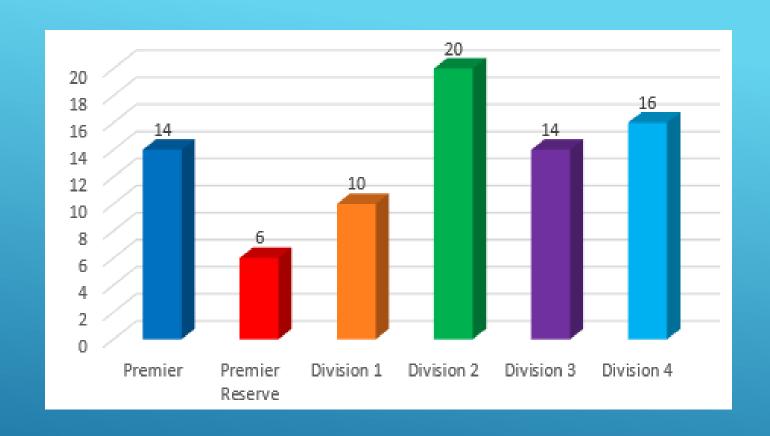
HPHC SENIOR GRADE SURVEY FOR PREMIER, PREMIER RESERVE, DIVISION 1-4, 2021.

SURVEY RESPONSES

TOTAL RESPONSES RECEIVED: 80

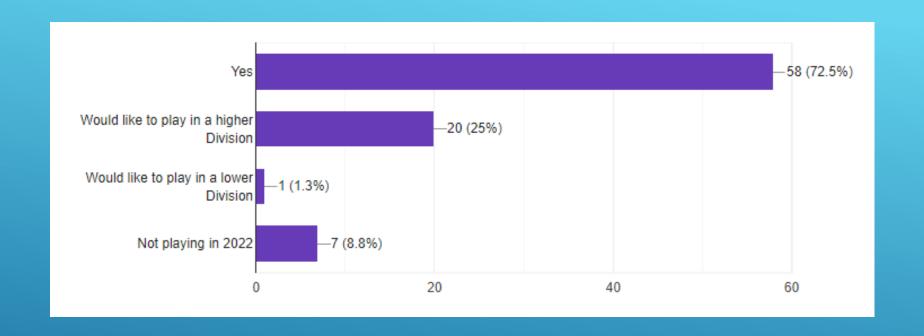


WHAT DIVISION DID YOU PLAY FOR IN 2021?





ARE YOU PLANNING ON PLAYING IN THE SAME DIVISION NEXT YEAR?





PLEASE RATE THE CLUB ON HOW THEY PROVIDED THE FOLLOWING:





WHAT COULD THE CLUB DO TO BETTER SUPPORT YOU AS A PLAYER?

- Not sure
- They do their best
- Appreciate that the lower grades also contribute to the clubs success
- Better support/communications with the teams during the season, sometimes it feels like there is not a lot of support for the lower grade teams compared to others
- Have turfs available during times when they are not booked
- Provide a coach for PRM Clive becomes to stretched between both
- all good
- Play reserves on Saturday
- better communication, documented policies and rules so players are fully aware of these and it's not just hear say
- Use all forms of social media not just Facebook- some people don't use Facebook or Twitter etc and would like communication to go out in all forms inc email. The club needs to include all grades in club day- not just prems
- Lower fees
- Better refs



WHAT COULD THE CLUB DO TO BETTER SUPPORT YOU AS A PLAYER?

- Sometimes we get kicked off the turf for training
- Some coaches choice of players questionable and openly chooses friends over more skilled players...
- A bit more involvement from higher division players to come help with skills training.
- Provide PC defensive gear
- HPHC is doing a fantastic job to support my development as a hockey player, and has done so since I was a
 little kid! I do think a chance mid-season to run through some specific individual things that I can improve on
 would be helpful.
- Lower fees for prem players, supply more after match/training gear. Look at allowing individual player or team sponsorship to help funds. Look at team fundraising, team meals bbqs after training or games. These ideas stem from things that other successful sports do in Akl/NZ and help create a great culture



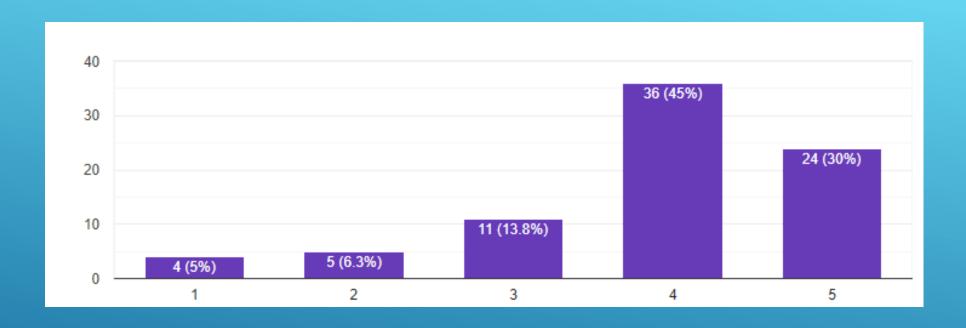
WHAT COULD THE CLUB DO TO BETTER SUPPORT YOU AS A PLAYER?

