

Framework Agreement: Briefing for Great Britain and Home Nation staff, athletes and volunteers

Update April 2017



PURPOSE

To provide **consistent information** to staff, athletes and key volunteers from Great Britain, England, Scotland and Wales on the Great Britain Framework Agreement

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CONTENTS

- History of GB Hockey pre 2006
- What is the 'GB Framework'?
- What is GB Hockey Ltd and what is its role?
- What is GB Hockey's vision and key priorities?
- What are the key details in the GB Framework that you should know about?
- How can you find out more?

GB HOCKEY – PRE 2006

- Hockey has been represented by a GB team at the Olympic Games since 1948 for the men and 1988 for the women under the direction of the IOC. Before 1948 they played as Home Nations (HN's)
- Record :
 - 1948 Silver – men – London
 - 1952 Bronze – men – Helsinki
 - 1984 Bronze – men – Los Angeles
 - 1988 Gold – men – Seoul
 - 1992 Bronze – women – Barcelona
 - 2012 Bronze – women – London
 - 2016 Gold – women – Rio
- Declining performances between 1996 and 2004 resulted in GB women not qualifying and the men finishing 9th (Athens, 2004). This acted as a catalyst for change and the “GB Framework” was designed and agreed

GB HOCKEY – PRE 2006

Key issues relating to lack of success between 1992 and the framework agreement being signed:

- The GB Performance Director (PD) was appointed by the GB Board in the middle of the 4 year Olympic cycle
- The appointments of the GB Head Coaches were made by the GB Board mid way through the Olympic cycle and often as close as 12 to 18 months before the Olympics
- Athlete selection only took place once qualification had been achieved by the nominated country, which was often less than a year before the Olympics Games
- Lack of clear understanding of roles and responsibilities in relation to GB

WHAT IS THE GB FRAMEWORK?

- ' It is a binding Performance and Business agreement between the hockey governing bodies of England, Scotland, Wales and GB Hockey. (Whilst players from Northern Ireland are eligible to play for GB, the hockey organisation in Ulster is affiliated to the Irish Hockey National Governing Body so is not part of this agreement)
- It was signed by all parties on 9 May 2006
- Its purpose is to ensure there is an agreed operating structure that gives Great Britain hockey teams **Primacy** to provide the athletes with best possible chance of success at the Olympic Games
- The Olympic Games is the most important international event that GB participates in. GB also participates in World League and the Champions Trophy, in the 2 year cycle that proceeds the Olympics. This will change from 2019 and GB will participate in the new FIH Home and Away League
- All other international events are open to the HNs; England, Scotland & Wales

WHAT IS GB HOCKEY LTD AND WHAT IS ITS ROLE?

- GB Hockey Ltd is a company limited by guarantee owned equally by the three Home Nation bodies
- It is responsible for maximising the preparation, selection and performance of both men's and women's GB Hockey squads
- It is responsible for GB identified athletes (talent) and officials and their participation in any event or development activity related to GB

WHAT IS GB HOCKEY LTD AND WHAT IS ITS ROLE?

- In order to fulfil its responsibilities, every four years GB Hockey appoints a “Nominated Country” (NC) from the three HNs who it delegates complete responsibility to lead both business and performance activity of GB Hockey and ensure GB Primacy
- The “Non Nominated Countries” (NNCs) have committed to assist the NC in the performance of its obligations and ensure GB Primacy
- GB Hockey Ltd has a Board of Directors who meet at least three times a year

WHAT IS GB HOCKEY LTD AND WHAT IS ITS ROLE?

- GB Hockey Board is constituted of:
 - A representative from each of the three member Associations; England, Scotland and Wales
 - An independent President who cannot be a member of any of the three home nation Boards appointed by the members
 - Two Independent Members appointed by the Board following an open and transparent application process
- The Board also has non voting attendees including the GB Chief Operating Officer, GB Performance Director and a representative from UK Sport

WHAT IS THE ROLE OF THE GB HOCKEY BOARD?

Three key responsibilities:

- Toward the end of an Olympic cycle, calling for applications for NC status and reviewing and appointing the NC for the following Olympic cycle
- Annually, undertaking a formal review of the performance of each Home Nation but particularly the NC and their delivery of the GB Performance Plan
- Fulfilling GBHL statutory obligations

WHAT IS GB HOCKEY'S VISION?

“ Securing sustainable Olympic Games podium success ”

WHAT ARE GB HOCKEY'S PRIORITIES?

- Monitoring / checking and challenging the NC and NNCs on the delivery of their performance plans.
 - Ensuring they are delivering against the Framework Agreement
 - Ensuring the performance plans are integrated in the GB performance plan
- Ensuring there are effective talent development and coach development plans for and across GB
- Effective communication
 - Advocating GB primacy through the Home Nation representative on the GB Board
 - Developing an effective route to hear the athlete voice
 - Facilitate effective relationships across GB
- Identify, monitor and manage key risks in relation to GB achieving its vision

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

The Nominated Country

- The NC is appointed every four years immediately after the Olympic Games – the NC up to Tokyo 2020 is England.
- Any of the three countries can apply to be the NC and they are judged against agreed criteria that include:
 - Assessment of world rankings and recent progress
 - Organisational capability
 - Financial strength
- The NC is responsible for producing a performance plan and the business operation of GB including funding, PR & Marketing etc

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

The Non Nominated Countries:

- Produce a performance plan
- Support the NC to ensure GB Primacy, ensuring that NNC athletes have the best opportunity to participate at the highest level – the Olympic Games

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

Great Britain staff

- The NC Chief Executive automatically takes the additional responsibility of GB Chief Operating Officer
- The NC Performance Director automatically takes on the additional responsibility of being GB Performance Director
- The NC Head Coaches automatically become the GB Head Coaches
- It is the responsibility of the NC to appoint all other staff required to support GB

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

Great Britain staff

➤ The London 2012 Olympic Cycle review identified a need to improve talent development and elite coach development across Great Britain. As a result, in 2013 three GB specific staff were appointed:

- GB Head of Talent Development
- GB Head of Coach Development
- GB Performance Coach Developer

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

Selection of Great Britain athletes

- The GB Head Coaches have unambiguous accountability for the selection of GB athletes
- GB Head Coaches view NC and NNC athletes in competition and meet with NNC Head Coaches
- GB training is held in every year of the Olympic cycle and players can be invited to assessment to join the GB squad at any time
- The GB Performance Director meets with the NNC Performance Directors at least every 6 months

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

Funding

- UK Sport fund the NC to prepare GB squads for the Olympic Games (and other competitions that GB participate in)
- UK Sport also fund England directly to participate in competitions to World Cup level
- Scotland and Wales may compete to World Cup level but are separately funded by their home country Sports Councils

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

Qualification for the Olympic Games

- There are two ways to qualify for the Olympic Games
 - The nominated country winning the EuroNations tournament that takes place in the year preceding the Olympic Games
 - An Olympic qualifying tournament

GB FRAMEWORK – WHAT DO YOU NEED TO KNOW?

Success...

- Since the GB Framework Agreement was signed, GB has made steady progress in performances on the international stage. In 2012, the men finished 4th at the London Olympics and the women took the Bronze medal. In 2016 the women created history by becoming Olympic Champions at the Rio games.

WHERE CAN YOU FIND OUT MORE?

If you want to find out any further information on the GB Framework email the GB Chief Operating Officer:

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