



HOCKEY IRELAND ANNUAL REPORT

2022



Vision

Hockey, one of the 'big 4'.

Purpose

To lead the growth and success of hockey in Ireland.

VALUES

People

Our people are our greatest resource

Leadership

Advancing our sport

Ambition

Striving for high performance on and off the pitch

Accessibility

A sport for all, for all of life

Communication

Expressing ambition and celebrating and connecting our hockey community

Enjoyment

A passion for the game, on and off the pitch



Strategic Focus Areas

Strategic Goals

Objectives

Secure the Future

Develop a financially secure commercially focused organisation that maximises public funding, sponsorship and revenue generating opportunities.

Grow the Hockey Community

Provide leadership in education and member services to drive growth in coaching, umpiring, infrastructure, clubs and participation.

Win on the World Stage

Maximise the potential of our high-performance people and teams to put Ireland in a position to medal at all tournaments.

Lead our Sport

Lead with energy and integrity, operating to high standards in all areas to improve and advance our sport.

Engage positively with stakeholders

Communicate with professionalism and passion to build positive relationships and represent hockey with excellence.

Build the Hockey Ireland brand

Establish the Hockey Ireland brand to become a nationally respected sport brand.



MISSION

'to encourage, promote, develop and manage hockey in Ireland'



CONTENTS

Welcome to the Annual Report of Hockey Ireland for the 2021/2022 season. The information contained within this report relates to the time period from January 2021 to December 2021. The financials presented are for the financial year 2021.

1. Introduction

Foreword from the Chair
COVID-19 and moving forward

2. Strategic Plan and Objectives

Objectives update 2021
Key Project 1 – CARA Bronze Award
Key Project 2 – Erasmus Mobility Project Partnership
Key Project 3 – Irish Hockey History

3. High Performance

4. Education, Training, Participation and Development

5. Competitions

6. Governance & Operations

Governance Structure
Welfare
Anti-Doping Report
Communications & Commercial Activities

7. Finance

Finance, Risk, Audit



INTRODUCTION

1



INTRODUCTION

Foreward from the Chair

After 2 years of incomplete and interrupted competitions we have been able to complete a full season of hockey. Well done to all who made this happen. The Provinces, Clubs, Players, Coaches, Umpires, Volunteers, Sponsors and the team in Hockey Ireland all played a part in achieving this.



It has been a busy year for our sport on the pitch with our national teams playing in the Tokyo Olympics, European Championships and World Cup qualifiers and we can look forward to our women competing in the 2022 World Cup in Amsterdam in July. The team in Hockey Ireland have been busy on many fronts and detailed accounts of these activities are covered further on in the Annual Report.

The main highlight of the year was the introduction of the Membership scheme which will allow our sport to plan and carry out new initiatives with certainty over the coming years.

We have introduced some amendments, as suggested by you, to the scheme and will shortly introduce the new software which will make the scheme more effective and efficient. It will bring more functionality to allow clubs to better administer key areas of subscription collection, match day data and create a complete database of members for communication and sponsorship opportunities.

During the year Hockey Ireland declared compliance to the Sport Governance Code. The Code will be an important guide for the Directors and staff in good governance and will allow our sport to continue to receive support from the Governments in the Republic of Ireland and Northern Ireland. An important part of the Code is succession planning and I am delighted to say that the recent drive to recruit new directors and allow for future appointments saw 18 excellent candidates come forward. This will allow for a full complement of directors with a wide range of skill sets that will benefit our sport in the years ahead. I am also pleased to say that hockey is leading the way in gender equality and inclusivity with not only your Board being equal in terms of gender diversity but your sport demonstrating the benefits of equal respect through the provinces and clubs.

We acknowledge the support of Minister Catherine Martin, Jack Chambers, Deirdre Hargey and the teams at Sport Ireland and Sport Northern Ireland to our senior national teams and to some of our key programmes including Hockey4All and Women in Sport. In addition they have provided support to our clubs during the pandemic which has been greatly appreciated. We also acknowledge Government support to clubs through the Sports Capital and Equipment Programme programme which has been of considerable benefit in delivering much needed infrastructure projects and giving clubs the equipment to improve the standard of our game. The Board and staff have worked hard to deliver maximum support from a wide range of government funding agencies and will work to ensure that these supports and benefits impact on all clubs.



There are many new initiatives outlined in the Hockey Ireland Strategy. These are exciting times for our sport and everyone in the Irish hockey family should be encouraged and empowered to drive our sport forward. To enable us to do this we need partners and in this regard we must thank our sponsors for their growing belief in our sport and in particular Softco, Park Developments, EY, Uniphar, AIB, Saba - it is very much appreciated.

Finally, I would like to thank the Board, who are all volunteers, for their commitment and diligence in all aspects of our sport. In particular I would like to thank Keith Morrow (Finance) and Eric Brady (Independent Director), both of whom reach the end of their tenure, for 6 years of excellent contribution to our sport. Lastly, I would like to thank the staff of Hockey Ireland who over the year have given commitment and passion to the ever growing range of services and challenges in our sport.

This is a time for our sport, let us all work together for the benefit of our sport. Our national teams have shown us that anything is possible. There are many challenges and opportunities ahead so let us bring that spirit and belief to every aspect of our great game for the benefit of all the Irish hockey family.

Trevor Watkins

Chair Hockey Ireland 2021-2022



Strategic Plans and Objectives



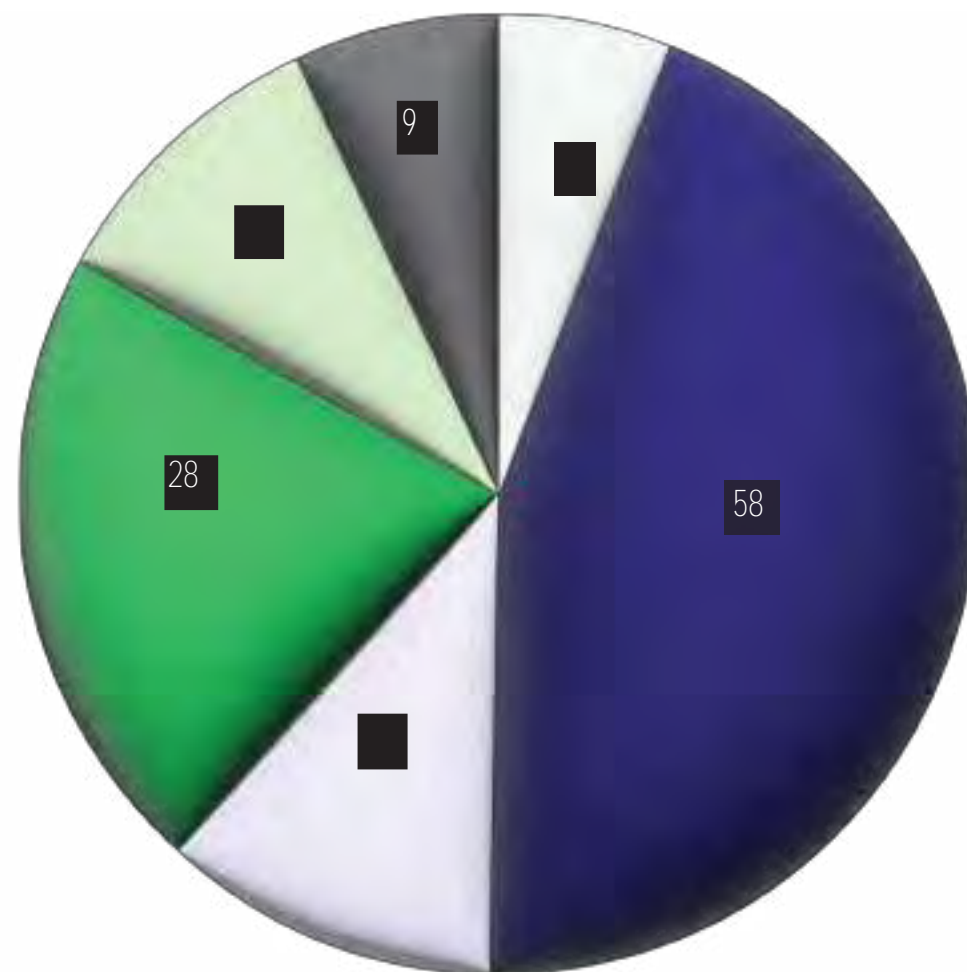
Strategic Plans and Objectives

Objectives update 2021

Hockey Ireland launched its Strategic Plan in March 2021. The challenges of COVID-19 had an enormous impact on the organisation successfully achieving targets within the timeframe indicated. With six strategic goals, 32 key actions and 131 delivery goals measuring the success of the strategic plan, Hockey Ireland has reviewed and adapted the plan to meet the expectations of our hockey community in a post COVID world.

NUMBER OF DELIVERY GOALS IN STRATEGIC PLAN

-  Goal 1 – Secure the Future
-  Goal 2 – Grow the Hockey Community
-  Goal 3 – Win on the World Stage
-  Goal 4 – Lead our Sport
-  Goal 5 – Engage positively with stakeholders
-  Goal 6 – Build the Hockey Ireland brand.





