



Education Program



Report to: The English Ice Hockey Association, Annual General Meeting 2015

Author: Paul Hayes, Director for Coaching, Team England and Governance

1. Vote of Thanks

This is my second Annual report to you as EIHA Director with responsibility for the Coaching Programme, Team England Programme and EIHA Corporate Governance. I present this report to the Annual General Meeting to provide an overview of progress and achievements in the period 1st April 2014 to 31st May 2015.

I would like to record my personal thanks to all of the staff and volunteers directly and indirectly involved in the delivery of the various elements of the portfolio that I oversee and in particular pay the highest compliments to those people for their effort and assistance in the work that has been undertaken on behalf of the English Ice Hockey Association during this past season. Thank you.

In general terms it has been another season of progress and achievement and whilst I acknowledge that there is always more and better things we can do, our status and structure are such that the rate of progress is slower than most of us would like. That said, we have made a number of major achievements and I will describe these achievements in what follows.

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2. Education Programme

Last year you might recall that I highlighted a number of new initiatives that I was determined to see implemented and that I set-out my plan for delivering these new elements:

- Publication of the Coaching Development Plan
- Expansion of the adoption of (UKCC) coaching certificates
- Extension of the coaching courses programme
- Development of the “Friday Night” Level 1 coaching course
- Increase in the recruitment activity for new coaches

I am delighted to report to the AGM that, with the support of officers, volunteers and clubs, together we have successfully introduced these new elements and although they are not as advanced as I would have wished, we have made significant improvements and have some great work being done that is in progress. Please allow me to provide more information on each element.

2.1 Development Plan

Now having directions as to the way forward with the development plans instigation the program has taken on board the challenges set out before it. With the introduction of new structures, will bring new challenges below details of some of the education programs future plans and its current ones to comply with our development plan.

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2.2 UKCC Coaching Certificates

We have taken a big step forward within the program with the introduction of new programs, new courses trialed and the instigation of workshops for coaches continued professional development (CPD). We are still committed to our alignment with the UKCC structure and we are pleased with the progression at this stage.



2.3 Coaching Courses

This past year a number of courses at level 1 have been trialed by the program to assist those clubs who have specific needs and requests, obviously these to have their restrictions as we still rely heavily on volunteers within the sport. But I has been nice to see the commitment of professional players in striving to undertake there levels, which hopefully benefit our younger players.

We have, this year run 20 courses spread over the summer period. They include Head Coach's seminars, Level 1 Courses, Level 2 and Manager Courses.

Registering a total of 1418 officials (see below).

Course	2014	2015	Difference
Level 1	9	13	+4
Level 2	5	4	-1
HC Seminar	2	2	0
Manager	2	2	0
Student Coach	0	1	+1



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2.4 “Friday Night” Course

Last season we trialed running the Level 1 course on consecutive Friday Nights and this season we ran two courses in the Midlands. My thanks to Martyn Etheridge for supporting this initiative which I am delighted to report has produced more than 45 new level 1 Coaches. Of particular interest is the collaboration between Martyn and Sutton who together produced 12 new Young Leader’s who have all passed the Level 1 course and who now work alongside Skate UK Coaches delivering a modified Skate UK Learn to Skate programme.

2.5 Midweek Courses

Also we trailed two styles of midweek courses I Swindon & Cardiff. My thanks to Pete Winn for these both types three night midweek and 5 week Monday night were both successfully completed by the attendees. Who in the main were professional players undertaking there levels. Congratulations to them on their success in passing the courses.

Most important in these type of courses are they have to be centre based to enable them to be a success.

2.6 Recruitment

Registration Statistics: As at 31st May

Designation	2014	2015	Var
Coach	775	819	+44 (5.6%)
Manager	237	226	-11 (4.6%)
Off-ice Team Officials	229	149	-80 (34.9%)
Off-ice Game Officials	161	222	+61 (37.9%)
CPO	0	1	+1 (100%)
Medical Staff	0	1	+1 (100%)
Total:	1402	1418	+16 (1.12%)



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My thanks go to Liz Moralee for all the hard work this year undertaking the registration process of our section, officials & senior players. Her administration and support is critical to ensure our coaches, managers, off ice and on ice staff are compliant with their requirements to allow our members to play our game.

