



**MINUTES
COUNCIL
1430 TUESDAY 26 NOVEMBER 2019
CAVALRY AND GUARDS CLUB
127 PICCADILLY, LONDON, W1J 7BX**

Present:	S T A Hutchinson Esq	In the chair.
	C Adkins Esq	M B J Amoores Esq
	A Banner-Eve Esq	Yusuf Baig Esq
	C Betz Esq	T Brown Esq
	V Chua Esq	Yona Choi Esq
	N J A Colquhoun-Denvers Esq	B Davis Esq
	H. Davis Esq	E De Lisle Esq
	Jade de Vere-Drummond	Brig A R Douglas-Nugent
	S Donovan-Smith Esq	Mrs R Hine
	Maj P R L Hunter	W A H Lucas Esq
	G Maddocks MRCVS	F Matthews Esq
	D Morley Esq	G. Ormerod Esq
	Mrs T Ormerod	Brig C K Price
	H Richardson Esq	Mrs K Sherman
	Brig J Stanhope-White	J M Tinsley Esq
	S G Tomlinson Esq	R. I Vere Nicoll Esq
	C West Esq	C. Whittington Esq
	N Wiles Esq	
In Attendance:		
	D J B Woodd Esq	W H Mawby Esq
	O B A Hughes Esq	Mrs C Keen
	Mrs L E Lewis	Miss L Wright

Apologies:

N Agnew Esq	J Douglas Esq	B Morris-Lowe Esq
S Arber Esq	P Fitzwilliams Esq	R Muddle Esq
H Aylott Esq	R Float Esq	The Hon T Phillimore
P Baker Esq	L Frankum Esq	J Reeve Esq
A Barlow Esq	R Float Esq	JP Smail Esq
C Bethell Esq	J Haigh Esq	Miss C Sweeney
M Booth Esq	F Houston Esq	B Stein Esq
H Beavan Esq	D Irlam Esq	H Taylor Esq
Lord Charles Beresford	K Jones Esq	C J W Townsend Esq
R Blake-Thomas Esq	Miss T Johnson	J Tuthill Esq
R M Britten-Long Esq	M Kidd Esq	T Vaux Esq
R Brockett Esq	A Kent Esq	T Warburton Esq
D Corbett Esq	A Kirby Esq	The Marquis of Waterford
S Craig Esq	D Ladan Esq	Miss S Wiseman
J Crawford Esq	Col S Leger	

THE HURLINGHAM POLO ASSOCIATION

Welcome. The Chairman welcomed all present and thanked them for their support over the last four years. He also thanked Simon Tomlinson and Richard Britten-Long for their many years as Stewards and Chairmen of the Development and International Committees respectively. They had both made a huge contribution both at home and overseas and he very much hoped that they would continue to be involved. He then introduced Nick Wiles, the incoming Chairman.

Introduction. In outlining his proposals for the future, Nick Wiles made the following points: He had spent several months preparing to take over as Chairman and during this time had canvassed widely for opinions and views from individuals in the polo community. An HPA Consultation Paper outlining a "vision for polo" as to where the sport wanted to be over the next 5 years had then been circulated to all clubs and members for comment. The response had been very good and it was clear that it was right for the sport to be challenging itself at this time, identifying the main issues and setting out a direction of travel for the future. Account of the feedback from members had been fed into the final version of the Vision Paper and the main issues raised were:

- Handicapping;
- Tournament conditions;
- Welfare on and off the field;
- Grass roots strategy and new players;
- Behaviour of players;
- Umpiring;
- The overall governance structure and a more responsive decision making process;
- Development and education of young players;
- The importance of a coherent commercial strategy to bring much needed funding and sponsorship into the game;

it was very much a work in progress and actions were already in hand to help to resolve some of the issues raised. He thanked Stephen Hutchinson for all his work over the last 4 years in particular over the visa situation which remained a major area of concern for the future although, in the short term, it was his view that those involved should be congratulated on reaching a very sensible agreement with the Home Office for 2020.

1. Minutes of the Last Meeting. The minutes of the meeting held on 8 May 2019 were agreed.

2. Matters Arising and Chief Executive's Report.

- a. **Insurance.** A meeting had been held with KBIS and it had been agreed to renew the cover for 2020. It was not clear if members understood that the actual cover covered all players at polo whatever their handicap. The HPA were discussing a simple tick box to add additional cover for teeth and a separate policy for the Pro Umpire Group which would guarantee them a small weekly payment if injured.
- b. **Newsletter.** Currently, the newsletter went out monthly but a survey had recently been sent all members asking them if they would prefer a more frequent but shorter newsletter.
- c. **Website.** The website had been simplified. It was primarily there to provide information to members and any comments would be welcome.
- d. **Regional Meetings.** It had been planned to hold a Regional Meeting in Birmingham in May 2019 but this had been cancelled due to lack of support.

- e. **Professional Players Association.** The PPA were keen to be represented at Stewards and this tied in with the review of the HPA's structure and governance.
- f. **SUPA.** SUPA still remained separate from the HPA but a meeting was due to be held on 17 December with Charles Betz and David Meacher.

3. Report from the Stewards.

- a. **Victor Ludorum 2019.** It was planned to hold the Awards Dinner at Guards in May and to include a winner for the 22 goal based on the VL system for points. The full results were on the website, but the winners and runners up were as follows:

22 Goal Winners	Dubai - 200	Runners Up	Emlor - 170
18 Goal Winners	Cortium - 230	Runners Up	Bardon - 180
15 Goal Winners	Snakebite - 190	Runners Up	Noon Giraffe - 180
12 Goal Winners	White Crane - 240	Runners Up	Confido - 180
8 Goal Winners	Saracens - 250	Runners Up	Tomlinson Equine - 240
6 Goal Winners	CANI - 380	Runners Up	AW Jenkinson - 160
4 Goal Winners	AVIAA - 190	Runners Up	Clinova - 90
Ladies Victrix	La Ruleta - 370	Runners Up	Tarantula - 220

- b. **Programme for 2020.** The current programme for 2020 at **Annex A** was generally similar to 2019 for the Victor Ludorum (VL) tournaments except that the overlap of the 12 goal in August and September had yet to be resolved between Cirencester, Cowdray and Guards.
- c. **Tournament Conditions (Annex C to Part 2 of the HPA Rules 2020).** The tournament conditions for 2020 at **Annex B** had been amended to reflect the new criteria for the 12 goal and non-EEA players under 18 as agreed by the Home Office.
- d. **Affiliation of Clubs.** It was agreed that Twyford, Great Trippetts, Moor Farm and Black Bears should be granted full affiliation.
- e. **Visas.** The update and the proposed points-based system for qualifying to bring in grooms and/or players at **Annex C** had been circulated prior to the meeting. This included a Home Office ruling on the requirement for visas for non-EEA players under 18. The following points had been raised at Stewards:
- All qualifying tournaments must adhere to the HPA tournament conditions as set out in **Annex B** and only established tournaments would qualify in the first instance.
 - There needed to be a transparent process which enabled new tournaments to obtain that status and a tournament should only qualify if it was hosted by an established club with genuine playing members and a programme of regular fixtures at different levels over a number of seasons.
 - The breakdown of visas awarded in 2017, 2018 and 2019 was noted as follows:

	2017	2018	2019	Comments
EU Players.	93	164	281	
Tier 5 Players	36	37	36	
Grooms	365	434	431	No of EU grooms unknown
Polo Managers	4	7	5	-
Polo Pony Trainers	12	14	15	-
Umpires	1	1	1	
Coach		1	1	

f. Membership. Membership was noted as follows.

	2012	2013	2014	2015	2016	2017	2018	2019
HPA	2887	2912	2724	2757	2653	2607	2216	2588

- g. Growing the Sport.** HPA had enlisted the support of Jade de Vere Drummond to help with attracting more people into the sport at the grass roots level and it had been agreed that the HPA would have two stands at Olympia Horse Show in December promoting polo in general and selling generic HPA 'Try Polo' vouchers redeemable at any participating club around the country. The HPA would retain £25 from each voucher sale and pay the balance to the club where the voucher was redeemed. It was being mainly funded by the HPA but the support from the clubs to date had been excellent and their contributions and support would help to reduce the cost. The follow up of any interested person was an important part of the scheme.
- h. Xtreme Polo League.** The Xtreme Polo tournament had been played in Argentina between six teams and it was due to be played in America and England in 2020, both with four teams playing a semis, sub finals and finals. It was understood that the USPA might be funding one US player in each team and confirmation of this was being sought.
- i. Yearbook.** It had been agreed that the Yearbook would be the same format and size in 2020 but include Part 3 of the HPA Rules, the Disciplinary Procedures. It was suggested that at the end of a Chairman's term, ie every 4 years, a hardback version should be published. It was agreed that this should be followed up.
- j. Lifetime Achievement Awards.** Any suggestions for Lifetime Achievement Awards should be made to the HPA. These would now be presented under the new format of a Stewards style dinner with an allowance for some family or close friends of those receiving the award.

4. Report from the Finance and Grants Committee.

- a.** The Income and Expenditure 2019 for Governance and Membership at **Annex D** showed a good picture for 2019 with a surplus of £120,000 which excluded any fair value adjustment. Value of the funds invested with Sarasin were £678,314 as at 30 September 2019 as opposed to £599,177 as at 31 December 2018.
- b.** More money was being spent on grass roots polo with £15,000 earmarked for Olympia, and there had been substantially more grants awarded, as set out below. These had been welcomed by the clubs and it had been encouraging that there had been an increase in applications. It had not been possible to meet all the requests and those which benefitted the welfare of ponies at polo had been given a priority.

White Waltham	£3,000	Boards for stick & ball field. Upgrade pony lines
Leadenham	£3,000	Score boards
Cambridge County	£3,000	774 metre underground irrigation main to serve 2 grounds
Tidworth	£3,000	Improvements to pony lines
Druids Lodge	£3,000	New horse ambulance
Cheshire	£3,000	Improvements to pony lines
Dorset	£1,100	Improvements to pony lines and wash area
Kirtlington	£3,000	Improvements to pony lines and wash area
Northern Ireland	£3,000	Installation of water to pony lines

Taunton	£3,000	New horse ambulance
RMAS	£2,680	Improvements to pony lines and reposition scoreboard
Rutland	£1,903	New public address system
Total	£32,683	

c. The following was agreed:

- Club affiliation fees to be raised by 5%;
- All U18s of 3 goals and above to pay full membership;
- Non-playing membership to be increased to £50 and marketed better;
- Introductory membership to be £20 for adults and £10 for U18s, of which £5 would go to the club introducing them;
- Migrant Endorsement fees for players to be increased from £150 to £250. **[Afternote:** Following further discussion it has been agreed to set the fee at £175 plus VAT for all players and grooms.]

The full membership fee for U18 players still at school was queried as such a player could be playing unpaid but it was confirmed that the rule would stand for 2020 and be reviewed for 2021.

5. **Report from the Commercial Activities Board (CAB).**

a. HPA Commercial Income and Expenditure for 2019 and Budget for 2020 at **Annex E** was noted along with following points:

- (i) Overall, the retail sector was very challenging in UK but some headway had been made through House of Fraser and the HPA's investment in the brand had been and continued to be sensible, especially given that the brand and sponsorship were closely linked and supported each other. The target for sponsorship for 2020 was £600k.
- (ii) The deficit was due in the main to the cost of the VL dinner, the title sponsorship of the Coronation Cup and the cost of securing trademarks in the Middle East which was significant and more than anticipated. However, KOG was very committed and had invested heavily.
- (iii) The cost to the HPA was affordable and a sensible investment especially given the challenges around sponsorship and events. The deficit would be carried forward.

b. The CAB would absorb the International Committee less selection for the England teams. An exact structure had yet to be confirmed but it was planned to have two squads, England and England Development, along with an off-field captain to manage and promote the squads. Selection of the squads and teams would be decided by a new Selection Committee chaired by Anthony Fanshawe.

c. In discussion, it was suggested that the models for the Hurlingham clothing should be more diverse but accepted that whilst suggestions could be made it was for the licensee to make those decisions in the light of their market.

6. **Report from the International Committee.** The following points were noted:

a. As per the above, the CAB had taken on the responsibility for the international fixture list and events but not for selection.

b. The results at **Annex F** of the International matches played in 2019 were noted.

- **Beaufort Test match.** A good match and a weekend which worked well for the HPA, Beaufort Polo Club and the players.
- **Coronation Cup.** RCBPC were struggling to make the day financially viable for them from ticket sales and event sponsorship and discussions were ongoing for 2020.

Following discussion, there was consensus that the event would be helped if there was no polo allowed that afternoon with clubs incentivised in some way to support the day, and more ticketed stands.

- c. James Beim had stood down of his own volition as England team captain but remained available for selection.
- d. **Home 2020.** Plans for International matches to be played in 2020 at Home were as follows:
 - Polo in the Park over the same weekend as the Gloucestershire Festival of Polo with the International game played on Friday 5 June and Ladies International on Saturday 6 June.
 - Beaufort Test on Saturday 6 or Sunday 7 June. Pakistan had confirmed informally for the Golden Jubilee Cup at Beaufort and there could be an option to play other test matches against national teams at that level.
 - Cirencester Women's International on Saturday 15 June likely to be against Argentina;
 - Coronation Cup. Saturday 26 July tbc.
- e. **Away 2020/21.** With updates from the recent FIP meetings in BA, plans for International matches to be played in 2020 and 2021 Away were as follows:
 - S Africa: An England team had been invited to play in S Africa at the end of December but this was postponed to April;
 - Dubai at some stage early in 2020 (February);
 - Sydney Australia 5 April at 21 to 23 goals;
 - Women's Copa de las Naciones in April subject to players being able to get themselves mounted which was a major challenge;
 - Copa de las Naciones April; If invited, there would be enthusiasm from the players to play the Copa de las Naciones at Palermo towards the end of April although the date, funding and mounting the team might make it very difficult;
 - The 8 Goal FIP Azerbaijan in September;
 - Women's FIP in Rome in Milan or Villa a Seste in September/October. This would also be the qualifier for the Women's World Championships.
 - FIP 14 Goal World Championships;

7. Report from the Handicap Committee. The following points were made:

- a. All the handicap changes for 2020 were on the website.
- b. The progression of handicaps had worked well as shown by the figures below.

2019 Handicap	Number and % of membership	Number Raised	% Raised
0	493 (26%)	68	14%
-1	468 (24%)	92	20%
-2	385 (20%)	181	47%

- c. A minimum age of 15 on 1 January that year or handicap of 3 goals had been agreed for the 22 goal.
- d. Any player can be re-handicapped at any time and all players are re-handicapped at the mid-season meeting any case. However, it had been agreed that it should be stated clearly in the rules that if any player went up during this winter in their home country with the result that they were 2 goals or more above their HPA handicap then they would be re-handicapped by the HPA at the start of the UK season.