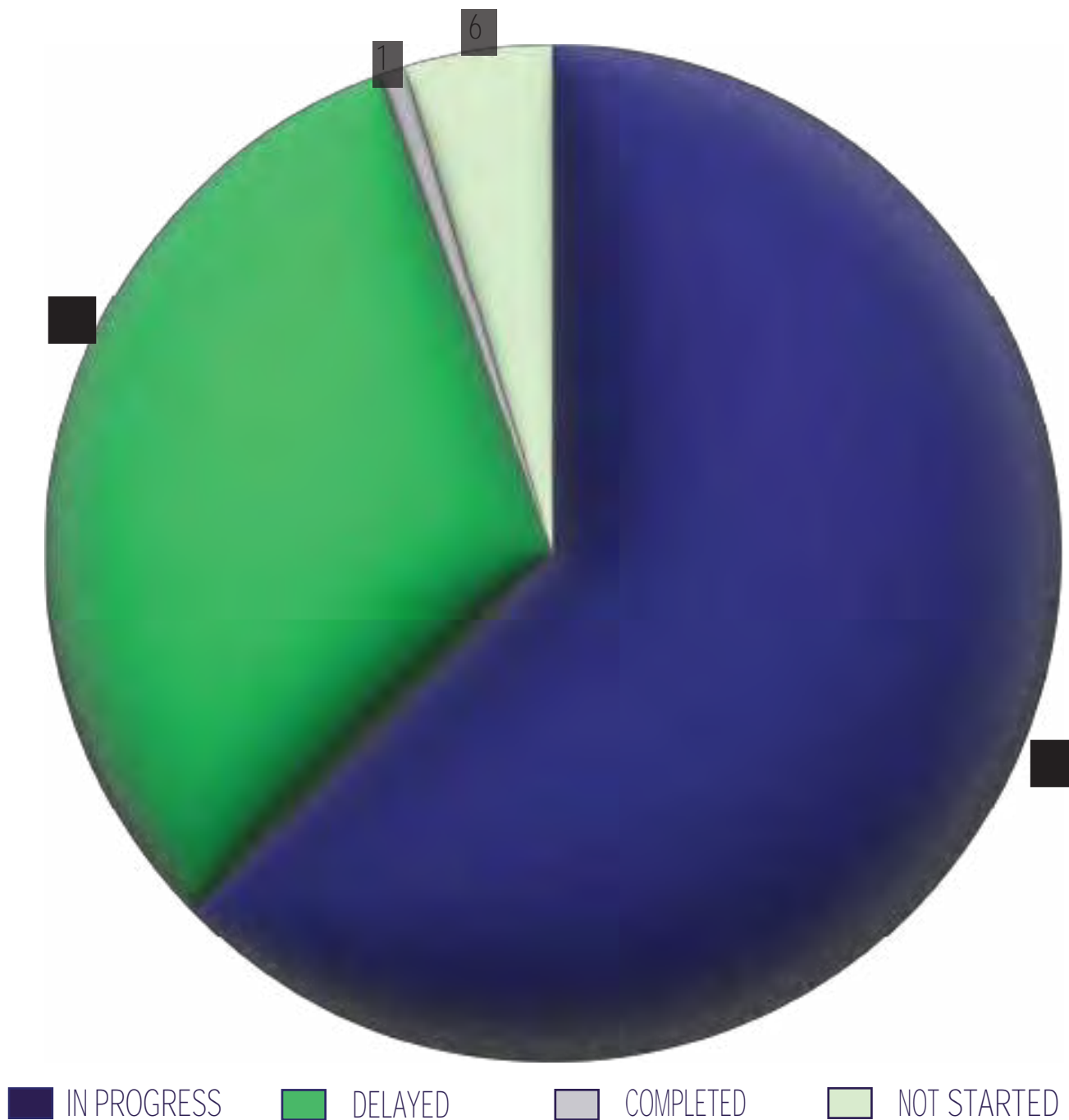
Some significant targets reached by Hockey Ireland in 2021 include the organisation receiving the CARA Bronze Xcessible Award, which was the culmination of months of dedication from the Diversity & Inclusion Team. Also achieved during 2021 was the first ever FIH Level 1 coaching HockeyID course held in Abbotstown in October 2021 where Hockey Ireland hosted 12 individual participants from 4 different countries alongside the WISE Parahockey festival.

Other significant activities include the work of the Irish Hockey History Project Group who have been working with the Dublin City Library to digitise, record and safekeep vast amount of hockey history dating back to 1896.

In July 2021 Hockey Ireland appointed a full time Coach Education Manager with the emphasis on the advancement of the coaching programmes and for the first time in 10 years a Level 2 Coaching Course was held in Munster. There have also been Level 2 courses held in Ulster and Leinster with a Level 3 in the pipeline as Hockey Ireland collaborate with Sport Ireland Coaching.

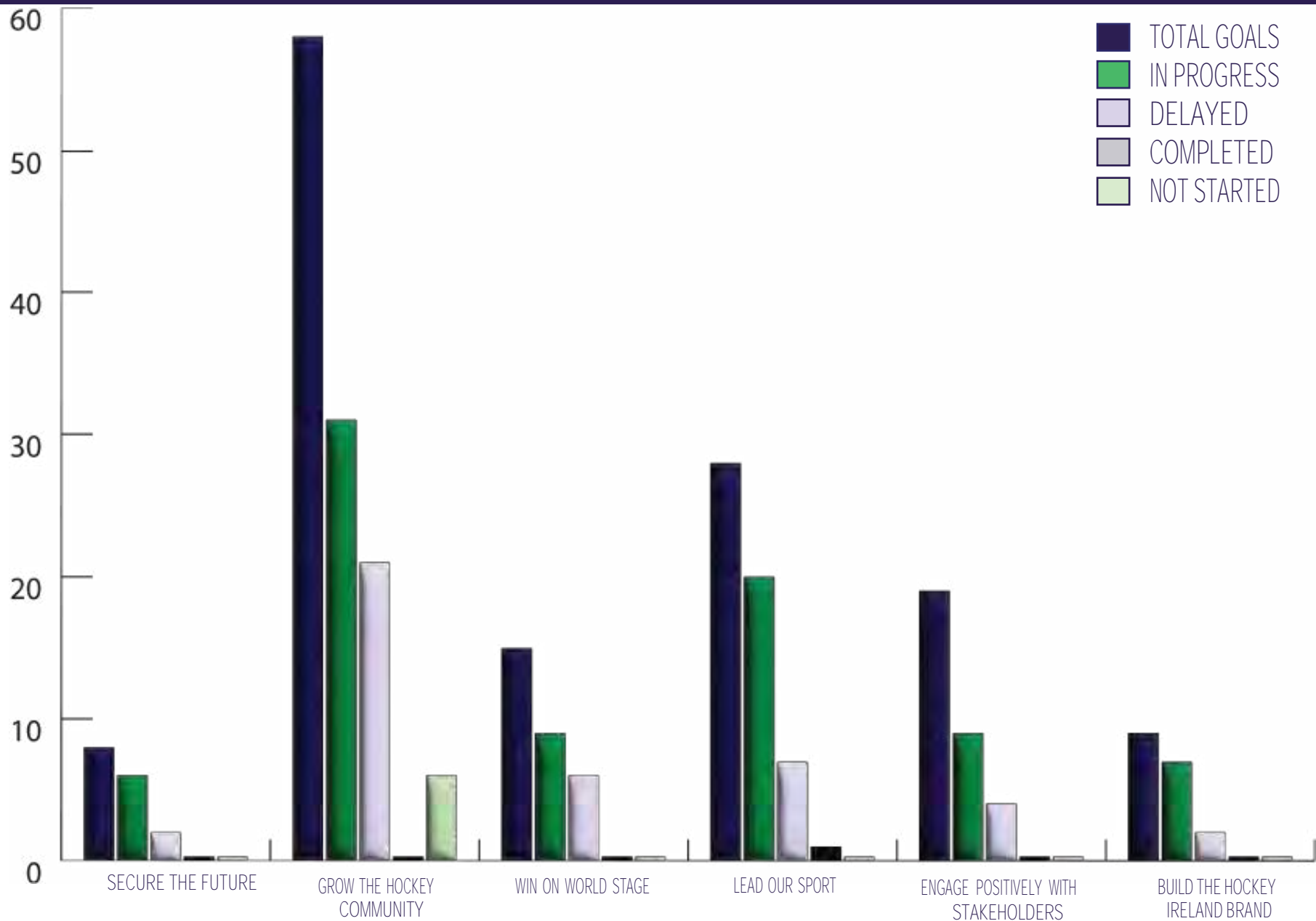
The team of Regional Development Officers were instrumental in securing a record number of applications for a combination of Sports Capital grants and Sport Ireland Covid Relief funding and this provided several clubs with some necessary financial aid to help recover financial losses due to the pandemic.

A number of delivery goals have yet to progress to a meaningful stage which is primarily a lingering result of covid. Similar to all industries, the sporting industry is dealing with shortages of personnel to help re-ignite our sport after an unprecedented break from play. While the shortages remain, Hockey Ireland will adapt the delivery goal expectation while we regain focus post COVID-19





STRATEGIC PLAN DELIVERY GOALS PROGRESS 2022





KEY PROJECT: CARA Bronze Award



Following almost a year of development work within the organisation, Hockey Ireland has been awarded A Bronze Xcessible Award by National Pan-disability Sport Organisation, CARA.

Xcessible has been developed to help support and empower national governing bodies (NGBs) and local sports partnership (LSPs) to provide positive and meaningful opportunities for people with disabilities to take part in sport and physical activity.

Xcessible is a three-staged resourced pathway designed to ease an NGB or LSP into the area of inclusion while supporting them through the process of developing and increasing their capacity to support people with disabilities and to be active in their sport in terms of participation, coaching, volunteering, officiating and employment. Xcessible has been developed using the Sport Inclusion Disability Charter as a guiding tool.

Speaking about the award, Dwyne Hill Hockey Ireland, said: **“When** we were asked to pilot this programme in December 2019, I knew that this was a nod to the important work that our Sports Inclusion Programme has been doing over the past decade. I had no doubt that we would achieve the standard set by CARA. The achievement is testament to the dedicated work of all the staff and the Board of Directors of Hockey Ireland. Building a strong foundation for inclusion and nurturing the relationship with CARA has always been a priority for Hockey Ireland.”

