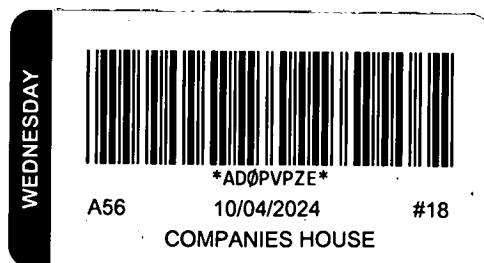


Registered number: 04623333

**ENGLAND HOCKEY**  
(A Company Limited by Guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**



---

**ENGLAND HOCKEY**  
(A Company Limited by Guarantee)

---

**COMPANY INFORMATION**

---

<b>Directors</b>	Angela Durnin Anne-Marie Garner (appointed 1 March 2023) Damian Smith (appointed 1 October 2023) Edward Barney Kuldeep Kaur Mark Darbon (appointed 1 January 2023) Nick Pink Richard Beer Royston Hoggarth Shelagh Everett Simon Mantell
<b>Company secretary</b>	Kuldeep Kaur
<b>Registered number</b>	04623333
<b>Registered office</b>	Bisham Abbey Bisham Marlow Buckinghamshire SL7 1RR
<b>Independent auditors</b>	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**CONTENTS**

---

	Page
<b>Strategic Report</b>	<b>1 - 6</b>
<b>Directors' Report</b>	<b>7 - 8</b>
<b>Independent Auditors' Report</b>	<b>9 - 12</b>
<b>Statement of Comprehensive Income</b>	<b>13</b>
<b>Statement of Financial Position</b>	<b>14</b>
<b>Statement of Changes in Equity</b>	<b>15</b>
<b>Statement of Cash Flows</b>	<b>16</b>
<b>Analysis of Net Debt</b>	<b>17</b>
<b>Notes to the Financial Statements</b>	<b>18 - 31</b>

---

**ENGLAND HOCKEY**  
(A Company Limited by Guarantee)

---

**STRATEGIC REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**About England Hockey**

At the core of England Hockey's mission is the active oversight and progression of hockey throughout England. At the time of writing this report, the directors are not anticipating any noteworthy shifts in our primary activities for the upcoming year. England Hockey operates as a robust company limited by guarantee, and our Members are the foundation of our community. These include the original subscribers to the Memorandum, the eight Area Companies, the UK Armed Services Hockey Association, and the Counties and Member Clubs, all precisely defined in our Articles of Association. Each of these valued members commits to contributing a maximum of £10 in the unlikely event of the Company being wound up. It's a testament to the collective commitment and strength of our hockey community.

**Business review**

In England Hockey's recently published strategy "Creating a Future for our Game Together" the mission to 'work together to make hockey more visible, relevant and accessible to all' is at the heart of the plan. The strategy adjusts to the evolving sporting and economic landscape in the aftermath of Covid-19, aiming to address the challenges posed by health and equality in our society, with a particular focus on hockey's role in this context. A fresh set of values has been introduced and is softly being spread throughout the game through communications and programme delivery. This progression steers the sport towards a robust values-based proposition, with the dual objective of making a positive impact both commercially and socially. The intention is to attract and retain a diverse and devoted community of participants and fans. Over the course of this year, we have integrated this strategy across our organisation, resulting in a subtle transformation in our external communications. Whether it's the promotion of FIH Pro League events, the spotlight on our role models, or the day-to-day adjustments aligning with our mission, the essence of this strategy is now woven into the fabric of our operations.

Thanks to the support of recovery funding from Sport England, we were able to channel additional investment into commercial and technology initiatives, complementing the funding secured from Sport England and UK Sport over our established 4-year cycles. Reflected in the income statement is a noteworthy increase in the organisation's turnover by £0.6 million (5.4%), primarily attributed to the positive impact of funded activities and event ticket sales. It's important to note that commercial income has continued to face significant challenges in the aftermath of Covid-19.

The 2023 FIH Hockey Pro League took place over 12 days at Lee Valley Hockey and Tennis Centre through May and June. Fans from across the world were welcomed and international hockey was showcased at its best. Over 25,000 tickets were successfully sold for the event using a new ticketing supplier and marketing campaign linked to the new strategy. However, despite these positive aspects, hosting the FIH Pro League resulted in a substantial deficit, primarily due to elevated venue and security costs, coupled with ticket sales for mid-week games falling below expectations. The changing format of Pro-League with mid-week matches has also made it a harder product to sell neutral matches when England or Great Britain are not playing.

Vitality has been the Women's title partner over the past 3 years and was a key partner for the 2018 Women's World Cup hosted in England. However, the contract will end in December 2023. Therefore, England Hockey is actively seeking new title partnerships for both the men and women's teams. In the kit supply category, following a competitive tender process, England Hockey were pleased to announce Mizuno as kit partner for a 4-year term from the start of the 23/24 season.

