

Private & Confidential

LAWN TENNIS ASSOCIATION LIMITED

Company number 07459469
(the “Company”)

Minutes of a meeting of the BOARD OF DIRECTORS of the Company (the “Board”) held on Tuesday 17 September at 8.30am at the National Tennis Centre, 100 Priory Lane, Roehampton, London SW15 5JQ

Present

Lord Davies of Abersoch, Bridie Amos, Rachel Baillache, Sara Bennison, Sanjay Bhandari, Roy Colabawalla, Richard Cutler, Anil Jhingan, Nigel Jordan, Scott Lloyd, Sandi Procter, Simon Steele and Sir David Tanner

In attendance

Sophie Curthoys (item 7.3) David Humphrey (item 6), Georgina Land-Wilkins (minutes), Chris Pollard (item 8), Olly Scadgell (items 6 and 7), Vicky Williams (item 10) and Pamela Woodman (Company Secretary)

1 Welcome and Declarations of Interest

Lord Davies welcomed everyone to the meeting.

In accordance with section 177 of the Companies Act 2006, each director present confirmed that they had no direct or indirect interest in any of the business to be transacted at the meeting. Otherwise, the declarations of interest were as previously recorded, and directors were reminded to continue to declare any interest which may arise during the meeting at the appropriate time.

2. To confirm the minutes of the meetings held on 2nd May, 12th June and 17th July 2024

The minutes of the meetings of the Board held on 2 May, 12 June and 17 July 2024 were approved as a correct record subject to an amendment to paragraph 1 of item 4 of the 17 July 2024 minutes to note that no further communication had been received by email.

3. Actions and Matters Arising

All matters arising were noted as either completed or carried forward in line with the timings indicated in the Board pack.

4. CEO Executive Summary

A comprehensive summary had been included in the Board pack, which was taken as read, and Scott Lloyd provided various supplementary updates in the meeting:

Performance. There was a discussion around various performance elements including that we are beginning to see a greater number of British players breaking through the various ranking thresholds as a result of the investment decisions behind the 2018-2028 Performance Strategy.

Scott Lloyd referenced the relationship of PSP and academy players with the LTA and increasingly their desire to retain the services of LTA coaching and physio staff and access the expertise at the National Tennis Centre. Whilst this is a compliment to our improving reputation, it does put pressure on our staffing structures.

Scott Lloyd confirmed that Michael Bourne is currently looking at 2028 and beyond including the wheelchair pathway and will share the development of his thoughts with the Board when this work is complete.

4.1 Business Dashboard

The Business Dashboard which was included as part of the CEO Executive Summary in the Board pack was noted.

5. Finance Matters

5.1 Finance Report

The Board had received a report from Simon Steele in the Board pack covering finance, legal and LTA Tennis Foundation ("LTA TF"), which was taken as read.

Simon Steele advised the Board of an investment fund manager tender taking place and noted that the Board would be updated at their next meeting as to the results.

During a short discussion about the LTA TF, Lord Davies requested an update from the LTA TF team to the Board to share the work they are doing.

5.1.1 Management Accounts

These had been included in the Board pack and were taken as read.

5.2 Budget and Financial Planning

The paper from Simon Steele included in the Board pack was taken as read and Simon Steele confirmed the formal budget would be presented to the Board in December 2024 for approval.

The Board were advised that 650K people who registered through the AELTC ballot opted in to receive communications about other LTA grass court events which was agreed as an excellent result.

6. Safeguarding and Integrity Report

[David Humphrey and Olly Scadgell joined the meeting]

The paper included in the Board pack was taken as read.

David Humphrey reminded Board members of the Annual Safeguarding Conference taking place virtually on 5th October 2024 and confirmed the current attendance of 510 vs a target of 450.

The Board discussed how regional safeguarding officers can help by attending other venues (eg padel) and speaking about safeguarding.

[David Humphrey left the meeting]

7. Key Business Areas

7.1 Parks Update

Olly Scadgell confirmed this would be the final time that a parks update features as a standing Board agenda item and that the dedicated park investment delivery team had now transitioned back into the delivery team and as such would be included with the standard reporting. It was confirmed that 65% of all parks have been within the scope of this project and the team continues to work through any outstanding courts between now and April 2025. It was also noted that the team continue to look at opportunities to develop further park sites whilst working with local authorities and remaining diligent to any risks such as digital infrastructure and small scale vandalism. It was noted the opportunities are now there to join up tennis activities at a local level.

There was a short discussion around the perceived pressure on coach resource which was agreed can be attributed to participation in the sport increasing. It was strongly recommended that the venue resource toolkit be utilised much more, with the suggestion that the link to the toolkit be included in the next monthly email to the club network and that the message be strongly highlighted again at the October 2024 Council meeting.

[Sophie Curthoys joined the meeting]

7.3 Red Plus Clay Court Strategy

The paper that was included in the Board pack was taken as read and Sophie Curthoys highlighted the positive feedback received to date from players on the red plus clay court at the National Tennis Centre, ie. phase 1a.

It was highlighted that this surface is particularly good in almost all weather conditions and it is particularly good from a wheelchair perspective, and it is easier to maintain. The investment proposal was approved.

[Olly Scadgell and Sophie Curthoys left the meeting]

[Chris Pollard joined the meeting]

8. Approvals required for the 2025 Grass Court Season Events

The paper that was included in the Board pack was taken as read.

[Chris Pollard left the meeting]

9 **Reports for noting**

9.1 Business Update

The paper included in the Board pack was noted.

9.2 Inclusion Update

The paper included in the Board pack was noted.

9.3 Development Tennis Advisory Group (DTAG) Update

The update provided in the pack was noted. Nigel Jordan confirmed that achievement of a number of items on the dashboard may not be known until the end of the calendar year as they are value added. It was noted this was a different year end process and results will be reported during the January 2025 Board call.

9.4 International Report

The paper included in the Board pack was taken as read.

9.5 Draft Agenda for October Council Meeting

The agenda included in the Board pack was noted.

9.6 Health & Safety report

The report included in the Board pack was noted.

[Vicky Williams joined the meeting]

10. **Board Recruitment & Board Effectiveness**

The papers included in the pack were taken as read. It was noted that any of the Board members who were intending to apply for the positions to be discussed had a potential conflict of interest in this item of business but it was also noted that no decision was being sought at this time. Vicky Williams talked the Board through the different positions that were being recruited for, namely Chair of the Board, President, Deputy President, Council-Nominated Board Members (CNBM), DTAG Chairperson and 3 new Independent Councillors. It was agreed that the Board currently has a good mix of skills and backgrounds, and well positioned in terms of governance and succession.

It was confirmed that a Nomination Committee meeting will be held in November 2024.

[Vicky Williams left the meeting]

11. **Verbal updates from LTA Board Standing Committees**

11.1 Remuneration Committee

Sara Bennison provided a verbal update on Remuneration Committee matters since the last Board meeting.

11.2 **Audit Committee**

Rachel Baillache noted that any updates with regards to Audit Committee matters had already been covered earlier on in the meeting.

11.3 **Nomination Committee**

Lord Davies noted that any updates with regards to Nomination Committee matters had already been covered earlier on in the meeting.

12. **Minutes for Noting**

The minutes included in the Board pack were noted.

13. **Any Other Business**

The Board were reminded of a Board dinner to be held Monday 2nd December 2024. There being no further business the meeting closed.

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Chair