



Appendix 4 – Impact to the sport and future membership:

How your membership fees contribute to the running of Hoci Cymru Activities.

12% - Performance Pathway Administration and Performance Systems

- **County Pathway Support:** The development and promotion of young Welsh talent through structured county-level programs and support systems would be hindered. **So what?** The performance pathway is crucial in attracting players to hockey by offering a tangible opportunity to play quality hockey up to international level and represent Wales. Without this pathway, clubs will lose players motivated by this aspiration, and who may instead choose other sports like football or rugby.
- **Support for Senior, Dreigiau (U21/23 Sub Senior), and National Age Grade (NAGS-U18s) Teams:** Administrative and operational assistance for senior teams, the Dreigiau program, and NAGS squads would be unavailable, impacting their success and progression.
- Without administrative and operational support there would be no-one to manage basic logistics like travel, scheduling, and equipment for the Senior teams, the Dreigiau program and NAG squads. Training plans, competition preparation, and athlete welfare would suffer, leading to disorganisation, missed opportunities, and a drop in performance. This would seriously impact results and hinder athletes' careers. Since only international hockey gets mass media coverage, cutting support here would cripple efforts to grow interest in the sport and attract new fans.
 - The NGB is currently operating at minimal levels; any further staffing or program reductions will prevent us from growing the game among young people, jeopardizing future outcomes in the next School Sport Survey. This will trigger a negative spiral, with yearly funding losses leading to the collapse of the performance pathway, and the dissolution of Team Wales. We will lose representation in the Commonwealth Games, and Welsh hockey will be absorbed into England Hockey, reducing our identity to that of an English county. The loss of aspirations, role models, and participation will severely impact the future of hockey in Wales.

12% - Equality, Diversity & Inclusion Initiative

- **Club Support for Community Outreach and Inclusion Events:** The Hoci Cymru team are successfully delivering a range of programmes that are aimed at getting people to play hockey in communities where hockey is not traditionally played. Widening participation and achieving better inclusivity is vital for safeguarding and improving national funding streams. The reduction in membership funding would result in a cut in staff. This would inevitably see an end to programme delivery that seeks to give people a positive experience of hockey. Without this support, we cannot help broaden your player base, which is particularly important at a time when young people and adults

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face a wide range of leisure activities to choose from and the competing demands of a busy life.

- **No Grant Support and Pitch Collaboration:** Working with the FAW and WRU on the pitch collaboration group ensures that we have a voice and have contributed over £4.5 million in pitch developments in the last 10 years. Some of these include Sue Noake LC (£300K), Hawthorn HS (£150k), Pwllheli Sports Club (£177k) and St John Lloyd CS (£101K). This allows us to strategically place hockey pitches across Wales. Without Hoci Cymru in these discussions, there would be significantly less hockey pitches in Wales, with a real risk of this becoming zero as football and rugby will lead the conversation and business models tend to favour non-hockey surfaces. Additionally, the support we offer clubs for the Be Active Wales Fund ensures that clubs are not accessing their own funds and that financial resources are available for equipment, pitch improvement and people development workshops. Our team also works closely with Sport Wales once applications are submitted to represent your interests and ensure that the funders have a clear understanding of the needs of our sport and clubs. This would not be possible with the cut in funding. leaving funding decisions to non-hockey people and those promoting other sports and so a higher likelihood of rejection.

22% - Governance and Financial Oversight

- **Limited Governance and Financial Oversight:** Governance policies and financial oversight are mandatory conditions for central funding and essential to ensure that hockey is safe, meets the standards required by Sport Wales, and unlocks other vital funding. From a club and member perspective, this means adhering to strict guidelines on safeguarding, equity, and financial control. For us as an NGB, it is an onerous but necessary task to maintain these standards, which involves constant implementation of, monitoring, reporting, and updating of policies. Without sufficient resources, our ability to meet these governance requirements would be compromised, putting the entire sport at risk of losing credibility, safety standards, and crucial funding from Sport Wales. Reductions in central support would lead to increased burdens on clubs and members, who would have to take on more responsibility for compliance, and it could result in fewer opportunities and resources for everyone involved in Welsh hockey. For clubs, this governance oversight means that you have appropriate and high-quality policies, advice, and support to fall back on making you less vulnerable and your members safeguarded.

