

England Handball Management Team Report May 2018

Delivery Partnerships

- The schools competition has been one of the main focuses for the partnerships team over the last couple of months.
- There have also been ongoing meetings with clubs and other local/regional partners.
- The club participation survey was completed, although the response level was slightly disappointing compared to the previous one last November.
- The whole team took part in the various club conference calls which took place during March to be able to listen in to the key topics and identify themes that might need to be addressed in more direct 1-2-1 meetings with clubs.
- Beneficial meeting held with representatives from NEM Hawks to better understand some of their thoughts and concerns.
- Training with Premier Sport tutors was delivered, but with a disappointing turn out. Only four tutors booked onto the course and there have been some issues with communications in order for them to complete the shadowing part of their training. The quality of the tutors has been questioned, so we are re-evaluating the project.

North West and Yorkshire Region:

- Facilitated club support at a number of L3 school games events during the period.
- Deva and Liverpool HCs proactive clubs projects have started; both clubs have also been working on the remaining documents to enable them to meet the full criteria.
- Andy has also been leading on the development of two new school resources which are in the final stages of design and should be signed off next month.
- Number of potential venues for handball visited in the North West to support EHA competitions but also club activities.
- Lancaster University has some potential for developing a new relationship and some handball activity.

Midlands Region:

- Supported the delivery of the first Midlands AoC Sport college Handball festival, with 6 teams competing.
- Primary festivals have been arranged with Nottinghamshire and Staffordshire CSPs.
- A further round of individual club meetings has been undertaken to establish plans for next season and what support is required.
- A new relationship developed with Derby Arena, which is now being used for regional schools competitions, National Cup finals and some GB activity.

SE Region:

- Supported the delivery of L3 school games competitions in Berkshire and Hampshire.

- Berkshire competition completed a successful partnership project between the University of Reading, Reading HC and the EHA.
- London regional finals were delivered in partnership with London Youth Games at The Copper Box.
- Also supported a primary school festival in Hampshire, providing over 250 children with the opportunity to discover Handball.

SW Region:

- Poole and Stroud have now completed their Pro Active Club funded projects and will be the first clubs to achieve the full Pro Active Club status. Clubs to be presented them with a certificate and banner and explain the affiliation discount they will receive as a result of their achievement.
- Bideford Blacks and Somerset Spartans have used their Club recognition award on the L2 course and CPD session.
- An informal college competition is being planned for the summer term in partnership with AoC Sport in the region.
- Details for the SW regional schools finals in Paignton are being finalised.

Key Issues

- No major issues during the period.

Coaching & Workforce

- New style Club L2 course that took place in mid-March went well with a lot of learnings taken from the tutors and the participants. We will be looking at how to deliver similar style courses in the future, possibly linked to regional academy or larger club sessions.
- Closed L2 course in Kent is still running due to previous weather related issues but should be completed shortly.
- Closed L2 through London Sport not been scheduled yet due to venue issues but, again, this should be sorted in the near future.
- In resources and documentation for KS4 and handball basics courses have now been signed off for design.
- New videos are being put together for the Activator and Advanced Teaching Course which will then be inserted into the online training resources.
- Premier tutor training was delivered at the beginning of April with mixed results due to the lower than anticipated level of qualification and experience of the tutors that attended. Working with Partnerships team to see how this project could be redeveloped.
- In light of recent interactions with members of the delivery workforce, it is evident that a new Workforce Contract is urgently required. Discussions have been had with other NGBs regarding this issue and example copies of documents received. These have been sent to new board member for review and suggested updates in order to gain final approval.
- Lots of time has been spent on dealing with Club Recognition Award queries at the end of the last financial year. Looking at whether the remaining unspent funding can be used to support the delivery of subsidised referee/table officials training courses for clubs.



- Signed a deal with Teruse Learning for a new Elearning platform. This will enable us to put all of our courses online and significantly reduce future costs of printing and distributing materials to course participants. In addition it will allow us to shorten the on course hours thus further reducing the costs of the course and, therefore, making them even more accessible to learners. The first four courses are currently being developed in the platform.
- The Elearning platform will also be used to develop and deliver CPD sessions, including table officiating as well as guidance for things such as the completion of International Transfer documentation to support clubs.
- Attended a Coach Licencing and Accreditation meeting held by UK Coaching which was useful to be able to see what Governing Bodies are doing in this area.
- EHF Young Coach programme was sent out to clubs with four applications received. One candidate selected and put forward to the EHF – currently awaiting outcome of nomination.
- Website content is continuing to come together as we develop more material for coaches and leaders.
- Updated L2 Learning Programme is also be finalised in consultation with tutors.

