

GOAL 3 WINNING ON THE WORLD STAGE

START OF HIGH-PERFORMANCE COACH DEVELOPMENT PROGRAMME TO SUPPORT AND ADVANCE THE JUNIOR AGE GRADE COACHES.

STATE-OF-THE-ART CAMERA INFRASTRUCTURE IN PLACE PITCH-SIDE AT THE SPORT IRELAND CAMPUS

GOAL 4 LEADING OUR SPORT

EXTERNAL AUDIT OF HOCKEY IRELAND GOVERNANCE AND OPERATIONS HAS BEEN COMMISSIONED AND WILL TAKE PLACE IN Q2 OF 2021.

WORKING TOWARDS GOVERNANCE CODE COMPLIANCE BY Q3 OF 2021.

COMMITTEES FULLY ACTIVE WITH REGULAR REPORTING TO THE BOARD. HUMAN RESOURCES COMMITTEE RE-ESTABLISHED TO SUPPORT CEO AND STAFF.

GOAL 5 ENGAGING POSITIVELY WITH STAKEHOLDERS

WEBSITE REVAMPED.

INVESTMENT IN ADDITIONAL RESOURCES TO CREATE CONTENT AND PROMOTE HOCKEY THROUGH THE MEDIA.

A PILOT PROGRAMME WITH INFORMAL ONLINE CLUB MEETINGS HAS BEEN INTRODUCED TO IMPROVE THE DIRECT COMMUNICATION LINK BETWEEN THE CLUBS AND HOCKEY IRELAND AND TO SUPPORT THE CLUBS DURING COVID-19.

GOAL 6 BUILDING THE BRAND

HOCKEY IRELAND MERCHANDISE AGREEMENT REVIEWED.

BRANDING AND COMMUNICATIONS BRIEFINGS PLANNED AND SCHEDULED FOR THE CLUBS PARTICIPATING IN THE EY HOCKEY LEAGUE.

COMMENCEMENT OF TARGETED MARKETING, PUBLIC RELATIONS AND PROMOTION IN THE RUN UP TO THE OLYMPIC GAMES IN TOKYO, WITH TELEVISED TEST MATCHES AND OTHER MEDIA INITIATIVES.

HOCKEY IRELAND RECOGNISED SUCCESS IN ENGAGEMENT SCORES FOR OUR SOCIAL MEDIA CHANNELS WITH A CONTENT INCREASE IN MARCH OF 227% ON TWITTER ALONE.

WELFARE

As hockey came to a near standstill, the Hockey Ireland office staff have focused on dealing with the Covid-19 crisis. Hockey Ireland facilitated clubs in making various grant applications including those for the Sports Capital and Equipment Grant. There were 75 attendees from 48 clubs at the '2into3' Sports Capital and Equipment Grant webinar. Hockey Ireland itself submitted 6 applications, divided into: Coach Education (€1,750); Camps (€7,609.89); Masters (€3,965); Junior Club Development (€2,953); JAG and Indoor Development (€47,393); and Primary school Participation (€61,780.10). Hockey Ireland was also successful in the funding application for the 'Ireland Lights up' Programme - 'Keep Walking Keep Well' which will be starting on the 26th April.

The Tricks for Sticks programme continued with over 8,000 participants in 2020 and the Young Leaders Award was completed by over 400 young people with an online element introduced for the first time. To help encourage more females into leadership roles, three members of Hockey Ireland completed the Female Leaders in Sport Certified course run by Sport Ireland/Swim Ireland.



8,000

TRICKS4STICKS PARTICIPANTS



400

YOUNG LEADERS

The 'Hockey4All' programme organised 3 Autism in Sport Workshops (18 participants), 1 Sports Inclusion and Disability Inclusion Workshop, with a total of 88 coaches/volunteers completing the workshops. Hockey Ireland was invited to take part in the Cara Xcessible Programme and equipment was delivered to a Special School in Blackrock, Dublin.

Hockey Ireland has dedicated time to updating online course development. A new e-learning hub was launched in November 2020 with content being created on a continuous basis. The Club Mark Award is also being reviewed and will be relaunched in a new format, with Bronze being launched May 24th 2021.