Participation in hockey continues to grow at the club level. In the 2022-23 season, there was a notable uptake in the number of teams joining leagues and competitions, bringing the total to 730 clubs in membership, and 3,899 adult teams registered, showcasing a near equal split in gender representation. Given the increasing participation and recognising the financial strains on clubs amid the cost-of-living challenges, a decision was made to implement a modest 1.5% increase in the membership levy for the current year. While this adjustment is considerably below the inflation rate, it aligns with pre-pandemic trends and is seen as a measured approach to strike a balance in supporting the recovery of hockey clubs and their communities.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

In Note 23, we outline how England Hockey has utilised grants from UK Sport and Sport England, as mandated by the Code of Sports Governance. Compliance with this Code is essential for the continued receipt of public funding, and the code's requirements are progressively increasing over time to enhance governance, safeguarding, and sustainability standards within the sporting system.

As part of our organisational operations, the staff costs are incorporated into administrative expenses. The overall headcount, at 78 FTE, was higher than in 2022, with each decision to recruit made through a careful, case-by-case review, and recruitment for several positions was temporarily halted. It's important to note that some roles are on a fixed-term basis, directly tied to short-term funding.

A portable pitch, purchased for the postponed FIH Pro League Big Stadium Hockey event held at The Twickenham Stoop in early 2022, was sold as intended during the year. Given the gradual recovery in event revenues post the Covid-19 pandemic, the timing for the return of Big Stadium hockey is currently under reassessment.

We are now two years into the governance changes approved by the England Hockey membership. Eight Areas have been established, these are: coordinating junior and adult leagues & competitions, officiating, masters and discipline and adhering to England Hockey rules and procedures. The Area Standing Committee (ASC) convenes regularly every two months, and an ASC (nominated Chair) observer attends each England Hockey board meeting.

As the Talent System enters its third year of implementation, the goal of closely aligning hockey clubs with the England Hockey strategy is proving successful. Currently, there are 23 talent academies, 19 run by clubs under license and 4 by England Hockey. There are 34 fully accredited talent centre clubs with the aim to establish 60 talent centres across the country. The talent framework is supported by 36 running Junior Hockey County Centres.

Throughout the season, the primary focus for the game management system (GMS) was to establish stability across the platform and instil confidence among clubs and administrators. A strategy centred on prioritising stability and refining operational processes was embraced. GMS efficiently handled all peak time traffic during the last season, handling up to 9,000 logins on most weekends, from volunteers and administrators across the game. In the 2022-23 season, GMS recorded a total of 148,013 individual registrations, encompassing 55,000 fixtures and 6,600 teams.

Fixture and result information from GMS was published to our public-facing websites through a live API, providing visibility to players and supporters. Looking ahead, a key objective for the next season is to sustain this stability and implement gradual improvements as required.

---

## ENGLAND HOCKEY

(A Company Limited by Guarantee)

---

### STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

#### Key financial performance indicators

The England Hockey Board has a long-term strategic goal of reducing its dependence on grant funding, aiming to provide more flexibility in supporting the game and to offset any potential future reduction in grant funding. However, in the current financial year, the percentage of total income derived from UK Sport and Sport England (adjusted for non-recurring items) increased slightly from 56% to 59%.

For the financial year ending on August 31, 2023, England Hockey achieved a surplus of £410 (compared to a surplus of £5,217 in 2022), and the reserves remained steady at £1.18 million (unchanged from 2022).

The movement in the Cash at Bank is primarily the use of the Sumer Survival Fund and higher spending activity in the Performance area.

The FIH Men's Hockey World Cup 2023 was hosted in Bhubaneswar-Rourkela, India in January with the men placing 5th. The Euro Hockey Championships 2023 took place in Germany in August with the Women's team finishing fourth and the Men's team finishing second, just missing out on automatic Olympic qualification to Paris 2024.

FIH currently rankings place England Men in fourth place and England Women in seventh as at December 2023. In June 2023 England Men placed third in world rankings - the highest England Men's ranking in 20 years in multiple decades.

In June 2023, hockey was included in the Special Olympics (Berlin) for the first time and the Great Britain Hockey Team won Gold.

There were 730 clubs in membership in 2022/23 season. Those clubs were fielding 3,899 adult teams. 52% of those teams were men's and 48% were women's teams. Club reported player numbers passed 140,000 in 2022 with early signs for 2023 confirming a return to near to the c.145,000 peak of 2020.

#### Principal risks and uncertainties

England Hockey is subject to various risks and uncertainties, all of which have been considered and assessed by the directors in preparing the financial statement for the company.

The key risks monitored by the organisation include significant challenges around securing commercial opportunities; uncertainty around the FIH Pro League product in its current format post June 2024; existing facilities across England falling into disrepair; maintaining the current levels of health and safety of the sport from several perspectives such as safeguarding, concussion, injury management; staff wellbeing and retention. Conversations are ongoing with the FIH and other participating nations to restructure the FIH Pro League model to address the concerns by those participating. The restructure is requested to better suit the financial constraints of hosts, limit long haul travel for competing nations, secure more ownership of broadcast and build a more compelling proposition.

Health and Safety programmes of activity to mitigate risks form part of our daily work and key highlights are shown in the Health and Safety section below.

