains the highest priorities. My thanks to the North Wales Men's and Women's Hockey Associations and our clubs for their continued open minded views and desire to drive the region forward.

Within player development and performance our drive to be player centred, development driven and competition supported means we are raising the bar and laying vital foundations for the future. This is not without its challenges and my thanks to our team of performance coaches, managers and support staff for their continued hard work and commitment.

Anne and Karen have expressed their thanks earlier in this report to which I add my thanks too. I would also like to add our thanks to Sport Wales for their continued support and confidence, to Great Britain Hockey and our much developed partnerships with the England Hockey Board and Scottish Hockey. To the support received from the Welsh Sports Association, Sports Leaders UK and sports coach UK. Our relationship with the WHUA is on a better path and I acknowledge the volume of work that goes into deploying umpires and officials week in and week out.

We will continue to drive forwards more effective ways of working making your work as members as easy as possible, 2012/13 will see some significant advances in this area.

Finally, it remains my pleasure to be your CEO - we are working hard to improve our game for everyone, we do not always get everything right but I ask of you all to keep talking to us, tell us what you think and together VISION 2020 is absolutely achievable. With best wishes.

APRIL 2011

Great Britain Super League is a chance for GB Hockey to assess and keep up to date with the best talent across the home nations.

In its fifth year of running, Cardiff was delighted to host part of the event and also see it used as the platform to launch the GB Wide coaching strategy.

As a nation, Wales has hosted a variety of events and with the World League (men) coming to Cardiff on the 7th to 9th September 2012, we are looking to ensure Wales is seen as a capable and welcoming host of major Hockey events.

Coaching
Strategy
Launched

At the 2011 GBSL, Hockey Wales, England Hockey and Scottish Hockey were delighted to announce the GB Wide Coaching Strategy.

The strategy vision is *"By 2016 Hockey across Great Britain will have a world leading coaching system, which will deliver active, skilled and appropriately qualified coaches to every stage of our player pathways"*.

Hockey Wales are proud to be a part of this program and believe we are on track to help reach this target.

Great Britain Super
League - Cardiff

The 2011/12 Cup Finals saw some great Hockey action from the best club teams in Wales.

In the **Women's event** 2nd XI winners Penarth beat Swansea City after extra time and penalty strokes whilst their close neighbours Swansea University beat holders Ruthin 2 – 1 in the Welsh Shield. In the Welsh Cup, Cardiff University came out on top 1 – 0 against Newtown.

Cup Finals
2011/12

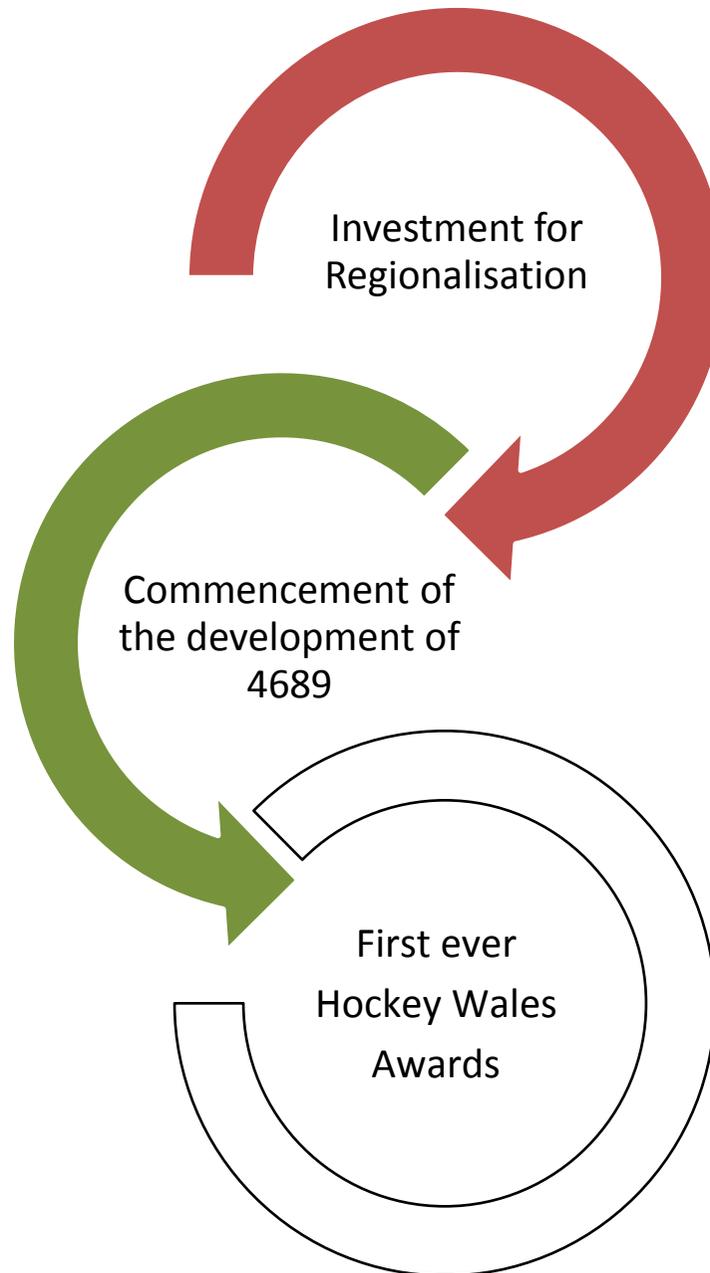
In the **Men's event**, Bridgend beat Swansea University 4-3 to win the Welsh Shield while Whitchurch took home the 2nd XI Cup beating Cardiff & UWIC on penalty strokes. Cardiff University took home the Welsh Cup after beating Penarth 4 – 3 in an extra time cracker!

MAY 2011

4689 is Hockey Wales' new route to playing hockey for Clubs and Schools. Research and consultation took place to understand how hockey was perceived and how we could encourage more players to play the game and get hockey more visible in schools.

The new approach which is based on small sided games and introduces coaching and umpiring from a young age has some fantastic resources that will help support every child having a quality Hockey experience

4689 has been developed using funding support from a successful Sports Match bid in 2010/11 and in kind support from Village Design.



Regionalisation is the single biggest change Hockey in Wales will have ever seen. The new approach will see significant investment into North Wales through our excellent working relationship with Sport Wales. It will also allow greater ability for decisions to be made at local level, empowering our hockey community to shape our sport in each local area within a national framework.