NEW UMPIRE PATHWAY

An agreement was reached between Hockey Ireland, the Irish Hockey Umpires Association and the Provincial Umpire Association to continue to grow the strength and quality of umpires available for selection at all levels from grass roots games to the international stage. This agreement formulates a blueprint for the umpiring national pathway launched in January of this year following a robust consultation process

. As part of the Umpire Development Pathway, the Fundamentals of Umpiring Hockey Module 1 and Rules of Hockey are online and can be accessed through the new e-learning hub.

The new pathway is represented in the diagram below:



UMPIRE TRAINING AND DEVELOPMENT

The Covid-19 pandemic has severely affected on-pitch training and development. This has created the opportunity to use alternate platforms to provide training and development pathways for umpires.

The new pathway has provided some training initiatives to those interested in umpiring, as detailed below:

INITIATIVE	LAUNCHED	ENROLLED	COMPLETED
Online Rules Test	29th October 2020	66	51
Fundamental of Umpiring Module 1	12th January 2021	38	25
Q and A Session 1	10th March 2021	23	19

A second Q and A session has been scheduled for May 2021, with five participants registered as of April 2021.

COACH EDUCATION

Coach Education is a critical part of the Hockey Ireland strategy as it will impact on the speed at which our sport can grow. It will also provide a pathway for coaches to develop the skills necessary to create a flow of top athletes to our club and national teams. Covid-19 has obviously impacted on the 2020/2021 programme but a suitable short and medium term schedule is being finalised.

The coach education programme to be announced shortly will see an update to the 'Hooked for Life' pathway, the provision of additional Fundamentals and Level 1 courses but, most importantly, an increase in Level 2 courses to meet identified demand. There will be sufficient Level 2 courses in all the provinces to relieve the demand for coaches to develop further and to allow the provinces to have a cohort at this level for the Junior Age Grade teams and club growth.

For coaches to reach appointment to national teams there is a strong preference that the required standard is Level 3. There have been no Level 3 courses in 12 years. It is the intention to introduce such a course to be completed over a suitable timeframe within the next 12 months.

There will be an emphasis on supporting and developing women who wish to pursue a career in coaching and financial support has been received from Sport Ireland and the Government to assist in achieving this.

The Coach Education committee is in the process of being expanded with the addition of 2/3 young coaches to represent the current trends being introduced to enhance the use of technology in coach education. All provinces will be represented on the committee. We are very pleased that we have been able to position two more of our young coaches into the European Hockey Federation Coach Development programme. The benefits of this should be seen over the coming years.

The importance of the role of the coach has never been more important as we seek to grow our sport and develop the talent to participate at the highest level. We look forward to the year ahead.



DOMESTIC COMPETITION

COMPETITIONS COMMITTEE

Covid-19 continues to have a huge impact across the world and with that, hockey, as well as nearly every other sport on the island of Ireland, has found itself yet again in a stop-start situation. In fact, we find ourselves lucky our sport was able to restart at all, albeit for a very limited period.

Thank you to all our competition working groups, sub committees, players, coaches, clubs, supporters and volunteers who have gone above and beyond to ensure that Hockey Ireland met with all the Government and Health Service Executive/Public Health Agency guidelines across both jurisdictions in Ireland. The Competitions Committee would also like to acknowledge the extensive work carried out by the clubs to successfully host games during this season. The support of volunteers to follow the protocols and keep our players safe has been phenomenal. Hockey Ireland is grateful for the extra time and effort they have put into our sport.

COMPETITIONS REPORT

Following on from the unprecedented effect Covid-19 had on all aspects of our sporting calendar last year, the 2020/2021 hockey season began with much hope on the last weekend of September.

It is important to note that Hockey Ireland followed Government and Health Service Executive/Public Health Agency regulations in all aspects of competition and training. Hockey Ireland was also given express permission to play our top National Senior Leagues and Cups under the exemption for Senior Club Championships.

Unfortunately, from the first weekend of competitions issues arose, as some clubs were reluctant to travel, despite the immense hard work of home clubs to ensure that all Covid-19 regulations were met and the safety of the players was the first concern. The second week of competition saw

a full set of fixtures played but in the third week, again there were issues with clubs being unwilling to travel.