- Listen and assist with grading players
- Club is quite supportive of the prem men team overall, not sure what else could be done.
- I felt pretty looked after this season
- Nothing, was happy
- goalie camps/clinics
- Better communication with strengths and weakness on the field from coaching staff and working with these strengths and weaknesses
- Better communications around trials, they always hold an "extra" trial so why now just announce it at the beginning so we can make sure we can commit/attend. Also announcing training dates/times pre-season for each grade so as a player we know what we can commit to.



HOW SATISFIED WERE YOU WITH HOW TRIALS WERE HANDLED IN 2021?

(1 BEING UNSATISFIED AND 5 BEING VERY SATISFIED)





DO YOU HAVE ANY SUGGESTIONS AS TO HOW THE TRIAL / TEAM SELECTION PROCESS COULD BE IMPROVED?

- Yes, stop the "mates playing with mates" as younger and/or talented players mis out.
- 1 trial only
- Allowing players more game time.
- Pre selection of teams based on those who have registered to play at appointed times
- While the trials are typically well run, the results often feel predetermined where people have formed teams on the basis of existing relationships rather than based on merit
- Couldn't pay me enough to be a selector!!!
- Later in day due to heat
- Prem coaches should select div 1- 4, not the coaches who coaches that division as they will choose players they know
- break the closed team policy of some teams.
- If your going to tell coaches that they can't have a team pre selected the enforce it.



DO YOU HAVE ANY SUGGESTIONS AS TO HOW THE TRIAL / TEAM SELECTION PROCESS COULD BE IMPROVED?

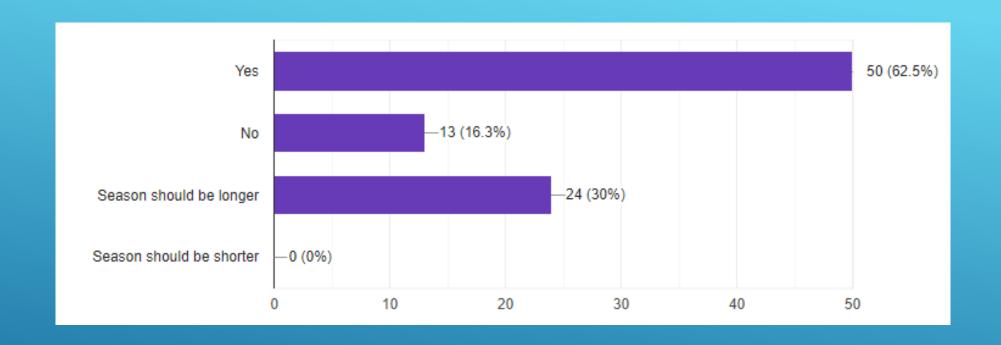
- Have independent selectors- not from within grades. So prem selectors should be selecting div grades as too much influence from selectors of grades who also play in those grades. Coach input for those grades though
- Bit more support for coaches trialing at the same time as selections
- I think there needs to be a panel of selectors not each coach pick their team. As then there is a friend over player choice to be made.
- Trails should be independently selected, maybe even using top ladies to pick mens players and vice versa so that its a bit more removed. Start at Prem and work down through the Divs. There are players that should be playing higher grades and likewise players that are only in higher grades due to history. Youth Trails were great this year, use their format.
- Hard to really- as long as everyone gets an appropriate and fair amount of game time.
- Having a combination of knowledge from last season and non bias selection. Mates teams must go.
- I felt very included with plenty of opportunities to be selected for higher graded teams than what I chose to play



DO YOU HAVE ANY SUGGESTIONS AS TO HOW THE TRIAL / TEAM SELECTION PROCESS COULD BE IMPROVED?

- Teams seem decided before trials begin
- Was happy with trials
- As a manager it would be good to have an indication of which teams players would prefer to be in to
 enable selection at lower grades to account for aspects other than just ability.
- Teams seemed picked before the season started and everyone knew it. New/Young talent gets no chances as they are forced into a low Div.
- Every season seems like the teams are picked before trials.
- Answer above about announcing the 3rd trial at the beginning and maybe sending this feedback out a month after trials so all the information is top of mind
- Team selection should be fine by a panel not just the coach of each team
- I only played in 1x20min game out of the 3 hour trial. I think maybe if it's too hard to put people on for multiple games, have two trials with 2 different groups of people... so they can play 2+ games on one day and not have to show up twice for only 20mins.