CARA Sport Inclusion Ireland is delighted to (once again) recognise the outstanding work undertaken by Hockey Ireland in the inclusion of people with disabilities within their sport, by awarding them with the Xcessible NGB Bronze Award. Hockey Ireland achieved the Xcessible Bronze Award in 2021, and throughout 2022 the sport has continued to push forward in this area, with a particular focus on Volunteer and Coach Education, Pathways Development, Inclusive Club Development, and Accessible Promotion of Hockey.

The panel was hugely impressed with the work of Hockey Ireland under the five objectives of the programme and in particular the cultural change that has achieved throughout the organisation in relation to inclusion. CARA commented that it was clear to see the commitment and passion of Hockey Ireland towards inclusion and great to see the progress made in 2021, particularly in relation to the use of the Sport Inclusion Disability Charter and Xcessible programme to drive ambition.

In order to achieve the award, Hockey Ireland was required to provide evidence of its work and journey and presented to the Xcessible panel at the end of November on its experiences, results and the outcomes of work completed in line with the objectives of the Xcessible Award.



Xcessible

“We congratulate Hockey Ireland on their achievements so far and look forward to supporting them on the next stage of their journey in 2022,”

Odhrán Doherty, Cara National Sport Inclusion Coordinator.





KEY PROJECT: Erasmus Mobility Project Partnership

Hockey Ireland, in conjunction with six other international organisations, is currently involved in an Erasmus KA02 Strategic Partnership.

This project commenced in July 2021 and is due to finish in Summer 2023. The Erasmus project is a strategic partnership that has been established by seven international organisations from different countries which are France, The Netherlands, Germany, Poland, Romania, Turkey and Ireland. The overall aim of the Erasmus project is to create a safe environment for young people with disabilities and also for individuals with various illnesses, to enable them to travel abroad. This includes reducing the barriers for international travel for the above target groups. The focus is primarily on young adults aged eighteen to thirty years old. In such cases, minors aged thirteen to seventeen years old may be included in the project.

The strategic partnership began with each of the international organisations coming together in June 2021. Thus far, there has been five meetings and Ireland are due to host the final meeting in Summer 2023. The purpose of the meetings is to provide an opportunity for participants within their organisations to exchange experiences and thoughts. Participants from the organisations have the opportunity to meet people with disabilities and their parents, to gain an understanding of their needs and requirements when travelling abroad. Some barriers they may face and their expectations of becoming involved in the Erasmus project were discussed. A pamphlet guide will then be developed as a tool kit that groups can use, and a 'train the trainer' workshop is also planned for Easter 2022. The purpose of the guide is to inform a student of the Erasmus project offers and to highlight all key information regarding the Erasmus project.

Why did Hockey Ireland get involved? With the growth of our Hockey4all programme and with more teams/clubs having the opportunity to play in Europe and even further afield, we believe that being part of this project will help Hockey Ireland advise and assist teams with disabilities travelling abroad and make the process easier for the volunteers involved.





KEY PROJECT: Irish Hockey History

Over the past number of years several initiatives have been undertaken by a small cohort of individuals to document and record different aspects of the history of hockey in Ireland.

In May 2020 work began with the collation of the women's international player information into one database. The information was gathered from a combination of sources including the famous 'Black Book' with information from 1896 to 1990, match sheets from 1990 onwards and the Tournament Management System (TMS) system introduced by the FIH in 2014. The men's international database began its work nearly 20 years ago and is constantly updated. The Irish Hockey History Project working group was established for the purpose of gathering and preserving the many interesting facts and figures of Irish Hockey.

There is an Irish Hockey Archive Facebook Page, which has already collected a wealth of information and artifacts. These items have been gifted by individuals or from relatives of ex-players and officials who might have passed away in recent years. All the items have been digitised and through setting up the Irish Hockey Archives Facebook page it enabled the creation of many albums that show the items by the various categories. In addition, the safekeeping of many records has been established at the Dublin City Library who agreed to accept items under Irish Hockey archives.

What we have done to date

- An Irish **Women's & Men's** database with team lists for over 1000 matches sourced and entered.
- All match results have been entered from 1896 through to 2021 with some gaps to fill. Research is ongoing to fill in these gaps and verify information.
- A plan to reinstate the Hall of Fame awards which were last presented in 2014.
- International Player Bios are being compiled
- Reviewing other initiatives that could be undertaken to both record and promote the history of our sport – competition winners over the years, club histories, publications etc
- Setup a contact email history@hockey.ie for anyone interested in contacting us and helping out



HIGH PERFORMANCE

3



SENIOR WOMEN

The Senior **Women's** team participated in the 2021 **Women's** EuroHockey Championship held at Wagener Stadium, Amstelveen in June 2021 along with the delayed Tokyo Olympics in July 2021. A 6th place finish in Amstelveen left the Senior Women without an automatic place in the 2022 World Cup due to be played in Terrassa, Spain and Amstelveen, Netherlands this July, while the 6th place finish left the squad without an automatic place for the **Women's** EuroHockey Championship to be held in Monchengladbach, Germany in August 2023.

Tokyo saw the inaugural representation of the Irish Women's Hockey Team at an Olympic Games. The tournament opened with a 2-0 win against South Africa, which was sadly the squads only victory of the pools and ultimately saw an early exit with a 10th place finish.

The result from the 2021 **Women's** EuroHockey Championships in Amstelveen required the squad to participate in a World Cup Qualifier held in Pisa, Italy during October 2021. The qualifier consisted of 8 teams with only 1 place at the 2022 World Cup of for grabs. Ireland was ranked #1 for this competition and lived up to that ranking with victories against France, Belarus and Wales earning the squad a place at the World Cup where they will face Holland, Chile, and Germany in Amstelveen this July.

Ireland's women will host a Euro Hockey Championship Qualifier in Abbotstown, Dublin from the 18th – 21st August 2022. It is great to have a home qualifier where we look to earn a place in the **Women's** Euro-Hockey Championship as we compete against Czech Republic, Poland, and Turkey.

The Senior Women's programme preparations are well underway with a series v GB and a Holland trip complete ahead of the World Cup in July. Following that their major focus will turn to the home European qualifier in August and they will also compete in the **Nation's** Cup in December in a bid to qualify for the Pro League in 2023.

Post- Tokyo there have been some senior player retirements including Shirley McCay, Hannah Matthews, Lizzie Holden (nee Colvin) and Nicci Daly. Hockey Ireland would like to recognise their significant careers-all spanning over a decade in the green jersey. There have also been staff changes with Mick McKinnon and Gareth Grundie moving on from assistant coach roles after the Olympic Games. Former team manager Lisa Jacob has moved into the role of Interim Performance Director following the departure of Adam Grainger in February. The recruitment for replacements is underway, and Hockey Ireland would like to thank them for their contribution to the Tokyo cycle in a challenging pandemic period.





SENIOR MEN

The major competition for the Senior **Men's** team was the 2021 **Men's** EuroHockey Championship II, held in Gniezno, Poland during August 2021. Due to new structure of the EuroHockey Championships a top 5 finish in Gniezno was the target to achieve a World Cup Qualifier place.

The EuroHockey Championship II saw Ireland overall finish in 3rd place with wins against Croatia and hosts Poland along with a draw versus Italy. A semi-final loss to Scotland was followed up with a victory for 3rd place and a World Cup Qualifier place secured with a second win over Poland.

A place at the 2023 World Cup to be held at the Kalinga Stadium in Bhubaneswar, India required a top two finish in Cardiff, Wales at the World Cup Qualifier in October 2021. Ireland started with a win versus Russia meaning a win in the Semi-Final versus hosts Wales would see them book their place to India. A penalty shootout loss ended hopes of a World Cup place finish, and after another shootout, Ireland finished in 4th place overall.

This year the Men will play home games versus USA, Chile, and Austria in preparation for a Euro Hockey Championship Qualifier in Calais, France this August, and will also compete in the **Nation's** Cup in December in a bid to qualify for the Pro League in 2023.





JUNIOR AGE GRADE (JAG) PROGRAMMES

U16 Programmes did not take place in early 2021 due to Covid and recommenced in October 2021.

U18 Programmes continued as the U18 Europeans A Division was due to be held in Spain in July 2021, previously cancelled from Russia in 2020. The decision was taken to withdraw from the U18 Europeans on grounds of safety and uncertainty for the summer months. The EHF agreed that no teams would be relegated, and it would be a 10 team U18 Division A in 2023. The team due to represent at the U18 Europeans was an U19 team due to the competition being cancelled in 2020.

A replacement for the Europeans to ensure that the U19 teams had tournament hockey, a 4 Nations (England, Ireland, Scotland & Wales) came together and put a 4 Nations tournament in place. This was played over 3 weekends with Ireland having 2 home matches in UUJ and 1 away game in Lilleshall, England. UUJ was chosen as the home venue as Scotland and Wales could travel to Northern Ireland without covid restrictions, which could not have happened in the south. The U19 girls won the 4 Nations with the U19 Boys finishing in 2nd place.

U21 Men's programme did not take place.

U21 Womens programme continued once clearance was given by Sport Ireland. They played several match series against Spain, England, Wales (Senior & U23 teams) in preparation for the JWC which was due to be held in South Africa in December 2021. This was postponed due to covid 10 days before travel and is taking place in April 2022.





HIGH PERFORMANCE VOLUNTEER & STAFF RECOGNITION

Thank you to each player, squad, management team, staff member, committee member, parent/guardian or partner who has adapted and supported the functioning of High Performance programmes through the Covid-19 pandemic. High Performance begins at grassroots where the potential to be an international player is nurtured by volunteer coaches, who are pivotal for the growth of our talent pool for international hockey.

Hosting any event under 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 Hockey Ireland adapted, and found a way to safely compete despite international restrictions.