It has been noted the 4.6% drop in manager registrations the year and I would reiterate the importance the program puts on this role without these volunteers teams would not run as efficiently as most do, if I could ask your assistance in supporting this role within your clubs.

2.7 Other Matters

Cross-Ice Programme: was maintained and continued to provide a focus for the development of fundamental skills. I know there are some ongoing issues in respect of the Cross-Ice programme and how it is delivered but I believe that this programme will deliver the long-term benefits for the majority of our younger players and those new players entering the sport at under 10 years.

Head Coach Seminar: This year I hosted a coaching seminar specifically for club head coaches in the North and South and both events were reasonably well attended. Thanks to Martin Parfitt and Tony Hall for the organisation of the event and especially to our outside presenters Paul Russell Head of Sports Phycology, Steve Nightingale our EIHA Strength & Conditioning Lead, Mark Beggs the IHUK GB National Talent Development officer and Peter Russell GB Head coach for their inputs.

I would like to think that we can do much more together although I do not think we can expect busy coaches to spare the time?

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Discipline: This year there appears to have been a downward trend in this, which is good as it is important that all our officials follow the code of conduct they are signed up to on registration, let's hope the good work continues?

Neighbouring Association: I have held discussions with the Scottish Ice Hockey Association about working together to develop a cross-border relationship for our mutual benefit. Although the dialogue is in its infancy we have great opportunities for sharing many aspects of our respective programme. I intend to publish details on this exciting new development which should help reduce our costs while increasing our capability also. More news on this in due course.



Head-Check Initiative: I think one of the finest pieces of work to come from my section is the work undertaken by the EIHA Medical with the development and implementation of the EIHA 'Head Check' program.



I would like to thank Kate Cady, Katie Davies & Kirsty Hopgood for all of their effort in creating this process. It is vitally important that everyone adheres to the Head-Check process as this process has been devised for the protection of their athletes and to help ensure that these athletes achieve long and productive careers in our sport.

Advice is always available and details of all the requirements can be found on the website under the education program section.

<http://eiha.co.uk/eiha-education-program/medical/>

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2.8 Season 2015/16 & Beyond

As for the future, with the new development plan we will be required to review the current structure and we will be looking to create a supportive, experienced, highly skilled, educated and motivated group to ensure all efforts are made to reach our goals as set within the plan.

I will be looking for the education program staff to open dialog with the club head coaches and hope they, will be open to engaging in a consultation process to move our sport forward.

All the above will mean continued change, but it is hoped that the clubs and members will not be greatly affected by its implementation and will support the changes we will be making.

2.9 Priorities 2015/16

- Netminder Seminar (July 2015) Guest speaker David Rook NHL Nashville predators netminder coach
- Development & implementation of a National Netminder Program
- Re Implementation of the workshop program (Checking & Bench Management) being the first produce by Pete Winn
- Change to the Mentor Coach program
- New Instructor recruitment
- Introduction of the Player Skill Development Program in conjunction with the player passport



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3. Team England

The current Team England junior structure consists of U13, U14, U15, U16, U17 and U19. This was the first year where an England Team was established at all age groups up to U18 and thereby providing a pathway to the IHUK Great Britain team's programme.



It should go without saying that every year we have challenges to manage, especially within the current EIHA, IHUC & IIHF structures. Plans usually have to change at short notice, tournament availability is always difficult and limited and there is the usual perennial problem of limited ice availability. That said I believe we have delivered a reasonably successful programme and I would like to take this opportunity to commend the management teams for their respective achievements and also praise the parents and for the efforts they made to be part of this programme, especially with the late night training, the off-ice training requirements and the travel they have all had to undertake to be able to participate.

3.1 Season Highlights

- General Manager appointed
- U17 team established
- U19 win over auld enemy in the Dempster Cup at conference
- U15 win in Torino Mountain Cup
- Ice Sheffield secured for trials



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3.2 England U13

England U13's attended the Quebec Pee Wee tournament again with a number of tournament games and challenge games arranged for the players to participate in. There were mixed results with the team not making the final rounds of the tournament but positioning well this year. Counteracted by wins against teams in the higher groups in challenge matches.