Premier Grade / Intercity

- Weird format that wasn't clear, not conventional in any way
- Auckland hockey shouldn't change the competition format halfway through the season
- I liked it better a season or two ago- play everyone once (13 games), then split into top 6 and bottom 8. Top 6 playoff with 1 and 2 seeds getting a second chance if they lose first round. Semi-finals then final. I don't like how we play the teams in our pool twice- makes it too long.
- Was weird having games that didn't really count. Should be a round robin then top 8 go into quarter finals-semi-final. Then Auckland final
- I'd go with whatever Clive recommends about the format because I don't fully understand it.
- the Intercity competition was a mess mid-season with olympics, games worth no points? no one sure what's going on? if these weren't played, season would be finished and finals would have been played by now.

Premier Reserve

- More then 7 teams
- Play on Saturday



Senior Division 1-4

- Play offs for all grades
- Festival of hockey involving all teams in a grade together would be good.
- I gave feedback in the AK hockey survey about changing the format to include semifinals.
- Do playoffs for the top 4 otherwise many teams have no chance of being in the finals from halfway through the season
- Either have the quarter, semi finals, and finals or nothing at all (i.e. top of the table wins). I
 think having one final doesn't make for a very good competition.
- Play offs so teams still have a chance
- Playoffs to end the season. Not the current format
- 8 teams per grade. At the moment to big a difference between top and bottom of grade
- No changes
- Have semi finals



- Play a two full round with semi finals and finals.
- Not sure
- As good as it gets I guess
- extend season
- Would have like some form of finals for teams that finished at all places on the table
- More teams to make a slightly longer season
- With one extra game could have a semi final. It is important to reward improvement through a season
- covid issues
- happy as it is, would always be nice if it was longer but it's all good as it is
- I would have semi final then final
- Single round robin. Quarters. Semis and finals
- A Final playoff format. Or some sort of inter-city playoff



DO YOU HAVE A CLEAR UNDERSTANDING OF WHAT YOUR FEE'S PAY FOR EACH YEAR?





RATE YOUR ENJOYMENT LEVEL OF THE CLUB SEASON:





HOW WOULD YOU RATE YOUR TEAMS COACH / MANAGER / TEAMMATES THIS YEAR?





WHAT WOULD YOU LIKE TO SEE IMPROVED FOR NEXT YEAR IN RELATION TO COACHES AND MANAGERS?

- Not sure
- Lists of Dispensations applied for and granted to each manager prior to games
- Manager is awesome. Oh it's me.
- Players not being required to coach their own team
- Perhaps limit the number of teams coached per person
- Having one clear coach maybe one assistant coach so messages don't get muddled
- A coach to support Clive. Steve Chaplin is a legend. His services were outstanding this year
- happy with things
- None
- · better communication of club policies, documented policies that are available on the web site
- Prefer a coach who isn't also a player
- NA



WHAT WOULD YOU LIKE TO SEE IMPROVED FOR NEXT YEAR IN RELATION TO COACHES AND MANAGERS?

- More support for coaches from higher Prem / Prem res grades for skills training sessions.
- Thursday training stick to 60-70 minutes like we talked about early in the season. Work through setpieces and specific skill-work, rather than drills and game-play. Keeps us sharp and fresh for Saturday, rather than two big sessions.
- Give managers info to help them with contacts
- Prem men has a great manager, coach and physio. We are lucky to have experienced players and blacksticks to add their hockey expertise and knowledge as well.
- Very happy with this season's coaching and management
- It's a difficult one but coach/Mgr got pulled into umpiring a number of times so wasn't available at the side
 of game
- Offer them training on being managers?
- Was happy and the perfect manager
- Less of a passive coaching style and more guidance
- Some teams didn't feel like it had an allocated coach.



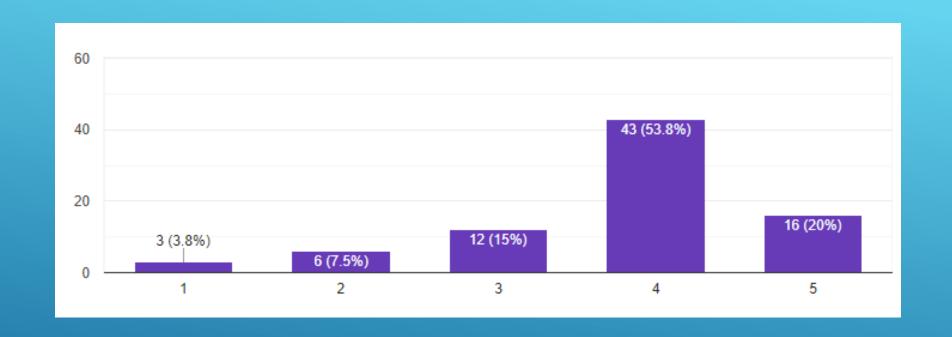
WHAT WOULD YOU LIKE TO SEE IMPROVED FOR NEXT YEAR IN RELATION TO COACHES AND MANAGERS?

- Having a coach from another team come to a training session, even if it is once a season to do something a bit different and fun, could even combine teams.
- More support, especially with providing umpires and fill in players
- Coaches not altering the structure half way through the season. Our manager was really good though, very clear with the information and even motivated the team very well.



DO YOU FEEL YOUR HOCKEY IMPROVED DURING THE SEASON?

