



**Framework Agreement
Briefing presentation for GB & Home
Nation Staff, Volunteers & Athletes**

www.greatbritainhockey.co.uk

The purpose of this presentation is to provide consistent information to staff, athletes and key volunteers from GB, England, Scotland and Wales on the Great Britain Framework Agreement that the three home countries signed in 2006.

The Framework's main function is to provide **GB Primacy** that puts the athlete at its heart to ensure that administrators and coaches provide all GB athletes with the best possible chance of success at the highest level in hockey – the Olympic stage.



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History of Great Britain pre 2006

- ▶ Hockey has been represented by a GB team at the Olympic Games since 1948 for the men and 1988 for the women under the direction of the IOC. Before 1948 they played as home nations (HN's)
- ▶ Record pre 2006:
 - 1948 Silver – men – London
 - 1952 Bronze – men – Helsinki
 - 1984 Bronze – men – Los Angeles
 - 1988 Gold – men – Seoul
 - 1992 Bronze – women – Barcelona
- ▶ Declining performances since 1996 culminating in 2004 with the GB women not qualifying for Athens and the men finishing 9th acted as a catalyst for change and the “GB Framework” was agreed



History of Great Britain pre 2006

Key issues contributing toward lack of success since 92:

- ▶ The GB Performance Director (PD) was only appointed by the GB Board in the middle of the 4 year Olympic cycle
- ▶ The appointments of the GB head coaches were made by the GB Board about mid way through the Olympic cycle and often as close as 12 to 18 months before the Olympics themselves
- ▶ Athlete selection only took place once qualification had been achieved by the nominated country which was often less than a year before the Olympics Games
- ▶ Lack of clear understanding of roles and responsibilities in relation to GB



What is the GB Framework?

- ▶ It is a binding Performance and Business agreement between the governing hockey bodies of England, Scotland, Wales and GB Hockey (whilst players from Northern Ireland are eligible to play for GB, the hockey organisation in Ulster is affiliated to the Irish Hockey National Governing Body so is not part of this agreement)
- ▶ It was signed by all parties on 9 May 2006
- ▶ Its purpose is to ensure there is an agreed operating structure that gives Great Britain hockey teams **Primacy** to provide the athletes with best possible chance of success at the Olympic Games (the highest level any hockey player can reach)
- ▶ The Olympic Games is the most important International event with ranking points that GB participates in. GB also participates in World League and the Champions Trophy, in the 2 year cycle that leads to the Olympics
- ▶ All other international events are open to the HNs; Scotland & Wales



What is GB Hockey Ltd & what is it's role?

- ▶ GB Hockey Ltd is a company limited by guarantee owned equally by the three Home Nation bodies
- ▶ It is responsible for ensuring the preparation, selection and performance of both men's and women's GB Hockey squads and their participation in the Olympic Games
- ▶ It is also responsible for GB talent identified athletes and officials and their participation in any event or development activity related to GB



What is GB Hockey Ltd & what is it's role?

- ▶ In order to fulfil its responsibilities, every four years GB Hockey appoints a “Nominated Country” (NC) from the 3 HNs who it delegates complete responsibility to lead both business and performance activity of GB Hockey and ensure GB Primacy
- ▶ The “Non Nominated Countries” (NNCs) have committed to assist the NC in the performance of its obligations and ensure GB Primacy
- ▶ GB Hockey Ltd has a Board of Directors who meet at least three times a year



What is GB Hockey Ltd & what is it's role?

- GB Hockey Board is constituted of:
 - A representative from each of the three member Associations; England, Scotland and Wales
 - An independent President who cannot be a member of any of the three home nation Boards appointed by the members
 - 2 Independent Members appointed by the Board following an open and transparent application process
- The Board also has non voting attendees including the Company Secretary, GB Chief Operating Officer, GB Performance Director and a representative from UK Sport



What is the role of the GB Hockey Board?