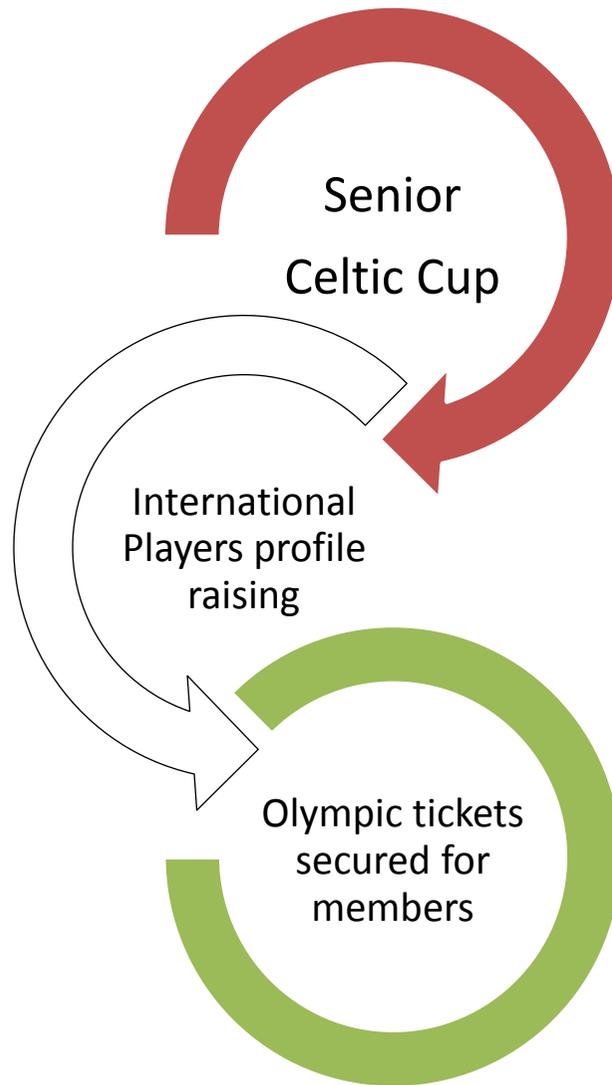
Investment will see regional wide coverage of Hockey agents and a new regional plan. All of this will be managed through the new regional board in place from 2013.

2011 saw the first ever Hockey Wales Awards evening that recognises the massive contribution our volunteers, coaches, officials, teachers and players make to our game.

Hosted at The SWALEC Stadium in Cardiff the black tie event was a huge success with 160 people attending.

Our international players took time out of their busy schedule at the Celtic Cup to help deliver some coaching tips and advice to the Under 14 Fun Centre.

We are continuing to expose and promote our senior athletes to the wider community and try to ensure that our membership can access these players as much as they can!



Wales hosted the 2011 Senior Celtic Cup (Men) with France, Ireland and Scotland battling it out for this annual honour.

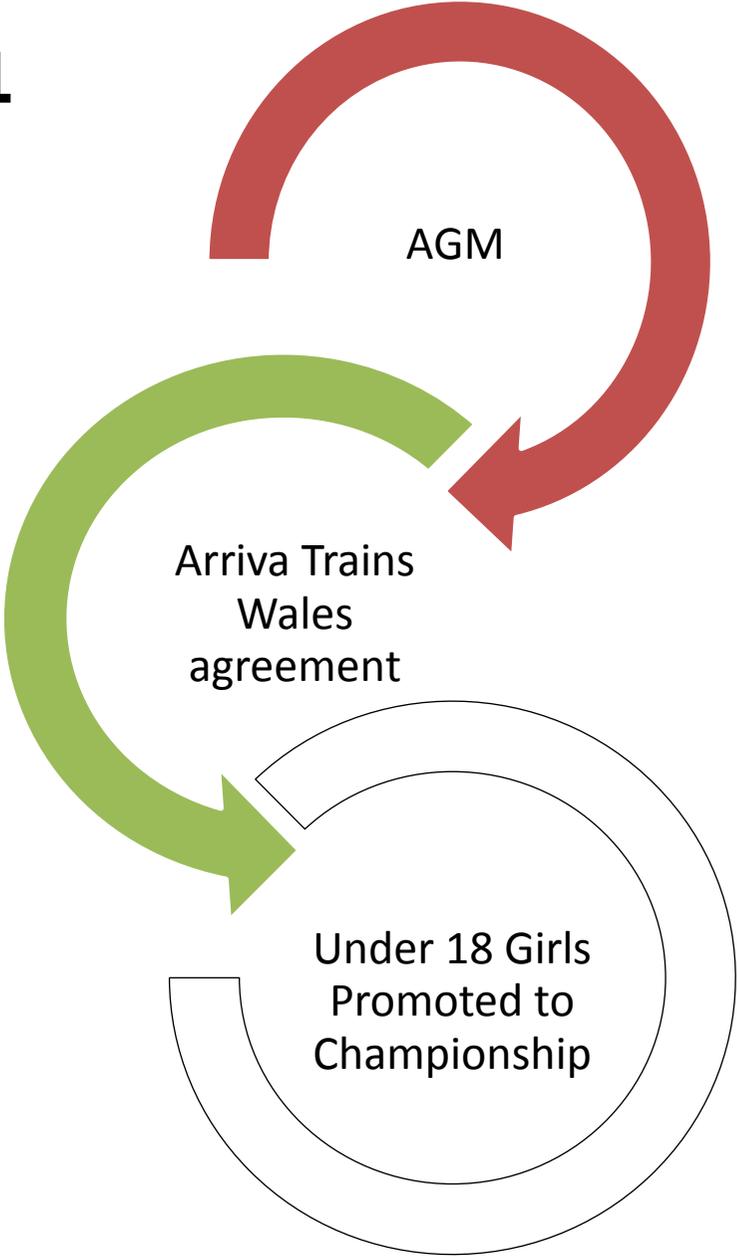
Ireland took home the top prize, winning all three of their games, whilst the Welsh team finished 3rd.

In the Women's competition (Largs, Scotland) Wales also finished 3rd.

In June, Hockey Wales in partnership with Great Britain Hockey secured a large number of Olympic tickets from LOCOG. These went on sale to every member club across Wales and have resulted in more than 650 tickets being made available to Wales.

June also signified the detailed planning of the Hockey Nation programme which includes the Big Dribble, 5 week frenzy and player visits.

JULY 2011



Hockey Wales were delighted to announce our partnership with Arriva Trains Wales. Arriva have helped provide transportation for our Senior and National Age Group athletes.

In providing us with these tickets, Hockey Wales have been able to pass on financial savings to players and the organisation through staff/Board travel.

Hockey Wales CEO Helen Bushell, presented VISION 2020 to those in attendance at the AGM to explain the route and vision hockey is going to and aspiring towards. VISION 2020 was then officially launched on 1 October 2011.

We were delighted to see our Under 18 Girls finish second place in the Championship II event in Prague losing out narrowly to Russia in the Final.

The Under 18 Boys were unfortunate to not lose a game in their trip to Ceuresco, Italy, but that wasn't enough to see them through to the next round. The U18 Boys finished 4th in their competition.

AUGUST 2011

Hockey Wales Board Director Sheila Morrow received her appointment as a Judge for the 2012 London Olympic Games. This will be Sheila's second Olympics following her appointment to Beijing in 2008.