1 = NOT AT ALL, 5 = YES GREATLY.

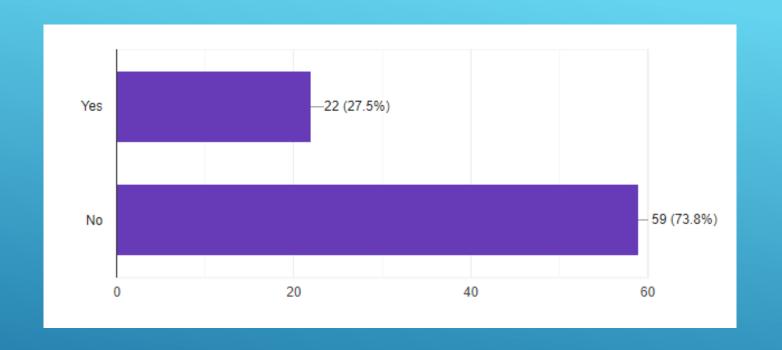


WHAT DO YOU SEE AS IMPORTANT IN PLAYING SENIOR GRADE HOCKEY?



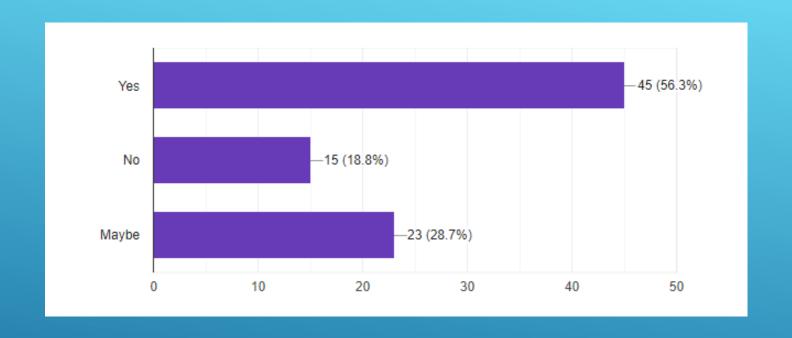


DID YOU PLAY ANY GAMES UP INTO HIGHER DIVISIONS THIS SEASON?





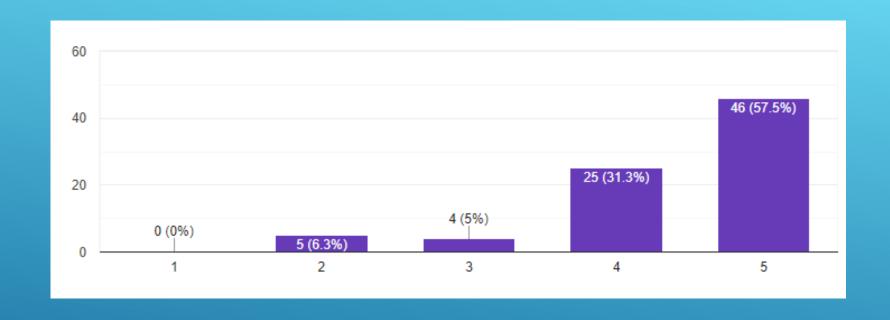
WOULD YOU LIKE TO PLAY MORE GAMES AGAINST OTHER HPHC SIDES MIDWEEK DURING YOUR TRAINING TIME IF IT COULD BE ARRANGED?





DO YOU FEEL SAFE PLAYING HOCKEY? (IN RESPECT TO PHYSICAL, EMOTIONAL AND WELLBEING)

1 = NOT SAFE AT ALL, 5 = VERY SAFE





WHAT COULD BE DONE TO IMPROVE SAFETY WITHIN THE DIVISIONS?

- Not sure
- Some teams need several players banned
- Ensure players are playing in the appropriate grade. Referees who punish players for inappropriate behaviour
- Better game management by referees
- Some players in some teams have a far greater skill level but play in the lower grades, this also leads to some unacceptably aggressive play, no bullshit taking umpires are needed to set the tone for these games
- nothing
- correct gear supplied for keepers who don't have their own gear, face masks provided for those that don't have their own
- Protective pc gear for each team
- More green cards less yellows



WHAT COULD BE DONE TO IMPROVE SAFETY WITHIN THE DIVISIONS?

- Umpires being stronger on carding dirty and abusive play.
- Perhaps having Club captains etc come watch a few of the lower Div games to better support some tough situations, and see what's happening first hand. That way, if there are issues, they can relay concerns accurately onto Auckland Hockey.
- Just always have first-aid kit handy, physio if possible, and competent refs. We do what we can in a sport that has its risks.
- Regrade any team after first round that appears to be playing in wrong grade. Asking umpires who can control game
- It's as safe as any sport can be.
- Maybe a basic first aid person available at games