Education and Development

4



DIVERSITY AND INCLUSION

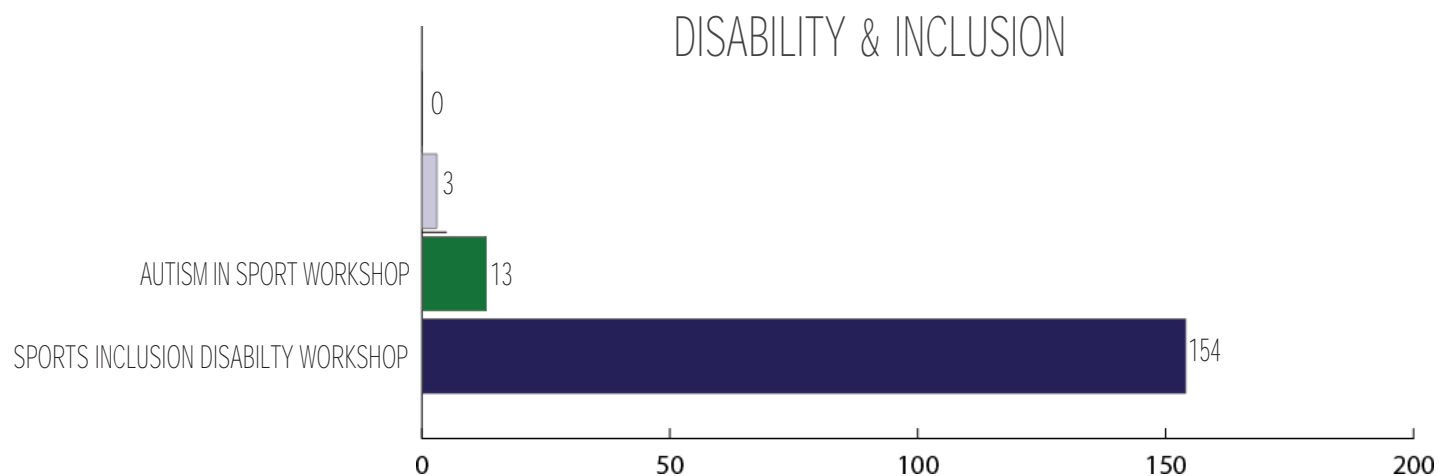
Our Participation team has a responsibility for ensuring that all those playing hockey with specific support needs are catered for within our programmes. In 2020/2021.

Total of a 154 participants

Clubs involved 13

Sport inclusion Disability workshops held - 6

Autism in Sports workshops held - 3



The WISE Festival of Parahockey that took place in October 2021 was the highlight of the year, when 8 clubs (2 from England) descended on the National Sports Campus for a fun weekend of Hockey. This event was supported by Minister Jack Chambers and Fiona Murray of Special Olympics International.

The first ever FIH Level 1 coaching HockeyID course with 12 individual participants from 4 different countries also took place over this weekend in Abbotstown.



COACH EDUCATION

Coach Education is a critical part of the Hockey Ireland strategy as it has a direct impact on the growth and development of hockey in Ireland. It provides a pathway for coaches to develop the necessary skill-sets to create a flow of top athletes to our club and national teams. Coach education also provides the supports for clubs and schools to retain more players through providing a better experience at all stages of development.

Covid-19 has had an obvious impact on our coach education programmes since 2020 and had a direct impact in the first five months of 2021, with courses only getting under way in June 2021. Due to the restrictions on access to indoor spaces, a hybrid approach was taken for the majority of our courses, with presentations delivered online prior to practical sessions running outdoors.

In July 2021, Hockey Ireland appointed a full-time coach education manager to advance our coaching programmes and further support our coaching base. Alongside this, Hockey Ireland currently have 16 active coach developers, with further coach developer training earmarked for June 2022. To support this, Hockey Ireland will also train two coach development assessors in May 2022.

There is currently 137 coaches registered on our membership platform.

The following courses were run during 2021:

Course	Number of Courses	Number of Coaches	Sport Ireland Target
Fundamentals	25	462	375 coaches
LEVEL 1	9	150	135 coaches
LEVEL 2	2	29	16 coaches



There was a Level 2 course undertaken in Munster for the first time since 2011, with a course also held in Ulster. For 2022, a Level 2 is currently scheduled for June in Dublin and a second course may be added depending on demand.

Hockey Ireland is aware of the need to develop our high-performance coaches and we are currently working with **'Sport Ireland Coaching'** to produce a Level 3 course. There are currently two coaches on the EHF's **'Coaches for Europe'** programme and a further two on the **'Top Coaches' Programme'**.

As we seek to grow hockey in Ireland, the role of the coach has never been more important in terms of player retention at grass roots and development of talent to participate at the highest level.





PARTICIPATION AND DEVELOPMENT

Growing the Hockey Community

Despite the challenges that have come with the past year, Participation, Development and Coach Education have adapted and continued to work towards the targets set out in the strategic plan to grow the participation of hockey in Ireland.

CLUB AND VOLUNTEER SUPPORT

In 2021, Hockey Ireland Development Officers supported clubs and volunteers through webinars, club meetings, resources and programmes. Support is also provided to provincial associations and volunteers. A focus in 2021 was placed on helping clubs apply for the Sports Capital Grant scheme. This resulted in record applications and allocation for hockey of €2,000,000 of Sports Capital Funding and €850,000 in the Equipment Grant. Other support included securing funding to help with the implications of the Covid-19 pandemic. €380,000 of Sport Ireland Covid Relief funding was secured to help 38 clubs recover from the implications of the pandemic.

CLUBMARK underwent a review and revamp for 2021 with the aim to make the programme more inviting and supportive for our clubs to get involved in. The aim of Clubmark is to support, recognise and reward hockey clubs that want to achieve the highest of club standards. The Accreditation process has now been divided into three levels – BRONZE, SILVER and GOLD – with each of these levels focusing on 4 Key areas: Effective Club Management, Quality Coaching and Competition, Creating a Safe Environment, Safeguarding Members. For each of these levels of accreditation Hockey Ireland provides a toolkit with guidance, resources and support to build stronger clubs.

One of our highlights of 2021 was the engagement of our clubs and schools in our YOUNG HOCKEY LEADERS AWARD. 44 courses were delivered, giving over 600 young people all over the island the opportunity to try coaching and umpiring. The programme helps to pass on skills, top tips and most importantly confidence so that Young Leaders can get back out to their clubs and put their newfound knowledge to use!

Ulster hockey have delivered the 'Young Leaders Programme' to our pupils each year for over the past 4/5 years. It has not only developed them into better players but also into strong coaches. It has helped us as a school to further develop our hockey programme by using these pupils when they have left school through employing them as coaches and leaders to assist our teaching staff today. This helps our teaching staff run our hockey programme and continue to develop the next generation of players in our school and province'. David Robb, Head of PE, Regent House School

'The Young Leaders course has been very beneficial to our club by giving the girls confidence and knowledge to umpire and has definitely increased the numbers volunteering and having the confidence to coach'. Shannon Johnston, South Antrim Hockey Club.



TRICKS 4 STICKS is a tool our clubs can use where a qualified coach is sent into local schools for an agreed number of weeks. Representing the club, the coach delivers a fantastic high energy hockey programme and creates links to the club. At the end of the programme the pupils are invited to visit your club grounds whilst the school also receives a **'Tricks 4 Sticks pack'** to encourage them to continue playing hockey. Over 1100 children have been introduced to hockey in this way in 2021.

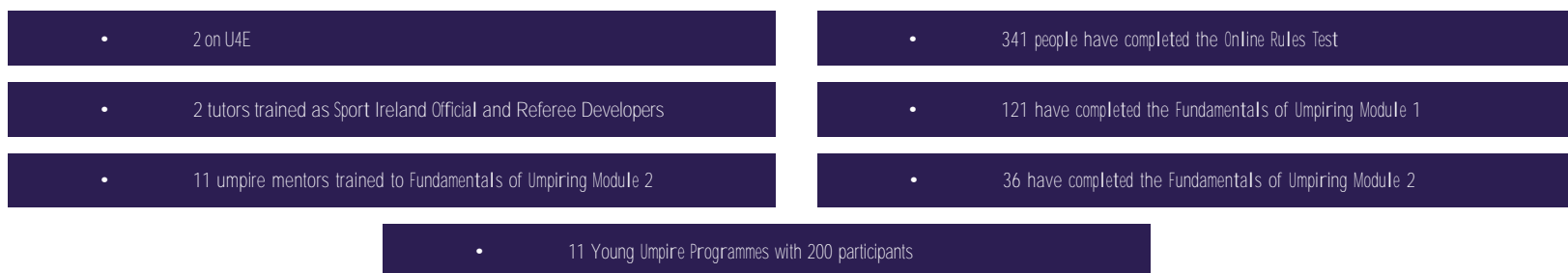
Hockey Ireland had two representatives on the WIS LEADERSHIP PROGRAMME led by Swim Ireland who took part in the course over several months finishing up in March 2021. The various areas they received training on included networking and collaboration, resilience, crisis management and change management. One of these representatives has progressed onwards to the Sport Ireland ARENA leadership course and has represented Hockey Ireland on a number of WIS focus groups across 2021.

UMPIRING AND OFFICIAL DEVELOPMENT

2021 was a year where strides were made towards growing the base of qualified umpires in Ireland thanks to the support of the Women in Sport Funding. 341 people have completed the ONLINE RULES TEST via our e-learning website while 121 have registered for the online Module 1 of the newly launched FUNDAMENTALS OF UMPIRING AWARD. 110 of these have attended an online Q&A session with one of our top international umpires and 36 have completed a Module 2 practical session and been certified a Club Umpire.