Wales is delighted to not only have Sarah Thomas representing Wales on the pitch, and Sheila on the Technical Table, but to also have Hannah Morgan from Rhondda Ladies Hockey Club as part of the ball patrol as well as Rebecca Daniels, Ann Houlston, Colin Crayford and Jaime Hooper as Volunteer Games Makers.



The Corporate League encouraged players from various backgrounds the chance to get involved and try out a new sport for the first time.

With a fun and relaxed atmosphere the Corporate League encouraged a whole new range of players back onto the pitch! Three players went on to join hockey clubs and one of the players recently represented Wales in the Welsh Vets.

After a 4 year contract with Grays through Gilmour Sports, Hockey Wales felt it was timely to relook at the market. We consulted with our international players and following an extensive tender process are delighted to confirm the appointment of Specialist Sports Shoes, the UKs official supplier of Adidas teamwear.

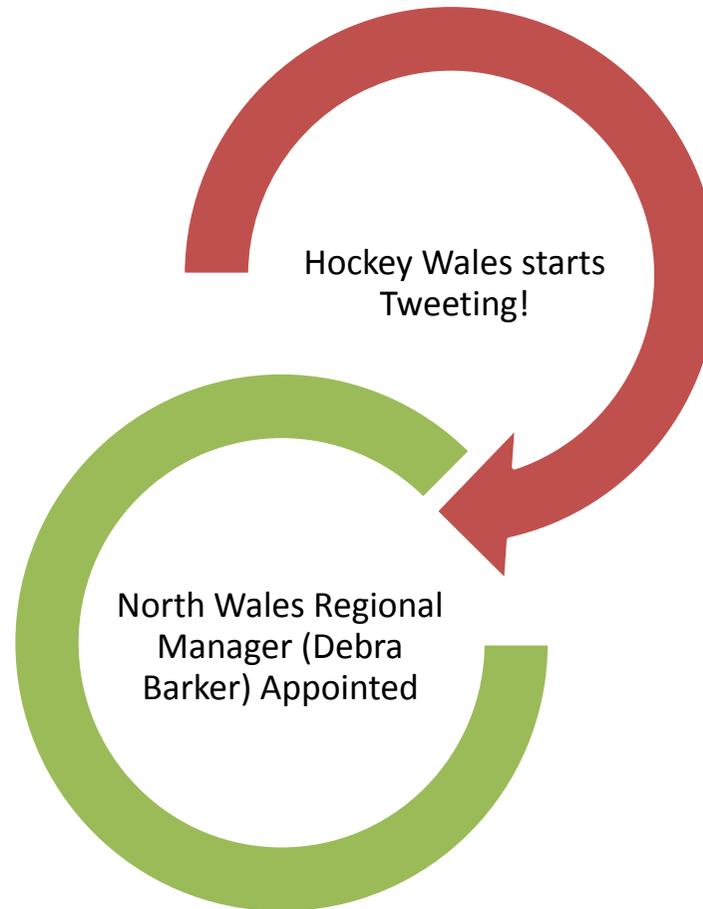
We look forward to a prosperous partnership.

SEPTEMBER 2011

Wales has two very different and distinct characters that help make up our national identity – North and South Wales.

The challenges and issues that face these two regions are totally different and require varying sets of specific skills and abilities.

This is why Hockey Wales has stayed true to its regionalisation agenda and appointed Debra Barker as North Wales Regional Manager.



Hockey Wales started on the social media bandwagon and began using Twitter to spread some of the really exciting stuff that we are doing.

As well as this Hockey Wales have now moved into using Facebook, YouTube and Google+.

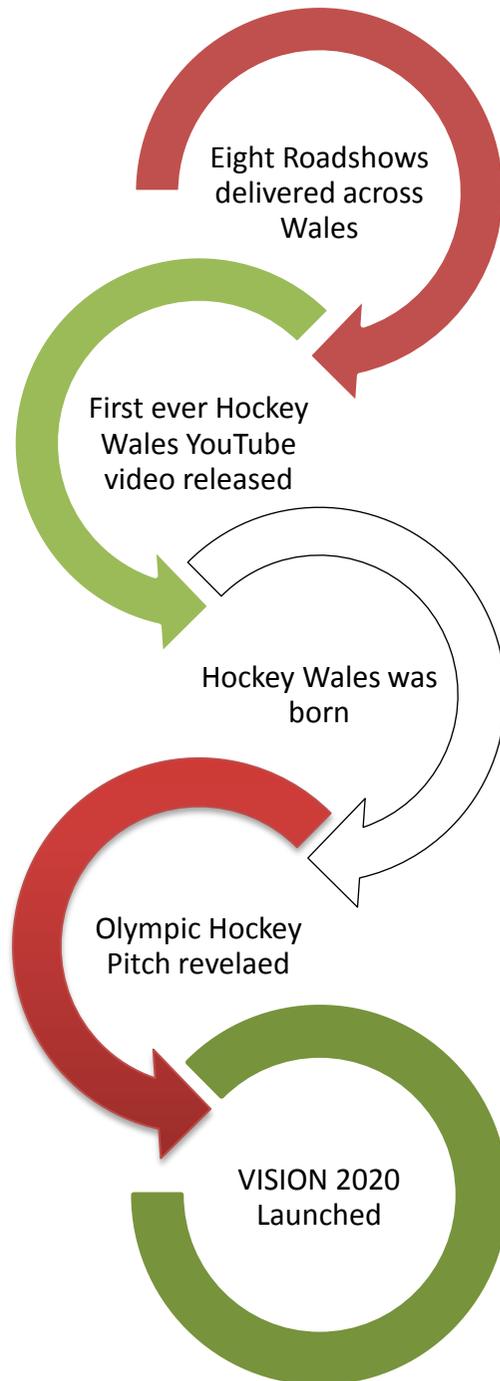
We understand the importance of keeping our members up to date with all that is happening in Hockey Wales and we will continue to introduce new communication methods.

OCTOBER 2011

We are constantly looking for new and innovative ways to share the good work Hockey Wales does, and to promote the fantastic hockey that is on display across the country week in and week out.

YouTube is a fantastic opportunity for us to get real information to a wider audience base in a much more engaging way! A perfect example of us using YouTube was our inflatable pitch video which reached 300 views in just two days!

Hockey Wales purchased their own version of the now infamous 'smurf turf' inflatable hockey pitch and have used this around the country to raise the profile of the forthcoming Olympic Games. The impact of the Olympic coverage of hockey should have a significant impact on the sport and work continues with clubs to maximise the opportunities.



The Hockey Wales Roadshows proved to be an excellent opportunity to get out into the Hockey community and meet with our members.

We brought along the incredibly popular Inflatable pitch and speed cage as well as some interactive training sessions and demonstrations.

We came to eight different clubs and met more than 800 people and we can't wait to do it again soon!

On the 1 October, Welsh Hockey officially rebranded and became known as Hockey Wales. Legally our company name continues to be registered as Welsh Hockey Union Limited but we now trade under our new name.