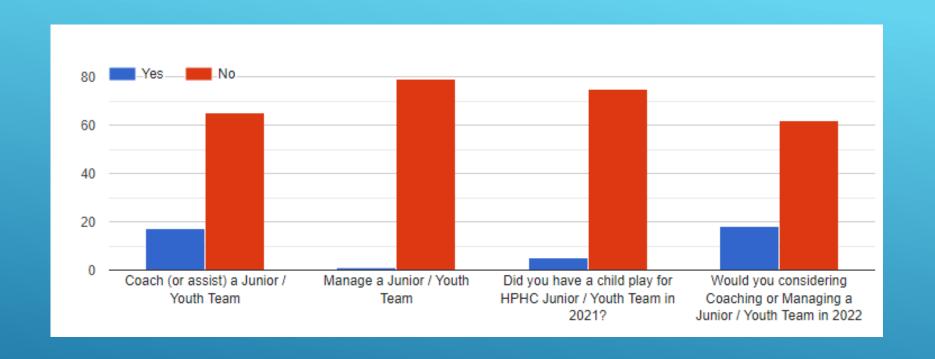


WHAT COULD BE DONE TO IMPROVE SAFETY WITHIN THE DIVISIONS?

- Harsher penalties for deliberately hitting other players with a hockey stick
- Get rid of the dirty players. Only a few of them, but they managed to sour the grade
- Umpires card overtly aggressive players immediately
- Some sides were quite dangerous to play against.
- Compulsory face masks for pc defense
- Safety gear such as masks. Focus on safe skills e.g. not lifting stick, ball control when hitting.
- Play with players of your own skill. I played lower division and played up into 3 different teams, the only team I got injured in was my own lower Division as they don't match skill/confidence so are risky to other players.
- Carding dangerous play
- Each team get given dedicated captain bands so the umpires know on the field who they can address. Maybe not a safety aspect but if things get heated in a game, which no doubt they would at least once in a season, the umpire knows who to direct their comments to/send off.

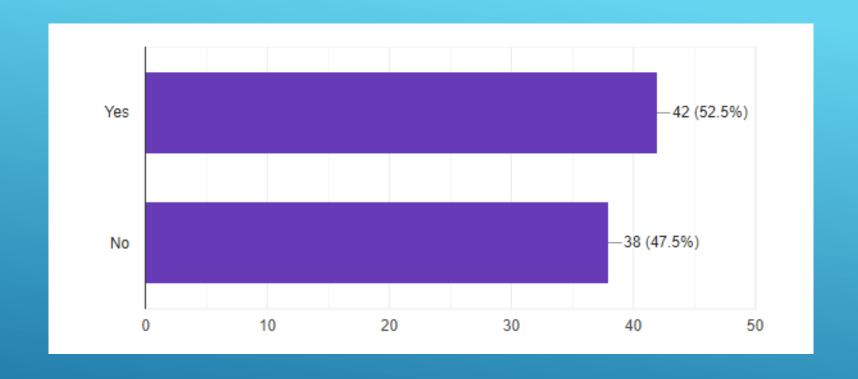


IN RELATION TO YOUTH AND JUNIOR HOCKEY DID YOU IN THE 2021 SEASON DO ANY OF THE FOLLOWING?



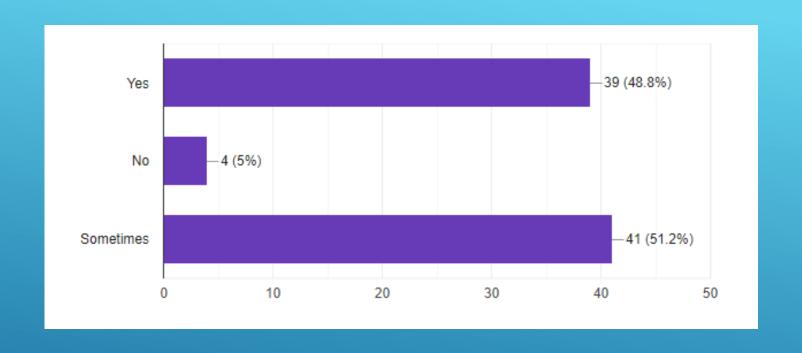


ARE YOU AWARE THAT COACHES OF YOUTH TEAMS RECEIVE A REBATE ON THEIR SENIOR PLAYING FEES?





DO YOU FEEL PLAYERS TREATED UMPIRES AND OFFICIALS WITH RESPECT IN THE SEASON?





- Some abuse came about from umpires making unfair calls on some players because they had been known to have been carded before. Also some umpires penalised some teams more than others. I would like to see each player from each team help support AK Hockey by umpiring a game or 2.
- All umpires should turn up to there required that they are supposed to umpire as sometimes they
 don't turn up
- Fatal beatings from team mates
- Focus on captains expectations to set example and maintain standards
- We often where short an umpire for a game meaning a parent or coach had to umpire. This definitely
 influenced the game so would be nice to have pre organised refs for games.
- Respect for umpires is an essential for the benefit of the game. Penalise players for criticism / talkback / abuse
- Better on field communication by umpires
- Lower tolerance for backchat on the felid, a 'blind' disciplinary process to remove personal bias and a more even handed process
- Harsher Penalties for Umpire Abuse throughout all grades
- Don't know