- e. It was very disappointing that 22 clubs had not put in any recommendations and a list of those clubs had been put on the website with a note to say that in future all members of clubs that failed to put in recommendations in 2020 would not be rated and would therefore have to complete a CV the following season.
- f. The HPA should be more proactive to raise players if it was clear that they were under handicapped.
- g. Dates for 2020 below and draft Annex B to Part 2 of the HPA rules 2020 at Annex G.

16.06.20	Mid-season Handicap	Guards Polo Club
24.07.20	22 Goal Handicap	Cowdray
10.08.20	VL Handicap 12,15 & 18 Goal	The Pheasant
11.09.20	End of Season Handicap	Beaumont Estate

8. Report from the Umpire and Rules Committee.

- a. **Rules.** The rule changes for 2019 had worked well and any rule changes for 2020 would be confirmed at the January meeting. It was noted that rule changes under discussion were:

- (i) A 'Fair Play' throw in.
- (ii) A minor change in the process for accumulation of flags.
- (iii) No blocking during play (being trialled by AAP).
- (iv) Penalty always to be moved up if a yellow is awarded.
- (v) Spurs and whips still allowed but under review and rule amended.
- (vi) Umpires should be able to inform players at the beginning of a game where ponies can be changed.
- (vii) Guidelines for travelling ponies should be included in the rules.
- (viii) A mid chukka break for 15 goal and above. The umpires would blow the whistle to stop the game as soon as the ball was neutral after three minutes for a free change. This would last 30-45 seconds, exact time to be decided, and the game would restart as soon as that time was up. There had been differing views at Stewards and some opposition to this proposal, but it was important that the HPA kept a close watch on any welfare issues and the change would be an important step towards protecting ponies from being overplayed. It could also:
 - Save on grooms and the need to have ponies posted around the ground;
 - Speed up the game overall, especially if the time between chukkas was also cut.

It was due to be discussed with the AAP and USPA at the International Rules meeting on 9 December and it had been agreed that the proposal would be discussed further in the new year.

- b. **Umpiring.** The few rule changes for 2019 had worked well and there were no radical changes proposed for 2020. following points were noted or made:

- (i) The death of Robert Graham had been a huge shock and he had left a big gap in the umpiring structure which needed to be filled. This had still to be resolved and it was likely that the HPA would need to find more than one person to meet the requirement.
- (ii) It was planned to have:
 - Two umpire grades, one for the 22 goal which would be increased in size and one for the 18 goal and below. Not all those in the second group would necessarily be used to umpire the 18 goal or indeed the 15 goal, but they would be expected to be familiar enough with the process to be able to do so if required. If they were not in position to do so they could not be in the group.

- A policy similar to rugby whereby the umpires were required to confer visibly so that any decision would always be seen as a collective one agreed by both umpires before any decision was announced. If there was any doubt between the two umpires the referee would always have the final decision.
 - A simplified VAR for the 22 goal so that the referee could review a foul in a matter of a few seconds after the whistle was blown by an automatic review of the play so that he was in a position to support the decision or respond immediately to the umpires if required. It was not intended to introduce a challenge as in the US.
- (iii) It was intended to run an umpire clinic for umpires from our overseas affiliated countries between the semis and finals of the Queen's or Gold Cup. It was hoped that this would provide an income stream to the HPA and also help to establish a better network with other countries.
- (iv) The HPA had sent pro umpires to umpire the 4 goal Victor Ludorum at some of the clubs during 2019 and the feedback had been excellent. It was hoped that this would encourage clubs to use pro umpires having seen the benefits of doing so.
- (v) A main challenge for the HPA was to improve the umpiring and more umpires under contract plus more HPA control over the appointments for a greater number of tournaments should help.
- (vi) There had been universal support for radios being issued to more clubs.

9. Report from the Disciplinary Committee.

- a. The 2019 reports from the Disciplinary Officer at **Annex H** and Safety Advisory Committee at **Annex I** were noted. When members joined in 2020 they would be required to report any injuries incurred in 2019. The current statistics provided very limited evidence but suggested that the HPA could expect one serious brain injury every 5 years, a death every 3 or 4 years and the loss of an eye every year. It was important that members understood the importance of the role that they had to play in providing an accurate record of injuries.
- b. The guidance on penalties at **Annex J**, which had been revised, was noted. If Clubs wished to be able to fine, it was important that that was included in their club rules.
- c. A total of 38 Players and 24 ponies have been drug tested.
- d. It had been agreed that the US NOCSAE standard should be added to the HPA list as an acceptable standard for polo. It was a more demanding standard and it was understood that the USPA were not going to allow helmets that met the other various national standards such as PAS015. The effective date was due to be 1 June 2020 but this was subject to confirmation by the USPA.
- e. There had been a dispute within the 'Instinct' camp. The 'Salvanita' helmet was still certified and approved and clarification was being sought on the Instinct MK 2 helmet.

10. Report from the Welfare Committee.

- a. The main objective was to make clear to members what the standards that were expected of the care of their ponies both on and off the field throughout the year. The standard for wintering of ponies in particular needed to be raised. Everyone needed to recognise the power of social media and how easy it was to attack a sport on the basis of one or two indefensible pictures or videos.

- b. Some teams and grooms needed to be educated on watering and withholding feed. The Welfare Booklet would be updated for 2020 with greater emphasis on the importance of feeding and water.
- c. It was agreed that Rule 4b Part 1 should clearly state that a pony "that is not under proper control or showing vice (such as kicking)" should be reported to the HPA who would then inform other clubs with details of the pony and the incident which should include those members involved with playing the pony.
- d. The new whip rule had worked well and players appeared to have supported it in 2019. The use of the whip in all equine sports was under close scrutiny and mainly about perception. The HPA's rule would be kept under review for 2020 along with the use of spurs. The trial of 'no spurs in the arena' was ongoing and appeared to be working well.
- e. The Committee supported the "change mid-chukka".
- f. The muzzle rule needed to be enforced.
- g. The proposal that an owner who did not want his pony to return to polo should be able to have the pony's passports stamped saying as such was supported.
- h. Following consultation with the vets on the Welfare Committee it had been agreed that Prascend, which was used for horses with Cushing's disease, should not be included as permitted medication.

11. Report from the Development and Coaching Committee. The following points were noted or made:

- a. The number of teams in Junior HPA had been down by a small amount but they were expected to pick up in 2020. There was now a good system of coaching and individuals and teams improved consistently at all levels but particularly in the Hipwood. Conditions for 2020 were as follows:

Buckmaster	U19	0 to 3	born 2001 or later
Rocksavage	U17	-5 to 0	born 2003 or later
Hipwood	U14	-8 to -5	born 2006 or later
- b. There should be at least one junior training day in the winter and the summer courses should be held over two days.
- c. The Chairman of Pony Club Polo had suggested the Committee form a sub-committee to focus on a joined-up policy for youth polo.
- d. The Committee should try to put teams of developing players together with one good experienced player in each team. This could start in 4 to 6 goal polo, raising the level when appropriate.
- e. A plan should be developed for players once they had outgrown junior polo.
- f. Advice should be given to young professionals about how to deal with patrons and manage finances.
- g. It was important that HPA coaches registered with the Pony Club and it was hoped to encourage Pony Club members of 18 years and above to enrol on the HPA coaching ladder.
- h. The results of the Select Matches at **Annex K** were noted
- i. The following children were going to South Africa in December:
 Jemima Walker, Lucy McLaughlin, Mack McCaffrey, Rufus Uloth, Ruby Hickmet and Marcus Pejkoivic.

and in February the following would be invited:

Louis Hine, Will Millard, Will Drewitt, Ed Walker, Luke Wiles, Oliver Conway-Johnson and Ed Morris.

12. Report from the Arena Committee. The following points were noted or made:

- a. The Bryan Morrison was due to be played against the US on 7 March at 20 to 23 goals at AEPC Hickstead. Currently there was no title sponsor and pooled ponies were being considered.
- b. The Frasers England Women's team had won 17-9 against WIP UK at RCBPC on December in the Final of The Ladies Nations Cup.
- c. The Arena was trialling 'no spurs' until mid-December when a report would be circulated.
- d. Clubs should have a sign saying: "No Unlicensed Rentals".
- e. Bawtry's application for provisional affiliation had been approved.

f. The main tournaments were:

HPA National Club Championships (1 – 3 and 10 – 12)	19 Nov–1 Dec
HPA Christmas National Club Championships (5 – 8)	7 – 15 Dec
HPA New Year National Club Championships (4 – 6 and 13 – 15)	3 – 19 Jan
British Open Arena Gold Cup (13-15)	11 - 29 Feb
The Bryan Morrison Trophy (England v USA)	7 Mar at AEPC

There had been 6 teams in the 3 goal and 2 in the 12 goal but the low entry for the latter was primarily due to some key players being away.

13. Pony Club Report 2019. The Pony Club report at **Annex L** was noted and in discussion the following points were emphasised:

- a. The focus of the Pony Club was on getting new players and new branches involved and the grant from the Polo Charity had been very helpful in that respect. Six new branches and 28 children had started playing Pony Club polo in 2019
- b. Taster days were key to getting children and parents involved but having the right people available to help oversee and instruct was not easy due to the requirement for those individuals to hold the necessary HPA and/or Pony Club qualifications and this needed to be resolved.

14. UK Armed Forces Polo Association (UKAFPA). The UKAFPA report for 2020 at **Annex M** was noted. Tim Brown, who had taken over from Mark Cann, thanked him for his hard work over the past 24 years and for his success in growing polo in the Armed Forces which was now a valuable source of new players.

15. Elections and Appointments for 2020. The following were appointed by nomination, approval or election for 2020:

Chairman:	Nick Wiles
Vice Chairman:	Will Lucas
Past Chairman:	Stephen Hutchinson
Stewards:	
Appointed by their Club:	
Cirencester	Mark Booth
Cowdray Park	Roderick Vere Nicoll

THE HURLINGHAM POLO ASSOCIATION

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RCPBC
Guards
Appointed by UKAFPA:
Elected:

Jamie Morrison
Brian Stein
Tim Brown
Andrew Barlow (2020)
Victor Chua (2020)
Aurora Darwin (2021)
Edward Keymer (2021)
Tae Ormerod (2021)
Tristan Phillimore (2022)
Will Lucas (as Chairman of Handicap
Committee and Umpire and Rules Committee)
Sean Donovan-Smith (as Chairman of
Disciplinary Committee)
Michael Amooore (as Chairman of Arena
Committee)
Simon Tomlinson
Richard Britten-Long

Appointed by the Chairman:

Retiring Stewards:

Disciplinary Steward
Disciplinary Officer

Sean Donovan-Smith
Christopher Price

Commercial Activities Board (CAB) Chairman

Nick Wiles

Standing Committee Chairmen - Elected annually by Council

Handicap Committee

Will Lucas

Development Committee

Andrew Barlow

Umpire and Rules Committee

Will Lucas

Finance and Grants Committee

Tae Ormerod

Disciplinary Committee

Sean Donovan-Smith

Arena Polo Committee

Michael Amooore

Additional Members of the Council - Elected annually by Council

Arthur Douglas-Nugent

John Tinsley

Richard Britten-Long

Simon Tomlinson

David Morley

Charles Whittington

Christopher Price

Michael Mylonas

Members of the Handicap Committee - Elected annually by Council

David Ashby (2020)

Antony Fanshawe (2021)

Nina Clarkin (2020)

Simon MacDonald (2020)

Chris Bethell (2019)

Roddy Stanning (2019)

16. FIP Appointments. The current FIP appointments were noted as follows:

Vice President

Chairman HPA (ex officio)

Council of Administration:

Charles Beresford

Roderick Vere Nicoll

Executive Committee:

Chairman HPA (ex officio) and David Woodd (See note)

Finance Committee:

No UK Representative

Marketing Committee:

No UK Representative

Rules Committee:

Will Lucas and David Woodd

Ladies Committee

Nina Clarkin

Junior Committee

Oliver Hughes

Ambassadors:

Roderick Vere Nicoll

Stephen Hutchinson (Ireland)

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Company registration number: 5049372, registered office as above

Ambassadors at Large:	Lila Pearson Christopher Hanbury Simon Tomlinson Nicholas Colquhoun-Denvers
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It was noted that the FIP currently had no D&O insurance but had put in place an indemnity letter which might help to obtain such cover. Both the incoming Chairman and the Chief Executive were nominated to join the Executive Committee, but neither would formally join that Committee until D&O insurance was in place.

17. Date of Next Meetings

Thursday	7 May	1430	Cavalry & Guards Club, Piccadilly
Tuesday	24 November	1430	Cavalry & Guards Club, Piccadilly

Annexes:

Annex A – Programme for 2020.

Annex B – Tournament Conditions 2020.

Annex C – Visa Update and Proposed Points-Based System.

Annex D – Governance & Membership Income & Expenditure 2019 & Budget 2020.

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Annex L – Pony Club Report 2019.

Annex M – UKAFPA Report 2019.

Fixtures VL 2020

May

June

BH

BH

Wt

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26			
Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr

RCBPC-POW (4-7)

Guards - Queen's Cup (11-12)

Wentworth Cup (3-5)

Cowdray - Duke Of Sutherland (15-9)

Greentree - Ardley Cup (7-8)

Guards - Royal Windsor (23-21)

Cowdray - Dollar Cup (11-10)

RCBPC - John Prestwich (4-2)

Beaufort - Prince Of Wales (5-4)

Greentree - Gerald Holding (8-7)

Guards - Archie David (22-28)

Dallas Burston (6=)

Beaufort - Rojas Lamas (5-6)

Kintlington (6)

Rutland - ASSAM

Black Bears

Int

<

September

BH

26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th

Keas (4-3)

18 19

GrandCentral - Cheltenham Cup (5-4)

Guards - Autumn Nations

Cowdray - Autumn League (7-5)

18 19

18 19

18 19

18 19

Colchester - Kingsgate (7-9)

18 19

Dallas (NP -4)

18 19

18 19

18 19

**ANNEX C - TOURNAMENT CONDITIONS, NON-EEA PLAYERS, TEAM ENTRIES, TEAM CHANGES AND
SUBSTITUTION**

- 1. Tournament Conditions.** The official 22 goal and Victor Ludorum Tournaments take priority over all other tournaments with those of higher goal taking priority over lower. The results will count towards the points system for Victor Ludorum; see **Appendix 1**. Certain handicap limits are placed on the teams and individual players, and on non-EEA players (see C2 and C3 for those under 18) and these are set out below for the different levels. For 2020, all EU nationals can continue to play professionally or as amateurs as they are not subject to immigration control, or restrictions on type of work permitted.

22 Goal.

- All players must hold a 22 goal handicap of 0 goals or above; see Annex B;
- Any player under 15 on 1st January must have a minimum handicap of 3 goals;
- Teams are allowed a maximum of two non-EEA players who must be 4 goals or above.