The ELITE UMPIRE DEVELOPMENT PROGRAMME, funded by WIS, worked with 20 umpires as a fast-track development programme to progress to the higher levels of umpiring in Ireland. 4 umpires have progressed to regularly covering EYHL Division 1 fixtures. 2 umpires have received places on European Development Programmes run by the EHF. 2 umpires have European summer appointments for this year. 5 umpires are all umpiring weekly at provincial level. Connacht umpire Ellie Duffy was selected onto the EHF UMPIRE DEVELOPMENT PROGRAMME (UDP). A number of past graduates of the Programme have gone on to officiate at the very highest-level of world hockey, including the Olympics and World Cup. The UDP identifies and targets young talented umpires within the U4E Programme and provides them with a programme of events over a three year period. Ellie was one of three female umpires selected from a group of over 30 European umpires who took part in the **'Push Tournament'** in Breda, Netherlands at the start of this season. In addition to **Ellie's** selection, Tom Goode, mentored on the Programme alongside Caroline Brunekreefe from the Netherlands.

Two of our officials have been completing the Sport Ireland Coaching pilot **'officials and referees'** course. This will qualify them to be official and referee Developers.





PARTICIPATION

It was a great year for expansion in Connacht with 4 new clubs being established. The pandemic also offered an opportunity for more established clubs to get involved with the 'Ireland Lights up' scheme as part of the 'Keep Well Campaign', funded by Sport Ireland. A new camps structure was piloted, with success, where 'So Hockey' has taken responsibility for the delivery of camps in Munster and Connacht. These, in conjunction with Hockey Ireland camps in Leinster, saw 16 camps delivered in total in 2021.

Thanks to Sport Ireland Dormant Accounts Funding, we have been able to expand and grow our HOCKEY4ALL inclusion programme in 2021. 6 new clubs have added inclusion sections to their clubs, bringing the total number of Hockey4All clubs in Ireland to 9. Taster sessions were also delivered in 16 schools, allowing 185 children with disabilities to try hockey for the first time! Hockey Ireland were delighted to partner with 7 LSP's to grow hockey in areas with no clubs. 149 people engaged in hockey through this programme.

154 coaches took on disability and inclusion coaching training to help support clubs in delivery of coaching to their members. An online rules test for HockeyID was added to our e-learning offering and 210 people have completed this.

A highlight of the year was the WISE (Wales, Ireland, Scotland, England) festival that took place in Dublin over 2 days. This saw 50 young players take to the pitch for a fun-filled 2 days of competition. This also gave the FIH and Hockey Ireland an opportunity to run a new FIH HockeyID course with 18 participants.

OUR PROGRAMMES:



**Hockey
Ireland**
CLUB MARK



**Hockey
Ireland**
CLUB MARK



**Hockey
Ireland**
CLUB MARK





OUR PARTNERS

Sport Ireland, Sport Northern Ireland, NUIG, Provinces, Irish Umpires, CARA, SoHockey, Ulster University, Antrim and Newtownabbey Council, Mid-Ulster Council, Fingal County Council, Cavan LSP, Wexford LSP, Laois LSP, Kerry LSP, Kilkenny LSP, Louth LSP, Meath LSP, Westmeath LSP, South Dublin County Sports Partnership, Dun Laoghaire Rathdown Sports Partnership, Dublin Sports Network, Offaly LSP, Active School flag, Disability Sport NI, Cork Sports Partnership, Limerick Sports Partnership and Waterford Sports Partnership, The Dormant Account Fund, Erasmus, Healthy Ireland



COMPETITIONS



Competitions

Competition is the engine that drives any sport, and we were delighted to be able to commence the 2021/22 season following the easing of the COVID-19 restrictions.

This would not have been possible without the support of our clubs, players, umpires, technical officials, volunteers and supporters for putting in so much hard work to ensure that the season ran smoothly and were carried out under safe conditions.

EYHL Review

During 2021, a Working Group was established by the Board of Hockey Ireland to undertake a review of the EYHL 1 and 2 incorporating input from stakeholders at all levels and providing them with a meaningful mechanism to input into the process.

Following consultation with all provinces and the various stakeholders, a list of recommendations was proposed by the EY Hockey League Review Group and was submitted to and subsequently approved by the Hockey Ireland Board and implemented during the 2021/22 season.

By the end of the 2021 /22 EYHL Season, 21 teams played 271 matches in the league providing high level competitive opportunities for over 1000 players.

We are very grateful to EY for their generous support for the EYHL and we expect that they will continue their partnership with us into the future.



Women's EY Champions Trophy

Pembroke 4 (S Loughran, A Griffin, E Horan, M McCreedy) Catholic Institute 1 (N Carroll)

Pembroke produced a perfect all-round team performance to add a first EY Champions Trophy title.

Again, the **season's** other breakout club Catholic Institute were runners-up who have to console themselves with a place in Europe and a quick revenge-mission next Saturday in the Irish Senior Cup final.

It was a win built around an outstanding first 10 minutes in which Sinead Callaghan and Aislinn both netted and while Naomi Carroll got one back with a late goal of the season contender, Eanna Horan made it 3-1 at half-time before Martha McCreedy sealed the deal.





Men's EY Champions Trophy

Lisnagarvey 2 (J Lorimer, D Nelson) Banbridge 2 (J McKee, E Magee), Lisnagarvey win shoot-out 3-1

Daniel Nelson and James Milliken combined to send Lisnagarvey into raptures as they broke home Havelock Park hearts with a shoot-out win over Banbridge in the **men's** EY Champions Trophy final.

Nothing separated the sides in their two league encounters and there was absolutely nothing between the sides once more following a cracking contest in front of a large crowd in Co Down.

In normal time, Lisnagarvey led twice in the first half with James Lorimer's drag-flick and a gorgeous Daniel Nelson finish putting them 2-1 up at half-time, Jonny McKee's individual effort getting Bann on the board.

The hosts fought back brilliantly in the second half and forced a shoot-out when Eugene Magee volleyed in a corner rebound, sending the game to a shoot-out. Garvey, though, held their nerve and scored three of their four attempts, Nelson spinning to turn in the winning goal.

For Banbridge, it continues their frustration on finals day with the club losing out on the national stage for a fifth time in the last decade since their 2011 success. They will travel to Europe next season as Ireland's second seed with Garvey the top seed and they will look to complete a treble next weekend in the Irish Senior Cup final against Monkstown.





woMen's EYHL 1

Aisling Naughton's spectacular second minute goal was enough to get Pembroke the 1-0 win against Muckross they needed to the Women's EY Hockey League for the first time.

Earlier in the day, Catholic Institute beat Belfast Harlequins 2-1 at Deramore Park to take the league down to the last fixture to determine the destination of the title.

It meant Pembroke had to get a victory against a side fighting for their lives to try and escape relegation. And the Serpentine Avenue hosts got off to a dream start when Naughton dove full length at the left post to turn in Ellen **Curran's** excellent ball.

From there, Pembroke dominated the play in the first half but a touch of over-eagerness meant an insurance goal proved elusive with Rachel **O'Brien** hitting the post and a number of other chances bouncing across the face of goal.

That ratcheted up the tension in the second half as any Muckross break-out had the potential to scupper the celebrations and, with lots on the line, the green and whites found some rhythm.

But Pembroke finished strong, controlling the final quarter as Aoife Glennon – an immense talent between the posts – kept out a range of shots from different angles.





Men's EYHL 1

Lisnagarvey survived a real final day scare to land the **men's** EY Hockey League title following a heart-stopping final day of the season.

The Comber Road men needed just a draw to secure the title ahead of Three Rock Rovers and they looked to be cruising with 15 minutes to go as they led 4-3 against Banbridge while the Dubliners trailed against Monkstown.

But three wild minutes made for a tense close to an epic campaign as Rovers turned things around with Ben Johnson and Harry MacMahon both scoring to land a 3-2 success at Rathdown in the dying seconds.

Simultaneously, Banbridge levelled through Jonny McKee from the penalty spot to make it 4-4 while Garvey needing to hold on for the last eight minutes.

There were Bann chances but their Ulster rivals hung tough to allow James Corry to lift the regular season title for the third time in this full-season format.

For Three Rock, this competition remains the elusive one for their trophy cabinet as they finished second for a third successive time, goal difference the key factor for a second time.





Men's and Women's EYHL 2

Cookstown and Ards completed their EYHL2 campaigns with the medals following their Sunday wins over Instonians and Monkstown, respectively, at Whitechurch Park.

With promotion to the top tier assured by virtue of **Saturday's** semi-final success, the EY2 title was up for grabs with the **men's** final first to hit the turf between Cookstown and Instonians.

It was a tight affair with Greg Allen putting Cookstown in front when he finished off after Paul Thompson laid the ball into his path. Tommy Orr equalised when Mikie Watt brought out his bag of tricks to spin **between a couple of challenges and then lay the ball into his team mate's path.**

It remained at 1-1 through the third quarter before youngster Mark Cuddy won the contest in the closing quarter, scoring the deciding goal with nine minutes to go.

In the women's final, Ards got off to a flyer with Malseed thumping in from the top of the circle twice within minutes of each other for a 2-0 lead.

Fellow Olympian Chloe Watkins cut the gap in half when she jinked one way and then back onto her open side with a quality shot but Ali Carson put Ards two clear at half-time, making it 3-1.

Monkstown were right back in the mix when a Watkins backhand shot was guided in at the right post by Sophie Moore, setting up a grandstand finish.

But the Ulster side held firm to take the gold medals and a breathless Malseed said it was a perfect end to a long season.