- · Team mates set examples and pull others up if they are out of line
- One warning
- Harsher penalties
- were aware to be nice
- I'd be happy paying a little more in fees if it guaranteed a club allocated umpire, with allocated umpires there would be better opportunities to mentor umpires to be able to train them on how to handle conflict resolution better. If conflict is squashed early then players will soon learn to respect the umpire decision, especially since they are now being trained correctly. And yes, harsher penalties from the umpire and the club to the player, not the team.
- Harsher penalties / monetary fines
- Penalties, teams provide umpires
- Harsher penalties from the club
- More education
- Team provides umpires
- If teams need to provide umpires there needs to be a pool of club umpires to try pull from otherwise as a team we get stuck and the game can sometimes suffer because of this. This is a problem I find across a few clubs not just Hphc



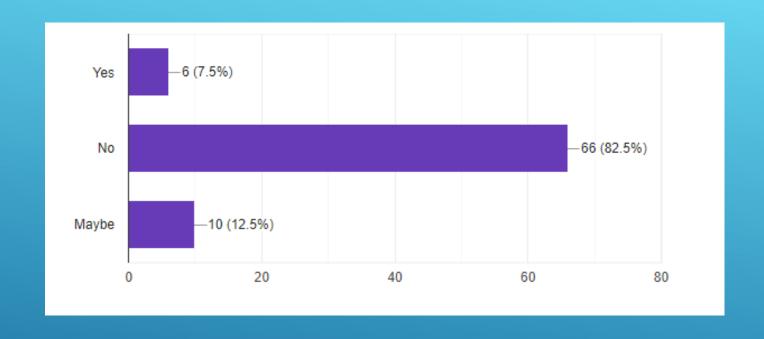
- Our team was well known for behaving well and we had great feedback that people enjoyed refereeing us.
- Provide fair playing umpires to all games
- Green card any player swearing at the umpire or treating them disrespectfully. Straight away, and early in the game and season to set the tone. Yellow for the next offence. Umpires do get things wrong, but for the most part they do a great job.
- Players need to stop crowding / yelling at the referees, and coaches too.
- I think they handle it well at the moment
- Create a culture of not speaking back or abusing refs unless you are the captain. I think we are mostly respectful as a club towards umpires given some of the umpire quality being subpar.
- Carding taking back more quickly
- Teams provide umpires. If we rely on other teams for umpires, we are already in a competition with the umps. Communication with umpire appointments. Always hard I know! The amount of times we got told we had no umpire, organized one and it wasn't needed. as much as that is the best outcome you muck around those volunteers are they are less likely to help in the future. Perhaps a live Google doc for all clubs to see final appointments and teams can also put in if they have found an umpire as well.



- Maybe enforce more green card warnings before anything can escalate
- Our players did. Opposition did not always
- Higher quality of umpires / less ring-ins
- Actually send players off rather than repeated warnings
- Umpires to be more approachable
- Make sure umpires turn up to their games
- Umpires to show no mercy on field eg. Swearing etc gets carded and no tolerance for talk back
- make them umpire!
- Umpires need to be seen to be fair. Having umpires from teams causes problems. Bad umpiring is tolerated but not when perceived as unfair.
- Once you get out into a team, get a welcome note/email from the club clearly stating who your team coach/ manager is (and contact details), role of a club captain and their contacts details, a note on having fun, but could also include some golden rules like have fun, respect your team & umpires... could be a nice way to include expectations for the season and some helpful information. Might make everyone feel like apart of the awesome HPHC family
- Card the players

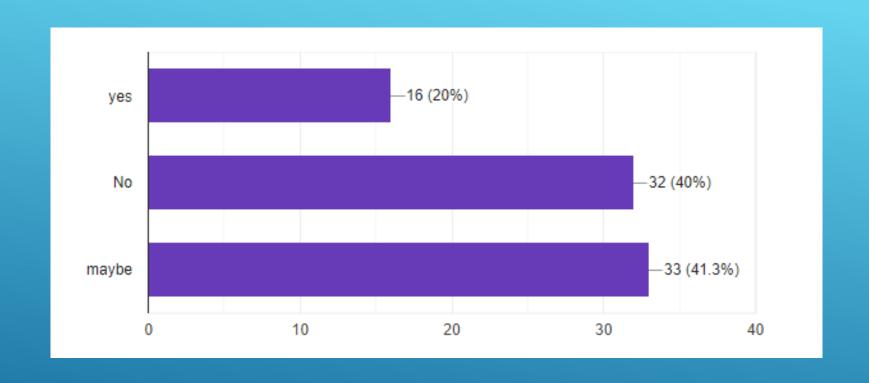


ARE YOU CONSIDERING UMPIRING IN 2022 AND REGISTERING WITH AHUA?



