

7. AOB

How does the club intend to tackle worsening on pitch discipline / behavioural Issues?

The new [Club Behaviour Guidelines](#) provide a process for handling any discipline / behaviour issues which arise. If there are specific issues you're aware of please do report them to a suitable person. To quote from the guidelines:

'If you see/hear behaviour that doesn't meet your expectations, we encourage you to call it out. If you feel uncomfortable doing so, please speak to a suitable person.'

It is preferable that issues do not occur in the first place and therefore further work is needed to communicate and embed these guidelines across the club with the aim of preventing issues occurring and creating a supportive and nurturing environment in which everyone thrives; this is the environment we aim to create at the club. With this in mind, we will work with all Club Officers to spread this message which we hope in turn will embed a positive culture within the club. Getting more people involved will help spread this message.

How does the club intend to develop its coaching programme and ensure teams have coaches that can coach at an appropriate level respective of their league? Furthermore, ensure young players are developing appropriately?

As outlined in the [recommendations from season 2023/24](#), we will consider club budgets with the intention of sourcing and allocating additional funds to developing the club's coaching offer. Plus the creation of guideline documents to clarify club expectations from coaches, related to the team's playing level.

We are always looking for suitably qualified and experienced coaches to lead our 1s squads and will continue to do so. This is challenging and we know other clubs also struggle with this. We have previously advertised for coaches on the [England Hockey website](#) (this is how we gained contact with Jon Royce, who we remain in contact with), and plan to do this again over the summer.

How is the club going to better manage issues surrounding player selection?

As outlined in the [recommendations from season 2023/24](#), we will create guideline documents to clarify club expectations, to cover and provide information about:

- Selection
- Playing
- Forfeiting a match
- Coaching (dependant on the team standard)

We aim to prepare these over the summer so they are in place and ready for September.

What is the club's strategy / plan to make itself attractive to new players / retain its existing players?

The club has a [Development Strategy and Action Plan](#) which outlines the club's current status and actions for developing with the aim of progressing and growing the club. We regularly review and update this document and aim to do so again over the summer.

We do as much as we can on social media to promote and advertise the club but we are limited as we do not currently have a person leading on the club's communications and there are just a handful of people doing it on the side of other roles. We really do need someone to take the lead with this and so are looking for volunteers to help.

Word of mouth is a really good way of attracting new and retaining players, we're often contacted by prospective members saying they are looking for a social club and that's why they have approached us. We want to ensure this remains and we encourage all members to get involved socially; we believe this is the foundations of what makes PHC such a brilliant club to be part of.

27th April 2024



How is the club going to better advertise its roles / responsibilities / elected contacts?

Ideas very much welcomed. We do as much as we can but it's challenging getting the message out and more people involved. For those attending the AGM or reading these minutes it might feel like we're preaching to the converted, so our ask of you is to spread the word. We're always looking for ways to inform our club members and we encourage more participation with the running of the club. Please do get involved. We'll continue to ask ourselves how we can be more visible to the Club's members and will ask this at every management committee meeting. It is aimed that these meetings are held at least every other month throughout the main season (September – April). Please feel welcome to approach any club volunteer to ask what they do and how you might get involved.

Comment from Sarah Badley, the Club's Welfare Officer

A reminder that when a head injury occurs it's vital that this is reported to Sarah straight away. There's a [new incident report form](#) on the club's website, this should be filled in for all injuries and emailed to welfare@poolehockeyclub.co.uk. As a general rule of thumb, if an injury requires the use of any first aid supplies or affects any part of the head (shoulders upwards) a report form must be filled in and submitted. This is important for the individual's safety and welfare but also enables first aid kits to be restocked for the next injury.

Meeting closed by Ruth Wharton and meeting closed at 15:41.