Roll of Honour for the 2021/22 Season

Competition	Men	Women
EYHL Champions Trophy	Lisnagarvey HC	Pembroke Wanderers
EYHL League	Lisnagarvey HC	Pembroke Wanderers
Irish Senior Cup	Lisnagarvey HC	Catholic Institute HC
Irish Hockey Trophy	Queens University HC	Avoca HC
Irish Hockey Challenge	Waterford HC	Bangor HC
Irish Junior Cup	Cookstown HC	Corinthian HC
U16 Interprovincials	Ulster	Ulster
U18 Interprovincials	Ulster	Ulster
U21 Interprovincials	Leinster	Leinster
Kate Russell	-	Methodist College Belfast
All Ireland schoolboys	Bandon Grammar	-
Herbie Sharman	Wesley College	-
June Smith	-	Royal School Armagh
John Waring	Wesley College	-
O'Byrne Mixed Cup	TU Dublin	TU Dublin
IUCHA Mixed Plate	TU Dublin	TU Dublin
IUCHA Mixed Indoor Cup	TU Dublin	TU Dublin
Chilean Plate	-	UL
Mauritius Plate	UL	-
Chilean Cup	-	Ulster University ELKS
Mauritius Cup	TU Dublin	-



Schools Competitions

After two years hiatus the Hockey Ireland Schools finals will return. The Kate Russell All-Ireland Championship started our schools competition with the five regional champions battling it out in the 41st edition of the marquee competition at **NUIG's** Dangan on Thursday and Friday 24th and 25th March 2022. The All Ireland Schoolboys Championship will take place on 30th March across a number of Dublin venues. The John Waring Trophy will take place in Lisnagarvey Hockey Club on the 6th April and The June Smith Trophy will take place in The Royal School Armagh on the 7th April.

Interprovincial competitions

2021/22 saw a new format in the Interprovincial competitions with all competitions played in a league format across the season culminating in a number of finals taking place across the second half of the season. The Women's U21 competition was won by Leinster with the U16 and U18 finals to take place on the 3rd April. The men's competition final will take place on the 16th May.

Intervarsities

The Hockey Ireland Intersarsity Cup competitions took place at the end of October 2021 in Trinity College Sportsground. The Chilean Cup was won by Ulster University EKS with Trinity University Hockey Club winning the Mauritius Cup. November saw the Plate competition take place in St Kilian's Deutsche School with University of Limerick taking both the Chilean Plate and the Mauritius Plate home. Thank you both Trinity College and St Kilian's Deutsche School for the use of the facilities and to the Intersarsity Sub Committee for organising.





Indoors

The National Indoor Finals took place in Gormanston on 6th February and were streamed live. Winners were Three Rock Rovers Men and Railway Union Women who will represent Hockey Ireland in the European Indoor Club competitions in 2023.

In Club European tournaments- in February 2022 Railway Union were due to travel to Holland to play in the trophy but this was unfortunately cancelled due to Covid, however Railway Union Women's team travelled to Turkey (albeit with an injury and covid hit squad) and retained the 'B' Trophy League status.

On the International Scene, winter 2021 saw our U21 men's team compete for the first time ever at European Level. They travelled to Porto to play at the European championships. It was a great learning curve for the team - going close in a few games but ultimately coming 6th. Unfortunately, the Women's u21s Europeans scheduled for Zagreb in December was cancelled just 5 days prior to departure.

The Senior Men also suffered a European cancellation- their trip scheduled in January to Cyprus- has now been rescheduled for Dec 2022. The Men though had a 3 test match home series v Scotland on 28th/29th December in the Antrim Forum. 7 new senior Caps came into the enlarged panel. All 3 games were closely contested but we couldn't record a win unfortunately.

The Senior Women had a busy winter, hosting Scotland in the Antrim Forum in December 2021, then travelling to the Europeans in January in Ourense Spain, where we played some top class opposition. In February 2022 we competed against South Africa (world # 14) in a 5 test match series in Gormanston Park . We lost an entertaining series 4 games to 1, but it was great to see the place packed and also to have great numbers viewing the event on watchhockey app and also Hockey Ireland youtube channel. Thank you to Spar Ireland for sponsoring the series.

The women are awaiting a world ranking update





Governance and Operations



Our Governance Structure

Hockey Ireland is the trading name for Irish Hockey Company Limited by Guarantee.

We are a 32-county body, recognised in the Republic of Ireland by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media through Sport Ireland and in Northern Ireland by Sport Northern Ireland and by the Olympic Federation of Ireland.

Internationally, we are recognised by the International Hockey Federation and at European level by the European Hockey Federation.

We are obliged to adopt the Sport Ireland Governance Code and have a Board appointed Governance Committee who monitor ongoing compliance with the Code, which is now overseen by Sport Ireland.

A significant amount of work has been done during 2020 and 2021 to review our compliance and revise our documentation and process to ensure that we can demonstrate compliance with the code.

The constituent documents of the Company are the Memorandum and Articles of Association and Hockey Ireland Bye Laws. These deal primarily with the functioning of Hockey Ireland as a legal entity and company.

Copies of the governing documents and our Strategic Plan are available on the Hockey Ireland website.



Corporate Governance Code – Sport Ireland

Hockey Ireland adopted the code in December 2021. The organisation identifies itself under ‘**Type C**’ where the main characteristics of the organisation include individuals sitting on the board and focusing solely on a governance/oversight role, delegating management and operational duties to staff. There is a clear division between the governance role of the board and the management role of the staff.

The governance code contains 5 principles and 15 sub principles, each of which outlines the minimum standard of practice in corporate governance for National Governing **Bodies**’ such as Hockey Ireland. The governance code provides volunteer board members with high quality information about how to ensure Hockey Ireland is run professionally, with integrity and with high impact. Sport Ireland believes the code **will allow National Governing Bodies’ continue** the journey to embed the highest standards of good governance across sporting bodies. Compliance with the Corporate Governance Code will also meet the governance requirements of Sport Northern Ireland.

Company Information

Registered Name: Irish Hockey Company Limited by Guarantee

Trading Name: Hockey Ireland

Registered Office: 6 Harcourt Terrace, Dublin D02 P210

Company Number: 187471

Bankers: Allied Irish Bank, 64 Grafton Street, Dublin 2

Auditors: Woods, Delaney and Partners Limited, Chartered Accountants and Registered Auditors, Grattan Street, Portlaoise, Co. Laois.

Directors: Trevor Watkins

Keith Morrow

Eric Brady

Sharon Hutchinson

Aisling Keogh

William Pollock

Iain Kelly

Rosita Wolfe

Edward Simpson

President: Ann Rosa

Vice President: John Dennis

CEO: Richard Fahey

Jerome Pels (resigned April 2022)



Board of Directors

The organisation is overseen by up to 12 Board of Directors, all of whom are appointed under Bye Laws 11 and 12 and have a variety of skills and experience. They serve on a voluntary basis and are elected for a three-year term at our Annual General Meeting (AGM). The maximum term limits a Director may serve on the Board is 6 years.

For the period leading up to the 2022 Annual General Meeting, the gender composition of the Board was 33% Female and 67% Male, which does not correlate to the participation rates of the organisation. As a result, the board, working with the Governance Committee put in place a strategy to attract more female directors and will, subject to the approval of the membership, achieve a balanced representation.

The role of the Board is clearly defined in the Company Memorandum and Articles of Association but in brief, the role of the Board is to provide strategic direction and oversight for the company.

Responsibility for the day-to-day operations of the Company rests with the Chief Executive Officer and staff supported by voluntary committees operating within Terms of Reference that are approved by the Board.

Conflicts of Interest

All Directors are subject to a Code of Conduct managed by way of a Letter of Appointment and receive training from time to time in relation to their role.

Hockey Ireland has a Conflicts of Interest policy and at the commencement of each year or upon joining the Board, each Director must make a declaration of any potential conflicts of interest. The Conflict of Interest Declaration is a standing item on the Board Meeting Agenda. Our policy in this regard is reviewed every three years.

Succession Plan

While there are 12 Directors on the Board, there is currently no stipulation on the number of independent directors required to sit on the board. In line with the evolution of good governance practices, Hockey Ireland aspires to having at least 2 Independent Directors on the board while also achieving its target of gender balance well ahead of the 2023 timeframe as per the recommendation from Sport Ireland.

Hockey Ireland has adopted a robust succession plan and following both an internal (within clubs) and external recruitment process, the Governance Committee has recommended the co-option of three (3) females onto the board alongside one (1) male which, subject to approval by the membership will provide a gender balance of 50%/50%.

Each new board member will be introduced with a robust and in-depth induction programme which includes individual sessions with the Chairperson, CEO and other Directors on the board, along with introductions to staff members. Hockey Ireland is also engaging with external industry experts to provide formal training for all new board members upon joining the board.



NAME	ROLE	BIO	MEETINGS	TERM
Trevor Watkins	Chairperson	Professional background as a Chartered Accountant. Significant charity, NGB and private sector board level experience. Represented Ireland at senior level in both outdoor and indoor.	8/8	Appointed Director at AGM May 2019
Keith Morrow	Finance Officer	Professional background as a Chartered Accountant. Working in technology sector focused on project management and governance. Former chair of Limerick HC.	7/8	Appointed Director in May 2016, reappointed under rotation of Directors in May 2021.
Eric Brady	Independent Director	Professional & Academic background in HR, finance, governance, psychology. Senior civil servant in Dept of Justice. Large public body and NGB board level experience. Competed internationally in Athletics, Olympic Handball and Archery. Engaged by the OFI to work with high performance athletes, coaches and managers across a range of summer and winter sports through four Olympic Games cycles (1988-2000). Universities Track & Field Manager for 5 years including at the XVIII Universiade in Japan in 1995.	8/8	Appointed Director in November 2016, reappointed under rotation of Directors in May 2021.
Sharon Hutchinson	Director	Professional background in pharmaceutical business, research & welfare. Member & Club Manager of Cork Harlequins.	8/8	Appointed Director at AGM May 2021
Aisling Keogh	Director	Professional background in Administration. Experience in management, communications, logistics and public relations. Former provincial, national and international FIH umpire. National Umpire Coach and Assessor.	8/8	Appointed Director August 2020, ratified at AGM November 2020.
William Pollock	Director	Professional background in business and portfolio management. Experience in the defence and aerospace industry, board governance, change and risk management.	8/8	Appointed Director August 2020, ratified at AGM November 2020.
Iain Kelly	Director	Professional background in banking and finance. Experience in corporate and relationship banking.	8/8	Appointed Director August 2020, ratified at AGM November 2020
Rosita Wolfe	Director	Professional background in sports marketing, the arts and communications. Significant charity and private sector board experience.	8/8	Appointed Director October 2020, ratified at AGM November 2020
Edward Simpson	Director	Professional background in strategic communications and marketing. Experience in raising capital for projects and funds. Sourcing projects for investors within a disposal or acquisition phase. Set up London Edwardians Hockey Club now in national league.	7/8	Appointed Director at AGM November 2020
Pamela Bastable	Company Secretary	Professional background in financial services and corporate secretarial. Experience in private sector board governance and compliance.	6/8	Appointed October 2020, reappointed May 2021.