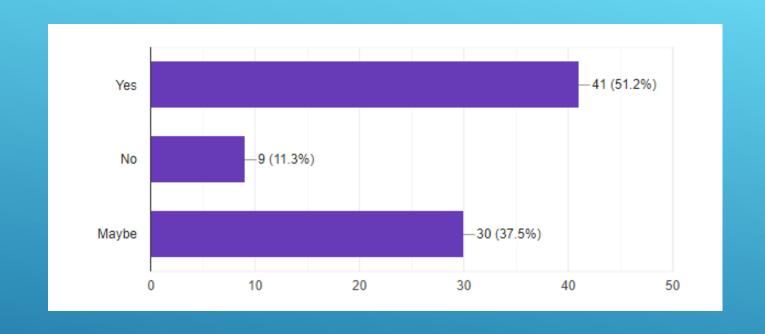


SHOULD IT BE MANDATORY FOR ALL TEAMS HAVE AT LEAST ONE REPRESENTATIVE PER SIDE WHO IS REGISTERED AND UMPIRES WITH AHUA?





WOULD YOU LIKE TO SEE MORE SOCIAL EVENTS ORGANISED BY THE CLUB NEXT YEAR?





WHAT SOCIAL EVENTS DO YOU THINK WOULD BE FUN TO SEE?

- Pub Quiz Nights x 12 responses
- Mens and Womens club grades playing back to back on the Sat or Sun. e.g Div1 Mens playing before
 of after Div Womens. Makes like a mini club day.
- Howick teams all play against each other
- Mix up games
- Themed nights
- Disco or more battle of sexes games
- Bus trips, quiz nights, a formal ball
- Go kart racing
- Battle of sexes
- always enjoyed the pub quiz
- Trivia nights, fundraiser movie nights. Dinners for NZ rep players
- Pub quizes, social nights, club days
- Miss HPHC
- Dinner out /potluck



WHAT SOCIAL EVENTS DO YOU THINK WOULD BE FUN TO SEE?

- All Black games on big screen at LEP.
- Joe as chairman of the committee
- Flat Crawl. BBQ. Lawn bowls.
- Mid winter party at akl hockey even then go into town, byo
- Watching other teams
- Quiz nights, other fundraisers etc
- We had a social coordinator within our team, which was excellent
- Maybe a quiz night or group barbecue night
- Fund raisers like quiz nights etc
- More bbqs
- mixed, social games. Perhaps a social league run for a short period e.g. 5 weeks with mixed ability teams (selected by a panel, not the players themselves).
- Anything, only thing to look forward to is club day / BOS :(
- A family day? Could be in summer, kids and adults mixed games etc.



WAS THERE ANYTHING SPECIFIC YOU OBSERVED DURING THE SEASON THAT YOU BELIEVED WORKED VERY WELL?

- Prizegiving
- Training mid week mini games (more fun than skills for lower grades
- When turf training times got changed the club juggled things and still got us turf time each week, it was greatly appreciated
- Nothing
- no, pretty much same as every season
- Diana came and watched some of our games. Maybe seem an insignificant thing but my teams responded well to this fact - also more support from other teams in the club - massive help
- I think Colin had a great year. He came in full of ideas a d a new playing strutted that worked well. He also coped despite losing almost half the team to injury.
- Howick inter-team relationship between D4A and D4B was great this year. Showed how teams should support and behave towards each other. Competitive but respectful. Others sides could learn a bit from these teams.



WAS THERE ANYTHING SPECIFIC YOU OBSERVED DURING THE SEASON THAT YOU BELIEVED WORKED VERY WELL?

- Teams staying strict to the turf times and not staying on the pitch during others times.
- Battle of the sexes match and club day events
- Na
- Trainings were great
- Coaches instilling similar playing style throughout the club
- Steve Chaplin as a manager!
- Club day is always fun. Was great to get new uniforms. Coaches and Managers forum.
- Club Day! Fantastic Organization and Fun, Battle of the Sexes we must keep it up!



WAS THERE ANYTHING SPECIFIC YOU OBSERVED DURING THE SEASON THAT YOU WOULD LIKE TO SEE IMPROVEMENTS IN OR SUGGEST CHANGES TO?

- Trials need to be more fair on player ability and not "mates choosing mates". I agree that this has
 worked as the amount of teams in finals however "How are younger players going to get ahead."
- Action taken regarding unsafe, aggressive and unsporting players.
- Yes, Div 4 needs some help to remove a specific group of players that see the grade as an ego stroking slaughter fest, ruining the special character of the grade and placing youth/returning hockey players in harms way with their overly aggressive and dangerous play
- better communication, transparent policies, policies made up front before the season starts that don't get changed along the way. Make use of club members, board members don't know everything, don't know how to do everything. Also the facebook page, currently it is super focused on Prem, compare that to some other clubs that shows all of it's teams which is how it should be.
- Fees all senior players pay the same fees however the number of games played can be quite different, there should be some equality put in place between number of games played and fees.



WAS THERE ANYTHING SPECIFIC YOU OBSERVED DURING THE SEASON THAT YOU WOULD LIKE TO SEE IMPROVEMENTS IN OR SUGGEST CHANGES TO?