3.3 England U14

This year the England U14's had only one tournament after being let down at the last minute. They attended Austria a very competitive tournament with the team losing out in the final in their group with a 5th place overhaul finish.

I would like to thank the staff for all their efforts this year and especially the Head Coach Geoff Keeley who due to commitments is taking a step back this year but staying within the program as resilience.

Also Donna Balmer the manager, who has decided to step down from the program, we all wish her the best for the future.

3.4 England U15

The England U15's had two tournaments the first in France where they lost in the final to the French National Champions at U15, Amiens and their second trip saw them travelling to Torino, Italy to compete in the 2015 Mountain Challenge winning the final 3-1



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3.5 England U16

The England U16's travelled to Tilburg, Holland where they achieved third place in the tournament. Congratulations to the staff who have been appointed to the position of head coach Rob Wilkinson, assistant coach Sean Easton and Manager Shirley Bliss who have been appointed to the GB U16 program.

And a big thank you to Andy Brown who has stepped down to work towards improving his club & region, he will be missed.

3.6 England U17

U17's were due to travel to Holland to play the Dutch national U17's but had the ice time take at the last minute and arrangements are being made for home and away games against Scotland.

For their first year, like all new initiatives, it takes time for them to establish themselves, but I have confidence in the staff to continue this process and take this team to the next level of development within our program.

3.7 England U19

U19's played in the pre-conference game for the Dempster Cup and completing a good clinical performance resulting in the return of the cup to EIHA hands. Congratulations to the players and coaching staff on this achievement.



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3.8 Season 2015/16 & Beyond

As I look to the future I believe it is essential for the succession of this programme that we review and evaluate the programme in its current form in order to ensure that it is fit-for-purpose and that it meets the criteria being established for the Great Britain team's programme.

With the re-introduction of the GB U16's programme by Ice Hockey UK we are presented with the perfect opportunity to review the Team England Programme and to establish new initiatives that could deliver more opportunities for players, coaches and managers that would undoubtedly add considerable strength to our programme going forward.

In addition the confirmation that we have secured ice at Ice Sheffield for the next 5 years adds additional weight and stability to the entire Team England programme ensuring that we can provide a robust plan of activity well in advance for the benefit of players and their parents as well as Coaches, Management and support staff.

3.9 Priorities 2015/16

- Re-engineered player selection process
- Establishing of a Head Coach of England
- Establishing 'A' teams within the age groups
- Staff recruitment to include assistant roles for succession planning

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4. Corporate Governance



This is my first report in relation to the Governance of the English Ice Hockey Association, as all large organisations the move to be governance compliant can be a slow and sometimes pain staking process as the requirements needed at times does not fit all.



But as an association it is important that we comply with the requirements that our government sporting & funding bodies require us to undertake. This past year has seen some notable progress in this area but still more is needed to be done by the association.

4.1 Progress to date



- EIHA signing up to the Sports Recreation Alliance Governance Principles
- Directors attendance at the course by the Institute of Directors course Board skills for Sport
- EIHA Development Plan
- Appointment of MDSC for development assistance
- Governance Section in forms & resources section of the website <http://eiha.co.uk/resources-and-forms/governance/>
- Policy documents

4.2 Immediate Actions

- Setting up of a Governance committee
- Review all Policies & Procedures
- Review all documentation
- Review board make up
- Increase in board numbers



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5. Aspirations and Expectations

- I would like all sections of the EIHA and our external stakeholders to work closer together. We have some talented people working incredibly hard and we need to find a way to exploit their dedication and commitment by providing a framework to support all of our programmes.
- I would like to call on Clubs to help us deliver the change that is desperately needed within the sport.
- I want to see substantial improvements in standards for Coaching and Playing.
- I want us all to take ownership of the Sport Development Plan and to begin to work smarter together.
- I want us all to be open too and accept feedback, when it's delivered in a constructive way.

So in closing I would once again like to thank all those who have supported me this year and hope that I can look forward to your continued support in the forthcoming season 2015-2016.

Paul Hayes

EIHA Board Member and Director of Coaching, England & Governance

June 2015

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