

LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 1 October 2025 at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ at 9:30am

Present

Sandi Procter (President)

Voting Council Members

Graeme Adams, Ian Alexander, Ron Allan, Bridie Amos, Elizabeth Bissett, Nick Bonnelo, Heather Bottomley, Peter Bradshaw, Simon Brand, Naomi Cavaday, Yasmin Clarke, Anne Clayton, Roy Colabawalla (Deputy President), John Copsey, Venetia Cottman, Rob Creswell, Ash Cudlipp, Richard Cutler, Jonathon Dawes, Rick Denton, Blane Dodds, John Doe, Keith Gill, Jane Grey, Malgorzata Grzyb, Richard Johns, Simon Johnson, Fiona Jones, Ben Knapp, Sarah Langford, Judith Loffhagen, Nigel Mann, Tina Manning, Chris Mansour, Paul Marks, Katharine Maurici, Garry Morris, Ola Obaro, Adrian Packer, Mike Piper, David Rawlinson, Jackie Robinson, Mike Thomas, Steph Trill, Peter Vann, Phil Veasey, David Walrond, Julia Waters and Julie Wych.

Alternates for Voting Council Members

Suzanne Buffin (Representing James Grindell for Derbyshire)
Andrew Broadhurst (Representing Steve Winyards for Oxford)
David Vinall (Representing Matt James for Devon)
Hannah Ward (Representing Simon Clarke for Wales)

In attendance

Non-Voting Council Members

Rachel Baillache, William Jackson (Chairman), Nigel Jordan (DTAG Chair), David Rawlinson (Past President) and Sir David Tanner.

Others

David Kirby (10U National Pathway Manager – item 10), Abbie Lench (Head of National Delivery – item 7.2), Jenny McAnney-Vincent (Head of Competition – item 7.2), Richard Nunn (Anti-Doping and Integrity Officer – item 9), Jill Osleger (Head of Delivery - Central & East – item 8), Olly Scadgell (Managing Director - Tennis Development – item 6), Nick Weal (Head of Performance Coach Education Development - item 10), Alyx Wilde (minutes), Vicky Williams (People Director) and Pamela Woodman (Head of Legal).

1. Welcome, Apologies for Absence and Declarations of Interests

Sandi Procter welcomed everyone to the meeting, including four alternates.

Apologies for absence were received from: Simon Clarke, Andrew Farnworth, Nick Fuller, James Grindell, Matt James, James Marsalek and Steven Winyard.

Councillors were asked to declare an interest as appropriate when a relevant item was discussed.

2. Minutes of the meeting held on 21 May 2025 and Matters Arising

The minutes of the meeting held on 21 May 2025 were agreed as a correct record.

There were no matters arising not covered on the agenda.

3. Corporate Governance: Council-Nominated Board Member Presentations

The paper included in the Council papers was taken as read. The four applicants for Council-Nominated Board Member (Heather Bottomley, Yasmin Clarke, Phil Veasey and Julie Wych) each presented their case for nomination by giving a short presentation.

Prior to the meeting of the Council, the Voting Council Members were asked via email for their agreement (by simple majority) to recommend two applicants to become Council-Nominated Board Members with effect from 1 January 2026 and agreed to propose that (a maximum of) four, rather than the usual (maximum of) three, progress to interview. This was approved.

Thereafter, subject to the Nomination Committee being satisfied that the relevant applicants meet the Fit and Proper Person Test, the Nomination Committee would recommend to the board of Lawn Tennis Association Limited the applicants who should be appointed to each of the two positions of Council-Nominated Board Member from 1 January 2026.

4. LTA President's Summary

The President's Summary included in the council papers was taken as read. Sandi Procter gave a presentation covering her recent engagements including county, venue and tournament visits, Billie Jean King Cup in Poland and Davis Cup in China. Sandi also highlighted what's currently happening in the council space and provided an update on the progress of the Council Plan.

5. LTA Chair's Report and Q&A

The Chair's report circulated in the council papers was taken as read. Sandi Procter took the opportunity to welcome William Jackson, who joined the LTA as Chair in July. William Jackson was introduced by Jonathon Dawes who led a question-and-answer session. William Jackson answered questions covering his personal background, career and tennis journey, ending on sharing his ambitions and vision for the future of LTA.

6. LTA Chief Executive's Summary

The Chief Executive's business update, included in the Council papers, was noted as read. Olly Scadgell, standing in for Scott Lloyd, provided further detail on several key areas from the update. These included:

- Highlights from the August dashboard
- Participation trends: Year-on-year growth in participation is increasing at the same rate for both men and women.
- Park court usage: There has been a notable rise in player participation on park courts, potentially linked to recent investment in park facilities.
- Junior participation: Exceptional growth has been observed in juniors, especially the 4-7 age group.
- Padel development: Progress in awareness, competitions, and visibility of padel was outlined.
- Strategic framework (2024–2026): An overview of the strategic priorities was shared.
- Government funding request: A proposal has been submitted to secure £60 million in government investment for covered court facilities.