- Club day- be more inclusive
- Less focus on the Premier teams and more focus on the majority of the club
- Hphc getting a bar/clubhouse
- Auckland hockey to update the table on time every Monday Morning.
- For a prem team, there wasn't enough commitment from all players (including Black Sticks and older players) to mid-week trainings. If the expectation is set, then consequences have to follow. Hard when national-level players are not training with us all season, but are there for games. The same goes for players who can consistently only make one session. It's not fair on the junior players. I do understand that people have families, jobs, and the hangover from last season diminished the desire to train. But that has to be balanced with those players who are there every Tuesday and Thursday. They should be the ones playing, even if they are not the most skilled or best players. That's only fair- there are still games where players are getting picked because they are better and it's a big game, but they haven't been training as much as a weaker player. That shows a preference for results over fairness, and I think that has to be changed if the team culture is to remain strong, and to show the players who are working hard and on the fringes that they deserve to play, regardless of how they play.

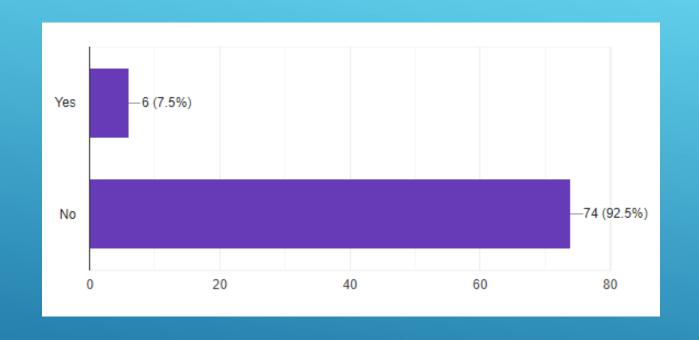


WAS THERE ANYTHING SPECIFIC YOU OBSERVED DURING THE SEASON THAT YOU WOULD LIKE TO SEE IMPROVEMENTS IN OR SUGGEST CHANGES TO?

- Disciplinary process for severe incidents
- Coaching style
- Team selection and transition from youth to senior
- Better support for coaches in lower divisions.
- P1-p2 working together a bit more
- Assignment of players joining the club mid-season



WOULD YOU HAVE ANY INTEREST IN APPLYING FOR SOME OF THE CLUB ROLES THAT ARE BECOMING VACANT NEXT YEAR? (E.G. BOARD MEMBERS / CLUB CAPTAINS / GEAR COORDINATORS / COMMUNICATION LEAD





IF YOU ANSWERED YES, PLEASE DETAIL AREAS OF INTEREST AND A CONTACT EMAIL AND SOMEONE WILL FOLLOW UP.

- Already helping
- Goalie Gear co-ordinator
- I am already a gear coordinator
- N/A
- Board member maybe



ANY OTHER GENERAL COMMENTS THAT YOU FEEL WOULD IMPROVE SENIOR GRADE HOCKEY FOR 2022.

- I believe prem reserve grade should be the second best team in the club. Right now div 1 is a better team. Otherwise it needs to be changed to prem development like rugby has changed it to. In order to do this you would need to have prem reserve hockey on a sat and play before prems. This would encourage div one players to play reserves. As they don't want to play hockey on a sunday. All other sports play reserves before prems and then prem reserves stay around and create an atmosphere for the prem game. We didn't have any reserve players play for prems this season so that argument doesn't really work.
- Create a competitive culture especially for younger senior players so that they live and breathe
 hockey, put in extra work outside hockey trainings and strive to take spots in higher teams. -hold
 workshops/seminars/"whiteboard sessions" on hockey tactics and strategy for young players to
 learn the finer details and get better hockey IQs.
- Loved having 7.30pm training times, it was much better than the 8.30pm or 9pm training times in
 the past. I slept better and wasn't a zombie the next day, I know there is limited times for teams
 but a more reasonable hour for training times made a huge difference to my overall enjoyment of
 the season. Also get some more female coaches, they are great! The increased social media
 content was also good to see what teams where doing in the season keep it up!



ANY OTHER GENERAL COMMENTS THAT YOU FEEL WOULD IMPROVE SENIOR GRADE HOCKEY FOR 2022.

- The pathway for progression to higher senior grades seems unclear within the club. Particularly where there is limited access to coaching other than within a team. Players are not given opportunities to continue to develop skills. Additionally, when teams that win grades refuse to challenge to move up a grade, opportunities for progression throughout the rest of the senior club is limited.
- A few more teams of similar skill level in Div 4, and less of the Prem div1-2 level players in the grade
- HPHC are fantastic. Love it keep up the good work team
- be able to play finals game ,damn Covid
- Dispensation requests need to be approved/declined earlier during the week. There is no use
 putting in an application to find out late on Friday night that it was declined, giving the team no
 time to try and find an alternate solution.
- I think playing quarters! How cool
- Had a blast:)
- Throw in some youth u18 players so they get a taste of senior hockey and are not scared when they arrive in senior hockey