Our annual staff survey tracked staff sentiment across several areas. Staff benefits were updated to include a Simplyhealth benefits package, however as we were limited by our resources there was no general pay award during the year. Hybrid working policies remain in place, and regular staff days were held to help staff connect and feel a continued sense of belonging to the organisation.

As a control, the Reserves Policy was updated in 2022 to reflect the current level of reserves and the circumstances to allow the use of reserves. Additionally, ongoing efforts are being made to identify daily operational efficiencies and reduce fixed costs. This will continue to happen to ensure the long-term financial sustainability of England Hockey.

**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

The Board finance subgroup continue to meet in advance of England Hockey Board meetings and more frequently when required to oversee financial matters.

**Going concern**

The directors have carefully determined that preparing the financial statements on a going concern basis is suitable. Our member clubs have resiliently contributed to meeting our membership fee targets, demonstrating their commitment and support despite facing challenging circumstances.

**Results and transfers from reserves**

The results of the year are set out in the Income Statement on page 14. Revenues remain stable but the economic environment continues to impact the ability to generate increased ticket revenue and related retail sales. This is combined with a higher cost base and a hardened sponsorship market making it challenging to attract and retain partners.

**Key Board decisions**

**Health and safety:** Health and Safety remains at the heart of decisions across England Hockey. The monitoring and responding to behavioural trends on the field of play following the pandemic, and signposting to appropriate guidance and specialist teams within England Hockey is fundamental to operations.

**Member insurance:** In 2021, England Hockey undertook a comprehensive process to procure corporate insurances. This was done while concurrently exploring an insurance product that could deliver cost savings and improved minimum coverage for the hockey community. Marsh successfully secured the contract by presenting the most compelling combination of value, coverage, and services for the game. Since the 2021/22 season, a membership plus offer, encompassing insurance, has been made available to hockey clubs. The initiative has already yielded savings exceeding £500,000 across the game while ensuring that every club meets a standardised minimum insurance level for their club, directors, and players.

**Safe practices:** Safeguarding continues to be improved, following the release of our safeguarding guidance (Safeguard). This has been improved by collaboration across the organisation and greater reliance on our strengthened communications team to get more consistent, timely and relevant messages out to the hockey community. Safeguarding also features heavily in the development of the new youth strategy and our ability to deal with cases is strengthened by our involvement in the Sport England case management programme through Lime Culture/Sports Resolution.

**Disciplinary regulations:** The disciplinary regulations review is nearing its conclusion as the final draft is refined and stress tested by a cross section of the hockey community. A detailed plan for the implementation with supporting guidance is being drawn up with release planned for 2024.

**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**Sustainability**

**Equality, diversity, and inclusion (ED&I):** England Hockey has continued its effort to raise awareness and education on ED&I across the hockey community. Delivery of key initiatives outlined in our EDI framework continued to gather pace and the first report on progress was released in November 2023. A state school competition and National Finals featured as part of this effort over 2023. The Board accepts the role the Advisory Group played in shaping the Framework and has formalised the Group as a permanent committee. This will ensure the Framework and wider strategy continue their alignment as initiatives develop. The Advisory Group will continue in its role providing independent review to all areas of ED&I. A pulse survey was issued in 2023 and received an overwhelming 6,000 responses. Feedback from the survey will be reviewed against the Framework to refresh future initiatives as required.

**Environmental sustainability:** Throughout the year, initial strides have been taken to seamlessly integrate sustainability into the working practices of England Hockey. The process of seeking a new kit partner included a thoughtful evaluation of suppliers, ensuring alignment with new values and a shared commitment to sustainability.

England Hockey also secured a position within a sports consortium dedicated to calculating the carbon footprint of the organisation and developing a strategic approach for the sport in this vital area. Through this consortium, data was gathered for the first time, laying the foundation for a baseline carbon footprint and the adoption of a reporting methodology. The calculated footprint for 21/22 stands at 2584 tonnes CO<sub>2</sub>e.

Work in this area compliments the work of our key investors UK Sport and Sport England who have also recently published carbon footprints and sustainability action plans. The upcoming goal is to raise awareness of the carbon footprint within the organisation, work on calculating the footprint for 22/23, and enhance the team's understanding in this area before we publicly unveil our plan. Simultaneously, we aim to develop resources that will benefit the broader hockey community.

**Strategy for the sport and planning**

**Operational planning:** Many key initiatives in the recently launched strategy for the sport 'Creating a Future for our Sport Together' are well underway. A newly formed Senior Management Team has led detailed planning on how strategic projects are planned and delivered, and how we map key delivery milestones. The formation of this team has helped enhance leadership responsibility across the organisation and empower leaders to feel a strong connection to our new values. An essential role of this new team will be to effectively embed the values across the organisation and sport.

**Approval of 23/24 budget:** After assessing the 2022/23 financial performance against targets, and incorporating more conservative estimates than previously done, careful consideration has been taken to set a breakeven budget for this financial year. With the goal of finding efficiencies in our operations, we have assumed a savings target for this financial year. We've also submitted several applications to UK Sport and Sport England for additional funding to sustain the momentum in ongoing initiatives across ED&I, environmental sustainability, and governance.