Committees

There are two Board Committees, the Governance Committee and Finance, Risk and Audit Committee. These Committees assist the Executive in the management and governance of the organisation.

Committee Name	Role
Governance	The Governance Committee oversees Hockey Ireland's compliance with the Governance Code for Sporting Organisations
Finance, Risk and Audit	The Finance Committee support the preparation and monitoring of the company Budget and advise the Board on all financial matters including internal controls. The Committee also work with the CEO in the development and management of the Risk Register.
Coaching	The Coaching Committee supports the Coach Education Manager to develop strategies and concepts that strengthen Hockey Ireland's Coach Education Programme and help increase the quantity and quality of Coaches operating within the game
Competitions	The Competitions Committee supports the operation of the Hockey Ireland competitions programme
High Performance	The Committee supports the High-Performance Director to develop strategies and concepts that strengthen the High-Performance System.
Masters	The Masters Committee support the organisation and operation of Masters activities for the organisation, which primarily involves managing and supporting entries into international Masters competitions
Participation and Development	The Participation and Welfare Committee plays a supporting and advisory role to the Executive in relation to growing participation
Welfare	The Welfare Committee supports and advises the National Safeguarding Officer with regards to Safeguarding matters.
Communications	The Communications Committee support the Executive team in the development of strategies as to how best to communicate with our stakeholders.
HR and Remuneration	The HR Working Group supports the development of the HR function for Hockey Ireland. The Committee, in conjunction with the CEO, approves HR Policy, Strategy and organisational design of the company including the management of the appointment of key senior leadership roles. The Committee also determines and agrees with the Chairperson of the Board the remuneration of the CEO and, in consultation with the CEO, for other members of staff.



WELFARE

Garda Vetting:

There were 547 Garda Vetting Applications for 2021-22. All applications are processed through the National Vetting Bureau with all vetted members receiving an automated reminder eight weeks before their vetting is due to expire. Any new clubs that are affiliated with Hockey Ireland are added to the National Vetting Bureau database. All clubs must be aware that anyone stepping onto a training ground as a coach or volunteer working with underage players must be vetted.

Safeguarding:

SG1 workshops 15
SG2 workshops 3
SG3 workshops 2
383 Participants

Safeguarding is an essential part of Hockey Ireland and requires all coaches to be Safeguarded to the required level. In addition to the workshops and the attendance of 383 participants, 6 new Safeguarding Tutors have been trained up. This will give Hockey Ireland the opportunity to train up more coaches and volunteers into the future.

Hockey Ireland also highlights that each club is required to have a Club Designate of which the Safeguarding level 3 is a minimum requirement. *Up until now, U18s doing a coaching course were not required to complete Safeguarding 1. In consultation with the Coaching Committee, it has been recommended that all 16 and 17 year olds must do Safeguarding 1 in conjunction with their Coaching Course and will be required to complete both elements prior to receiving certification. This process will be introduced during 2022.*

Safeguarding Audit:

Sport Ireland introduced a Safeguarding Audit at the latter end of 2021, which all clubs affiliated to an NGB are required to complete. Hockey Ireland rolled out this audit province by province. All audits have not been completed by the clubs but results will be available in quarter 3 of this year. The audit required that clubs review their procedures and policies relating to Child Welfare and answer various questions through an online questionnaire. This will be submitted to Sport Ireland upon completion.



The welfare committee has worked well together this year with a particular focus on the updating of policies and documents and giving easier access for clubs and volunteers to these via the Hockey Ireland website.

Dwyne Hill is the National Child Officer for Hockey Ireland, Shirley Moore is the National Designated Person for Hockey Ireland in a voluntary capacity, and sits as Chair of this committee, with representatives from each of the provinces and the Board.

Anti Doping

With a lack of matches or national team competitions the work within the Anti-Doping unit has reduced somewhat versus the previous year. Educational workshops were delivered for senior and JAG players and staff.

Hockey Ireland was one of the first NGBs to produce a Strategy for Anti-doping education as part of the WADA guidelines in 2021.

Testing

Senior men out of competition tests 3

Senior women out of competition tests 8

Under 23s 3

Total 14 tests

All results came back with negative findings.

Hockey Ireland is mentioned in the Sport Ireland Anti-Doping Report 2021 as having missed 2 Out of Competition test due to inaccurate Whereabouts submitted to Sport Ireland. All International managers have been reminded of their responsibilities in this regard.



communications and commercial activities

Communications is a key pillar identified in the 2021 - 2024 Hockey Ireland Strategy, with objectives to engage proactively with stakeholders and build the Hockey Ireland brand. Communications is managed within the Hockey Ireland office by a two-person team, and is overseen by the Communications Committee.

Communications strategy

An annual strategy has been developed which is aligned with the Hockey Ireland four-year Strategic Plan.

Its objectives are:

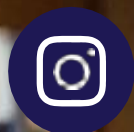
- Produce and publish communications consistently and proactively for all stakeholders.
- Create high-quality engaging content consistent with brand message, tone, and visual identity for use across all Hockey Ireland communications channels.
- Plan, execute and analyse strategic communications campaigns
- Develop positive relationships with Irish and international media.
- Create positive brand association for all members of the Irish hockey community through proactive high-quality communications. The Committee meets bi-monthly, and as required, provides support and analyses progress of outputs.



Hockey Ireland communicates with the hockey community and its followers on social media via Twitter, Facebook and Instagram. In 2021, the number of followers grew to



17.9K (+8.11%)
FACEBOOK FOLLOWERS



20.6K (+21.12%)
INSTAGRAM FOLLOWERS



28.6K (+10.68%)
TWITTER FOLLOWERS

Hockey Ireland's social media channels enjoyed a significant boost over the course of 2021. This was primarily driven by the shop window of the Olympic Games and October's World Cup qualifiers. This has been achieved in tandem with a greater adaptation and focus on approaching our social media in a more visual manner as befits the platforms. During the Olympic period, several tweets generated over 100,000 impressions on their own.

This greater visual approach was a central tenet in the promotion of the EY Hockey Leagues, producing a consistent suite of graphics and video stings to help elevate the competition following the return to play after COVID-19.

In terms of media engagement, an issue has arisen with many journalists previously invested in hockey exiting the trade over the last number of years. It means an adjustment in strategy with a greater emphasis and investment to create and generate content for internally for distribution to media outlets.





Commercial and Fundraising

Set against the backdrop of a global pandemic and the challenging financial outlook, it is quite remarkable to reflect on the continued progress made last year in our work to open Hockey to many more people. At a time when many have struggled to simply stand still, to be able to report on some tremendous achievements and continued progress in our sport is testament to the hard work, passion and dedication of all those involved in our sport.

Managing through these unprecedented times has been extremely challenging and the financial support measures the Government in the North and the Republic of Ireland put in place, have been welcomed. Both Governments are playing a greater role in the development and funding of sport on the island of Ireland and there is an ever-increasing focus on the importance of good governance and the targeting of those that may have difficulties participating due to their gender, ability, sexual orientation or indeed their social or economic status.

However, the onset of Covid-19 has outlined very clearly to us the importance of support and assistance from the Irish Government and the Northern Ireland Executive via Sport Ireland and Sport NI. Since the publication of the National Sports Policy 2018 – 2027, core funding to NGB's has grown from €10.8m in 2017 to €13.8m in 2021. In line with this trend, Sport Ireland's core investment in Hockey Ireland has grown.

In terms of Performance Funding, Hockey Ireland has benefitted greatly from the support of the Irish Government and Sport Ireland.

In 2021 Hockey Ireland received €730,000 in funding for High Performance Programme and we are pleased to report that in the last few weeks we have been notified of a significantly increased funding package for our sport where Hockey has received the 4th highest allocation for the Paris Cycle with €3.3m in funding provided between 2021 and 2024.

Sport	2021	2022	2023	2024	total
Hockey Ireland	€730,000	€856,667	€856,667	€856,666	€3,300,000

In addition, the Irish Government, via Sport Ireland, provided €350,000 in Resilience funding to Hockey Ireland in late 2021, which was distributed to 38 clubs to support them through the COVID-19 crisis.



The list of clubs in receipt of funding was as follows:

Club	BRANCH	Allocation
Abbeyfeix	Leinster	2020.00
Athenry	Munster	7045.00
Avoca	Leinster	14000.00
Botanic	Leinster	5000.00
Bray	Leinster	10640.00
Clontarf	Leinster	8166.00
Connacht	Connacht	9000.00
Glenanne	Leinster	9000.00
Cork Harlequins	Munster	9000.00
Dublin North	Leinster	9000.00
Ennis	Munster	7500.00
Enniscorthy	Leinster	12208.00
Galway	Connacht	8400.00
Genesis	Leinster	9000.00
Gorey	Leinster	9000.00
Kilkenny	Leinster	14459.93
Kinsale	Munster	2659.00
Kinvara	Connacht	11760.00



Leinster	Leinster	19600.00
Loreto	Leinster	16800.00
Malahide Fingal	Leinster	5000.00
Monkstown	Leinster	14000.00
Munster	Munster	9000.00
Naas	Leinster	6980.00
Navan	Leinster	9000.00
Our Ladys	Leinster	2500.00
Portlaoise	Leinster	8000.00
Railway	Leinster	14000.00
Raphoe	Leinster	9000.00
Rathgar	Leinster	9000.00
Renmore	Munster	4500.00
Skerries	Leinster	9000.00
Trinity	Leinster	9000.00
Three Rock Rovers	Leinster	15680.00
Tullamore	Leinster	8000.00
Weston	Leinster	9000.00
Wicklow	Leinster	4985.00
YMCA	Leinster	9000.00



The increased investment from Government has allowed Hockey Ireland to further develop and strengthen the sport in Ireland as well as continue to deliver its strategic objectives and support the organisation and its members during the Covid-19 pandemic.