18 Goal.

- Teams are allowed a maximum of two non-EEA players who must be 4 goals or above;

15 Goal.

- The minimum handicap is 0;
- Teams are allowed a maximum of one non-EEA player who must be 4 goals or above;

12 Goal.

- The minimum individual handicap is -1. This shall not be counted towards a team's total handicap for entry purposes. i.e. a -1 player may not play with three other players worth 13 goals;
- The handicap of a -1 player shall be included in the team's total handicap to decide any handicap start at the beginning of a game;
- Teams are allowed a maximum of one non-EEA player who must be 4 goals or above;

8 Goal

- The minimum individual handicap is -1. This shall not be counted towards a team's total handicap for entry purposes. i.e. a -1 player may not play with three other players worth 9 goals.
- The handicap of a -1 player shall be included in the team's total handicap to decide any handicap start at the beginning of a game;
- The maximum individual handicap is 6;
- Teams are allowed a maximum of one non-EEA player who must be 4 goals or above and who can only play if their high or medium goal patron is playing;

6 Goal.

- The minimum individual handicap is -1. This shall not be counted towards a team's total handicap for entry purposes. i.e. a -1 player may not play with three other players worth 7 goals;
- The handicap of a -1 player shall be included in the team's total handicap to decide any handicap start at the beginning of a game;
- The maximum individual handicap is 5;

4 Goal.

- The minimum handicap is -2 goals and maximum 4;

- No two players may exceed 5 goals.

2 Goal.

- The minimum handicap is -2 goals and maximum 3
- No two players may exceed 4 goals

0 Goal.

- The minimum handicap is -2 goals and maximum 3.
- No two players may exceed 3 goals

-2 Goal.

- The minimum handicap is -2 goals and maximum 2.
- No two players may exceed 2 goals.

If a club chooses to allow any upper limit to be exceeded for a club tournament of 12 goal and below the team exceeding them shall give the opposing team the number of goals by which both the team and any player has exceeded the limit in addition to any handicap difference. If the other teams have not been notified, they shall be allowed to withdraw should they wish to do so.

2. Non-EEA Players. A non-EEA Player (referred to by the Home Office as a "Migrant") is a player who has entered the UK on a Tier 5 Visa (Temporary Worker – Creative or Sporting) or on a Standard Visitor Visa which has replaced the Sports Visitor Visa. Please see <https://www.gov.uk/standard-visitor-visa>.

a. Professional and Amateur Status.

- (i) The full definition of professional sportsperson can be found in the **Interpretations** section of the Immigration rules at the following link:
<https://www.gov.uk/guidance/immigration-rules/immigration-rules-introduction>.
- (ii) Any player who has played here on a Tier 2 or 5 visa and is either now here on another type of visa or is known to have played professionally in another country shall be considered to be a professional player and as such will require to be here on a legitimate visa which covers his involvement in polo whilst in the UK.
- (iii) The HPA reserves the right to refuse permission to play or to suspend a player purporting to be an amateur unless and until they are completely satisfied that the player has provided the necessary evidence to show that he is not being paid to play in cash or kind. He may also be required to include proof of ownership of the ponies played or hired and the terms of hiring, and a declaration signed by both the player and any patron.

b. Kolpak Status. The Kolpak Ruling allows citizens of certain countries the same right to freedom of work and movement as EU citizens as long as they have held a valid work permit in the UK for 4 years. Please see https://en.wikipedia.org/wiki/Kolpak_ruling for more guidance. These individuals will not be classed as non-EEA Players.**3. Under 18 Players.**

- a. If they are here on a standard visitor visa or as a dependent of someone here legitimately, they can only play as an amateur (see 2a) As such they will not count as a non-EEA player.
<http://www.gov.uk/standard-visitor-visa/if-youre-under-18>
<https://www.gov.uk/guidance/immigration-rules/immigration-rules-introduction>
- b. If they wish to play as a professional and are over 16 on 1 Jan 2020 they must apply for a Tier 5 visa in their own right and will be subject to HPA tournament conditions. The minimum age requirements for employment are at: <https://www.gov.uk/child-employment/paying>
- c. If they wish to play as a professional and are under 16 on 1 Jan 2020 they must apply for a performance licence (<https://www.gov.uk/child-employment/performance-licences-for->

children) and will be subject to HPA tournament conditions. They will need to show as part of the application evidence that:

- the individual will be living still with a responsible adult (parents or guardian) and;
- they have their parent's consent and;
- their welfare and education arrangements are adequate.

4. National Teams. The conditions governing non-EEA players may be lifted for a national team which has been invited and approved by the Stewards or for an established overseas patron who wishes to play with an immediate family member who is also non-EEA. In the case of a substitution in such a family team, normal tournament conditions and rules shall apply. See also Rule 2.2L. National and Representative Teams.

5. Team Entries. To enter, the team captain/manager must submit a completed entry form and send it to the Tournament Committee with the entry fee before the closing date. The team must be qualified to play in the tournament and the entry form must contain the names of at least three players whose total handicap adds up at least to the minimum handicap of the tournament and nominate the team captain. The entry form will contain a declaration which the team captain or manager must sign to the effect that the players nominated on the form or subsequently to be added or changed are qualified to play in the tournament or match and that the handicap and status of the players are correctly recorded.

- a. Pairing of Players.** Two players may be paired so that each plays a designated number of chukkas within one team.
- b. One Team.** No player may play for more than one team in the tournament except if authorized as a substitute.
- c. No Play Dates.** No Play Dates shall be at the discretion of the Tournament Committee and cannot be guaranteed.
- d. Withdrawal.** A team that has entered a tournament may not withdraw once the schedule has been published without the permission of the Tournament Committee which should only be given in exceptional circumstances. A team that pulls out immediately before or during a match without such consent will invoke a charge of misconduct.
- e. Disqualification.** A Tournament Committee has the right to disqualify a team at any time.

6. Not Trying. If in the opinion of the umpires or the referee or the Tournament Committee, a team is believed to be not trying, the team should be warned by the umpires. If the team fails to comply with this instruction, the umpires shall submit a report form. The team or individual players may be subject to a Disciplinary Enquiry by the Tournament Committee who may take any action considered appropriate, including the disqualification of the team and its members from playing in the rest of the tournament. If it is considered appropriate by the Tournament Committee to refer the matter to the HPA, the team will be suspended pending adjudication by the HPA.

6. Coaching. Coaching during play is forbidden from anywhere and by any form of communication.

7. Umpire Ponies. Teams are required to provide two ponies for umpiring for all 15 goal matches and above. Below this level only one need be provided. See also Rule 2.4f. A pony that has been played or has umpired four chukkas should not be used to umpire without a significant break. Ponies must be suitable to umpire the level being played. A pony to be ridden by an umpire must be equipped as for playing except that the tail need not be put up. Should an umpire deem that the pony offered is unsuitable for umpiring then the team must provide a replacement. See also Rule 2.4f.

8. Players Raised in Handicap during the Season. If the handicap of a player or players in a team has been raised during the season a 22 high goal team will be allowed to play above the tournament limit

by that number of goals and any other team will be allowed to play one goal over the limit subject to that player having either:

- Played previously with that team or
- Been listed as a member of a team on the entry form for a tournament within seven days of the effective date of his new handicap.

The same rules as the above shall apply as to the handicap limits for individual players.

9. Team Change and Substitution. Should a team captain or manager wish to change or add a player after the draw has been published it is 'team change' and he must inform the Tournament Committee and, once approved, the opposing team at least one hour before the start of the game. If a match is about to start or has started and a player is late or unable to play through accident, sickness or duty, it is a 'substitution'. In all cases any player must be qualified to play in the tournament and the team must remain qualified (see 9b(ii)). Should the club official responsible be unable to check the eligibility of that player for whatever reason, then that player shall not play. The club official should inform the opposing team of any change or addition as soon as possible.

- a. High Goal.** It is recognised that in high goal the replacement of a high goal player within the rules may be more difficult. Special rules, which should be detailed in the tournament conditions, may apply to any subsidiary knockout phase.

(i) Team Change in League Phase of 22 Goal. If a player is unable to play in the next match of the league phase, the team with his replacement must remain qualified. If a player of 7 goals and above cannot play due to an injury or illness certified by a doctor that player may be replaced by a player of no higher a handicap in a different league.

(ii) Team Change in Main Knockout Phase in 22 Goal. If a player of 2 goals and above cannot play due to an injury certified by a doctor, that player may be replaced by a player who is no longer part of the main tournament but is qualified in all other respects.

(iii) Substitution in the 22 Goal. A list of nominated substitutes shall be emailed to the Polo Manager by mid-day on the day before the match:

- **League Phase.** For a player of 7 goals and above a team may nominate as a substitute a player in the tournament of either the same handicap or lower.
- **Knockout Phase.** For each of its players a team may nominate a substitute who has been knocked out in a previous round or the league phase.

(iv) 18 Goal. For a player of 7 goals and above a team may nominate as a substitute a player of either the same handicap or lower who has been knocked out in a previous round or in the league phase.

- b. Substitution.** Except as in 9a above, a team shall be subject to the substitution rules as set out below. See also Rule 2f. The Tournament Committee, having been satisfied that there is a genuine need for a substitute, will ask the captain of the team requiring the substitute for his choice.

(i) Chosen Substitute Not Qualified. Should the chosen substitute not be qualified, the Tournament Committee must establish if there is another qualified substitute readily available. This is to include a player of the same handicap or one goal less than the player he will replace. A team whose total handicap was below the upper limit of the tournament is not obliged to take a substitute of a higher handicap.

(ii) No Qualified Player Available. If no qualified player is readily available, the Tournament Committee may agree to a player being used who has played or be due to play in another team. A player who is no longer in the tournament should play in preference to one who is still in it. The Tournament Committee may authorise a non-EEA qualified to play at that level (medium or high goal) to substitute for an EU player if no qualified EU player is available.

(iii) Team or Player Raised in Handicap.

- If a team is playing above the handicap limit of a tournament by virtue of including a player or players raised in handicap during the season, and one or both of those

players has to be substituted during a match, any substitution must be on the basis of the original handicap of those players before they were raised. However, if another player in that team is substituted, the original total handicap of the team may stand.

- A player whose handicap has been raised mid-season may not play as a substitute if he exceeds the handicap limit for an individual player or causes the team to exceed its tournament limit counting any other team members also raised mid-season.

(iv) Double Substitution. If a player is injured so that he cannot continue to play and, even though a qualified substitute may be available, a team may choose to make a double substitution. The injured player may be replaced by a player of a lesser handicap and another player on the team may be replaced to bring the team back to its original level (but see Rule 2.2c(ii)). Both substitutes must be qualified and therefore must not have played or be due to play in the tournament.

(v) Substituted Player May Replace Substitute. A substituted player may replace his substitute at the start of but not during any chukka.

(vi) Three Man Teams.

- If a player is late or unable to play as a match is about to start, then a team may play with three players, but the team aggregate handicap must remain within the tournament limits.
- If a team is reduced to three men (no qualified substitute or player sent off) it may play with an aggregate handicap below or above the limits of the tournament but there shall be no change to the score. In the event of a subsequent substitution, the handicap of the injured or sent off player must continue to be included in the calculation when judging the eligibility of the substitute.

(vii) Effect on Substitute. A player who has substituted for another under Rule C16b should not be disqualified from continuing with his original team, or from joining another team if he is not already in one. ~~He may also continue to play in the team in which he has played as a substitute if the original player is still not available and his own team is no longer in the tournament.~~

(viii) Score.

- If the substitute is of the same handicap as the player he has replaced or lower, then the score will not be altered. However, if they choose to do so, up to the tournament limit, then the score will be altered immediately to reflect the increased total handicap of the team irrespective of when the substitution occurs. Should the substitute have been of a higher handicap so that the score was altered it shall not be changed again.
- If the substitute was of lower handicap and had started the match so that his handicap was shown within the team total then the score will be altered if the substituted player joins the team.
- If starting with 3 men, the team will start with the aggregate handicap of the three players. If the fourth player or his substitute subsequently joins the game, the handicap of the team will be recalculated to include the handicap of the joining player if one goal or above and the score board altered accordingly in favour of the opposing team. If the joining player's handicap is 0 goal or below then no alteration will be made to the score.

The Home Office have published the Governing Body Endorsement criteria that will be applicable to polo for 2020. The full criteria are available on the HPA website but there are a few points to note:

1. **Low Goal.** The concession to enable the HPA to endorse non-EEA low-goal polo grooms has been extended for one further and final year for the 2020 season. Only applications received up to and including 30 April 2020 for a low-goal groom will be permitted and only from those who had a low-goal groom in 2019. After that date (so from 1 May 2020 onwards) the HPA cannot endorse grooms for low goal.
2. **Medium and High Goal.** For those wishing to bring in non-EEA players or grooms for medium goal and above, the Code of Practice is unchanged except that the definition of "medium goal" polo has been extended to include the 12 goal (with the handicap limits changed from 8 - 12 to 10 - 12) and the HPA's own qualification criteria have been adjusted accordingly:
 - Unless playing both the Queen's and Gold Cup sponsors must commit to reaching 200 points on the HPA's new points-based system as per the attached/below. The points vary according to level and status;
 - A migrant player may play in the 8 goal but only if the sponsor is entered and playing in the team;
 - The HPA retains the right to limit the number of grooms according to the number of ponies owned and you may be required to provide proof of ownership of the number of ponies declared on the application form. Those playing in the 12 goal only will be limited in any case to one groom.
3. **Coach/Umpire.** Fully affiliated Clubs with a minimum of 20 playing members may apply for an endorsement for one non-EEA coach/umpire who must hold a current HPA coaching qualification and umpire grade and have been 4 goals at some stage. The intention is that this will enable a non-EEA professional to be based at a club as a coach and umpire for that club and its members. He will only be allowed to play in teams made up of fellow club members, either at home or away.
4. **Under 18 Players.**

If here on a standard visitor visa or as a dependent of someone here legitimately, they can only play as an amateur and cannot be paid to play in cash or kind. As such they will not count as a non-EEA player.

If playing as a professional and over 16 on 1 Jan 2020 they must apply for a Tier 5 visa and will be subject to HPA tournament conditions.

If playing as a professional and under 16 on 1 Jan 2020 they must apply for a performance licence and will be subject to the same HPA conditions. They will also need to provide evidence that:

 - they will be living with a responsible adult (parents or guardian) and;
 - they have their parent's consent and;
 - their welfare and education arrangements are adequate.