We are grateful and inspired by the quality of volunteer and administration support at club, Area and County level which enables a consistent delivery of hockey across the country. Special thanks also go to the England Hockey staff who continue to show commitment to the management and delivery of operations and governance plans during the current challenging economic circumstances.

Thank you also to every contributor of this report.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

This report was approved by the Board on and signed on its behalf.

*Kuldeep Kaur*

**Kuldeep Kaur**  
Finance and Operations Director

Date: 12 March 2024

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**DIRECTORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

The directors present their report and the financial statements for the year ended 31 August 2023.

**Directors' responsibilities statement**

The directors are responsible for preparing the Strategic Report, the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the surplus or deficit of the Company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Results**

The surplus for the year, after taxation, amounted to £410 (2022 - £5,217).

**Directors**

The directors who served during and after the year were:

**Executive directors:**

Edward Barney - Performance Director  
Kuldeep Kaur - Finance and Operations Director  
Nick Pink - Chief Executive  
Richard Beer - Sport and Development Director

**Non-executive directors:**

Angela Durnin: elected  
Royston Hoggarth - Chair of the Board: independent  
Shelagh Everett: elected  
Simon Mantell: elected  
Kathryn Swann (resigned September 2022)  
Richard Sykes: independent (resigned March 2023)  
Andrew Hunt: independent (resigned September 2023)  
Mark Darbon (appointed January 2023)  
Anne-Marie Garner (appointed March 2023)  
Damion Smith (appointed October 2023)

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**Disclosure of information to auditors**

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

**Auditors**

The auditors, Haysmacintyre LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the Board and signed on its behalf.

*Kuldeep Kaur*

**Kuldeep Kaur**  
Finance and Operations Director

Date: 12 March 2024

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND HOCKEY**

---

**Opinion**

We have audited the financial statements of England Hockey (the 'Company') for the year ended 31 August 2023, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Equity and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 August 2023 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND HOCKEY (CONTINUED)**

---

**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of directors**

As explained more fully in the Directors' Responsibilities Statement set out on page 7, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

---

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND HOCKEY (CONTINUED)**

---

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the Company and the environment in which it operates, we identified that the principal risk of non-compliance with laws and regulations related to the Code for Sports Governance, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, corporation tax and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to non-grant income being accounted for in the incorrect period and posting of inappropriate journal entries. Audit procedures by the engagement team included:

- Inspecting correspondence with the funding bodies, regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulations, including the Code for Sports Governance, and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Reviewing non-grant income recognised both prior to and subsequent to the year-end to ensure that the income had been recognised in the correct period;
- Identifying and testing journals; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND HOCKEY (CONTINUED)**

---

**Use of our report**

This report is made solely to the Company's members in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's directors those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members for our audit work, for this report, or for the opinions we have formed.



Thomas Wilson (Senior Statutory Auditor)

for and on behalf of  
**Haysmacintyre LLP**

10 Queen Street Place  
London  
EC4R 1AG

9 April 2024

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	2023 £	2022 £
Turnover	4	10,867,385	10,308,931
Cost of sales		(6,150,782)	(5,548,711)
<b>Gross profit</b>		<b>4,716,603</b>	<b>4,760,220</b>
Administrative expenses		(4,571,919)	(4,528,590)
Other operating charges		(245,166)	(244,352)
<b>Operating loss</b>	5	<b>(100,482)</b>	<b>(12,722)</b>
Interest receivable and similar income	9	100,892	11,852
<b>Profit/(loss) before tax</b>		<b>410</b>	<b>(870)</b>
Tax on surplus/(deficit)	10	-	6,087
<b>Profit for the financial year</b>		<b>410</b>	<b>5,217</b>

There was no other comprehensive income for 2023 (2022:£NIL).

The notes on pages 18 to 31 form part of these financial statements.

ENGLAND HOCKEY  
(A Company Limited by Guarantee)  
REGISTERED NUMBER: 04623333

STATEMENT OF FINANCIAL POSITION  
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Intangible assets	12	281,162	183,835
Tangible assets	13	57,131	176,894
		<u>338,293</u>	<u>360,729</u>
<b>Current assets</b>			
Stocks	14	281,691	438,031
Debtors: amounts falling due within one year	15	757,913	365,123
Cash at bank and in hand	16	1,925,416	2,884,155
		<u>2,965,020</u>	<u>3,687,309</u>
Creditors: amounts falling due within one year	17	(2,122,539)	(2,867,674)
<b>Net current assets</b>		<u>842,481</u>	<u>819,635</u>
<b>Total assets less current liabilities</b>		<u>1,180,774</u>	<u>1,180,364</u>
<b>Net assets</b>		<u>1,180,774</u>	<u>1,180,364</u>
<b>Reserves</b>			
Accumulated Surplus	18	1,180,774	1,180,364
		<u>1,180,774</u>	<u>1,180,364</u>

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 12 March 2024.