To support clubs during Covid-19, the NI Executive via Sport NI provided funding of £23 million for the Sports Sector via its Sports Sustainability Fund. The communication and distribution of this funding was managed by Ulster Hockey but it is important to acknowledge that the Ulster Branch and Hockey Clubs in the province were in receipt of allocations totalling £151,399.

In terms of funding Sport NI provided £625,000 to Hockey Ireland in 2021 in order to support our High Performance Programme and our development programmes via their Sporting Winners and Sporting Clubs programme.

The Department of Community in Northern Ireland has developed a new 10-year strategy for Sport and Physical Activity in Northern Ireland. Hockey Ireland has inputted into its development and is hopeful, given an alignment of many of the objectives within the strategy to our own, that supports from Sport NI will increase in time.

In this regard, we also acknowledge the support and assistance of Minister Deirdre Hargey and the staff at the Department of Communities and Sport NI.

Sports Capital Programme

Hockey Ireland was delighted to receive almost **€870,000** of Sports Capital Grant Allocations for equipment-based projects in late 2021 with a further allocation of just over **€2** million allocated to 23 capital projects in 12 different counties in early 2022.

Among the projects, the allocation features provision for a first ever astroturf pitch in both Carlow at **Leo's** College and Laois at Dunamase College. Both received an allocation of **€300,000** while the long-awaited new pitch in Galway at Miller's Lane got a great boost with support of close to **€180,000** secured.

On behalf of all the Hockey community, Hockey Ireland would like to thank Catherine Martin, Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media and Jack Chambers, Minister of State for Sport and the Gaeltacht and their officials for their ongoing support during the year. Our appreciation also goes to Sport Ireland Chair, Kieran Mulvey, recently retired Chief Executive, John Treacy and all the staff at Sport Ireland for their ongoing assistance.



Commercial

The HI Commercial Department had an active 12 months as numerous contracts were renewed with some of our value partners, while new partnerships were also created.

Following the departure of Emma Porter, John Foley was appointed to the position of interim Commercial Director. During **John's** tenure we engaged with the firm Onside, a leading agency in the area of Sport Sponsorship and Market Intelligence, who undertook a valuation of our key programmes and developed a sales deck that could be utilised as a template for engaging with potential partners.

We have a lot of work to do in this area and in this regard we have recently engaged a consultant to assist and guide our strategy in this area. It is also expected that a Commercial Manager will be appointed in the coming weeks after which there will be a renewed focus on engaging with potential and existing partners to maintain and increase revenues for the organisation.

We remain grateful to SoftCo, Park Developments, EY, Adidas, Red Bull, Saba, AIB, Queen B, Opro, STATSport, Sports Phyllos Supplies, Avenir, Arachas, UCD, Optimum Nutrition and Fields for their support over the last year.



Finance, Risk and Audit



Financial Statements for the year ended 31 December 2021

This commentary should be read in conjunction with the above document.

Hockey Ireland (“HI”) returned a small surplus of **€13,767** in 2021. This was after an adjustment was made to defer **€259,250** in membership and affiliation fees to 2022 representing 8 months of the **seasons’** income from that source. The objective here is to align this income to expenditure which is incurred across the season. This is consistent with the Core Grant received from Sport Ireland, which is recognised evenly across the year and is the other main source of income which funds the domestic game.

Statement of Comprehensive Income (p. 8)

The main variances in grant income were that the Sport Ireland High Performance Grant income recorded increased by **€420,000** (2020: **€940,000** - 2019: **€520,000**) reflecting the higher level of activity in 2021, both the fact that the senior **women’s** team were at the Tokyo Olympics, and both them and the senior **men’s** teams had both European Championship finals and World Cup Qualifying tournaments and that this was in comparison to a much lower level of activity in 2020 due to the COVID-19 restrictions and the Olympics being delayed. Additional grants were received from Sport Ireland to assist in meeting the cost of the COVID-19 protocols during 2021 as well as to cover the costs of the additional activity. (see also note 5 on p.17 of the financial statements).

The Sport Northern Ireland grant is paid out against costs incurred and given the increased activity levels this resulted in an overall increase of **€128,771**.

Domestic competition income returned to its more typical level having been deferred from the 2019-20 season. International Team contributions showed an increase due to returning to normal JAG activity. Expenditure-wise – International Teams – **Training and Competitions increase in spend of €722,217 reflected the additional activity by all Irish international squads** outlined above. As per normal practice the costs did not exceed the income received for HP.

Women in Sport costs decreased as these programmes were unable to get going until the autumn but the related grant income unspent in 2021 is available in 2022 having been deferred. Dormant Account funded programme costs reflected increased funding as well as activity.

Administration expenses reflected two main increases in spend: -

- Professional and Legal fees reflected the engagement of a consultant to assist on developing the marketing side of the organisation, the majority of this cost was funded by Sport Ireland;
- The Personal Accident insurance was taken out in conjunction with the introduction of the Membership fees and only 4 months of the premium was reflected in 2021 as the balance was deferred to 2022 to align with the membership fee income.



Statement of Financial Position (p.9)

Stock represents international kit held and the decrease in stock level of **€27k** shows increased requirement by the various squads and a write-down for slow moving items.

Debtors (detail in note 11 on p. 20) – **Trade debtors increased by €27k based on the timing of receipt of sponsorship income (€37k) net of a write off due to in-kind sponsorship** not being fully utilised due to lower levels of activity in 2020-21. Other debtors showed an increase of **€177k** of which the largest item was **€80k** due from Sport Ireland, a refund on insurance due to lower activity by senior squads (**€35k**) and contributions due from JAG squad members of **€45k**, all of which were received post year end. The increase in Prepayments of **€112k** includes the **players'** insurance prepaid (similar to the membership fees) and subscription software prepaid for the international teams.

Creditors (detail in note 13 on p.21) –**Trade creditors increased due to the timing of payment of invoices. Deferred Income increased by €311k being mainly membership fees of €259k and net deferred Sport Ireland grants of €66k.**

Other Creditors at the end of 2020 included **€117,291** of a surplus of income over expenditure for the JAG age groups which had been collected prior to their programme being cut short by COVID-19. This income deferred to be utilised in 2021, which happened during the programme across the year in 2021.



Three Year Budget - 2022-24

Year ending 31-Dec-2022

	income	EXPENDITURE	NET	NOTES
Domestic competition	91,000	(112,095)	(21,095)	1
Coaching	53,285	(21,800)	31,485	2
Development	290,588	(321,143)	(30,555)	3
Administration	875,000	(854,835)	20,165	4
High Performance	2,422,506	(2,422,506)	0	5
	3,732,379	(3,732,379)	0	

Notes

Income - EYHL sponsorship, Gate receipts and entry fees.

Expenses - Running costs of EYHL and Irish club cups, including umpiring,

Income - Participant fees

Expenses - Costs to host courses

Income - Participants in non-Coach Education courses and summer camps

plus Women in Sport and Dormant Account funding for development programmes

Expenses - Running costs of Development programmes

Income - Affiliation and Membership fees plus Core Grant funding

Expenses - Non-HP salaries, office costs, professional fees, insurance (inc PA)

HP programmes funded by Sponsorship and grants from Sport Ireland and Sport NI.

Budget required to be submitted to Sport Ireland annually with drawdowns supported by reporting on actual income/expenditure.



Year ending 31-Dec-2023

	income	EXPENDITURE	NET
Domestic competition	91,000	(112,095)	(21,095)
Coaching	53,285	(26,800)	26,485
Development	290,588	(346,143)	(55,555)
Administration	1,025,000	(944,835)	80,165
High Performance	2,422,506	(2,422,506)	0
	3,882,379	(3,852,379)	30,000

Assumptions

Existing sponsorship maintained with additional €50k for different programmes.

Membership income increases by €100k with registered membership.

Admin and programme cost based increases of €120k

Government funding remains flat.

Surplus used to build reserves of the organisation in line with governance guidelines.

Budget required to be submitted to Sport Ireland annually with drawdowns supported by reporting on actual income/expenditure.



Year ending 31-Dec-2024

	income	EXPENDITURE	NET
Domestic competition	91,000	(112,095)	(21,095)
Coaching	53,285	(46,800)	6,485
Development	290,588	(376,143)	(85,555)
Administration	1,125,000	(944,835)	130,165
High Performance	2,422,506	(2,422,506)	0
	3,982,379	(3,952,379)	30,000

Assumptions

Existing sponsorship maintained with additional €50k for different programmes.

Membership income increases by €50k with registered membership.

Admin and programme cost based increases by €100k

Government funding remains flat.

Surplus used to build reserves of the organisation in line with governance guidelines.

Assumptions

Regional development officers, new appointments in Munster and Connacht, with Ulster and Fingal next on list.

Umpiring Development Programme

Participation Programmes, such as Hockey ID and Tricks4Sticks

Coach Education to look at hosting Level 3 and Level 4 courses and increase number of Level 1 and Level 2 courses to support developing clubs

Women in Sport initiative to look further at development of women in coaching and umpiring

Develop and run volunteer course specifically in the area of Technical Delegates and other match officials



A THANK YOU TO OUR PARTNERS & SPONSORS