TOTAL POINTS NEEDED = 200		
All tournaments played to HPA Tournament Conditions		
22 Goal	Location	Points:
Prince of Wales	RCBPC	100
Trippetts	Trippetts	100
Queen's Cup	Guards	100
Warwickshire	Cirencester	100
Gold Cup	Cowdray	100
18 Goal		
Duke of Sutherland	Cowdray	80
Apsley Cup	Cirencester	80
Indian Empire	Guards	80
Challenge	Cowdray	80
15 Goal		
Queen Mother	Guards	80
Cicero	Cowdray	80
Bryan Bethell	Cowdray	80
Royal Windsor	Guards	80
Coworth Park Challenge	Guards	80
Eduardo Moore	RCBPC	80
Harrison	Cowdray	80
County Cup	Cirencester	80
Duke of Cornwall	Guards	80
Arthur Lucas	Beaufort	80
12 Goal		
Valerie Halford	Guards	35
Tyro	Cowdray	35
Dollar Cup	Cowdray	70
John Prestwich	RCBPC	70
Prince of Wales	Beaufort	70
Texaco	Cowdray	35
Queen Mother	Cirencester	70
Duke of Wellington	Guards	70
Cheltenham Cup	Cirencester	70
Autumn Nations	Guards	35
Autumn League	Cowdray	70
Victrix Ludorum 18 Goal		
Black Bears	Black Bears	80
Knepp	Knepp	80
Cowdray	Cowdray	80
Cirencester	Cirencester	80
Beaufort	Beaufort	80
RCBPC	RCBPC	80
Guards	Guards	80

**GOVERNANCE AND MEMBERSHIP
2019**

ANNEX D
COUNCIL MINUTES
26.11.2019

INCOME	2018	BUDGET 2019	TOTALS	FORECAST 2019	TOTALS	BUDGET 2020	TOTALS
Member Affiliation Fees	450,097.00	450,000.00		445,000.00		450,000.00	
Club Affiliation Fees	82,119.00	80,000.00		73,326.00		73,500.00	
Arena Members Affiliation Fees	27,930.00						
Outside Events - Licence Fee	13,000.00	12,000.00		8,000.00		9,000.00	
Subscriptions and Affiliations			542,000.00		526,326.00		532,500.00
Pony Passports	37,608.00	30,000.00		43,000.00		35,000.00	
Coaching Income	29,524.00	25,000.00		16,500.00		16,000.00	
Professional Umpire Fees	520,531.00	450,000.00		509,000.00		475,000.00	
Migrant Endorsements	74,840.00	65,000.00		70,000.00		75,000.00	
Sundry Income inc Fine	63.00			25.00			
			570,000.00		638,525.00		601,000.00
Total	1,235,712.00		1,112,000.00		1,164,851.00		1,133,500.00
EXPENDITURE	2018	BUDGET 2019	TOTALS	FORECAST	TOTALS	BUDGET 2020	TOTALS
Coaching Costs	-24,325.00	-25,000.00		-11,590.00		-12,000.00	
Drug Testing & Vets Fees	-8,411.00	-10,000.00		-9,630.00		-10,000.00	
Year Books	-6,238.00	-10,000.00		-9,848.00		-10,000.00	
Professional Umpires	-451,976.00	-440,000.00		-465,000.00		-450,000.00	
Pony Passport Costs	-12,898.00	-10,000.00		-16,000.00		-15,000.00	
Grants to Affiliated Clubs	-28,308.00	-32,000.00		-32,683.00		-30,000.00	
FIP	-7,703.00	-15,000.00		-15,000.00		-15,000.00	
Legal Fees - Work Permits	-24,711.00	-20,000.00		-26,500.00		-26,500.00	
Cost of Sales	-564,570.00		-562,000.00		-586,251.00		-568,500.00
Salaries & National Insurance	-229,133.00	-252,960.00		-246,857.00		-270,960.00	
Pension Scheme Contribution	-17,179.00	-19,200.00		-19,215.00		-21,400.00	
Staff Training	-1,760.00						
Employment Costs	-248,072.00		-272,160.00		-266,072.00		-292,360.00
Insurance	-58,939.00	-65,000.00		-36,064.00		-38,000.00	
Professional Indemnity Insurance	-5,815.00			-6,169.00		-6,500.00	
Establishment costs	-64,754.00		-65,000.00		-42,233.00		-44,500.00
Meetings and Seminars	-7,932.00	-7,000.00		-7,000.00		-7,000.00	
Web Site Costs/Data Base	-23,628.00	-31,000.00		-28,000.00		-30,000.00	
Office Expenses	-46,298.00	-41,000.00		-45,000.00		-45,000.00	
Hire of Plant and Machinery	-3,781.00	-3,200.00		-3,000.00		-3,000.00	
Sundry Exp - Welfare Inspection & scanners				-1,750.00			
VAT Partial Exemption	-10,199.00			-10,000.00		-10,000.00	
Travel & Subsistence	-13,444.00	-12,000.00		-10,000.00		-10,000.00	
Accountancy and Taxation Fees	-10,630.00	-12,000.00		-12,000.00		-12,000.00	
Legal & Professional Fees	-13,584.00	-16,000.00		-5,000.00		-5,000.00	
Investment Portfolio Fees	-136.00	-200.00		-200.00		-200.00	
HPA Licensing	-102,034.00						
New Website				-9,038.00			
Marketing (Olympia & Jade de Vere D)				-15,000.00		-12,000.00	
Bad Debt	-1,060.00						
General Administrative Expenses	-232,726.00		-122,400.00		-145,988.00		-134,200.00
Bank Charges	-386.00	-500.00		-800.00		-800.00	
Credit Card Charges	-1,101.00	-1,000.00		-2,000.00		-2,000.00	
Finance Charges	-1,487.00		-1,500.00		-2,800.00		-2,800.00
Depreciation of Office Equipment	-1,456.00	-1,500.00		-1,500.00		-1,500.00	
Depreciation Costs	-1,456.00		-1,500.00		-1,500.00		-1,500.00
Total Expenditure	-1,135,354.00		-1,013,560.00		-1,044,844.00		-1,043,860.00
Contingencies			-10,000.00				-10,000.00
Total Income	1,235,712.00		1,112,000.00		1,164,851.00		1,133,500.00
Surplus/(Deficit) for the Financial Year	100,358.00		88,440.00		120,007.00		79,640.00

NOTE: Account has to be taken of the listed investments fair value adjustments.

**COMMERCIAL ACTIVITY
2019**

**ANNEX E
COUNCIL MINUTES
26.11.19**

Income					
	BUDGET 2018	ACTUAL 2018	BUDGET 2019	FORECAST 2019	BUDGET 2020
SPONSORSHIP					
Thai Polo - England Team	40,000.00	25,000.00	25,000.00	25,000.00	25,000.00
Thai Polo - Diamond Jubilee	20,000.00	20,000.00	20,000.00	0.00	
Thai Polo - Junior HPA		7,500.00	7,500.00	7,500.00	7,500.00
Thai Polo - Pony Club		7,500.00	7,500.00	7,500.00	7,500.00
RCBPC International Day - Argentine Team		15,000.00		17,500.00	
Globetrotter	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
Tally Ho Farm	13,500.00	13,500.00			
Ramsbury Brewery		30,000.00			
Frasers	400,000.00	380,000.00	380,000.00	380,000.00	380,000.00
Flannels			60,000.00	60,000.00	60,000.00
Paul & Shark			90,000.00	90,000.00	90,000.00
Polofix (2017 adjustments)		644.00			
DEVELOPMENT					
Development (Contributions from parents)		37,812.00	38,000.00	29,170.00	30,000.00
Junior HPA (Contributions from parents)		18,932.00	18,500.00	15,560.00	16,000.00
LICENSING			150,000.00	150,000.00	150,000.00
Sub Total	493,500.00	575,888.00	816,500.00	802,230.00	786,000.00

Expenditure					
	BUDGET 2018	ACTUAL 2018	BUDGET 2019	FORECAST 2019	BUDGET 2020
COMMISSION & MANAGEMENT					
SHC Commission	-80,000.00	-76,000.00	-106,000.00	-90,000.00	-90,000.00
Polofix Commission	-9,700.00	-19,700.00	-16,000.00	-4,000.00	-4,000.00
TLA/Polofix - Sponsorship Management	-10,000.00	-39,333.00	-65,000.00	-62,500.00	-62,500.00
	-99,700.00	-135,033.00	-187,000.00	-156,500.00	-156,500.00
SPONSOR ENTERTAINMENT & COST					
Frasers Entertainment	-18,805.00	-15,004.00	-9,000.00	-10,109.00	-10,000.00
Other Sponsors Entertainment and Expenses	-50,540.00	-18,538.00	-19,000.00	-29,142.00	-30,000.00
Marketing (HPA Entertaining)	-3,500.00	-3,651.00	-4,000.00	-2,209.00	-2,500.00
Title/Sponsorship transfer to RCBPC		-22,556.00			
	-72,845.00	-59,749.00	-32,000.00	-41,460.00	-42,500.00
ENGLAND TEAMS & COST OF INTERNATIONALS					
Squad Retainers / Appearances	-30,000.00	-19,000.00	-20,000.00	-1,350.00	-5,000.00
Squad Kit	-5,000.00	-7,729.00	-8,000.00	-8,855.11	-9,000.00
Pony Kit		-2,324.00	-2,500.00		
Training Day	-2,000.00	-400.00	-1,000.00		
RCBPC International Day - cost of day	-	-131,056.85	-50,000.00	-54,337.37	-50,000.00
RCBPC International Day - cost of England team	-20,000.00	-20,400.00	-20,400.00	-21,035.00	-20,000.00
Beaufort International Day - cost of day	-	-18,252.63	-8,500.00	-11,691.82	-10,000.00
Beaufort International Day - cost of England team	-5,000.00	-3,935.00	-4,000.00	-3,400.00	-3,500.00
Cirencester Womens International - cost of day	-8,000.00	-8,531.00	-6,000.00	-8,730.00	-5,000.00
Cirencester Womens International - cost of team				-2,379.12	-2,500.00
Polo in the Park - cost of team		-1,805.00	-2,000.00	-3,279.96	-3,500.00
County Cup		-3,440.00			
Arena Club & Internationals	-15,000.00	-17,604.00	-15,000.00	-12,447.36	-15,000.00
Westchester Cup / Copa de las Naciones			-60,000.00	-51,942.04	-10,000.00
Seas Tournaments - Australia (Men & Women) & Argentina	-5,000.00	-9,023.00	-5,200.00	-9,664.59	-25,000.00
FIP Tournaments					-15,000.00
	-90,000.00	-243,500.48	-202,600.00	-189,112.37	-173,500.00
	BUDGET 2018	ACTUAL 2018	BUDGET 2019	FORECAST 2019	BUDGET 2020

**COMMERCIAL ACTIVITY
2019**

**ANNEX E
COUNCIL MINUTES
26.11.19**

LICENSING		-64,454.00	-65,000.00		
Brand Ambassadors - Clothing				-2,965.00	-3,000.00
Photographer				-8,208.00	-8,000.00
Westchester Cup Branding				-2,141.00	
Commission to King of Games on MGs	-20,000.00	-33,188.00	-40,000.00	-42,750.00	-40,000.00
Commission to Brand Ambassadors				-30,500.00	-45,000.00
Trademark Expenditure		-41,412.00	-40,000.00	-121,075.00	-40,000.00
Depreciation - Amortisation of Patents		-5,540.00	-5,540.00	-5,540.00	-5,500.00
VL Awards Dinner				-18,307.00	-20,000.00
RCBPC Title Sponsorship				-50,000.00	-50,000.00
	-20,000.00	-144,594.00	-150,540.00	-281,486.00	-211,500.00
DEVELOPMENT					
Junior Westchester	-20,000.00	-11,348.00	-3,500.00	-7,810.99	
Flannels Pony Club	-15,000.00	-15,000.00	-15,000.00	-15,000.00	-15,000.00
Thai Polo - Pony Club	-7,000.00	-5,250.00	-5,250.00	-5,500.00	-5,500.00
Pony Club Grant		-7,000.00	-7,000.00	-7,000.00	-7,000.00
Development Committee	-58,000.00	-64,902.00	-60,000.00	-58,022.56	-60,000.00
Junior HPA	-24,000.00	-24,199.00	-24,000.00	-21,649.57	-24,000.00
	-124,000.00	-127,699.00	-114,750.00	-114,983.12	-111,500.00
GENERAL ADMINISTRATIVE EXPENSES					
Wages & Salaries		-57,283.00	-63,240.00	-61,967.71	-70,240.00
Staff Pensions		-4,295.00	-4,800.00	-4,803.00	-5,300.00
Staff Training		-440.00			
Office Expenses		-11,547.00	-8,000.00	-6,196.20	-8,000.00
Computer Software & Maintenance Costs		-287.00	-350.00	-3,390.60	-1,500.00
Printing Postage & Stationary		-18.00	-250.00	-932.00	-1,000.00
Hire of other Assets (operating leases)		-757.00	-757.00	-757.00	-750.00
Sundry Expenses		-13.00	-13.00		
Travel & Subsistence		-3,956.00	-2,400.00	-3,650.00	-3,500.00
Accountancy Fees		-4,274.00	-2,400.00	-4,250.00	-4,500.00
Legal & Professional Fees		-5,176.00	-4,000.00		
Bank Charges		-116.00	-116.00	-116.00	-116.00
Bank Interest Receivable		3.00			
Foreign Currency (gains)/losses		-1,852.00			
Sub Total		-90,011.00	-86,326.00	-86,062.51	-94,906.00
INCOME	493,500.00	575,888.00	816,500.00	802,230.00	786,000.00
EXPENDITURE	-406,545.00	-800,586.00	-773,216.00	-869,603.00	-790,406.00
FINAL TOTAL	86,955.00	-224,698.00	43,284.00	-67,373.00	-4,406.00

Development Breakdown	Income	Expenditure	Net
Training Days – Black Bears Polo Club	£2,280	£2,071	£209.credit
Junior Westchester Cup & US children visit		£10,057	£10,057
Select Matches		£3,185	£3,185
South Africa – Feb - 6 students	£10,190	£16,516	£6,326
South Africa – Dec -Budget 5 Students	£15,700	£21,339	£8,622
South Africa – 2 girls to S Brokensha	£1,000	£4,104	£3,104
Bursaries		£750	£750
Total Cost to HPA	£29,170	£58,022	£28,852

RESULTS – INTERNATIONAL MATCHES 2019

Bryan Morrison Trophy, AEPC on Sat 2 March 2019

Flannels England beat France 17 - 9

Flannels England		France	
Alec Banner-Eve	(6)	Clement Delfosse	(6)
Eden Ormerod	(6)	Pierre Henri Ngoumou (Capt)	(7)
Will Emerson (Capt)	<u>(6)</u>	Patrick Paillot	<u>(6)</u>
	18		19

Sydney, Australia, on 6 April 2019 – 23 Goals.