*Kuldeep Kaur*

**Kuldeep Kaur**  
Finance and Operations Director

The notes on pages 18 to 31 form part of these financial statements.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

	Accumulated surplus	Total reserves
	£	£
At 1 September 2022	1,180,364	1,180,364
Surplus for the year	410	410
<b>At 31 August 2023</b>	<b>1,180,774</b>	<b>1,180,774</b>

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

	Accumulated surplus	Total reserves
	£	£
At 1 September 2021	1,175,147	1,175,147
Surplus for the year	5,217	5,217
<b>At 31 August 2022</b>	<b>1,180,364</b>	<b>1,180,364</b>

The notes on pages 18 to 31 form part of these financial statements.

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	2023 £	2022 £
<b>Cash flows from operating activities</b>		
Surplus/(deficit) for the financial year	410	5,217
<b>Adjustments for:</b>		
Amortisation of intangible assets	41,976	40,650
Depreciation of tangible assets	117,184	156,306
Interest received	(100,892)	(11,852)
Taxation charge	-	(6,087)
Decrease/(increase) in stocks	156,338	(280,726)
(Increase)/decrease in debtors	(392,789)	185,936
(Decrease)/increase in creditors	(745,134)	722,867
<b>Net cash generated from operating activities</b>	<b>(922,907)</b>	<b>812,311</b>
<b>Cash flows from investing activities</b>		
Purchase of intangible fixed assets	-	(25,450)
Purchase of tangible fixed assets	(136,724)	(113,758)
Interest received	100,892	11,852
<b>Net cash from investing activities</b>	<b>(35,832)</b>	<b>(127,356)</b>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<b>(958,739)</b>	<b>684,955</b>
Cash and cash equivalents at beginning of year	2,884,155	2,199,200
<b>Cash and cash equivalents at the end of year</b>	<b>1,925,416</b>	<b>2,884,155</b>
<b>Cash and cash equivalents at the end of year comprise:</b>		
Cash at bank and in hand	1,925,416	2,884,155
	<b>1,925,416</b>	<b>2,884,155</b>

The notes on pages 18 to 31 form part of these financial statements.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**ANALYSIS OF NET DEBT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	2,884,155	(958,739)	1,925,416
	<u>2,884,155</u>	<u>(958,739)</u>	<u>1,925,416</u>

The notes on pages 18 to 31 form part of these financial statements.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**1. General information**

England Hockey is a private company (registered number: 04623333) limited by guarantee, and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the Company in the event of liquidation.

The Company is incorporated in England and Wales. The registered office is:

Bisham Abbey  
Bisham  
Marlow  
Buckinghamshire  
SL7 1RR

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

The following principal accounting policies have been applied:

**2.2 Going concern**

In both base and reasonable downside scenarios the NGB is forecasting to remain cash positive with no borrowing commitments.

Should the economic crisis escalate to further increased costs in our supply contracts, travel and accommodation, there would be some pressure on controlling costs and cash further to mitigate the loss and secure the targeted breakeven position. To mitigate an element of this, there remain live conversations with our key funding partners. Given the performance over the last 18 months, the Board remains confident that this is manageable should it occur.

Having reviewed the budget for the year ending 31 August 2023 and cash flow forecasts for twelve months from the date of these financial statements, the directors have concluded that there are sufficient resources available for the Company to meet its liabilities as they fall due.

These financial statements have, therefore, been prepared on a going concern basis. In making this assessment, strategic and financial risks following the pandemic and in light of the current economic crisis have also been analysed, including assurances as to the on-going support of its funding partners.

**2.3 Income**

Income is recognised to the extent that it is probable that the economic benefits will flow to the Company and the income can be reliably measured. Income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**2. Accounting policies (continued)**

**2.3 Income (continued)**

taxes. The following criteria must also be met before income is recognised:

**Grants receivable**

Grants of a revenue nature are credited to income so as to match them to the expenditure to which they relate. The Company will defer or accrue income accordingly to match the timing. Where grants are received on behalf of members and the Company only acts as an intermediary, those grants are not recognised through the Statement of Comprehensive Income until the member has met any conditions applying to the grant and it can be released.

UK Sport have agreed that their grant funding of performance hockey can be spent over the 4 year period of funding. Grants are deferred where they are needed to meet future budgeted expenditure.

The Company apportions its revenue grant from Sport England on a monthly basis and any grant received relating to a future period is deferred.

**Membership fees**

Income arising from membership fees is recognised from the start of the hockey season over a 12 month period.

**Sponsorship income**

Income arising from sponsorship is normally recognised over the period of the sponsorship term. When the sponsorship is linked to a particular event or condition, income is recognised when the specific event has taken place or the condition has been met.

**Ticket sales**

Income arising from event ticket sales is recognised when the event takes place.

**Sale of goods**

Income from the sale of goods is recognised when the significant risks and rewards of ownership are transferred to the buyer, and the receipt of the consideration due is probable and can be reliably measured.

**Provision of services**

Income from a contract to provide services is recognised in the period in which the services are provided when the receipt of the consideration due is probable and can be reliably measured. Such services include competition entry fees, course fees, workshops and coaching programmes.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**2. Accounting policies (continued)**

**2.4 Intangible assets**

Intangible assets consist of development costs which are capitalised when certain specific criteria are met in order to demonstrate the asset will generate probable future economic benefits and that its cost can be reliably measured.