On Wednesday 14th October 2020, the Irish Government announced the removal of the exemption for Senior Club Championships to be played in Level 3 of the Living with Covid-19 Plan. Following this, the Board of Hockey Ireland took the decision to postpone hockey competitions on an All-Ireland basis until further notice. This also led to the U16/U18 Interprovincial and the Inter-varsity competitions being postponed.

On the 21st October 2020 the Republic of Ireland moved to Level 5 Covid-19 restrictions. As per the living with Covid-19 Regulations, no group training or matches at adult level were permitted. Ulster Hockey also advised that all hockey club training

was suspended until 14th November 2020. On the 20th November 2020, Hockey Ireland released a statement confirming that the EYHL Working Group and the Board of Hockey Ireland were in discussions in relation to returning to competitive hockey as soon as possible.

The EYHL working group prepared three clear scenarios. The first and most positive option was to use two dates (the 12th and 19th of December) for EYHL rounds, but this was deemed only possible if training resumed in early December. If restrictions were not lifted for the island of Ireland in the beginning of December, the two other scenarios were to consider re-starting competitive hockey in early January or later in January. The option of a 'curtailed' season was also considered if the restrictions continued into 2021 or new restrictions were imposed later in the season.

On the 1st December following announcements from the Government that competitions may not be played at any level, Hockey Ireland released a statement that for All-Ireland Competitions:

- HOCKEY IRELAND'S PRINCIPLE OF ALL CLUBS COMPETING ON A LEVEL BASIS IN RELATION TO COVID19 RESTRICTIONS REMAINS IN PLACE.
- NO ALL-IRELAND HOCKEY COMPETITION (EYHL1, EYHL2 OR CUPS) WILL START UNTIL A 4-WEEK LEAD-IN PERIOD HAS PASSED THAT WOULD START FROM THE POINT IN TIME THAT TRAINING IS ALLOWED ON THE ENTIRE ISLAND OF IRELAND.
- TRAINING FOR EYHL CLUBS WILL BE ALLOWED IF PERMITTED UNDER THE RELEVANT GOVERNMENT RULES BUT THIS WILL BE REVIEWED ONCE THE CURRENT PERIOD OF LOCKDOWN FOR NORTHERN IRELAND HAS PASSED ON DECEMBER 11TH.

Following a board meeting on February 3rd 2021, Hockey Ireland declared the 2020/21 EY Hockey Leagues abandoned, due to the continued Level 5 Covid-19 restrictions as per the Irish Government announcement made on December 30th 2020.

In addition to the abandonment of the EY Hockey Leagues for the 2020/21 season, the following schools' competitions were also cancelled for 2020/21:

KATE RUSSELL

JOHN WARING

JUNE SMITH

ALL-IRELAND SCHOOLBOYS

The Republic of Ireland has remained in Level 5 restrictions since that date and the Competitions Committee is now planning for the 2021/22 season. The EY Hockey Leagues will return next season in September 2021 inclusive of all teams as for season 2020/21.

A review of the current Irish Hockey League is presently being undertaken. The IHL Review Working Group comprises of representatives from the EYHL Working Group, Hockey Ireland, the four Provincial Association Boards and the Irish Hockey Umpires Association).

Following initial discussions by the working group, provincial forums were held to gather the thoughts, ideas, and opinions of the clubs in the four provinces with regards to the Irish Hockey League competitions. Meetings were also held with IHL Sponsors, Hockey Ireland Staff, IHUA, Technical Appointments Committee, Hockey Ireland High Performance and all stakeholders' responses were consolidated into a working document for further review.

This document was shared with all stakeholders and further questions were put to the provinces and various stakeholder groups for review and progression. The IHL Review Working Group will meet again to formulate the final proposal for Board consideration.

It has been a strange and eventful few months. Working together and under the guidance of the Irish and Northern Ireland Governments, the Health Service Executive and the Northern Ireland Public Health Agency we will endeavour to get back to playing hockey in a safe and enjoyable environment, as soon as possible.