Australia beat Flannels England 9 – 8

Flannels England		Australia	
Jimbo Fewster	(3)	Matt Grimes	(6)
Jack Richardson	(7)	Dirk Gould	(5)
James Harper (Capt)	(7)	Ruki Baillieu	(6)
Tommy Beresford	<u>(6)</u>	Jack Archibald (Capt)	<u>(6)</u>
	23		23

Australia Ladies beat Flannels England 3 - 1

Flannels England Ladies		Australia Ladies	
Alex James	(3)	Billie Mascart	(5)
Lucy Bliss	(4)	Indi Bennetto	(5)
Sian Barnacle	(6)	Allessia Russo (Capt)	(4)
Lottie Lamacraft (Capt)	<u>(6)</u>	Whitney Warren	<u>(4)</u>
	19		18

Junior Westchester Cup, Sat 20 April 2019 - IPC, Palm Beach.

USA beat Flannels England 6 – 4

Flannels England		USA	
Monte Swain-Grainger	(1)	Olivia Uechtritz	(0)
Milly Hine	(1)	Bayne Bossom	(2)
Ned Hine	(2)	Timmy Dutta	(2)
Will Harper	<u>(2)</u>	Lucas Escobar	(1)
	6		5

Westchester Cup, Sun 28 April 2019 - IPC, Palm Beach

USA beat England 9 – 8 in extra time

Flannels England		USA	
Henry Porter	(3)	Geronimo Obregon	(4)
Ollie Cudmore	(6)	Peke Gonzalez	(6)
Jack Richardson (Capt)	(7)	Mike Azzaro (Capt)	(6)
Tommy Beresford	<u>(6)</u>	Jared Zenni	<u>(6)</u>
	22		22

Polo in the Park, Friday 7 June 2019

England beat Australia 7 - 4

Fraser's England		Australia	
Ollie Taylor	(2)	Kelvin Johnson	(4)
Nina Clarkin	(3)	Lachie Gilmore	(2)
Ollie Cudmore	<u>(6)</u>	Jake Daniels	<u>(4)</u>
	11		10

Golden Jubilee Trophy, Beaufort Polo Club, Saturday 8 June 2019

England beat Pakistan 6 - 5

Fraser's England		Pakistan	
Henry Porter	(3)	Hamza Mawaz	(3)
Charlie Hanbury	(4)	Temur Nadeem	(3)
Matt Perry (Capt)	(6)	Hissam Ali Hyder (Capt)	(5)
Will Harper	<u>(2)</u>	Raja Samiullah	<u>(4)</u>
	15		15

Golden Jubilee Trophy, Cirencester Park Polo Club, Saturday 22 June 2019
Frasers England Ladies beat Argentina Ladies 7 - 5

Frasers England Ladies

Alice Servaes	(4)
Milly Hine	(5)
Hazel Jackson-Gaona	(9)
Nina Clarkin (Capt)	<u>(10)</u>
	28

Argentina Ladies

Clarita Casino	(7)
Mia Novillo Astrada	(6)
Fatima Balzano	(6)
Lia Salvo (Capt)	<u>(9)</u>
	28

The Coronation Cup, Royal County of Berkshire Polo Club, Saturday 27 July 2019
Argentina beat Frasers England 14 - 6

Frasers England

James Beim (Capt)	(7)
Ollie Cudmore	(6)
Jack Richardson	(7)
James Harper	<u>(7)</u>
	27

Argentina

Alfonso Pieres	(4)
Juan Britos	(7)
Bartolome Castagnola	(6)
Facundo Pieres (Capt)	<u>(10)</u>
	27

ANNEX B – HANDICAP COMMITTEE AND GUIDELINES

1. **HPA Handicap Committee.**

- a. The HPA Handicap Committee shall consist of a chairman ("the Handicap Chairman") who shall normally be a Steward and not more than ten other members, who shall be elected by the Council annually. Four shall form a quorum.
- b. It is within the remit of the HPA Handicap Committee to change any player's handicap at any time. Any such change shall become effective as notified by the HPA.
- c. The Handicap Committee shall review official handicaps on the basis of recommendations from Club Handicap Committees or any other Handicap Committees as agreed by the Stewards at mid-season in June and at the end of the season.
- d. The Handicap Chairman has the power to co-opt additional members for the above meetings.
- e. Anyone who has an interest (team, family, employer etc) must declare it before they enter into any discussion.
- f. All present have one vote regardless of any interests or whether or not they have seen the player play. This may be done by a show of hands unless close in which case it will be done by voting slips. A majority is required for a handicap to change. The Chairman may vote in the first round or not as he wishes. If the votes are even, he may have the casting vote whether or not he has previously voted.
- g. Appeals should be made to the Chairman of the HPA. He is only obliged to consider if there has been a substantially incorrect procedure or substantially incorrect information provided.
- h. HPA handicaps are generally recognised worldwide unless the player already holds a handicap in the country concerned.

2. **Handicapping.** Those on Handicap Committees are there to make a judgement on the information and various recommendations provided by those present. The following rules and guidelines shall apply unless changed by the Stewards:

- a. Players should be handicapped fairly and competitively on the level of polo they play most.
- b. Handicap will not be lowered or held in order for a player to fit into a team.
- c. Players should be handicapped individually. Team results will not be a major factor.
- d. Young players should not be protected. If one is helped another loses an opportunity.
- e. Players here for their first or second season should be put up immediately and without delay if they are under handicapped.
- f. The midseason meeting should be used more to adjust players who are playing better than their handicap.
- g. A player will only be awarded a handicap on the basis of having played sufficient polo competitively at a suitable level during the season. Inevitably, the higher the handicap, the more important it is that the player plays competitively at a suitable level, and in a sufficient number of games. If in any doubt, the player may be either Not Rated (NR) or bracketed:
 - **NR.** If the player has played in less than two tournaments or ten games of a suitable level, or has not won any games, it is likely that he will be 'NR'. (It is the responsibility of the player to keep a record of the games/tournaments he has played and the results.) If a player is NR'd they will have to submit a CV form in order to be given a handicap for the following season. NR may also be used for a player that does not require a handicap for tournament polo e.g. retired or RDA.
 - **Brackets.** The brackets signal that a player's handicap is under review and is therefore more likely to be changed at any time. Brackets will only be removed by the HPA when it is clear to the main Handicap Committee that the player is correctly handicapped.
- h. Over-handicapped players must not be used for comparison.
- i. A -2 goal handicap is awarded as an introductory handicap and a club may award a -2 handicap to a playing member once they have passed the rules test and are considered safe. The club must inform the HPA in writing that their member has been raised to -2.

- j. When a -2 goal player has played regularly in domestic tournaments at their own club and are deemed safe to play at other clubs they should be raised to -1.
- k. When a -1 goal player has played competitive polo regularly at 2 goal or above and is contributing to the play they should be raised to 0.
- l. When a 0 goal player is making plays that are positive to the team through the shots that he can play and his ability to mark and ride off another player, they should be raised to +1.
- m. A player should not be recommended to go down from 0 to -1, and cannot go from -1 to -2; as an exception, a player who has come from abroad can be reduced to fit in with HPA handicaps.
- n. Any player can be re-handicapped at any time and all players are re-handicapped at the mid-season meeting but if any player goes up during our winter in his home country with the result that he is 2 goals or more above his HPA handicap, he will be re-handicapped by the HPA at the start of the UK season.
- o. The different standard between the patrons should be recognised by awarding them different handicaps.

3. **CV Form.** The allotment of a handicap will be at the discretion of the Handicap Committee but in general no handicap will be awarded to a new or returning player on the basis of a CV form (available on the HPA website) until mid-January. The handicap awarded will be placed in brackets and will normally be the highest handicap held in any country during the 12 months previous subject to the following:

- (i) **Player Going Up in Another Country.** If the HPA is aware that the handicap of the player is due to be changed then the HPA Handicap Committee may award the new handicap.
- (ii) **Players Gone Down in Another Country.** A player or former player whose handicap has been lowered in the last 12 months may be awarded his current (lower) handicap provided that he has held an HPA handicap in the past for at least 3 seasons concurrently and that he is of an age when improvement is unusual.
- (iii) **Past Players.** The Handicap Committee is able to grant a handicap to a player who has been out of polo for a number of years on the basis of a CV form and club recommendation.

4. **22 Goal Handicaps.** To play in the 22 goal, a player must hold a 22 goal handicap. A player of any nationality may apply for a 22 goal handicap but if they are from overseas they must meet one of the conditions set out below:

- a. They were a member of either Guards, Cowdray, Cirencester, RCBPC or Beaufort the previous season;
- b. They played in at least two VL 8 goal or above tournaments in the previous season. The Handicap Committee must be satisfied that the player played competitively on ponies of a suitable standard for the level played and success in the tournament will be a key factor.
- c. They played in high goal tournaments overseas prior to the English season and the information provided has been endorsed by the relevant association. For Argentina and the USA this will be 20 goals or above but may be reduced for countries where that level is not played. Such players will continue to be bracketed until their handicap has been confirmed but can play at all levels.

For any player with an HPA handicap of 4 goals or above their 22 goal handicap can be higher, the same or lower. For any player with an HPA handicap of 3 goals or less it can only be the same or higher. The intention is that it enables players to be fairly and competitively handicapped if they are playing the different levels, the 22 goal and the 18 goal and below.

5. **Polocrosse & Pato Players.** Polocrosse or pato players who take up polo will be given a handicap within the following ranges:

<u>Polocrosse Division</u>	<u>Pato H'cap</u>	<u>HPA</u>
A	6 – 10	1 – 2
B	4 – 5	0 – 1
C	2 – 3	-1
D	0 – 1	S or -2

HPA DISCIPLINARY OFFICER'S REPORT 2019

This is a report for the HPA Disciplinary Committee by the HPA Disciplinary Officer for the 2019 season up to 8th September; the third such report by the Disciplinary Officer during his tenure of that appointment. There have been a number of small changes to the disciplinary rules which have, on the whole, worked well.

For the 2019 the umpires have continued to use the system of reporting yellow and red flags which was instigated for the 2018 season, namely the almost instantaneous reporting of incidents through the Pro Umpires What's App system. This has also been adopted by a number of club polo managers who have reported disciplinary incidents in 6- and 4-goal tournaments/matches. What has also worked well has been the system of giving players a formal warning after 3 yellow flags, after consultation with members of the DRP, then, if they incurred a 4th yellow flag, they would start all future VL matches (8-goal and above) for 10 days on a yellow flag. Some players, however, tried to get round this if they incurred a 4th or more yellow flags in 4- or 6-goal matches. I would recommend, therefore, that when flags are incurred in 4- and/or 6-goal tournaments/matches they should incur the same penalties as for higher goal matches/tournaments. In addition, I recommend that players should only be allowed to incur 3 yellow flags before starting any further VL matches for 10 days on a yellow flag.

Overall the level of discipline has deteriorated, including a number of incidents of note. Two disciplinary hearings took place at club (RCBPC) level of which one was referred to the HPA. The HPA held 3 Disciplinary Hearings, two of which involved the same player, the first for misconduct of letting go a seriously injured pony and the second for providing the first hearing with inaccurate and misleading information. In addition, a team patron received a formal letter from the Disciplinary Officer over the withdrawal of her team for a 15-goal tournament after the publication of the tournament schedule and the failure to pay her team's entry fee. She was ordered to pay 75% of the original entry fee.

Although there have been 4 red flags awarded this year (3 in 2018), the number of yellow flags has risen markedly, from 237 in 2018 to 267 in 2019; 72 for dangerous play/riding, 141 for abuse/dissent and 54 for whip offences. The last is a marked increase from 2018 but that was to be expected due to the changes and tightening of the whip rule in 2019. I recommend that there be no change to the whip rule for 2020. The dilemma is over players and the numbers of yellow flags they incur. This season 1 player has incurred 8 yellow flags, 2 players have incurred 6 yellow flags and 5 players have incurred 5 yellow flags. I recommend that any player who incurs 5 yellow flags or more should have a more severe penalty imposed upon them by the DRP; either a fine or a stand down for at least one match. If fined, that should be a fixed amount, irrespective of the level of tournament the player is involved in. If a player then incurs a 6th yellow flag, that player should be stood down for 2 matches and, for every further yellow flag, the number of matches the player is stood down for should increase by one.

I commend the umpires who have carried out their duties very well over the season. They have been strict and fair. The biggest problem some have is identifying the incidents of bad language which appears to be prevalent among a number of players. Some umpires are very strict on that, others not so strict. I recommend that all bad language be dealt with a yellow flag, irrespective of the incident that may incur; bad language brings the game into disrepute.

Appendix 1 - Disciplinary Incidents in 2019

Appendix 2 - List of players with no of flags awarded to each.

Appendix 1

DISCIPLINARY INCIDENTS - 2019

Date	Submitted By	Level	Club	Detail on Report	Follow Up/Action
HEARINGS					
07-May-19	Michael Amooore	Chukkas	RCBPC	Olivier Girard - Charged with unsportsmanlike behaviour in that he hit his pony with his polo stick.	Given a strong warning. Case to be kept on file for 2 years
25-May-19	Michael Amooore	Chukkas	RCBPC	Charlie Simpson - Charged with hitting his pony excessively on 3 separate occasions in one chukka.	Fined £500 and banned from carrying a whip for 28 days. Case to be kept on file for 2 years.
26-May-19	Lisa Forster to HPA	Practice (22)	RCBPC	Fred Mannix - Charged with excessive use of the whip in a practice game (unumpired).	Given a written warning letter by HPA Disc Offr that offence to be taken into account if he accumulates 3 yellow flags. Over-ruled by HPA Disc Steward. HPA Formal Hearing to be held.
06-Jun-19	HPA	Practice (22)	HPA Board	Fred Mannix - Charged with Misconduct in that he used the whip excessively in a practice match at RCBPC on 22nd May 2019	Found guilty. Fined £250 and warned of future conduct.
08-Jul-19	HPA	Match	HPA Board	Santiago de Estrada - Charged with Misconduct in that he dismounted for a pony that he knew to be seriously injured with a broken hind leg and failed to retain hold of that pony thus showing a disregard for uts welfare and for the safety of those around.	Found guilty. Banned for 5 matches (already served during a suspension since 23 Jun 19) and fined £1,500.
02-Aug-19	HPA	Match	HPA Board	Santiago de Estrada - Charged with Misconduct in that, during the Hearing on 8 July, he provided information to the Board that he knew to be inaccurate and misleading: a. That Shoreline did not enter the Coworth 15-goal b. That he missed 2 games in the Eduardo Moore when this was not true	The Board found him not guilty of the first charge, and guilty of the second. The Board awarded him a fine of £2,000 but reduced it to £700 as he had to gain from failing to correct the inaccuracy. He also received a warning that he had a personal responsibility to ensure information provided to the HPA on his behalf was accurate.