The capitalised development costs are subsequently amortised on a straight line basis over their estimated useful economic lives as follows:

- Website development: 10 years
- Development costs: 3 years

**2.5 Tangible fixed assets**

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Furniture and fittings	- 20% per annum of cost
Office Equipment	- between 14% and 33.3% per annum of cost
Equipment	- between 17% and 33.3% per annum of cost

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

**2.6 Stocks**

Stocks are stated at the lower of cost and net realisable value, being the estimated selling price less costs to complete and sell. Cost is based on the cost of purchase on a first in, first out basis.

At each reporting date, stocks are assessed for impairment. If stock is impaired, the carrying amount is reduced to its selling price less costs to complete and sell. The impairment loss is recognised immediately in profit or loss.

**2.7 Debtors**

Short term debtors are measured at transaction price, less any impairment.

**2.8 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**2. Accounting policies (continued)**

**2.9 Financial instruments**

**Basic financial assets**

Basic financial assets, which include trade and other receivables, cash and bank balances, are initially measured at their transaction price including transaction costs and are subsequently carried at their amortised cost using the effective interest method, less any provision for impairment, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Discounting is omitted where the effect of discounting is immaterial. The Company's cash and cash equivalents, trade and most other receivables due with the operating cycle fall into this category of financial instruments.

**Financial liabilities**

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Company after the deduction of all its liabilities.

Basic financial liabilities, which include trade and other payables, bank loans and other loans are initially measured at their transaction price after transaction costs. When this constitutes a financing transaction, whereby the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Discounting is omitted where the effect of discounting is immaterial.

Debt instruments are subsequently carried at their amortised cost using the effective interest rate method.

Trade payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if the payment is due within one year. If not, they represent non-current liabilities. Trade payables are initially recognised at their transaction price and subsequently are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

The Company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors.

Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received.

**Derecognition of financial instruments**

**Derecognition of financial assets**

Financial assets are derecognised when their contractual right to future cash flow expire, or are settled, or when the Company transfers the asset and substantially all the risks and rewards of ownership to another party. If significant risks and rewards of ownership are retained after the transfer to another party, then the Company will continue to recognise the value of the portion of the risks and rewards retained.

**Derecognition of financial liabilities**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**2. Accounting policies (continued)**

**2.9 Financial instruments (continued)**

Financial liabilities are derecognised when the Company's contractual obligations expire or are discharged or cancelled.

**2.10 Creditors**

Short term creditors are measured at the transaction price.

**2.11 Foreign currency translation**

**Functional and presentation currency**

The Company's functional and presentational currency is GBP.

**Transactions and balances**

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

**2.12 Operating leases: the Company as lessee**

Rentals paid under operating leases are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

**2.13 Pensions**

**Defined contribution pension plan**

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Company in independently administered funds.

**2.14 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the reporting date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the reporting date.

---

**ENGLAND HOCKEY**

(A Company Limited by Guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**2. Accounting policies (continued)****2.15 Taxation**

Tax is recognised in the Statement of Comprehensive Income, except where a charge is attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity. In such cases the charge is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Company operates and generates income.

**3. Judgments in applying accounting policies and key sources of estimation uncertainty**

In the process of applying its accounting policies, the Company is required to make certain estimates, judgements and assumptions that it believes are reasonable based on the information available. These judgements, estimates and assumptions affect the amounts of assets and liabilities at the date of the financial statements and the amounts of revenues and expenses recognised during the reporting periods presented. On an ongoing basis, the Company evaluates its estimates using historical experience, consultation with experts and other methods considered reasonable in the particular circumstances. Actual results may differ significantly from the estimates, the effect of which is recognised in the period in which the facts that give rise to the revision become known. The following paragraphs detail the estimates and judgements the Company believes to have the most significant impact on the annual results under FRS 102.

**Tangible and intangible fixed assets**

The estimated useful economic lives of tangible and intangible fixed assets are based on management's judgement and experience. When management identifies that actual useful economic lives differ materially from the estimates used to calculate depreciation and amortisation, that charge is adjusted prospectively. Due to the significance of tangible and intangible fixed asset investment to the Company, variations between actual and estimated useful economic lives could impact operating results both positively and negatively, although historically few changes to estimated useful economic lives have been required. The Company is required to evaluate the carrying values of tangible and intangible fixed assets for impairment whenever circumstances indicate, in management's judgement, that the carrying value of such assets may not be recoverable. An impairment review requires management to make subjective judgements concerning the cash flows, growth rates and discount rates of the cash generating units under review.

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**4. Income**

An analysis of income by class of business is as follows:

	2023 £	2022 £
Grants receivable	6,898,106	6,277,700
Membership fees	1,070,145	989,436
Sponsorship	388,948	398,148
Ticket sales	594,139	445,525
Other income from the sale of goods	368,706	314,535
Other income from the provision of services	1,547,341	1,883,587
	<u>10,867,385</u>	<u>10,308,931</u>

See Note 23 for further details of grants receivable.