INDOOR

The 2021 Indoor season was curtailed due to Covid-19 restrictions. Initially the Hockey Ireland indoor finals day was scheduled for early February 2021 but this was postponed on the hope of a summer finals. Due to the ongoing restrictions, this option has now been cancelled. With no finals taking place in 2021, the Indoor committee decided that the winners from 2020 (Railway Union Women's and Men's) will carry over the club European spot and thus represent Ireland in February 2022.

The European Club tournaments due to take place in February 2021 were all cancelled, and a huge loss for the season was our long-awaited debut at U21 International level. The tournaments in Croatia (women) and Portugal (men), have both been rescheduled for December 2021.

Going back to the 2020 season, senior indoor tournaments took place in all four provinces, with Leinster seeing a big growth in team entrants. Railway Union secured both national titles in Galway, after the ladies defeated Muckross 2-0, while Railway's Men defeated Three Rock Rovers in a shootout after an epic 3-3 draw. The day proved to be a huge success in the Kingfisher, with a decent attendance, while having over 25,000 hits on youtube and eurohockey tv. Excellent commentary was provided on the day, by 'the voice of hockey' Nick Irvine.

On the European club scene, Three Rock Rovers managed to maintain B league status with an excellent performance finishing 6th in Alanya, while Railway Union came 2nd in the C league in Oporto and earned promotion to the B league.

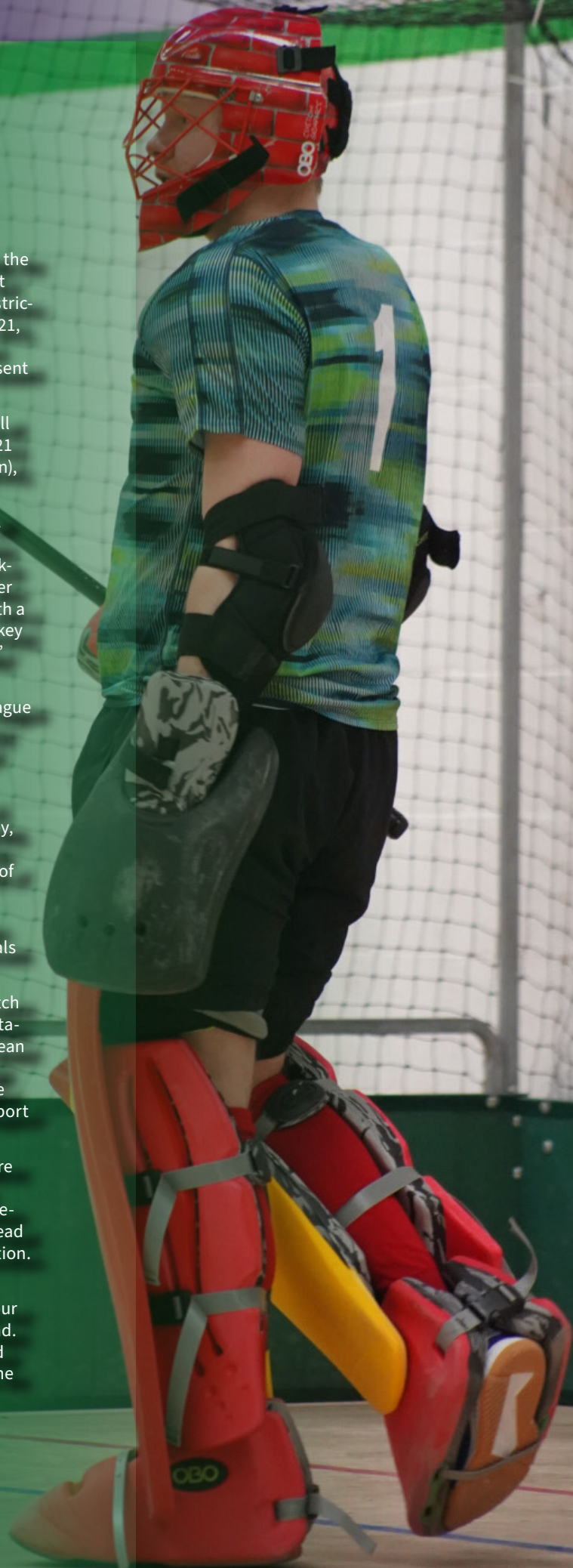
We also had a record number of under-age tournaments (club and school) within Ulster and Leinster, and on that we would like to thank Ulster Hockey, Portrane Hockey club and also Rob Abbott for organising events. With the help of the regional development officers we hope to continue our growth of the Indoor game at the underage levels.