Appendix 2

To ANNEX H
COUNCIL MINUTES
26.11.2019

NAME		YELLOW	RED	UNSPORTSMANLIKE / UMPIRE ABUSE	WHIPPING	DANGEROUS PLAY	DANGEROUS STICK	OTHER
Aguerre	L	5		3		2		
Albwardy	R	1				1		
Ali Hyder	H	4		2		2		
Allen	D	2		2				
Alridge	J	1				1		
Amaya	M	3		1		2		
Ambroggio	J	2		1		1		
Andrade	R	1			1			
Araya	S	5		1	2	2		
Ashby	D	3		2	1			
Ayala	M	4		2	1	1		
Aylott	H	1				1		
Badiru	T	1				1		
Baldwin	M	1				1		
Banner-Eve	E	6	1	3	1	2		
Banner-Eve	A	1		1				
Bazzoni	S	1		1				
Bazzoni	A	1			1			
Beck Brown	J	1				1		
Beim	J	3		2		1		
Beim	T	1		1				
Bigatti	A	3				3		
Blake-Thomas	A	2				1	1	
Boudou	F	4		3		1		
Boyd	C	2		1	1			
Boyd	N	1			1			
Britos	J	2		1		1		
Brokensha	S	2		1		1		
C Araya	J	1			1			
Campbell	M	1		1				
Carmignac	H	1				1		
Castagnola	C	1			1			
Charlton	M	6			3	3		
Chaves	C	5		2	1	2		
Clague	N	1			1			
Clover	J	1				1		
Coddington	J	2				2		
Collett	G	2		1	1			
Cork	M	1		1				
Cork	O	2		1	1			
Crawford	C	1						
Crotto	J	2				2		
Cudmore	O	3		3				
Dabas	F	1				1		
Daniels	J	1		1				
Darritchon	M	1		1				
de Andrade	R	1				1		
de Estrada	S	7		4		3		
de Lamare	P	1	1	1				ABUSE AFTER GAME
de Lusaretta	J	2		2				
del Carril	M	1			1			
Di Paola	M	3		2	1			
du Plessis	N	1				1		
Hine	N	1				1		
Elizade	F	3		2	1			
Elizade	M	2		2				
Emerson	W	1		1				
Escobedo	A	1				1		
Fewster	J	3		1		2		
ffrench-Blake	M	1		1				
Fisher	H	1		1				
G Zavaletta	J	3		2		1		
Gabarini	T	3			1	2		
Gaztambide	S	1					1	
Gonzalez	N	1			1			
Good	J	3		3				
Guevara	F	1			1			
H Padmanabh Singh	H	1			1			
Hall	K	2				2		
Hanbury	C	1		1				
Harper	J	5		4		1		

Appendix 2

To ANNEX H
COUNCIL MINUTES
26.11.2019

Harper	W	1				1		
Harrison	P	2			1	1		
NAME		YELLOW	RED	UNSPORTSMANLIKE / UMPIRE ABUSE	WHIPPING	DANGEROUS PLAY	DANGEROUS STICK	OTHER
Heguy	P	1		1				
Henderson	M	6		4	2			
Hine	L	1			1			
Hitchman	C	1			1			
Horne	F	1				1		
Howe	M	1			1			
Hughes	B	1				1		
Hutchinson	M	1				1		
Hyde	J	2		1		1		
Imaz	E	1			1			
Jackson-Gaona	H	1		1				
Jenkinson	K	1		1				
Kirby	A	1			1			
Laborde	S	2		1		1		
Laprida	I	2		2				
Le Poer	R	3		1	2			
Lewis	H	1				1		
Lewis	R	1					1	
Llorente	P	2				2		
Lodge	S	1					1	
M Nero	J	1		1				
M Zubia	J	1		1				
Macdonough	P	2		1		1		
Machado	M	2		1		1		
Mackenzie	C	1		1				
Mannix	F	3			1	2		
Mawaz	H	1				1		
McCarthy	S	1		1				
McCarthy	J	1				1		
McGregor	I	1			1			
Meade	F	1				1		
Meadows	G		1					ABUSE AFTER GAME
Menard	A	1		1				
Merlos	A	3		3				
Meyrick	G	4		2		2		
Monteverde	L	1			1			
Morley	T	1		1				
Muzzio	A	3		2		1		
Negri	I	1			1			
Norris	L	1			1			
Ormerod	E	1		1				
P Clarkin	J	1						
P Luksic	J	1			1			
Panello	T	2				1	1	
Pemble	R	1		1				
Perry	M	2		2				
Pierres	P	3		3				
Pierres	N	3		1	1	1		
Pierres	G	2		2				
Pierres	F	3		3				
Plaza	M	2		1		1		
Podesta	M	1		1				
Puga Pravda	M	1			1			
Renucci	G	1		1				
Richardson	J	1						
Roberts	N	2		1	1			
Rogerson	N	1				1		
Rowan-Hamilton	A	1				1		
San Roman	N	1		1				
Scwarzenbach	G	1		1				
Seller	P	1		1				
Seth Smith	W	1				1		
Severn	T	3		3				
Sherriff	G	2		1			1	
Sola	F	3		3				
Sorzana	B	1		1				
Stirling	P	3		1	1	1		
Strada	I	2			1	1		
Terrera	G	1				1		

Appendix 2

To ANNEX H
COUNCIL MINUTES
26.11.2019

Thomas	J	1				1		
Toccalino	S	2		1	1			
Toccalino	I	1			1			
Tomlinson	L	3		2	1			
NAME		YELLOW	RED	UNSPORTSMANLIKE / UMPIRE ABUSE	WHIPPING	DANGEROUS PLAY	DANGEROUS STICK	OTHER
Tomlinson	M	5		3		2		
Torreguitar	R	1			1			
Ulloa	H	1				1		
Walton	C	2		1		1		
Watson	B	2			1	1		
Webb	P	2		2				
Webb	A		1					
Wilson-Smith	H	1		1				
Wiseman	S	1				1		
Wooldridge	C	4		1	1	2		
		285	4	133	52	91	6	

Bold = 4 plus

Hurlingham Polo Association Safety Committee Injury Survey Results

2018 season
(439 survey responses)

Correspondence to: Dr Victor Chua, chair of Safety Advisory Committee
victorchua@gmail.com

16 July 2019

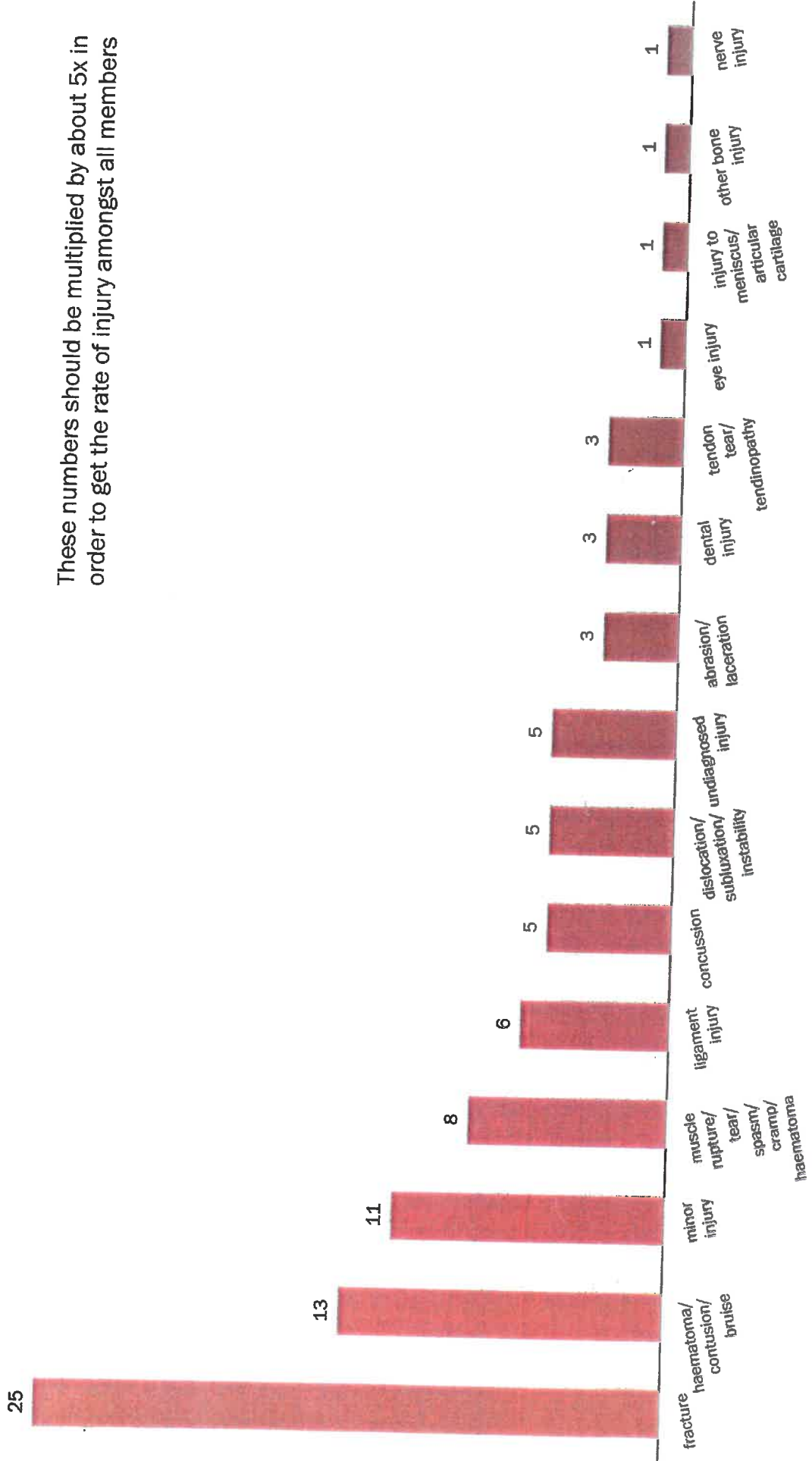
2018 SEASON SURVEY

- All members who joined the HPA in 2019 were asked to fill out the online survey as part of the online process
- As of 17 June 2019, 439 people had responded, a response rate of about 20%
 - If we assume that that people injured have an equal probability to fill out the survey, the numbers in this survey could be multiplied by 5 (the inverse of the 20%) to arrive at the true injury rate
 - We must get the response rate higher in future years
- This survey complements our injury reporting system because it relies on players themselves to report injuries. Our injury reporting system relies on clubs to report injuries, and many clubs report 'no injuries'.
- However, it does assume that players in the 2018 season return for the 2019 season. This survey will obviously miss the most serious injuries, where players retire for injury reasons.