3 key responsibilities:

- ▶ Toward the end of an Olympic cycle, calling for applications for NC status and reviewing and appointing the NC for the following Olympic cycle
- ▶ Annually undertaking a formal review of the performance of each home nation but particularly the NC and their delivery of the GB Performance Plan
- ▶ Fulfilling GBHL statutory obligations



What are GB Hockey's Vision and Key Priorities?

Vision

Securing sustainable Olympic Games podium success



Key Priorities

- ▶ Monitoring / Checking and challenging the NC and NNCs on the delivery of their performance plans.
 - Ensuring they are delivering against the Framework Agreement
 - Ensuring the performance plans are integrated in the GB performance plan
- ▶ Ensuring there are effective talent development and coach development plans for and across GB
- ▶ Effective communication
 - Advocating GB primacy through the Home Nation representative on the GB Board
 - Developing an effective route to hear the athlete voice
 - Facilitate effective relationships across GB
- ▶ Identify, monitor and manage key risks in relation to GB achieving its vision



What are key details in the framework that you should know about?

The Nominated Country

- ▶ The NC is appointed every four years immediately after the Olympic Games – the NC up to Rio 2016 is England.
- ▶ Any of the three countries can apply to be the NC and they are judged against agreed criteria that include:
 - Assessment of world rankings and recent progress
 - Organisational capability
 - Financial strength
- ▶ The NC is responsible for producing a performance plan and the business operation of GB including funding, PR & Marketing etc



What are key details in the framework that you should know about?

The Non Nominated Countries:

- ▶ Produce a performance plan
- ▶ Support the NC to ensure GB Primacy to ensure that NNC athletes have the best opportunity to participate at the highest level – the Olympic Games



What are key details in the framework that you should know about?

Great Britain Staff

- ▶ The NC Chief Executive automatically takes the additional responsibility of GB Chief Operating Officer
- ▶ The NC Performance Director automatically takes on the additional responsibility of being GB Performance Director
- ▶ The NC Head Coaches automatically become the GB Head Coaches
- ▶ It is the responsibility of the NC to appoint all other staff required to support GB



What are key details in the framework that you should know about?

Great Britain Staff

- ▶ The review of the London 2012 Olympic Cycle identified a need to improve talent development and elite coach development across Great Britain and as a result in 2013 three GB specific staff were appointed:
 - GB Head of Talent Development
 - GB Head of Coach Development
 - GB Performance Coach Developer



What are key details in the framework that you should know about?

Selection of Great Britain Athletes

- ▶ The GB Head Coaches have unambiguous accountability for the selection of the GB athletes
- ▶ GB Head Coaches view NC and NNC athletes in competition and meet with NNC Head Coaches
- ▶ GB training is held in every year of the Olympic cycle and players can be invited to assessment to join the GB squad at any time
- ▶ The GB Performance Director meets with the NNC Performance Directors at least every 6 months



What are key details in the framework that you should know about?

Funding

- ▶ UK Sport fund the NC to prepare GB squads for the Olympic Games (and other competitions that GB participate in)
- ▶ UK Sport also fund England directly to participate in competitions to World Cup level
- ▶ Scotland and Wales may compete to World Cup level but are separately funded by their home country Sports Councils



What are key details in the framework that you should know about?

Qualification for the Olympic Games

- ▶ There are two ways to qualify for the Olympic Games
 - GB plays in the World League in the 2 year cycle that leads to the Olympic Games and currently enters at round 3 in both genders. GB needs to come in the top 3 to guarantee qualification
 - If GB does not qualify through this route then they can qualify by the nominated country winning the EuroNations tournament that takes place in the year that precedes the Olympic Games



What are key details in the framework that you should know about?

Success...

Since the GB Framework Agreement was signed, GB has made steady progress in performances on the international stage culminating in GB's first medal at the Olympic Games in 20 years at London 2012.

Results since framework:

Beijing	Men 5 th	Women 6 th
London	Men 4 th	Women 3 rd



Where can you find out more?

- ▶ If you want to find out any further information on the GB Framework email the GB Chief Operating Officer:

sally.munday@gbhockey.co.uk