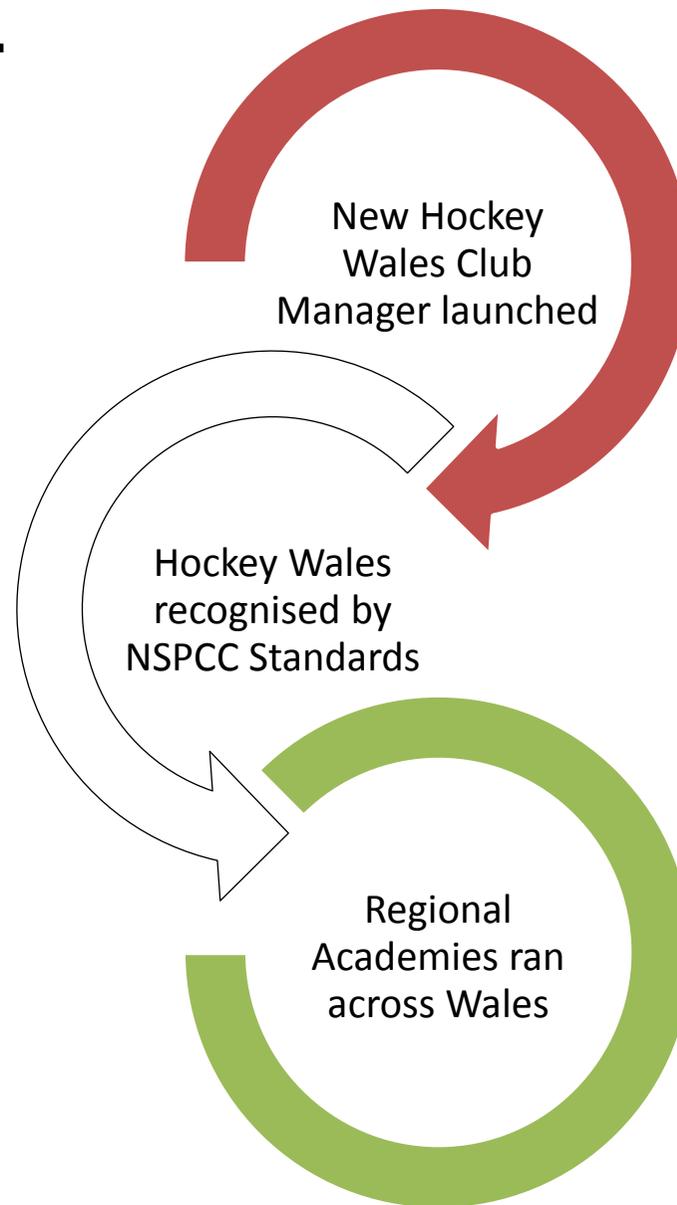
The launch date saw the new logo unveiled by our President and Chair at the first men's EHL home game of the season between Whitchurch v Cardiff & UWIC.

VISION 2020 sets out an aspirational series of targets to significantly change the role that Hockey plays in Wales. In 2020, Hockey will be a bigger, widely recognised and a more successful sport both regionally, nationally and internationally.

We aim to increase our membership to 60,000 people, have 2 - 4 players in the GB Squads and our National Squad to be ranked in the Top 10 in Europe. We also aim to give every school child a quality hockey experience as well as to create a vibrant workforce to support the game.

NOVEMBER 2011

In January 2011 Hockey Wales presented our safeguarding young people work to the panel made up of NSPCC and Sport Wales colleagues. We were delighted to achieve the required standard and were duly awarded the NSPCC Standard for Safeguarding Young People in Sport by the Sports Minister Huw Lewis AM in Cardiff Bay.



The Hockey Wales Club manager is the current affiliation system for Hockey Wales. It replaces the old fashioned paper and pen exercise we use to undertake and was a breath of fresh air for Club Secretaries across the country!

Hockey Wales is keen to listen to your thoughts and views on how we can help you interact with our services better and ensure that slightly more 'boring' tasks like this become easy, simple and most importantly helpful for our most important members, the clubs.

November saw the commencement of the 4 Regional Academies sites across Wales (Colwyn Bay, Wrexham, Swansea, Cardiff). More than 180 talented young athletes received weekly coaching support from our team of Regional Academy Coaches. Our thanks to our coaching team led by Steve Edwards, Lee Ible and Niall Denham for their continued support.

DECEMBER 2011

Hockey Development Officers make up the team that is responsible for driving the participation and membership increase in partnership with our clubs and schools across Wales.

Overseen by our Head of Development, Caroline Spanton, the Officers are the front line deliverers of quality Hockey opportunities.

North Wales continues to be the priority region and we are delighted to have appointed Agents into Conwy and Gwynedd.

Anne Ellis recives the
BBC Wales Lifetime
Achievement award

At the annual BBC Wales award ceremony in Swansea, Hockey Wales President Anne Ellis, much to her surprise, received a lifetime award for her dedication to sport in general and hockey in particular over nearly 50 years.

Anne has represented both Wales and Great Britain as captain and coach, winning 138 consecutive Welsh caps – a record that still stand today. Anne remains heavily involved with numerous Welsh organisations and still finds time to dedicate to both the European Hockey and International Hockey Federations.

Two new hockey
agents appointed in
North Wales

Hockey Wales
Strategy released for
consultation

The Hockey Wales Strategy was launched to the wider hockey family in December 2011, for thoughts and feedback on the direction Hockey in Wales is heading.

Hockey Wales is determined to ensure that it is able to reflect and deliver on the needs of the local hockey communities and ensuring we release important documentation to the membership first is a key milestone in achieving this.

JANUARY 2012

Sarah Thomas continues to impress on the World stage as she gets ready for the 2012 Olympic Games in London winning her 50th cap for GB at the Women's Champions Trophy in Rosario.

GB Women finished 2nd winning a Silver medal on the world stage, a great result and a glimpse of what we can expect for the Olympics.

Wales were pleased to host the first ever GB wide Level 1 Umpiring Course in Wrexham. Wales have led the GB wide group in partnership with England Hockey and Scottish Hockey which will see all 3 countries deliver a standardised course for umpires and will soon be looking to develop levels 2 and 3.

After an 12 month process of developing new and further developing existing relationships, all 6 Local Authorities in North Wales confirmed their commitment to Hockey through the development of partnership agreement led by our Regional Manager Debra Barker. This is a fundamental step that sets a positive and critical base for the future development of Hockey across the region.

Hockey Wales get 500th Twitter followers

Sarah Thomas wins 50th cap for Great Britain

Welsh Indoor Competition

GB Wide Level 1 Umpiring Course

Player Development Structure implemented

All Local Authorities enaged in Hockey Across North Wales

In only a few short months Hockey Wales was already at 500 Twitter followers and counting! We are still looking to get more and more people, not just from our community, but also from the wider hockey family to take in what we offer!