The most common type of injury in polo last season was a fracture

INJURIES BY TYPE

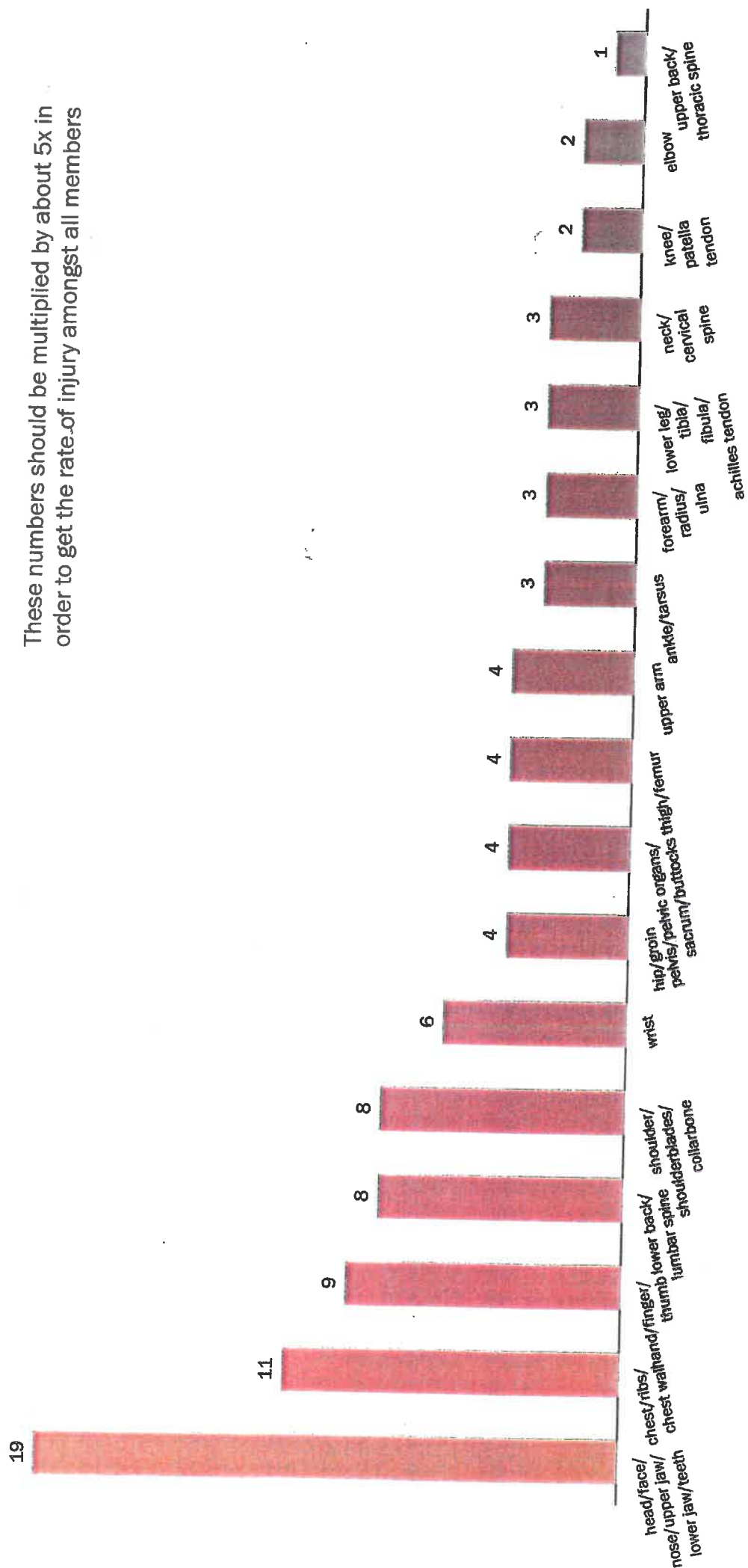
No. of injuries



The most common injury site last year was to the head/face area

INJURIES BY SITE

No. of injuries

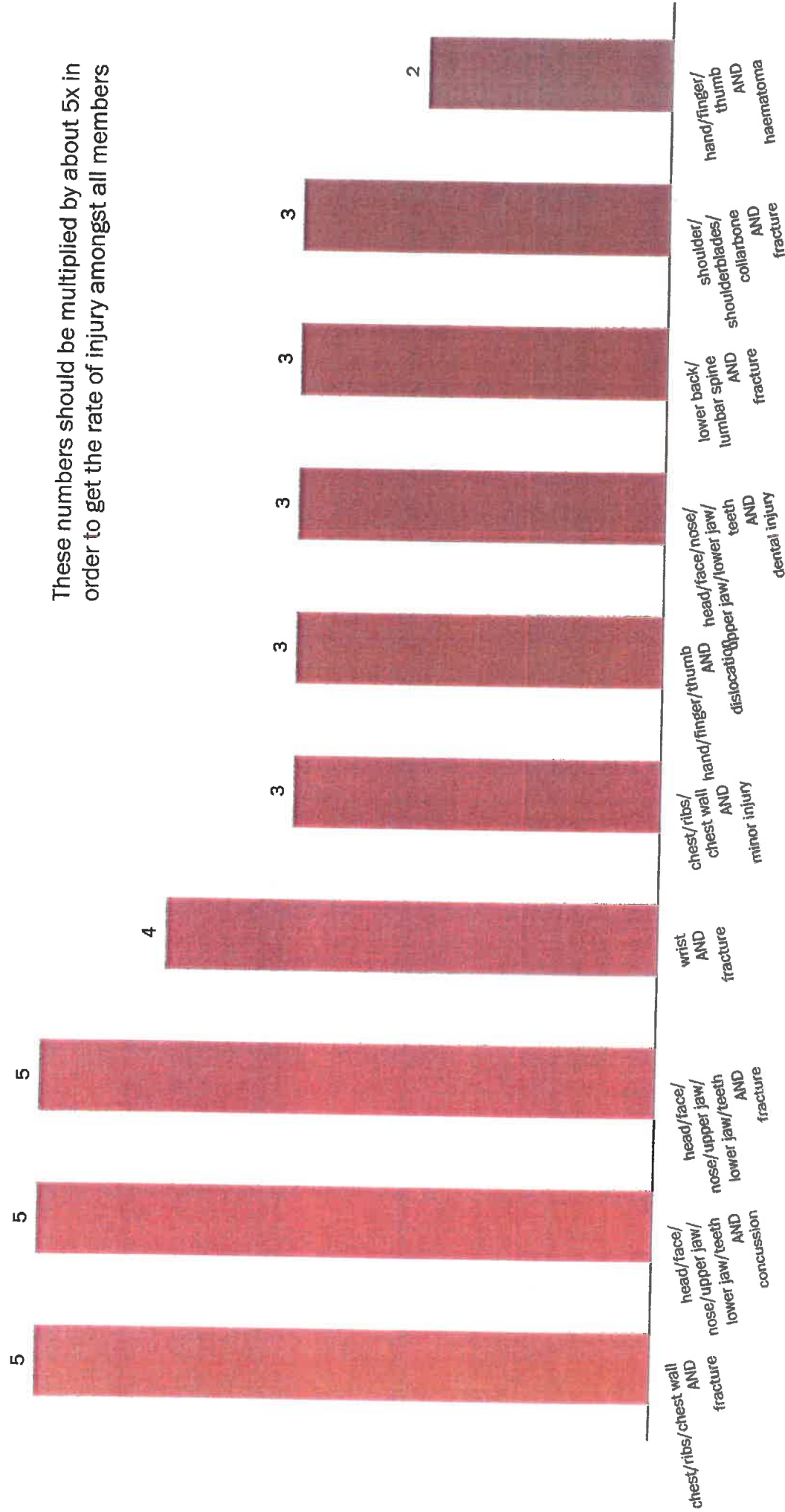


These numbers should be multiplied by about 5x in order to get the rate of injury amongst all members

The three most common type of injury and site of injury were fractures to the chest area, concussion, and fractures to the head/face area

INJURY COMBINATIONS – SITE & TYPE

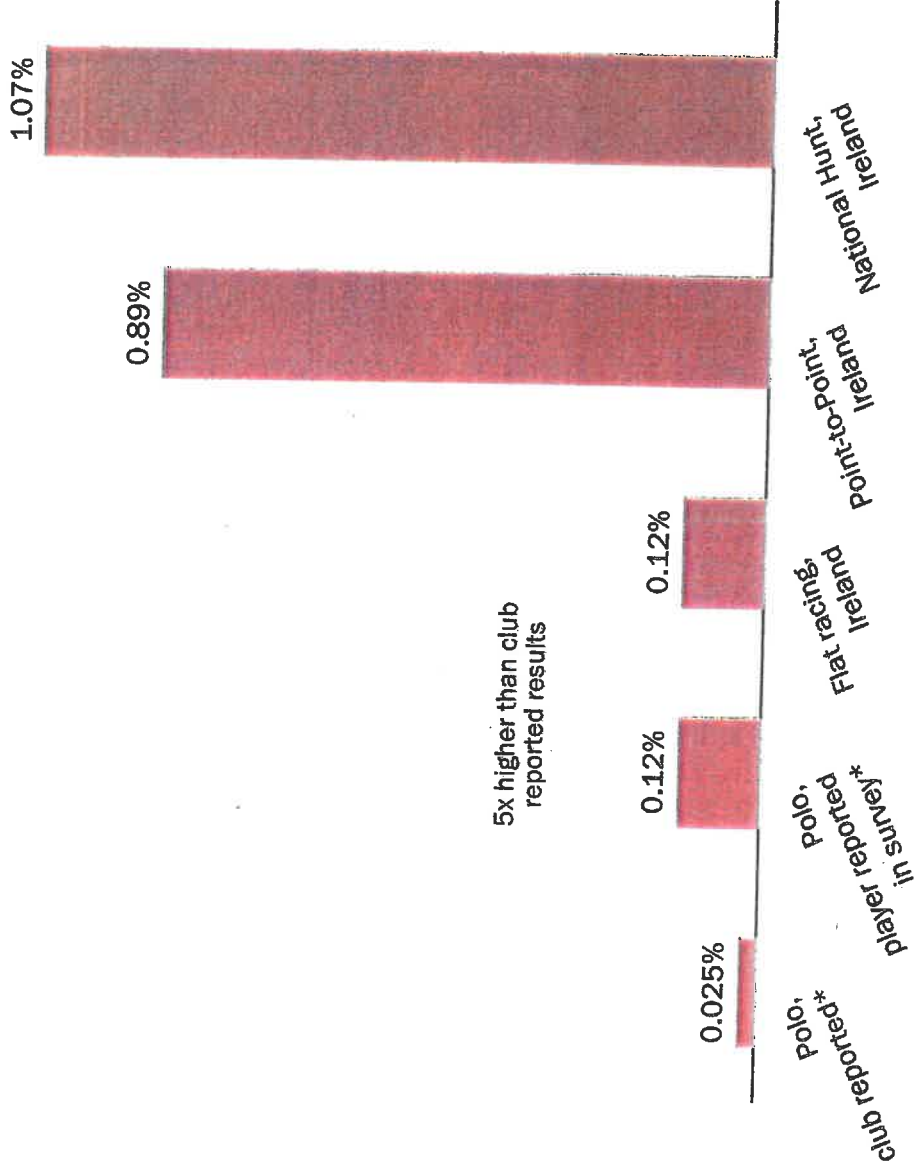
No. of injuries



These numbers should be multiplied by about 5x in order to get the rate of injury amongst all members

Our player reported injury survey suggests that the true injury rate is about 5x the club reported rate. Polo has the same injury rate as flat racing, and is far safer than steeplechasing

INJURIES PER CHUKKA IN POLO AND INJURIES PER RACE START



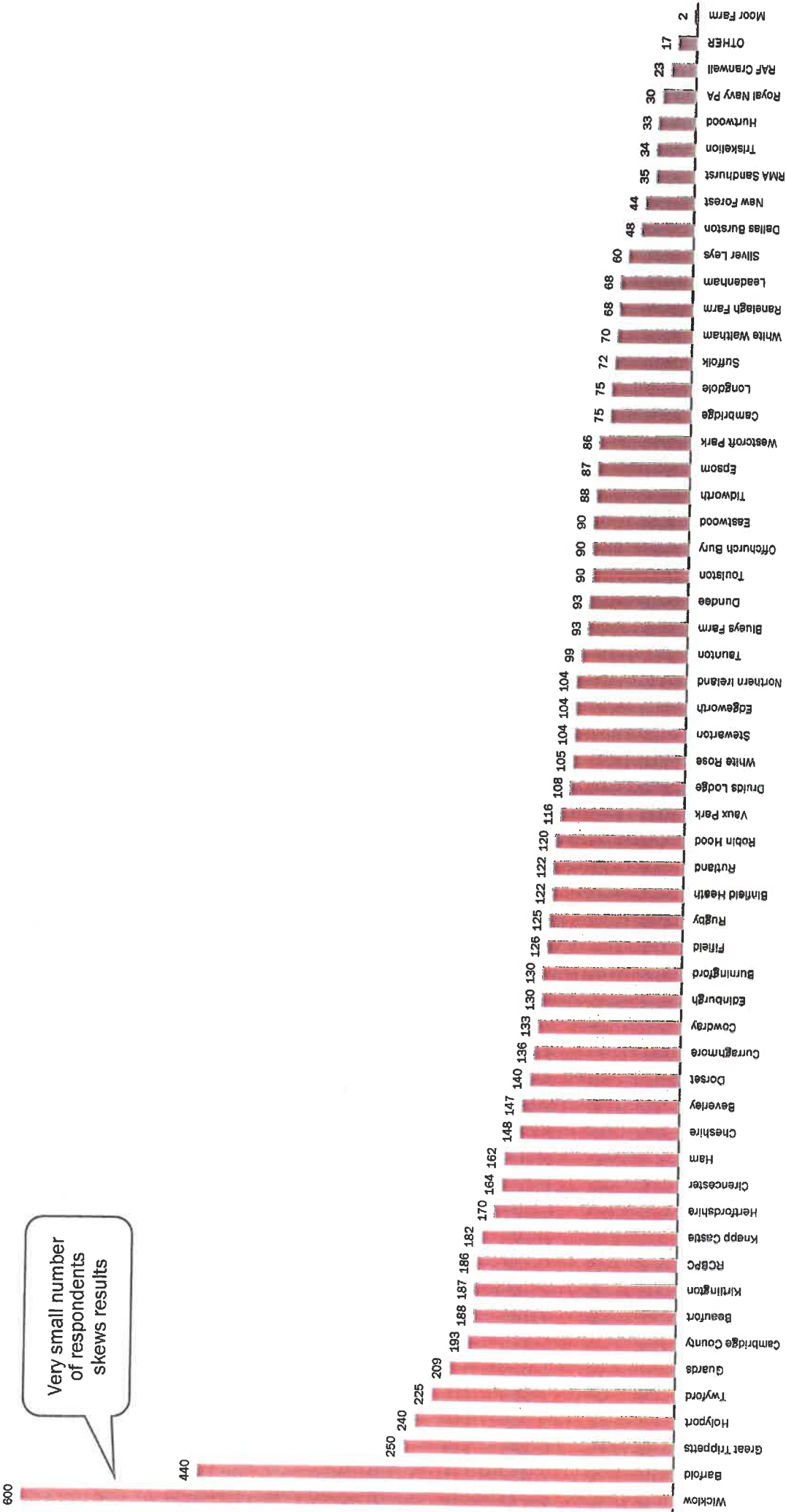
- Our player reported survey shows that the injury rate in polo is probably about 5x the club reported injury rate
- Polo has a similar injury rate to flat racing
- Polo has a much lower injury rate than national hunt or point to point
- We were able to obtain accurate injury rates in Ireland from the Irish racing authority's chief medical officer. These are likely to be more accurate than ours as most races will have a race medic/paramedics

*Injury rate per chukka
Polo figures are an average from 2014-2018 for club reported, 2018 only for player reported survey
Irish Horseracing Regulatory Body statistics were averages of 10+ years, and are per race start. Credit: Dr Adrian McGoldrick

The average number of chukkas played per club differs significantly

Average number of chukkas played

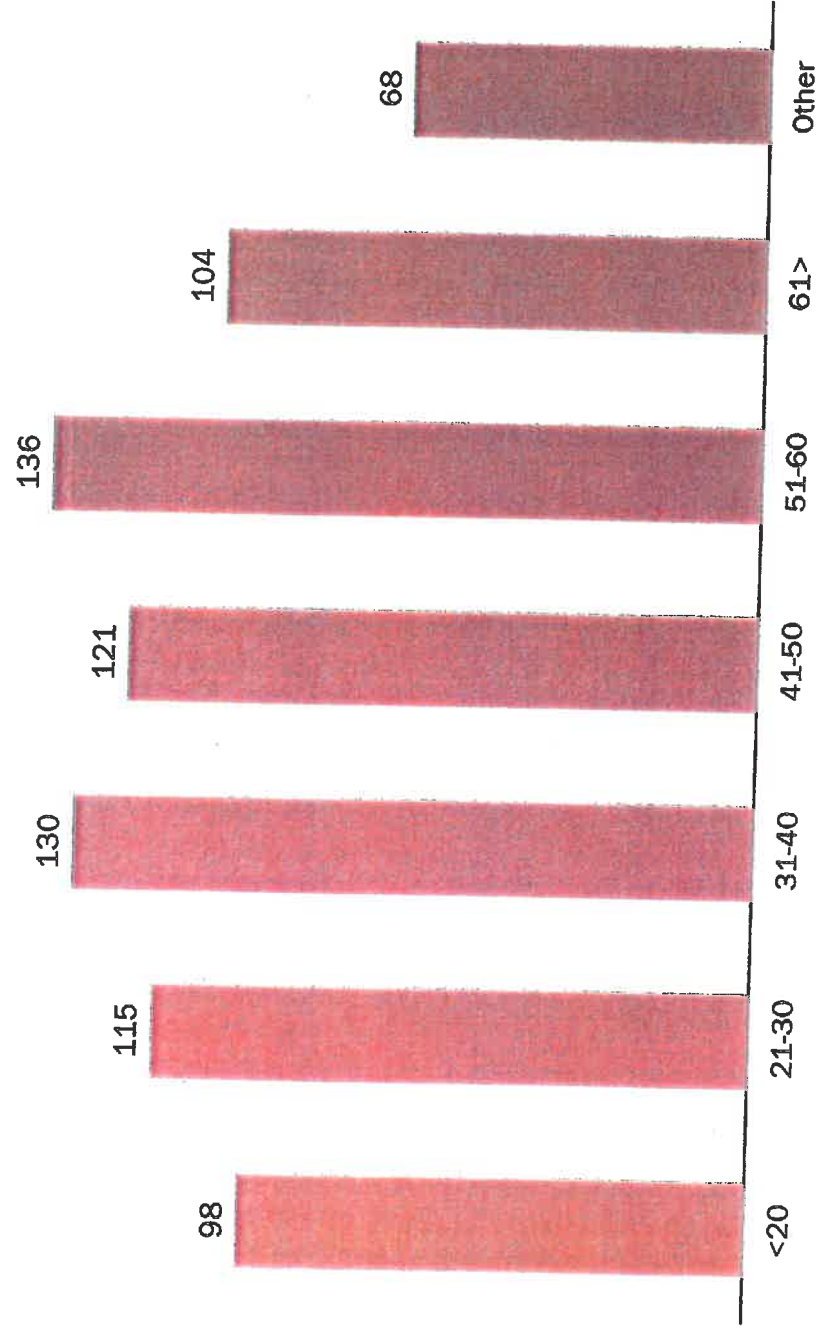
No. of chukkas



The age group that plays the highest average number of chukkas is the 51-60 age group