The big addition to the 2020 season was the long-awaited return to Senior International indoor hockey with 29 athletes becoming Senior Internationals across both panels.

The Senior Women travelled to South Africa in December 2019 for a six match test series, one of the games being played in front of a crowd of 2,500 spectators in Cape Town. The series proved to be great preparation for the European Campaign in Bratislava in January 2020. This adventure turned into a huge success as the women earned a silver medal and promotion to the B league for January 2022 in Spain. A huge thank you to Dave Passmore and his support staff and players.

The Senior Men relied on home preparation and inter-squad matches before they travelled to Santander in January 2020. They returned home with a bronze medal after finishing 3rd behind Spain and Scotland; a great achievement in their first set of international matches in over 30 years. They will head off to Cyprus in January 2022 looking to finish in the top 2 and earn promotion. A huge thanks to Kenny Carroll and his support staff and players.

Although 2021 has seen no action so far, we hope to receive clearance for our International teams to begin training in preparation for the big winter ahead. We also hope to see the continued growth of the Indoor game on the Island and support from all the provinces on realizing how great the game is for the development of our younger players.



MASTERS



Masters Hockey globally continues to grow at a fast rate, with over 3,000 players competing in the last World Cup in Barcelona in 2018 in 40-degree heat. This was Europe's largest sporting event by participant numbers in 2018. Masters form the largest part of the Hockey Ireland Family, currently with 13 teams (8 men, 3 women).

Masters are autonomous, with women running their teams as a group, and the men running each age group with a respective management team. We continue to work on the development of Masters across all age groups. On the fixtures front, clearly Covid-19 has had an impact from playing/fixtures/tournaments to Masters comrades' around the world. Masters hope to be back on the pitch soon.

The Masters calendar is busy each year with Home Nations, Europeans and World Cups on alternate years to plan, of which World Cup 2020 was pushed back to 2021 and is now to be 2022 across various international locations from Nottingham to Tokyo. Men's 35/40/45/50s are competing in an event hosted by England Hockey in Nottingham 18-22nd August. Men's 60/65/70s are hosting the Celtic Cup in the grounds of Stormont, Belfast 27-29th August, and we wish them all the best of luck.

The Masters are engaging with Hockey Ireland to create a consistent approach across all age groups regarding the brand representation of teams at international events. Men's Masters have created a kit brochure and this will be extended to the ladies section in due course.

HOCKEYID (FORMERLY CALLED PARAHOCKEY)

To date, parahockey has catered for children and adults with an intellectual disability. The European Hockey Federation and International Hockey Federation changed its name in 2020 to HockeyID to reflect this more accurately. We will now use the name HockeyID.

NUMBER OF CLUBS/BRANCHES SIGNED TO CARA DISABILITY CHARTER 2021:		
ATHLONE HOCKEY CLUB	WESTMEATH	CLUB
CASHEL NEW INN HOCKEY CLUB	TIPPERARY	CLUB
CONNACHT HOCKEY BRANCH	CONNACHT	BRANCH
CORINTHIANS HOCKEY CLUB	CORK	CLUB
DUBLIN UNIVERSITY LADIES HOCKEY CLUB	DUBLIN	CLUB
DUNGARVAN HOCKEY CLUB	WATERFORD	CLUB
ENNIS HOCKEY CLUB	GOREY HOCKEY CLUB	CLUB
HOCKEY IRELAND	NATIONAL	NGB
KILKENNY HOCKEY CLUB	KILKENNY	CLUB
LEINSTER HOCKEY ASSOCIATION	DUBLIN	BRANCH
LORETO LIONS (LORETO HOCKEY CLUB)	DUBLIN	CLUB
MONKSTOWN HOCKEY CLUB	DUBLIN	CLUB
MUCKROSS HOCKEY CLUB	DUBLIN	CLUB
NEWBRIDGE HOCKEY CLUB	KILDARE	CLUB
OUR LADY'S HOCKEY CLUB	DUBLIN	CLUB
RATHGAR LADIES HOCKEY CLUB	DUBLIN	CLUB
TIPPERARY HOCKEY CLUB	TIPPERARY	CLUB
WATERFORD HOCKEY CLUB	WATERFORD	CLUB
WATERFORD HOCKEY CLUB	WATERFORD	CLUB
WEXFORD HOCKEY CLUB	WEXFORD	CLUB
WICKLOW HOCKEY CLUB	WICKLOW	CLUB
YMCA HOCKEY CLUB	DUBLIN	CLUB