Indoor competition continues to be an important element of our pathway and one we wish to continue to drive forwards. The annual Welsh Indoor National competition for 2011/12 was won by Cardiff & UWIC in the Men's competition and by Howardian in the Women's. Congratulations to both teams.

Part of VISION 2020 is to ensure that Wales is constantly ranked in the Top 10 in Europe and that we provide 2 - 4 players for Great Britain by 2020.

To support this we have implemented a new system for our performance players which focuses on their individual ability

We welcome Carl Douglas to the organisation as the Head of Player Development and Performance.

FEBRUARY 2012

The Hockey Insider was launched as a monthly electronic newsletter based update of the key dates and information about the goings on in Hockey Wales and across Wales.

For information on how to subscribe visit the Hockey Wales website for more details!

Proving that the communication methods are working Hockey Wales's website (www.hockeywales.org.uk) saw it's highest average daily web visits shot up from an average of 902 visits a day to 1,524 visits for February, and continued into March.

Dowlais Ladies Hockey Club and Hockey Hockey hosted the EuroHockey Indoor Club Championship in Merthyr Tydfil, and although the home club came 4th overall, we were delighted to see a club host an event of this magnitude in Wales.

Full level 1 UKCC Coaching course in Bangor

First Hockey Wales newsletter launched

Wales U16's and U18's play England

Highest average daily web visits

Umpire Educator training rolled out

Dowlais Ladies and Hockey Wales host Euro Indoors

February saw the first UKCC Level 1 course full to capacity in North Wales. 24 coaches took part in their qualification and will continue to be supported to complete their assessments and be deployed into the hockey community.

Wales hosted England U16 and U18 Girls at the National Hockey Centre in Cardiff whilst the Welsh U16 and U18 boys were hosted by England at Lilleshall. This proved to be a great partnership with England Hockey and one we are looking to make into an annual exchange.

The first ever GB wide training programme was delivered in Wales to Umpire Educators and Assessors. Facilitated by our Workforce Development Manager Amanda Roberts, Hockey Wales has now trained an initial group of 9 educators and 11 assessors to enable to new level 1 umpire programme to be delivered across Wales in 2012.

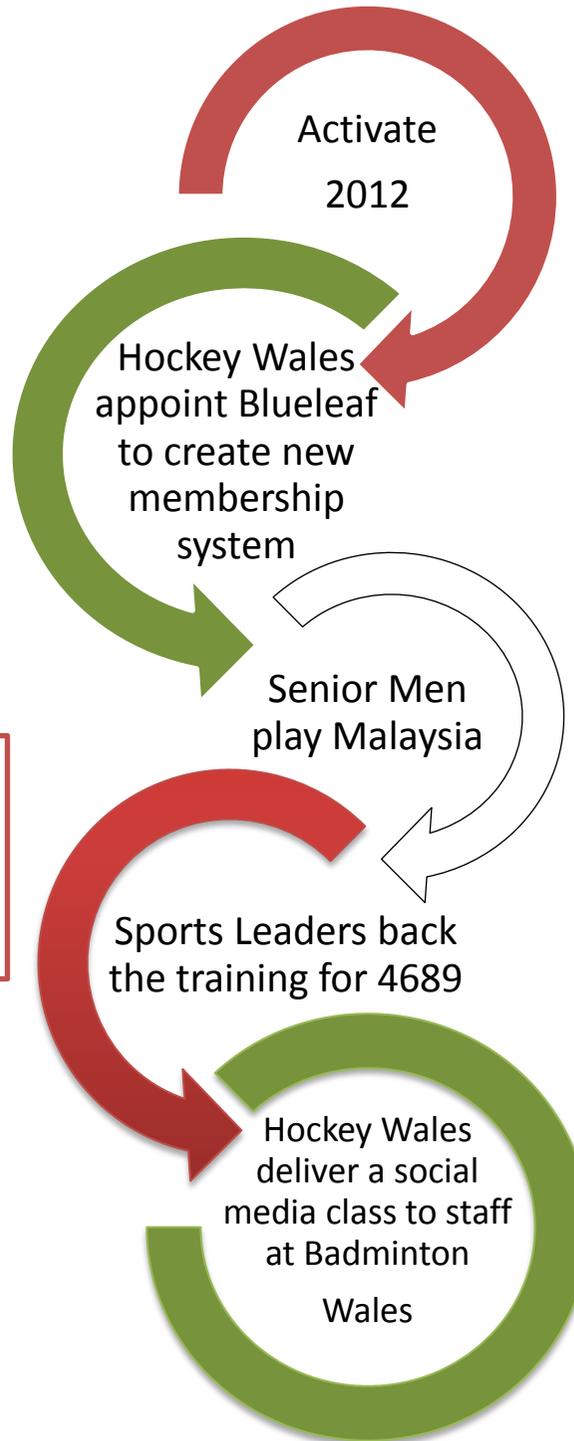
MARCH 2012

Furthering the development of new services for our members and staff, following an intensive tender process over a 6 month period, Blueleaf were appointed as the company to help build and develop, what is currently being called Project Phoenix.

This project promises to have an impact in each and every club, be seen by every member and drive forward every part of the new Framework.

Launch date is September 2013, more details to come soon!

Working with Sport Wales and Sports Leaders UK the new training course was developed for Club coaches, leaders and teachers to support the roll out of 4689. The course is now a UK nationally recognised qualification.



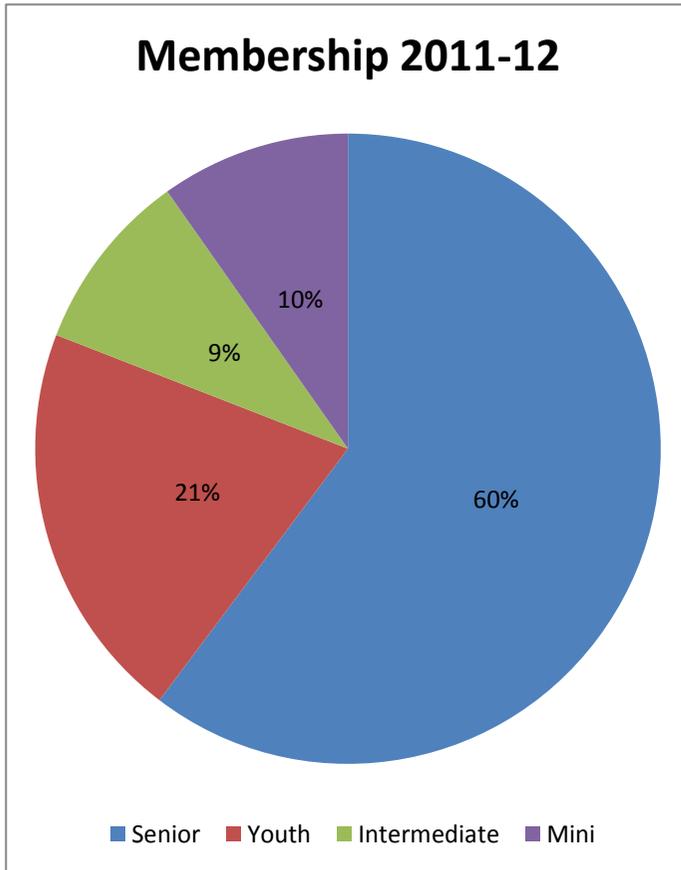
Activate was moved to earlier in the year to coincide with the Cup finals weekend. It was the largest entry of primary schools taking part across Wales with representatives from Anglesey for the first time in a number of years.