Average number of chukkas per age group

No. of chukkas



68	93	81	64	68	24	41	Total no. of respondents
6,669	10,689	10,570	7,732	9,233	2,486	2,803	Total no. of chukkas

NEXT STEPS

- Improve survey take-up next year by changing membership signup flow
- Compare types of injury between polo / flat racing / steeplechasing

Guidelines	Guidelines	Guidelines
	Up to Ban/Fine	Up to Ban/Fine
ABUSE OF PLAYER OR OFFICIAL	Club	HPA
Verbal abuse or disrespect to another player	Two matches	One week and/or £2,000
As above but with foul language or gesture which is visible or audible to any spectator or member of the public	Three matches	Two weeks and/or £5,000
Verbal abuse or disrespect to an official	Three matches	Three weeks and/or £10,000
As above but with foul language or gesture which is visible or audible to any spectator or member of the public	Four matches	Two months and/or £50,000
MISUSE OF STICK		
Negligent misuse of the stick which endangers another player, official or pony	Two matches	One week
Intentional misuse of the stick which endangers another player, official or pony	Four matches	Two months and/or £10,000
Intentional misuse of the stick which causes damage to another player, official or pony	Two months	Three months and/or £50,000
DANGEROUS PLAY		
Dangerous play which endangers another player, official or pony	Two matches	Two weeks and/or £2,000
Second finding as above	Four matches	One month and/or £5,000
Third finding as above		Long term ban/ and up to £20,000
ABUSE OF PONY		
Jagging in the mouth, misuse of the whip or spurs	Two matches	Three weeks and/or £10,000
Continuing to play an injured or exhausted pony	Two matches	Three weeks and/or £10,000
Mismanagement/lack of attention to the welfare of any pony at polo, in the stables or when out to grass	Two matches	Three weeks and/or £10,000
REFUSING TO PLAY		
Leaving the field of play other than in the usual course of the match	Two matches	Three weeks and/or £10,000
Refusing to participate in any match	Four matches	Three weeks and/or £10,000
ASSAULT		
Physical response to physical aggression	Three matches	Three weeks and/or £10,000
Assault by striking or other means of another player in any physical way	Four matches	Two months and/or £20,000
As above but of an official in any physical way	One month	Long term ban and/or £50,000
SOCIAL MEDIA		
Abuse of any/another player on any social media site	Refer to HPA	One year and/or £20,000
Abuse on any social media site of any club or HPA official of any status/position	Refer to HPA	Three years and/or £50,000

TRAINING DAYS 2019

HPA Training Trip to Buster MacKenzie, Kurland, South Africa 15 – 25 February 2019

Fred Thame	Alfie Hyde
Toby Bradshaw	Oli Heard

HPA Junior Training Day Monday 27 May 2019 at Black Bears Polo Club.

Billy Barlow	Lucy McLaughlin	George Thome
Talan Dudd	Rufus Uloth	Lucas Stern
Marcos Pejkoivic	Oliver Drewitt	William Millard
Ollie Heard	Jemima Walker	Barney Hughes
Archie Heseltine	Catalina Lavinia	Johnny Pitman
Juana Lavinia		

HPA Development Training Day Thursday 15 August 2019 at Black Bears Polo Club.

Bonnie Barnes	Charlie Hipwood	George Copcutt
Nina Matthews	Hector McPherson	Charlie Hodges
Rafi Bruckner	Talan Dudd	Mack McCaffery
Bel McLaughlin	Archie Turner	Ollie Hallsey

HPA Development Training Day Thursday 31 October 2019 at Black Bears Polo Club.

Hector McPherson	Valentine McPherson	Matias Maldonado
Bruno Bradshaw	Finn Murphy	Jack Spring
Lucas Murphy		

HPA Training Trip to Buster MacKenzie, Kurland, South Africa 13 – 23 December 2019

Jemima Walker	Rufus Oloth	Lucy McLaughlin
Mack McCaffrey	Ruby Hickmet	Marcus Pejkoivic
Charles Heffron		

SELECT MATCHES

Junior Westchester Cup, Saturday 20 April 2019, IPC, Palm Beach

USA beat England 6-4

Flannels England		USA	
Monte Swain-Grainger	(1)	Olivia Ulechtritz	(0)
Milly Hine	(1)	Bayne Bossom	(2)
Ned Hine	(2)	Timmy Dutta	(2)
Will Harper	(2)	Lucas Escobar	(1)
	(6)		(5)

British Junior Polo Championships Buckmaster Final, Black Bears Polo Club, Friday 26 July 2019.

Longdole beat Kirtlington 5-4

Longdole		Kirtlington	
Kiki Severn	(0)	Toby Bradshaw	(0)
Monte Swain-Grainger	(1)	Fred Thame	(0)
Alfie Hyde	(1)	Johnny Beck Brown	(1)
George Deverall	(1)	Lucas Monteverde Jnr	(2)
	(3)		(3)

British Junior Polo Championships Rocksavage Final, Guards Polo Club, Tuesday 6 August 2019.

Cheshire beat Home Farm 7-4½

Cheshire

George Smith	(-1)
Connor Kay	(0)
Ollie Conway-Johnson	(0)
Edward Morris	<u>(0)</u>
	(-1)

Home Farm

William Drewitt	(0)
Ollie Heard	(0)
Catalina Lavinia	(-1)
Robbie Slatter	<u>(-1)</u>
	(-2)

British Junior Polo Championships Hipwood Final, Cowdray Park Polo Club, Thursday 8 Aug 2019.

Park Place beat La Oma 7-4

Park Place

Tani Darritchon	(-1)
Vavara Boradina	(-2)
Louis Hine	(0)
Catalina Lavinia	<u>(-1)</u>
	(-4)

La Oma

Tallulah Murphy	(-2)
Talan Dudd	(-1)
Billy Cooper	(-1)
Noah Hyde	<u>(-2)</u>
	(-6)

Colts Cup Cowdray Park Polo Club Tuesday 13 & Wednesday 14 August 2019.

Finals – HPA Select Pink/Black beat HPA Select Red/Black 3 – 2

HPA Select Red/Black

Will Drewitt	(0)
Barney Hughes	(-1)
Toby Bradshaw	(0)
Ed Morris	(0)

HPA Select Pink/Black

Timi Badiru	(0)
Jemima Walker	(-1)
Robbie Slatter	(-1)
Will Millard	(0)

HPA Select Yellow/Black

Oliver Conway-Johnson	(0)
Kiki Severn	(0)
Tom Jodrell	(0)
Rufus Uloth	(0)

HPA Select White/Black

Connor Kay	(0)
Lucy McLaughlin	(-1)
Benji Mancini	(0)
Tomi Ojora	(0)

Stagshead Trophy, Ham Polo Club. Sunday 18th August 2019

HPA Dark Blue beat HPA Light Blue

HPA Dark Blue

Darius Gilbert/Erik Romain
George Copcutt
Tani Darritchon
Oliver Drewitt

HPA Light Blue

Charlie Hipwood
Talan Dudd
Hector Copcutt
Bonnie Barnes

The Whitbread Trophy, Cambridge County Polo Club

Young Scotland beat Young England

Young Scotland

Angus Rowan-Hamilton	(1)
Harry Fuller	(0)
Archie Fuller	(0)
Jamie Baillie	<u>(-1)</u>
	(0)

Young England

Charlie Tighe	(1)
Alex Telfer	(0)
Henry Sharp	(0)
Ed Morris	<u>(0)</u>
	(1)

PONY CLUB REPORT 2019

We had 39 (37) teams at the Championships at Cowdray (2018 figures in brackets), with quite a number of additional teams who didn't go to the Championships, mostly first year players who typically don't know the format of the summer season or have already booked family events before they get to their first rallies. 34 (31) Branches were represented of which six were new (meaning we lost three but the pool system makes these figures less reliable). We had 34 (29) players who had never played Pony Club Polo before. Gannon players ranged from -2 to 1 goals and Langford players ranged from -2 to 0 goals. The Surtees division was particularly strong this year and it is very pleasing to see the number of players under 14 who are making good progress on Polo ponies.

We had fewer days of tournament play, but this was due to playing qualifiers on one day instead of two, which helped significantly with reducing costs. There were three significant Polo camps at half term and at the start of the holidays run by the Crawley and Horsham, the Heythrop and in Scotland. Sadly, these camps have not claimed Polo Charity grants, and we mean to investigate why this is, and correct if the administration is too difficult.

We continue to have very strong support from both volunteers and HPA clubs, although more clubs are tending to charge for grounds where these are watered. The finances had been strong enough this year to reverse the deficit of last year due to rigorous cost control and a clawback from tournaments organised by Branches with historical surpluses.

There have been some very welcome changes at Pony Club headquarters, with a considerable change of focus back to the "grass roots". We think this will help Polo, and we have developed a plan for this winter to work hard on geographical clusters where there are HPA instructors, schools and clubs but not a strong Pony Club representation. This a cooperative effort between the HPA coaches database, the available information about polo schools and the Pony Club Area Reps and is intended to operate through this winter in arenas.

The Polo Charity money is still available for rallies and winter training, but so far we have allocated just over £2,000 of which £995 has been paid, the difference being reports which are expected from Branches before the grant is paid.

We have supported 170 players under 14 of which 90 had never experienced Polo before and 80 are 2nd or 3rd year players. The Royal Artillery, Cambridgeshire, Hampshire Hunt and West Suffolk, who had instruction through their Pony Club camp, participated.

It has been an observation that the route many Pony Club Branches used to introduce Polo in the past, that of senior players instructing and demonstrating to Branch rallies and camps, is no longer used to the extent it once was due to rules changes surrounding instructors, both in the Pony Club and the HPA. I intend to submit a change to the grant rules which will allow senior and past Pony Club players to be supported in pursuit of their initial level of instructor qualification, with the expectation that they then take a stated number of polo rallies in Branches. We hope this will support amateur players who want to encourage the next generation at a time when they don't have the funds to pay for initial expenses to get on the coaching ladder.

As Chairman, I hope that we can, through the Development Committee, bring a new determination this year to get the HPA, Schools, Universities, the Polo Schools and Hirers, the HPA coaches and instructors all working together on a coherent strategy for youth Polo which allows a wide base of new players to rise to the top of the pyramid which encourages genuine talent to emerge.

Charles Whittington – Chairman, Pony Club Polo

UK ARMED FORCES POLO ASSOCIATION REPORT 2019

The UK AFPA has seen considerable change in 2019. After a very long time as Director of UKAFPA and its predecessor the Combined Services Polo Association, Maj (Retd) Mark Cann has decided to step down and is in the process of handing over a very healthy organisation to a new administration. The UKAFPA records enormous gratitude to Mark for his quite outstanding contribution to Service polo.

The new Director UKAFPA will be Air Cdre (Retd) Tim Brown who alongside Col Nick Cowley (Chairman) and Lt Col Simon Dinsmore RN will be a Trustee. An independent treasurer Capt Arnie Lustmann RN (Retd) has been appointed and is currently liaising with Mark to produce 2019 accounts and formally take over the financial reins. We hope this process will be complete early in 2020. Capt Jess Wood has been appointed as Executive Officer. The Chairmen of each of the 3 individual Service polo associations will act as important advisors in the UKAFPA management structure.

The intent for UKAFPA in 2020 is to allow a period of consolidation, ongoing simplification of structures and procedures and to work closely and transparently with the single services to support military polo. To that end no UKAFPA tour is planned for 2020 and retired military polo players will be invited to form the opposition to UKAFPA teams in the annual Chapple Cup series. Focus will be on helping the single Service polo associations to introduce new players to the game and develop their existing ones. The longstanding Inter Regimental and Captains and Subalterns tournaments will go ahead as will the Inter Services matches including the RN led Rundle Cup. The extensive single Service programmes of training and matches will go ahead as they direct.

Financing Service polo relies firstly on significant individual contributions. All 3 Services and the UKAFPA seek to subsidise individual training and playing costs as much as they are able. Income to facilitate this relies heavily on the valuable and greatly appreciated HPA grant. In addition, the Services may apply to their individual Sports boards but monies from these sources can never be taken for granted. Sponsorship is continually sought with variable success making the HPA grant even more important. Each individual Service seeks to introduce new players to the game through subsidised taster and training events. Players can then progress via developmental squads and matches to selection for their full Service teams. These squads and matches are subsidised to the extent finances allow. Service polo tours overseas for matches and training provides additional incentive to progress. Thereafter selection for the UKAFPA team represents the pinnacle of Service polo and again matches and tours are subsidised where possible.

In 2019 Royal Navy polo received £4000 of the HPA grant from the UKAFPA. £3000 of this was used to subsidise their development scheme matches and training sessions. A further £1000 was used to subsidise individual player training programmes and to subsidise players to play in higher goal club matches to help them improve. The UKAFPA hopes to be able to provide a further £1200 to support an RN tour early next year.

In 2019 Army polo received £4200 of the HPA grant £1600 of which was used to subsidise a Royal Artillery overseas tour undertaken by 8 players. £1500 was used as subsidies for teams

taking part in the Inter Regimental tournament and £800 was used to pay ground fees for the semi-finals of the same tournament. £200 went to paying umpire fees.

In 2019 Royal Air Force polo received £4800 of the HPA grant. £800 was used to support overseas training in South Africa for 6 players which greatly improved their standards of play. The remaining £4000 was used to support the very successful annual RAF Cranwell tournament, pay tournament entry fees, subsidise practise chukkas for RAF players at Tidworth polo club and to subsidise matches for developmental and senior teams.

In 2019 the UKAFPA made a one off payment of £40,000 to Tidworth Polo Club with direct benefit to the many Service players who play at "The home of Service polo". The payment also played a significant part in ensuring the survival and future health of one of the UKs leading low goal clubs. The UKAFPA subsidised Service players representing the UKAFPA in the Chapple Cup series of 3 games (£800 per game) as well as paying for pony hire for the invitational visiting opposition (£2000 per game). Other costs for administration, engraving etc were also incurred. The remainder of the HPA grant provided considerable help in meeting this expenditure.

The UKAFPA is enormously grateful to the HPA for its ongoing generous financial support to Service polo. It provides invaluable assistance to make polo accessible to as many Service men and women as possible. It allows new players to try the game every year and really does encourage the expansion of "grass roots" polo.

Tim Brown
Director UKAFPA