WORKSHOPS:

72 PARTICIPANTS
AUTISM AWARENESS



46 PARTICIPANTS
SPORTS INCLUSION DISABILITY AWARENESS

Covid-19 changed plans for training and tournaments this season. In September, the six Leinster Hockey ID teams returned to the pitch with enthusiasm, hoping that before long, in addition to training, matches and blitzes would soon follow. Training continued until Christmas and, while missing the opportunity to play against other teams, players were delighted to get on the pitch and play hockey. The coaches found creative ways of organising enjoyable training, while observing Covid-19 procedures. Further development of Hockey ID at club level was not possible this year, but a number of clubs have expressed an interest in forming a team. Clubs with established teams have offered to twin with a club developing Hockey ID.

A much-enjoyed Summer trip abroad has been a feature of Hockey ID and this was not possible in Summer 2020. The Eurohockey championship scheduled for this Summer has been postponed until 2022, but Hockey Ireland will be hosting a European event in August 2021 in Dublin.

Hockey ID would like to thank Sport Ireland for the support of this programme through the Dormant Accounts Fund. Their support has enabled us to run the above workshops, support clubs and schools with equipment and we will be the first country to pilot the International Hockey Federation Level 1 Coaching Hockey ID in August.

Contact is also ongoing with Special Olympics Ireland and a meeting is being arranged to discuss co-operation between Hockey ID and Special Olympics.

Hockey Ireland is here to help any club or school that wishes to be involved in Hockey ID and has a small bit of funding available, if you need any help or guidance, please email inclusion@hockey.ie

HIGH PERFORMANCE

The Hockey Ireland High Performance Committee provides critical oversight of the high performance programme whilst supporting the Performance Director in all areas relating to the delivery of this programme. The High-Performance Committee report to the Board with regular updates and all key decisions are brought to the Board for discussion and approval from a governance perspective. In addition, the High-Performance Committee work closely with the provinces and the Interprovincial working group in relation to the performance competition structures and ensuring the programmes are synchronised with the national underage programmes.

All our junior age grade programmes (U21s, U18s, U16s) have head coaches, assistant coaches and managers who operate on a fully voluntary basis and they are supported from the Hockey Ireland High Performance team headed by the Performance Director. It is also important to note the significant support from all the staff in Hockey Ireland through organisational activities, marketing, communications, and financial administration, all of which happens behind the scenes and all our players, coaches and managers very much appreciate this.

SENIOR WOMEN

The significant impact of Covid-19 restrictions has caused disarray with normal programme planning and our senior players have been additionally impacted through the national league not being played during levels of restrictions.

The Women's squad travelled to Spain in January and also had a very successful 'on and off' pitch three match series against Great Britain held at Queens University, Belfast. Due to Covid-19, the matches were uncapped, yet both sides were at full strength with the series drawn 1-1. The matches were streamed online via the RTE player, BBC Northern Ireland and the BBC Player while RTE televised the Sunday match live where Ireland defeated the reigning Olympic champions. Hosting any event under the current restrictions is logistically challenging and we are grateful for our host organisers, squad management, players and Hockey Ireland staff who went the extra mile to make sure these matches were possible.

The Senior Womens team are scheduled to participate in the European A Division Championships in Amsterdam in June along with the delayed Tokyo Olympics in July 2021. Programme preparations for the Europeans and Olympics remain in flux and subject to change at short notice with multiple factors in terms of travel permitted, potential quarantine requirements and other unknowns. However, at the forefront of our planning will be the safety and wellbeing of our players, management teams and their families.