Membership fees include income generated from membership-plus clubs that have taken up Marsh Insurance. The value of the insurance payments in year is £280,120, (2022: £203,446).

Other income from the provision of services includes amounts receivable in respect of competition entries, coaching & umpire courses and awards, commissions and events recharges.

All income arose within the United Kingdom.

**5. Operating deficit**

The operating deficit is stated after charging:

	2023 £	2022 £
Exchange differences	2,116	8,187
Other operating lease rentals	<u>184,328</u>	<u>241,897</u>

**6. Auditors' remuneration**

During the year, the Company obtained the following services from the Company's auditors:

	2023 £	2022 £
Fees payable to the Company's auditors for the audit of the Company's financial statements	23,950	20,450

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**7. Employees**

Staff costs, including directors' remuneration, were as follows:

	2023 £	2022 £
Wages and salaries	3,257,191	3,075,961
Social security costs	378,018	338,816
Cost of defined contribution scheme	129,286	124,003
	<u>3,764,495</u>	<u>3,538,780</u>

The average monthly number of employees, including the directors, during the year was as follows:

	2023 No.	2022 No.
Performance Staff	12	12
Non Performance Staff	66	62
	<u>78</u>	<u>74</u>

**8. Directors' remuneration**

	2023 £	As restated 2022 £
Directors' emoluments	464,870	443,169
Company contributions to defined contribution pension schemes	24,900	24,018
	<u>489,770</u>	<u>467,187</u>

During the year retirement benefits were accruing to 4 directors (2022 - 4) in respect of defined contribution pension schemes.

The highest paid director received remuneration of £134,150 (2022 - £136,650).

The value of the Company's contributions paid to a defined contribution pension scheme in respect of the highest paid director amounted to £10,731 (2022 - £10,532).

The total accrued pension provision of the highest paid director at 31 August 2023 amounted to £NIL (2022 - £NIL).

Director emoluments in the prior year incorrectly also included pension amounts, we have restated the disclosure to show the correct remuneration.

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**9. Interest receivable**

	2023 £	2022 £
Other interest receivable	100,892	11,852
	<u>100,892</u>	<u>11,852</u>

**10. Taxation**

	2023 £	2022 £
<b>Corporation tax</b>		
Current tax on profits for the year	-	(6,087)
	<u>-</u>	<u>(6,087)</u>
<b>Total current tax</b>	<u>-</u>	<u>(6,087)</u>
<b>Deferred tax</b>		
<b>Total deferred tax</b>	-	-
<b>Tax on surplus/(deficit)</b>	<u>-</u>	<u>(6,087)</u>

**Factors affecting tax charge for the year**

The tax assessed for the year is the same as (2022 - the same as) the standard rate of corporation tax in the UK of 21.5% (2022 - 19%) as set out below:

	2023 £	2022 £
Profit/(loss) on ordinary activities before tax	<u>410</u>	<u>(870)</u>
Profit/(loss) on ordinary activities multiplied by standard rate of corporation tax in the UK of 21.5% (2022 - 19%)	88	(165)
<b>Effects of:</b>		
Adjustments to tax charge in respect of prior periods	-	(6,087)
Adjustments for non-taxable income less expenses not deductible for tax purposes	(88)	165
<b>Total tax charge for the year</b>	<u>-</u>	<u>(6,087)</u>

**ENGLAND HOCKEY**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**11. Other operating charges**

Other operating charges of £245,166 (2022: £244,352) relate to irrecoverable VAT as a result of non-grant funded activities.

**12. Intangible assets**

	Website development £	Software development £	Development expenditure £	System Software £	Total £
<b>Cost</b>					
At 1 September 2022	98,000	24,450	122,950	89,622	335,022
Additions	-	-	-	103,341	103,341
Transfers between classes	-	(24,450)	-	172,437	147,987
At 31 August 2023	98,000	-	122,950	365,400	586,350
<b>Amortisation</b>					
At 1 September 2022	29,400	-	121,787	-	151,187
Charge for the year on owned assets	19,600	-	552	47,873	68,025
Transfers between classes	-	-	-	85,976	85,976
At 31 August 2023	49,000	-	122,339	133,849	305,188
<b>Net book value</b>					
At 31 August 2023	49,000	-	611	231,551	281,162
At 31 August 2022	68,600	24,450	1,163	89,622	183,835

Development expenditure relates to the costs incurred in association with the development of portable artificial pitch technology for the purpose of allowing the Company to install a temporary artificial hockey pitch over the grass rugby pitch at Harlequins Rugby Club, Twickenham. Costs equal to the expected future economic benefits attributable to the asset have been capitalised as an intangible asset, whilst the remainder have been treated as expenditure in the Statement of Comprehensive Income in the year in which they were incurred.

The transfer out of software development relates to the costs incurred in developing a new game management system. As at 31 August 2023 it has now been transferred into system software. The transfer between office equipment and system software relates to various items of software that were misclassified in prior years.