Olly Scadgell then answered a few questions on affordability of tennis in clubs, participation trends and encouraging junior growth.

7. DTAG

7.1 DTAG update

Nigel Jordan gave a general DTAG update that of the 21 objectives set across the eight DTAG workstreams, 15 are expected to be completed by year-end, with the six remaining near completion or will run into the next year 2026. County planning sustainability reminder that a new mandatory requirement on sustainability will be included in the 2026 county frameworks. Full details will be shared before year-end. A reminder that Volunteers Recruitment documents are available on County Support Toolkit, with some very helpful information and guidance on volunteer succession, recruitment and advertising.

Nigel Jordan then introduced the first workstream.

7.2 DTAG Workstream 1: County Funding & Commercial Partnerships

Abbie Lench and Jenny McAnney-Vincent joined the meeting.

Abbie Lench provided an update on the progress in communications, brand identity, and strategic alignment in our County and Island Associations. Key developments included the introduction of county dashboards and governance frameworks. She noted significant improvements in understanding financial positions, enhancing communications, and strengthening relationships—with increased transparency around county-level finances.

The key learnings from the last three years include integrating padel in a flexible way, reinforcing the county role in delivering the 10U performance pathway and making changes to closer align with competition delivery.

Jenny McAnney-Vincent focused on the competition piece, highlighting that the Competition team have conducted a detailed review of income and expenditure across all County-delivered competition activity. This has provided valuable insights – as well as identifying how much is spent on individual county competitions. The Competitions Team with input from the competition DTAG workstream has developed recommendations, which are proposed for implementation in 2026, including being reflected in the Core role and Funding. The recommendations in county competitions and proposed changes are aimed at more players ultimately engaging in competition.

Councillors were then presented with the new version of the LTA Values and Behaviours framework by Sandi Procter, to be considered over lunch.

The meeting was adjourned for a lunch break and then reconvened after lunch.

8. DTAG Workstream 2: County Engagement and Communication

Jill Osleger joined the meeting.

The paper circulated in the council papers was taken as read. Bridie Amos introduced the Communications objectives and handed over to Andrew Broadhurst to introduce the topic of brand identity. A discussion then took place around digital branding, brand identity and communication, i.e. group engagement and reflections on current messaging communicated via website, social media, collateral, events etc. Groups further reflected on the materials they had brought along.

9. DTAG Workstream 3: Safeguarding and Integrity

Richard Nunn joined the meeting

Malgorzata Grzyb introduced the safeguarding workstream update; highlighting the Safeguarding Conference on 4 October and sign-ups being open, there are a selection of sessions that people can sign up too once registered. They also provided an update on a newly developed online Clean Sport (anti-doping) course for junior county players aged 14+ (those born in 2011 or earlier). This is a free, online interactive resource which takes 15-30 minutes to complete. Direct emails have been sent to County Performance Leads. To make this a success, County and Island Associations are asked to promote and facilitate completion of the course by players in their areas.

Discussions then took place in break out groups, discussing how counties could help to facilitate, promote and encourage county training junior squads to complete the course, how to improve uptake, whether to mandate the course and what the LTA could do to promote clean sport more generally.

10. DTAG Workstream 4: County Performance

Dave Kirby and Nick Weal joined the meeting.

Venetia Cottman provided an overview of the workstream on county performance and the main objectives. Dave Kirby shared the core responsibilities of the DTAG Performance workstream and updated on the performance vision and mission and 2026 core responsibilities in specific to 10U players. From 2026, the core responsibilities of the performance team will evolve to enhance support

for young tennis players. Counties will play a pivotal role in talent identification and development. There is a request for counties to review their current roles, assess their core responsibilities, and evaluate whether they are adequately resourced to meet these expectations.

Nick Weal further spoke on the talent characteristics and development stages within the pathway framework. This initiative aims to establish consistency in identifying future potential, based on eight key characteristics developed in collaboration with county coaches. County leads are encouraged to use this framework when nominating players to the county pathway.

The County Performance DTAG members then answered a number of questions from the audience.

11. Any Other Business

Sandi Procter read out a list of actions which had been noted during the meeting and confirmed that a summary of the meeting information and key takeaway points would be circulated to Voting Council Members shortly. Everyone was encouraged to share with respective management committees.

12. Conclusion of Meeting

The next Council meeting will take place on Wednesday 10 December 9.30am-10.30am.

There being no further business, Sandi Procter thanked everyone for attending and closed the meeting at 3.15pm.

Signed S. Procter

Date 10 December 2025