Wales welcomed Malaysia, ranked 13th in the World to Cardiff for a friendly series of matches before they went to Ireland for an Olympic qualifier. Wales drew the series 1 – 1 and entertained a energetic crowd of both Welsh and Malaysian fans!

Sharing best practise and forging strong links with other national governing bodies helps ensure we are able to provide the best service to our members.

We were delighted to be asked to help share our best practise in the useage of social media for the Badminton Wales team.

Data Review 2011-12



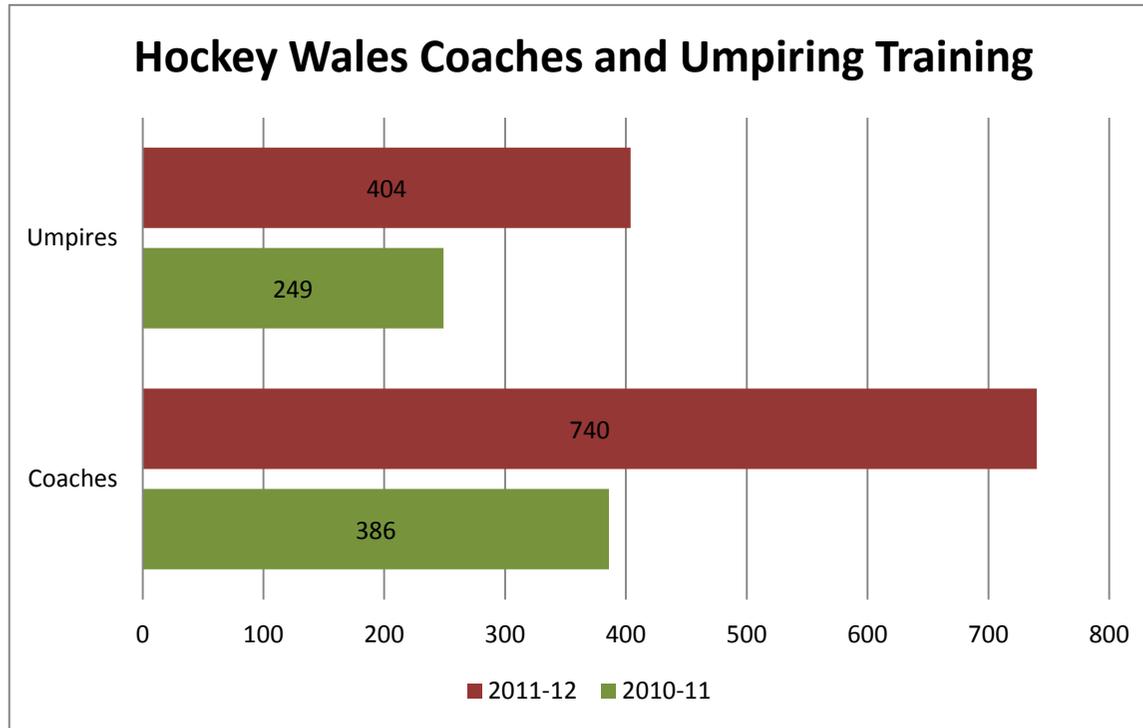
As can be seen from the above chart, senior membership makes up 60% of our overall membership figures with the other 40% being made of our youth, intermediate and mini members. Over the next 5 years we see this percentage changing with a far greater volume of younger players becoming members.



Membership overall has decreased during the past year by 44 members (0.8%). Membership within the senior men category has increased by 1.8% and the senior women's category decreased by a head count of 136. Junior boys has decreased by 202 which is largely explained by the reduction of school boys participating in Performance Development Centres. Junior girls have increased by 267 – attributed to the increased participation in youth club and school girl based activity.

We predict the membership trend to take a different course rising to 8,000 in 2012/13 and then to 12,000 in 2013/14. The Hockey for Life framework and new versions of the game including 4689, RUSH and Back2Hockey will make a significant impact into these membership targets.

Hockey Wales Coaches and Umpiring Training



A total of 404 umpires are now recognised as qualified within Wales with 2011/12 seeing 155 umpires trained. 740 coaches are now qualified with last year seeing 354 newly qualified coaches.

Workforce development is a key element of VISION 2020 and a theme in its own right of the new Hockey Strategy – A Thriving Workforce. Much more work is to be done in this area and will be a key priority for Hockey Wales over the next 5 years. The right column opposite provides a summary of the Coaching Audit conducted which will provide the basis of our targeted work moving forwards.

In October 2010, Hockey Wales commissioned WA Consultancy, in partnership with Skyblue Research Ltd, to conduct a coaching workforce audit during the period November 2010 to March 2011. The WHU wanted to explore:

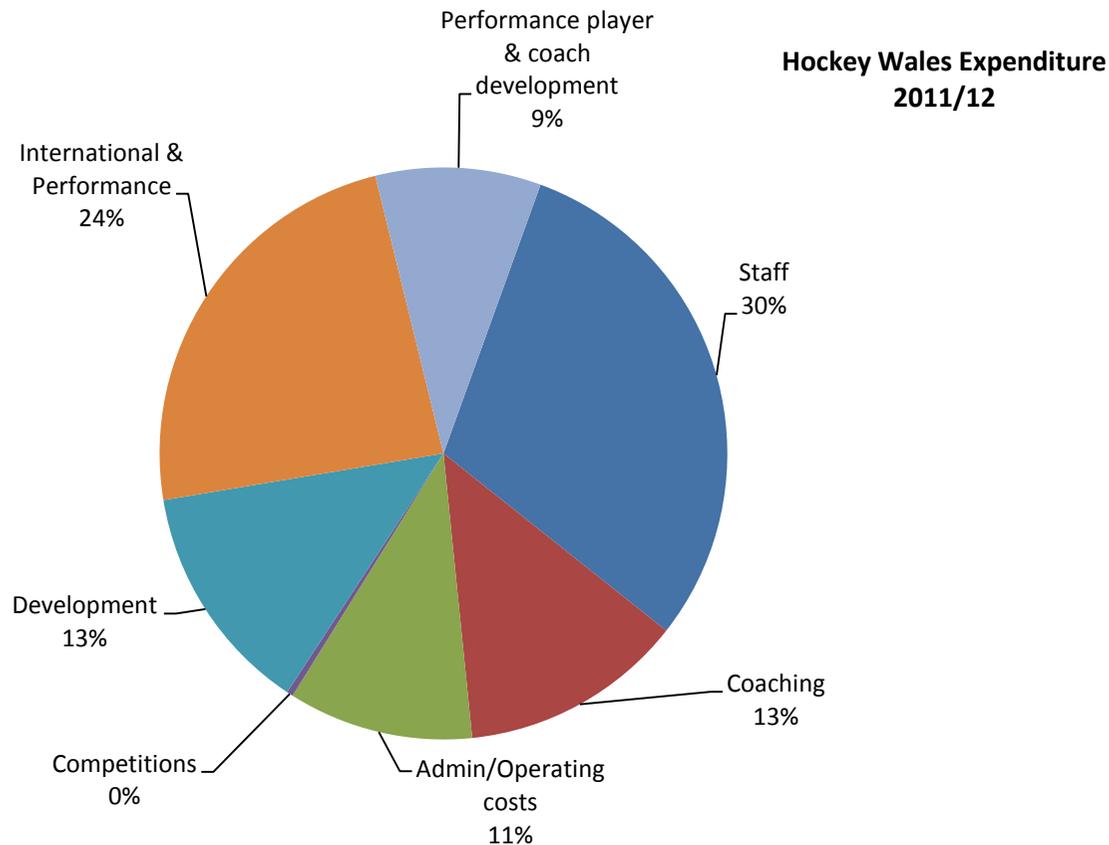
- how many coaches are involved in Hockey in Wales
- whether there were sufficient numbers of coaches in clubs and within Unitary Authorities
- what the coaching needs will be in the future (perceived demand)
- what kind of development opportunities coaches need
- how these development opportunities can be provided