Earlier in the year Hockey Ireland appointed ex-Irish international Lisa Jacob as Irish Women's Squad Manager taking over from Arlene Boyles, to work alongside Sean Dancer.

SENIOR MEN

Due to Covid-19 restrictions in place, our Senior Men have been unable to play any international matches and their programme remains heavily impacted by this. At present they are still preparing for the European B division which will take place in Gniezno, Poland in August 2021 where a top two finish will be required for promotion back to A division. In addition, after changes to the World Cup qualification process, a World Cup qualification tournament will be held in the autumn 2021.

During the year Hockey Ireland sought to fill the Senior Men's Head Coach position attracting interest both domestically and internationally, with the subsequent appointment of Mark Tumilty as full time Men's Head Coach. Since his appointment, the Head Coach has been working with the players, putting in place his support structure and planning now towards the Paris Olympics. Jason Klinkardt was appointed as Assistant Coach and Eoin Cunniffe as full time Physical lead.

JUNIOR AGE GRADE (JAG) PROGRAMMES

Due to Covid-19 restrictions in place, our U21 women have been unable to play any international matches and their programme remains heavily impacted by this. At present they hope to play international matches this summer, with strong alignment existing between the Womens National Development programme in place.

The U21 Men's programme has been integrated into the Senior Men's programme given the limited playing opportunities and to enable Mark Tumilty and his senior management team to access a wider pool of players and work on putting in place his development structures.

Hockey Ireland awaits a European Hockey Federation decision in relation to the deferred 2020 U18 Europeans now scheduled for Spain in July this year, with players remaining eligible for what is essentially an U19 Europeans. The preparations have been severely impacted but this will be similar to many other countries and we will await European Hockey Federation communication in this regard. Joe Brennan, while initially appointed as the U21 Men's Coach, will work with the 2021 U19's boys to bring them to the yet to be confirmed European U19's tournament. After the tournament Joe Brennan will then move to the U21 Head Coach position with Simon Lowry taking over the role as the U18 boys coach

A special mention to Niall Denham who has stepped down as Ireland U18 (U19) Head Coach after emigrating. Niall has given significant service over many years at national, provincial and club level and his knowledge and experience will be very much missed.

Our U16 programmes have had limited opportunity for pitch activity with much of the work limited to strength & conditioning and remote learning online including educational and guest speaker group video calls. Ronan Hickey was appointed as U16 boys Head Coach with Sarah Scott continuing as U16 girls Head Coach. I would like to give recognition to all the coaches, managers, physios, S&C coaches and video analysts who have all assisted in putting these sessions on that have tried to fill the big gap due to the limitations in what we are able to do.

FUNDING SUPPORT AND COMMERCIAL SPONSORS

The High Performance national squads are indebted to our commercial sponsors and government funding that allows us to operate national programmes. Without this, we would not be able to compete and succeed on the international stage. Our senior team programme costs take the largest percentage of the High Performance budget but they also remain our biggest asset in providing opportunity for direct financial commercial sponsorship and non-financial benefit in promoting the sport and inspiring the next generation of hockey players.

Sport Ireland and Sport Northern Ireland provide significant programme funding, subsidising management team salaries and direct funding to players. This allows them to operate on a part-time basis and provides some remuneration to support this. The Irish Institute of Sport at Abbottstown and the Sport Institute of Northern Ireland at Jordanstown provide invaluable direct support through availability of staff and facilities to our national teams.

The National Sports Campus and the new synthetic pitch is officially the home of the national squads and the Hockey Ireland High Performance team has office space at the Irish Institute of Sport. The hockey pitch and ancillary facilities are still a work in progress. Getting pitch side storage, better dedicated changing and meeting facilities are among the more immediate priorities.

Our junior age grade national teams at U16, U18 and U21 receive high performance administrative support, pitch access and other central coaching and development support from Hockey Ireland. Hockey Ireland is exploring commercial sponsorship arrangements for the junior age grade programme with a view to maximise potential partnerships.

REGIONAL DEVELOPMENT PROGRAMMES & HOOKED FOR LIFE

The regional development programmes operating within the provinces alongside an interprovincial competition structure is an important gateway into the national junior age grade programme. The High Performance Committee have been working very closely with the high performance leads in the provinces / regions in relation to their provincial teams and player pathways to ensure an integrated and standardised model.