24% - Insurance & Affiliations

- **Comprehensive Insurance Coverage:** If members and clubs failed to sign up for membership then injuries sustained during competitions and events organised by Hoci Cymru, as well as those not directly organised by us, including leagues, events, and sessions, would lack insurance coverage, jeopardising player safety and well-being. Our insurance also provides essential protection for our invaluable coaches, umpires and



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other volunteers who may find themselves exposed to litigation. Without Hoci Cymru insurance cover individuals and clubs would need to arrange their own which will prove complex and expensive especially for those clubs, players, umpires and officials representing their clubs and country in Europe.

- **Member Discounts and Support:** Clubs would lose access to over six top-quality partners that provide heavily discounted equipment, kit, and supplements. We are constantly working to secure more partnerships and offerings for our members, but without the increased fee, we will not have the ability to activate these partnerships and provide these valuable discounts and support to clubs, players, and teams, diminishing the overall member experience.
- **No Development Workshops and Staffing:** Without adequate resources, we would not be able to offer numerous training and development courses including the Hockey Leaders Awards for future young coaches and umpires. Additionally, we will lack the staff capability to support the creation of new workshops that are specific to Welsh needs in collaboration with GB Hockey. This will severely limit growth, education, and the development of future leaders within the sport. This is particularly important with school workforce development as the curriculum of Wales demands a completely different approach to England. School resources developed by GB or England Hockey would not be appropriate for Welsh schools and schools will choose NOT to offer hockey, further decreasing the number of young people accessing our sport and impacting significantly on future School Sport Survey outcomes.

30% - Competitions and Events

- **Extensive Competition Hosting:** Hoci Cymru's ability to organise and manage over twenty-seven competitions and events across schools and clubs would be severely restricted, limiting opportunities for widespread participation. Our work with the leagues in England and Wales—including scheduling fixtures, providing guidance on regulations, and offering administrative support—is essential for ensuring these competitions run smoothly, this includes coordinating with venues, managing disciplinary matters, and resolving disputes. Without this support, leagues would face severe challenges, delays, cancellations, and a lack of consistency in enforcing rules.
- Our relationship with the Welsh Hockey Umpires Association (WHUA) is particularly vital. We collaborate closely with them to recruit, train, and mentor new umpires, ensuring that the quality of officiating remains high, and misconduct is properly reported. Without sufficient umpires, games simply could not take place, and the overall integrity of competitions would be at risk.
- **Facility Hire, Medals, and Staffing:** As costs rise, budgeting for the hire of facilities, purchase of medals, and provision of staffing at events will be constrained, leading to poorly organised and less memorable events for participants. This will be a contributing factor to members moving to another sport, particularly for young people.
- **No Development Activities:** Delivery of a range of engagement events and festivals to introduce hockey and enable young people to experience running around with a 'stick in

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hand' would not be possible. These events raise the profile of hockey across the country, target work to increase the number of people taking up club hockey and help attract sponsorship. The benefits of sponsorship can either be passed on to our members or used to offset operational costs and improve efficiencies. Additionally, collaborating with Local Authorities, schools, and national partners like Street Games, Brownies, and Cubs to engage new audiences in hockey and signpost them into clubs would be restricted, limiting opportunities to grow our membership. Our team dedicate a significant amount of time advocating for hockey in every region of Wales, which has directly resulted in the development of hockey, without this, there will be less and less opportunities to expose new people to the sport and numbers transitioning into clubs will fall.

Without your affiliation payment, the essential support, development, and opportunities that drive Welsh hockey forward would be significantly diminished, affecting every level of participation and growth within the sport.

Without the increased fee we are proposing, this scenario would certainly become a reality, threatening the future of hockey in Wales.