**ENGLAND HOCKEY**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**13. Tangible fixed assets**

	Fixtures and fittings £	Office equipment £	Equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2022	77,892	694,812	404,772	1,177,476
Additions	5,000	8,782	-	13,782
Transfers between classes	-	(147,987)	-	(147,987)
At 31 August 2023	82,892	555,607	404,772	1,043,271
<b>Depreciation</b>				
At 1 September 2022	77,120	534,760	388,702	1,000,582
Charge for the year on owned assets	1,265	61,823	8,446	71,534
Transfers between classes	-	(85,976)	-	(85,976)
At 31 August 2023	78,385	510,607	397,148	986,140
<b>Net book value</b>				
At 31 August 2023	4,507	45,000	7,624	57,131
At 31 August 2022	772	160,052	16,070	176,894

**14. Stocks**

	2023 £	2022 £
Finished goods and goods for resale	281,691	438,031
	<u>281,691</u>	<u>438,031</u>

The 2022 finished goods balance includes a hockey pitch that was sold in 2023 for £135,360 at £nil profit/loss.

**15. Debtors**

	2023 £	2022 £
Trade debtors	192,407	5,023
Other debtors	376,998	204,428
Prepayments	188,508	155,672

---

**ENGLAND HOCKEY**  
(A Company Limited by Guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**15. Debtors (continued)**

	757,913	365,123
--	---------	---------

**16. Cash and cash equivalents**

	2023 £	2022 £
Cash at bank and in hand	1,925,416	2,884,155
	<u>1,925,416</u>	<u>2,884,155</u>

**17. Creditors: Amounts falling due within one year**

	2023 £	2022 £
Trade creditors	445,724	611,948
Other taxation and social security	-	95,894
Other creditors	91,843	73,448
Accruals and deferred income	1,584,972	2,086,384
	<u>2,122,539</u>	<u>2,867,674</u>

Deferred income includes deferred grant income of £1,190,887; (2022: £1,648,772).

**18. Reserves**

**Accumulated surplus**

The accumulated surplus includes all current and prior period retained surpluses and deficits.

**19. Pension commitments**

The Company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension costs charge represents contributions payable by the Company to the fund and amounted to £105,625 (2022: £95,806). No contributions were payable to the fund at the Statement of Financial Position date (2022: £nil).

---

**ENGLAND HOCKEY**  
**(A Company Limited by Guarantee)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

---

**20. Commitments under operating leases**

At 31 August 2023 the Company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2023 £	2022 £
Not later than 1 year	177,355	157,049
Later than 1 year and not later than 5 years	568,731	422,992
	<u>746,086</u>	<u>580,041</u>

**21. Related party transactions**

**Great Britain Hockey:**

Simon Mantell and Nick Pink are directors.

England Hockey acted as the nominated country by Great Britain Hockey Limited to act on its behalf to achieve success at the Olympic Games. England Hockey received grant funding from UK Sport to act on behalf of Great Britain Hockey Limited.

Other transactions:

England Hockey had transactions relating to the procuring of IT services from Stellar Omada limited. The cost to England Hockey of the services provided on an arms length basis was £13,880. Royston Hoggarth, England Hockey Chairman, has an interest in this organisation.

**Key management remuneration:**

The total remuneration paid to key management personnel during the year, which includes amounts paid to the Chairman of £28,083 (2022: £25,250), was £464,870 (2022: £443,169). No other non executive director received any remuneration for their services.

**22. Company status**

The Company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the company in the event of liquidation.

**ENGLAND HOCKEY**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**23. Grant income and expenditure**

	2022/23				2021/22			
	Sport England	UK Sport	Other	TOTAL	Sport England	UK Sport	Other	TOTAL
Development & Talent	2,219,097		472,973	2,692,070	2,399,786		439,377	2,839,163
Performance		3,209,825		3,209,825		3,071,880		3,071,880
Facilities	151,616			151,616	30,999			30,999
Event		80,000		80,000				
CWG*	125,844			125,844	50,726			50,726
Capital	20,848			20,848	19,598			19,598
SSF*	536,896			536,896	256,129			256,129
Other	56,138	24,868		81,006		9,204		9,204
<b>Grants Receivable</b>	<b>3,110,440</b>	<b>3,314,693</b>	<b>472,973</b>	<b>6,898,106</b>	<b>2,757,238</b>	<b>3,081,084</b>	<b>439,377</b>	<b>6,277,699</b>
Development & Talent	1,913,076		172,211	2,085,286	1,932,673		141,277	2,073,950
Performance		2,841,767		2,841,767		2,703,852		2,703,852
Facilities	151,616			151,616	30,999			30,999
Event		80,000		80,000				
CWG*	125,844			125,844	50,726			50,726
Capital	20,848			20,848	19,598			19,598
SSF*	536,896			536,896	256,129			256,129
Other	56,138	24,868		81,006		9,204		9,204
Back-office support	306,022	368,058	300,762	974,842	467,113	368,028	298,100	1,133,241
<b>Total Expenditure</b>	<b>3,110,440</b>	<b>3,314,693</b>	<b>472,973</b>	<b>6,898,106</b>	<b>2,757,238</b>	<b>3,081,084</b>	<b>439,377</b>	<b>6,277,699</b>

\* CWG - Commonwealth Games

\* SSF - Summer Survival Fund