Whilst Covid-19 restrictions are still impacting our ability to train and play matches, we are moving to more matches between provincial underage teams throughout the year, culminating in a final between the top two teams and a bronze medal playoff between teams finishing 3rd and 4th. Based on extensive consultation with provincial and national stakeholders it is felt this approach is a better longer-term model. Once established this will increase the number of players who will be receiving additional performance coaching and widening the player base across the four provinces and diversifying the range of clubs who have players in national programmes.

It is envisaged that the regional programme coaching curriculums would follow the updated 'HookedForLife' technical coaching syllabus that outlines the technical competencies required for players to improve and potentially develop into future international players.

HIGH PERFORMANCE STAFF AND VOLUNTEER RECOGNITION

Thank you to all the squad management teams and staff who work in the High Performance programmes nationally and provincially. Also the Hockey Ireland staff who provide the support to our High Performance teams behind the scenes and not least our junior age grade pathway players and their parents who have supported them in these very challenging times with the immense frustration of not being able to be out playing the sport we love. Every player who picks up a stick for the first time in their local club or school is another potential future international and the volunteer coaches and teachers who introduce the sport to the next generation are fundamental to the ongoing success at international level.

FINANCIAL, RISK & AUDIT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

This commentary should be read in conjunction with the attached financial statements (appendix 1). Hockey Ireland returned to a surplus in 2020 following the deficit arising from the hosting in 2019 of two international series of matches on the Senior Women's qualification path to the Tokyo Olympics. This report aims to comment on the more significant variances year over year on the financial results and position. Many of these variances arise from the overall reduction in activity due to the impact of COVID-19 on all strands of hockey.

INCOME AND EXPENDITURE ACCOUNT (P. 8)

The main variances in grant income were that the Sport Ireland High Performance Grant fell by €360,000 being the deferral of €310,000 to 2021 due to reduced activity and a €50,000 reduction in the grant received. The Olympic Federation of Ireland grant available to Hockey Ireland was reduced by €32,249. The Sport Northern Ireland grant is paid out against costs incurred. Given the activity levels reduced this resulted in an overall cost reduction of €222,688. The COVID-19 Resilience Fund grants were available only in 2020.

The reduction in domestic competition fee income reflects the deferral of 2020-21 entry fees paid being deferred to the 2021-22 season, while the reduction in affiliation fees reflect a delay in their receipt until 2021. The €367,976 reduction in international team contributions reflect the significant reduction in activity for the junior age grade teams which also means a corresponding reduction in expenses.

On the expenditure side – International teams – travel and competitions decrease in spend of €1,044,916 again reflects the reduced activity by all our international squads. An increase in 'Women in Sport' costs reflect the additional programmes put in place with the availability of a higher grant. Most of the other expenditure on page 3 of the financial statements is impacted by the lower activity levels with the exception of:-

CLINICS AND CAMPS - THERE WAS A SUMMER CAMP PROGRAMME RUN IN THE SUMMER WHEN COVID-19 GUIDANCE ALLOWED IT;

MARKETING COSTS WERE.....

ADMINISTRATION COSTS OVERALL ARE FIXED RATHER THAN VARYING WITH ACTIVITIES.

STATEMENT OF FINANCIAL POSITION (P.10)

Debtors (detail in note 10 on p. 19) – the main reason for the decrease is that at 2019 year end there was a claim to Sport NI in process of _____

Cash at bank and in hand – the balance at hand in at the end of 2020 includes €360,000 received under the COVID-19 Resilience Fund in December, which has been paid out to the relevant clubs at this point and the Dormant Account funding of €81,895 for 2021 was received in December 2020.

Creditors (detail in note 11 on p.19) – at the end of 2019, the Trade creditors and Accrual balances would have included amounts due for the cost of running the Olympic Qualifier. Deferred Income at the end of 2020 included the following Sport Ireland grants – Dormant Account Funding (€88,748), Women in Sport (€39,352), High Performance (€310,000) and COVID-19 Resilience Fund (€382,805). Other Creditors at the end of 2020 included