The audit sought responses from two population groups; Hockey clubs in Wales and the 22 Unitary Authorities of Wales. The Unitaries express positivity about Hockey provision in the next 12 months with a majority of authorities anticipating a change in programme. New provision in schools, running more coaching courses for teachers and improving the quality of the current coaches are all reasons for this positive outlook.

More than a third (38%) of clubs suggest they do not have enough coaches to sustain their activity, with the availability of time to coach and a lack of qualified people at the appropriate level being the top reasons for not having the appropriate complement of coaches in their club.

The responding clubs indicate that on-line learning and coaching-related workshops would be the main sources of coach development in the next 12 months; followed by the use of DVD and books / journals and Level 1 and 2 qualifications. Clubs also indicate that some type of mentoring programme for coaches and / or coaching 'clinics' are methods that they perceive can improve the quality of coaching – facilitated by Hockey Wales.

Finance Review 2011-12



Expenditure has increased from £715,151 in 2010/11 to £935,837 in 2011/12. This relates predominately to an increase in funding from Sport Wales for which we have accepted responsibility to work with North Wales in a shared agenda of regionalisation. The expenditure represents a 23% increase in expenditure.

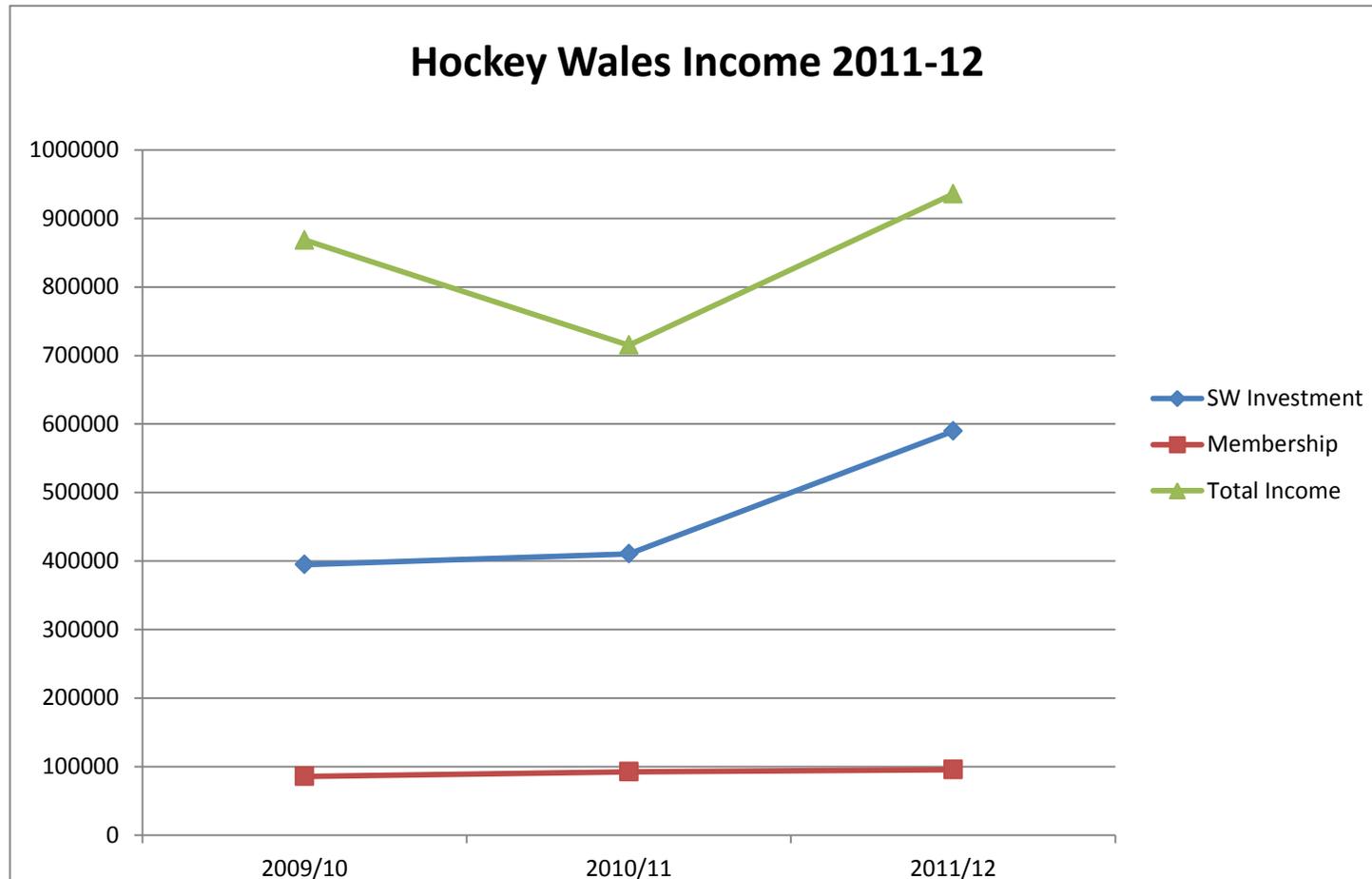
For clarity the breakdown within the various areas shown on the graph opposite compared to the expenditure shown on the annual accounts is as follows:

- Staff – Salaries, national insurance & pensions
- Coaching – Coach development including training of coaches
- Admin / operating costs – day to day running expenses of Hockey Wales inc all membership insurances, depreciation, memberships (EHF, FIH etc)
- Competitions – National senior competitions

Participation – Hockey Agents, youth competitions,

Int & Performance – Entry fees for national squads and clubs in EHF competitions, pitch hire, transport of squads, management expenses.