Below are the running course totals:

	Target from April 2017	Total courses
Introduction to Teaching Handball	40	45
Handball Leaders Award	8	5
QTS	4	2
Girls 4 Gold	2	0
Open Activator	4	0
Closed Activator	10	2
Referee	5	5
Open L1	2	6
Closed L1	10	9
L2	3	3
CPD	3	5
Street Games Activator	30	38

Key Issues

- Varying range of engagement from across the workforce with some struggling to follow processes for undertaking delivery.
- Still waiting for 1st4sports suggestions on L2, this has been chased again.
- Late course requests and cancellations still a challenge.
- Limited workforce availability makes the allocation of courses to tutors difficult at times.
- Looking to gather more information from key stakeholders regarding referee courses and the direction we want to take with training officials.

Marketing & Communications

- As part of the ongoing development of the website, a number of future updates have been agreed. These include;
 - Adding of gender and league to any confirmation emails that are sent to clubs,
 - Sending of a confirmation email to the home team and league/cup managers whenever a fixture or result is added or updated in the secure area,
 - Enabling the ability to export fixtures within a date range to allow for the easy updating of the referee spread sheet;
 - Adding a new admin menu called 'All Fixtures' which will list all the fixtures past and present including adding a date range;
 - Adding a teams filter to go alongside the home team and away team filters for fixtures and results; and
 - Adding the ability to archive old results and score sheets – as per further recent discussions with clubs.
- Finalised discussions with BBC regarding the live streaming of the National Cup Finals – contract signed and announcement published.
- Technical meeting held with BBC, Leeds Beckett and Derby Arena to discuss requirements and content for the Finals including the provision of encoder kit from the BBC to allow for the necessary quality of the live stream signal.
- Ticket prices have been agreed for the Cup Finals and social media campaign undertaken to promote early bird sales.
- Attended all four online club meetings to discuss communication challenges and also outline the impact of GDPR.
- A video company (Toolebox films) has been appointed to provide new material to promote Try Handball.
- Produced and published a range of articles as part of International Womens' Day, including social media on female coaches and web-pieces on Reading Lionesses.
- There have been continuing problems with the EHA Shop which had been down for over six weeks. The software has been updated and the site tested prior to it being put back online for a soft relaunch but issues still remain with admin section access.
- Continued dialogue with clubs regarding publicity opportunities, resulting in articles being written for Cambridge and NEM Hawks for local media.
- A total of 30 articles have been published on the website during the period.

Key Issues

- In contact with Sport England regarding support for the GDPR audit.
- Need to find a solution to the current problems with the EHA Shop.

Competitions & Events

- Main focus has been on dealing with the end of season events including promotion/relegation matches, U19 & U16 play-offs and the national finals.
- Issue with double booking of U19 play-off event at Stoke Mandeville required a last minute change of venue to Play Football Centre in Birmingham. Managed to stick to the same date and schedule to enable teams to qualify for the national finals in Derby.



- All end of season trophies and medals have been sourced and engraved ready for presentation at the main finals events. A date schedule has been circulated to identify staff and directors that could be on hand to make the presentations and therefore, share the workload.
- Both sections (Plate and Cup) of the University Championships competition have now been completed with successful finals held in Medway. Following feedback received from competing university teams, a review of the format for the 2018/19 competition will be undertaken to ensure that it provides the best possible structure and possible number of matches.
- Completed a review of promotion and relegation criteria for 2018/19 seasons and confirmation of probable places for teams wishing to take part in the play-offs.
- The 2018/19 calendar has been drafted and is in the process of being reviewed by other departments. The aim will be to issue this, together with fixtures for the Premier/National Leagues as soon as possible after the completion of this season. This will allow clubs to make early bookings of venues for matches.
- Following a couple of issues that have taken place recently it is clear that more structured rules and regulations are required for future seasons. A number of teams have simply failed to read the rules and are then complaining when they have been sanctioned as a result of non-compliance. Consideration is being given to holding a pre-season Webex meeting with clubs to run through the main rules and ensure that people are aware of their requirements.
- The U16 National play offs were completed despite having to cancel the original event that was to have been held in Cardiff due to the weather. Managed to secure space at Derby Arena to still deliver the same size event and all teams participated allowing the winners to progress to the National Finals.
- Four online club meetings were completed based on leagues rather than regions. This enabled teams from across the country to discuss things that affected their respective competitions and provided some useful feedback and interaction. The plan is to hold face-to-face regional meetings in Nov and the online, league-based format in March of each year.
- A review of Coventry HC's current status against the FfP criteria has been carried out jointly with the Partnerships Team. The club is still not compliant and does not appear to be making any improvements. This could affect their ability to be part of the Premier League in 2018/19.