Player development – funding for selected athletes, performance coaches and the player development system.



Income has increased by 24% from £718,780 in 2010/11 to £937,581 In 2011/12 which is a direct comparison to expenditure increasing by 23% in the same year. As the graph above shows membership income has remained relatively static over the past three years in a conscious effort by the Board to ensure the sport remains affordable to members and registered participants.

Investment from Sport Wales has been significant over the past 12 months, a direct testament to the governance health of the organisation, VISION 2020 and the confidence that Hockey Wales in its entirety can support the delivery of the Vision for Sport in Wales; namely to ensure every child is hooked on sport for life and that Wales is a nation of champions.

The upper graph line (green – total income) sees a dip in 2010/11 – this is explained by the hosting of the EuroNations (Men) in Wrexham during 2009 that explains a significant proportion of the higher level of income in 2009/10.

As Chair of the Welsh Hockey Umpires Association, I bid you welcome to our report for the year 2011-12.

Let me pose you a question, what would happen if we did not have any umpires and officials?

"It would be hard for the game to happen, no one to make important decisions; you would have to rely on everyone to play fair."

"Why do we need Officials and Umpires"?

I'm hoping you said "To make the game happen, make the game fair, makes it more fun".

I am happy to report that during the year Umpires and Officials from the WHUA have been appointed to tournaments around the world to make games happen, to ensure the game is fair and hopefully make it fun.

Congratulations to all those who undertook appointments abroad and at home, the numbers were high, over thirty people undertook appointments at international tournaments ranging from the Women's Olympic qualifiers held in Delhi (Annabel Wilcox) to the Women's Champions Trophy in Argentina (Sheila Morrow).

On the domestic front a similar number of people undertook appointments for such tournaments as the Men's and Women's Indoor finals to the Outdoor Men's and Women's semi-finals and finals.

We also have a number of officials who have undertaken appointments in the English Hockey League and I must not forget all those umpires who turn out every week across Wales to umpire games.

During the year the WHUA worked with Hockey Wales to benefit the game and the development of umpires.

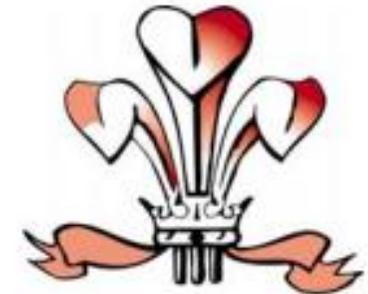
One major change has been the development of the new Level 1 umpiring award in conjunction with Scottish Hockey and England Hockey. This course is now run by Hockey Wales.

The WHUA will continue to run the Level 2 and Level 3 awards for the time being as well as develop umpire coaches and provide umpire education.

During the year I became Chair and I must pay tribute to my predecessor Alan Rookes for his hard work as chair and also Colin Crayford who stood down from the executive committee after many years' service to Welsh Hockey.

My thanks to the Executive members Ann Houlston, Carolyn Llewellyn, Alan Brooks, Anne Mullin, Don Adams, John Turton, Maggie Smith and Mike Riches. A mention must also be made of the hard work undertaken by the two regional committees of the Association and the Appointments committee.

Peter Ganesh



WHUA

How can we show respect for officials?

- Speak nicely and be polite - don't shout and swear
- Listen to them
- Respect their decisions
- Remember that without them we couldn't have a game
- Shake their hand at the end
- Thank them

Friends of Welsh Hockey

Many of you will know that "FRIENDS" has operated since the late 1970's but became a registered Charity in April 2011.

Over the years "FRIENDS" has assisted Hockey Wales with a number of projects including assistance with moving offices, data base development, accreditation, supply of pins/ties/pennants and most recently with the Club 2012 presentations. This support amounted to over £18,500.

Since becoming a Charity we are obliged to follow the Objects laid down in our Trust Deed which says we may use income in furthering ;

'The promotion of community participation in healthy recreation, in particular by putting in systems for the provision of facilities for the playing of Field Hockey in Wales.

In furtherance of the above this includes;

- Advancing the education of the public in general (particularly amongst schools and hockey clubs) on the participation and administration of Field Hockey
- Providing support enabling disabled individuals or those in financial need to participate.

Application forms are available on the web-site.

At the present time we have £25000 in our funds providing a small investment income but by far the larger part of our annual income comes from the "Friends" Monthly Draw. We are anxious to expand this , currently there are approximately 200 monthly subscriptions of £1 each (some patrons give up to £5 per month and enjoy 5 draw numbers). 50% of monthly subscriptions are given as prize money and the monthly winners are advertised on the "FRIENDS" and Hockey Wales web sites. Please consider joining; £2 per month would give us £12 income per annum so 100 new members would give us a great boost. An application form is attached. Jane Price, one of our Trustees, runs the monthly draw.

Please visit our website at <http://www.friendsofwelshhockey.org.uk/index.html> for further information and hopefully you may be able to join the monthly draw or make an application for help.

Roger Caddick Chair of "FRIENDS" of Welsh Hockey.

20th June 2012.



Looking Forward

Hockey for Life

The Hockey for Life framework is an integrated, holistic and longitudinal framework for everyone involved in hockey in Wales. It will be established to allow all participants (players, coaches, officials, umpires, volunteers, educators and administrators) to engage with the sport and help Hockey in Wales to grow and excel.

The framework, launched in June 2012 will be implemented from September 2012 onwards.

FIH World League

September 7-9 will see Hockey Wales host the FIH World League Round 1 (men). The FIH launched the new competition last year which allows every Hockey nation to enter worldwide. Both Wales men and women are entered, with the men hosted at The National Hockey Centre in Cardiff whilst the women travel to Vienna 16-23 September.

Both teams hope to qualify to round 2 to secure world ranking points to qualify for the Commonwealth Games in Glasgow 2014.

New approaches

2012 will see 3 new approaches to Hockey introduced into Wales.

1. 4689 – Is Hockey Wales' new route to playing hockey for Clubs and Schools. 4689 will be launched in September.
2. Rush Hockey – Now there's a game that fits around your life. It's fast. It's furious. It's fun. It's indoors. Its outdoors. Its smaller pitches and you can play whenever you want. Watch this space!
3. Back2Hockey – Aimed at adult women, Back2Hockey provides a fun but informal place for women who may have played Hockey before perhaps not over the last few years and want to take the game up again.

Winning On and Off the Pitch

Winning On and Off the Pitch is the new strategy for Hockey across Wales. Released for consultation in December 2011, the new strategy will be launched in September 2012 and will span the period 2012-17.

The new strategy focuses encompasses Hockey Wales as an organisation but vitally has a wider theme of Hockey across Wales throughout it. It is more than a strategy just for Hockey Wales.

Watch this space, it's exciting!