Key Issues

- Further discussions are required with the Referees Association to understand and agree the structure of the relationship with the EHA. Need to find a way to ensure that the RA can focus on things like referee allocation through better management of fixture updating, whilst the EHA can provide more detailed support on referee development. This also needs to take in to account the fact that the RA is run by volunteers which can sometimes have an impact on response times for dealing with issues. A meeting is planned to take place at the National Finals in Derby.

Performance/AASE

- Work has been undertaken to progress and confirm selections for the Futures Programme. Information has been distributed to players and preparations are now in hands with regards to the next stages of the programme.



- Final details are being prepared for distribution to coaches, managers and players for the other end of season events including Paris World Games, Generation Cup & RA Camps (Local & Central).
- The AASE Camp, which took place in March, also included the GB U18 Trials/Training. This offered a good link between the two programmes, enabling coaches to assess a wider range of current and future players as benefitting from sharing of facility space.
- AASE athlete monitoring & assessments have continued to be uploaded on to OneFile. This has required ongoing dialogue with the Tutor Assessors to ensure the timely inputting of data.
- No major issues have been identified following the recent AASE audit at Dudley College with all relevant policies & procedures having been updated. There are a number of outstanding reviews for learners which are being chased to ensure and withheld funding is released as soon as possible.
- Discussions have been held with both Aston Villa and Bournemouth football clubs who are interested in goal keeper crossover opportunities. This could include the organizing of informal CPD for coaches from both sports and opportunities for players to have exposure to a different performance context through attending regional academy sessions.
- Completed the collection of data from across the regional academies covering fitness testing, contact hours, attendance and CPD sessions for coaches to provide feedback on our talent programme to Sport England.
- Production of a resource to outline our performance pathway and programme to existing and future athletes is now in design stage and will be used as part of the recruitment for next season.
- Preparation is now getting underway for the recruitment of athletes on to the new Diploma in Sporting Excellence programme that will commence in Sept 2018. Numbers have been agreed for new starts and the format of engagement with Loughborough College, who will become our only education partner when the current second years complete their programme, has been agreed.
- Provided input and feedback on the content of the new DiSE qualification specification to support discussions with awarding organisations and government departments.
- Protocol agreed with Regional Academy staff regarding the payment for coaches covering sessions of absent colleagues.

Key Issues

- Interviews were held to recruit a new coach in to the SE Regional Academy, however the response was not particularly strong and we are now reviewing the options to see if an assistant coach can be recruited to work alongside the remaining manager and coach.
- Severe weather caused a drop in attendance at the last AASE camp to 80% and supporting learners with reviews has been a bigger challenge than normal to this issue.



CEO/Office & Finance

- Agreed a year long programme to work with an organisation called ACROBAT to look at ways to access non-commercial funding following the ending of the partnership with ISC. It is hoped that these sources of investment will be more accessible due to the fact they require less commercial return which is where ISC struggled to generate interest.
- Delivered the four pieces of information related to the financial sustainability plan required by Sport England as part of our award agreement. This included; income stream analysis, back office costs profile/analysis, business efficiency options and scenario plans for dealing with changes in funding. We have received confirmation from SE that they are happy with the information provided and now await the next stage of the process to produce a sustainability plan.
- Also completed the first year's report to SE outlining our achievement against targets and some of the key pieces of work undertaken.
- Continuing the preparations for the year end accounts audit, dealing with debtor analysis, March management accounts, asset analysis and queries related to the allocation of any remaining payments/income. Have tentatively agreed that the remaining club recognition funding can be rolled over into this financial year to be used towards the delivery of heavily subsidised referee courses for clubs.
- Office team continuing discussions with Azolve regarding upgrades to the membership and registration system alongside the Competitions & Events team. Slight concern at the delay in getting a look at a test site but this appears to be due to the impact of GDPR work that needs to be carried out on our existing site. This should be resolved in time for it to be tested by a couple of clubs in early June ahead of a presentation to a wider audience at the club conference.
- Meet held with representatives of Inclusive Boards who have been tasked by Sport England to work with NGBs regarding the further development of the Diversity Action Plan that was submitted back in Oct 2017. Initial feedback indicates that we have pitched this at the right level. We will be provided with more detailed feedback and guidance on the next steps once they have completed their review of plans from other NGBs.
- Inductions carried out for the four new directors to provide them with the required information and updating on current position in preparation for their attendance at their first board meeting in May.
- Attended the full Employment Tribunal hearing at the end of April, the culmination of a year long process. Judges ruled in our favour and board will be taken through the key details at the next meeting.

Key Issues

- No major issues in the period.