

PRIVATE & CONFIDENTIAL

# LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Thursday 12 December 2019 at the National Tennis Centre, 100 Priory Lane, Roehampton, SW15 5JQ at 10.30 am

## Present

David Rawlinson (Deputy President).

### Past President

Martin Corrie

### Councillors

Ian Alexander, Steve Baddeley, Rachel Baillache, Jamie Baker, Liz Bissett, Andy Bradley, Francis Caldwell, Naomi Cavaday, Anne Clark, Anne Clayton, Roy Colabawalla, John Copsey, Lesley Cundy, Richard Cutler, Rick Denton, Andy Fay, Baroness Margaret Ford, Jane Grey, James Grindell, Ian Haigs, Richard Henshaw, Clare Hollingsworth, Tony Jarvis, Karen Keohane, Robert Kerr, Eric Knowles, Maureen Laffey, Steven Law, Jo Marks, Steve Matthews, Richard Palmer, Malcolm Peters, Sandi Procter, Joy Robinson, Martyn Rock, Mark Sanders, Richard Stoakes, Liz Sweeting, Sir David Tanner, David Vinall, Adrian Waite, Brian Walton, Christine Windmill and Steve Winyard.

## In attendance

Alex Beaumont (Volunteering Manager), Venetia Cottman (new Councillor for 2020), Blane Dodds (Observer, Tennis Scotland), Jackie Freeman (PA to the Chief Executive), Paul Guyer (Property Director), Jon Hughes (Regional Delivery Director), Simon Johnson (representing Tennis Wales), Nigel Jordan (new Councillor for 2020), Claire Kinloch Anderson (new Councillor for 2020), Abbie Lench (Head of Clubs, Counties & Volunteering), Andrew Lewandowski (representing Middlesex), Scott Lloyd (LTA Chief Executive), Chris Mansour (new Councillor for 2020), Mike Piper (new Councillor for 2020), Chris Pollard (Head of Strategy & Innovation), Olly Scadgell (Participation Director), Simon Steele (Finance Director), Annie Smith (new Councillor for 2020), Roy Staniland (Chair, Tennis Development Committee), Alison Taylor (new Councillor for 2020), Simon Timson (Performance Director), Stephanie Trill (new Councillor for 2020), Sheila Wall (PA to the President), Vicky Williams (People Director), Pamela Woodman (Head of Legal), Alyx Wilde (PA to Finance Director) and Viv Wilson (new Councillor for 2020).

## Minutes

All the presentations made at the Council meeting were circulated to Council members shortly after the meeting.

**1. Welcome and Apologies for Absence**

The Deputy President welcomed everyone to the meeting and, in particular, the nine new Councillors for 2020 who were attending as observers: Venetia Cottman, Nigel Jordan, Claire Kinloch Anderson, Chris Mansour, Mike Piper, Annie Smith, Alison Taylor, Stephanie Trill and Viv Wilson.

The following apologies for absence had been received: Michael Angell, Sara Bennison, Richard Blackburn, Simon Clarke, Lord Davies of Abersoch, Lee Evans, Craig Haworth, Barry Horne, Louise Hutchinson, James Keothavong, Andrew Petherick and Cathie Sabin.

**2. Declarations of Interest**

Members of Council were asked to declare an interest as appropriate when a relevant item was discussed.

**3. Minutes of Meeting held on Wednesday 9 October 2019**

The minutes of the meeting held on Wednesday 9 October 2019 were agreed as a correct record.

**4. Matters Arising**

There were no matters arising which were not covered by the agenda.

**5. Deputy President's Report**

The Deputy President's Report had been included in the Council pack and was taken as read. David Rawlinson took the opportunity to introduce Pamela Woodman who had taken over the role of Company Secretary from Stephen Farrow. He advised that Councillors would have three opportunities to meet with Scott Lloyd informally during 2020, being at the NTC on the afternoon before the February Council meeting and on two mornings during The Championships in the Executive Suite at the AELTC. He thanked those Councillors who had presented at the buffet held for Councillors the previous evening. He said that the strapline for his term as President would be "we are a team", working for the betterment of tennis (players, officials and the wider tennis audience), and he would expand on his plans at the February Council meeting.

David Rawlinson invited Rachel Baillache to say a few words; Rachel had been appointed to the Board as an independent member in September 2018 but had not yet had the opportunity to introduce herself to Council. Following Rachel's presentation, David Rawlinson invited Martin Corrie to speak to Council.

**6. LTA Chairman's Report**

The Chairman's report had been included in the Council pack and was taken as read.

**7. LTA Chief Executive's Update**

The Chief Executive's business update was included in the Council pack and was taken as read.

Scott Lloyd gave a review of 2019 and the progress made, guided by the Vision and Mission and the 5-year plan. He then took Council members through the current Business Dashboard. It was agreed that the Business Dashboard should form part of the Council pack in future, to include the data sources which populate the dashboard where appropriate.

A number of questions were raised covering how Padel would provide an opportunity not only to attract new players but also to encourage lapsed players to return to the sport; the LTA's relationship with Sport England (including Sport England's appreciation of the way in which the LTA was addressing its participation challenges); the new Commercial Partnership Strategy (through which a new landscape to activate tennis would be developed providing sponsorship for more than just the major events) and how the increases in participation in 2019, including children playing tennis up 8%, compared favourably with recent trends and expectations so early in the strategy.

In answer to a comment from Karen Keohane in relation to raising awareness within Council on the SERVES initiative, Scott Lloyd said that an update on SERVES and plans for 2020 could form part of the Participation update at the February Council meeting.

## **8. Facility Investment Strategy**

Paul Guyer provided an update on what had been achieved on facility investment in 2019 and outlined plans for 2020.

A number of questions were raised covering the use of case studies as a way of encouraging Local Authorities and other funding partners to invest; the need to ensure venues understood that a Padel court could be laid over an existing tennis court to resolve the issue of underutilised courts; the need (as the landscape changed) to monitor and evolve the list of identified locations where investment in indoor facilities was required and the need to work closely with all key parties in identifying suitable sites.

## **9. LTA Venue Registration**

Abbie Lench provided an update on progress since the October Council meeting, on plans leading up to the February Council meeting, and she set out the communications plan. She said that a number of straight-forward Rules changes would require approval at the February Council meeting and then at a General Meeting later that afternoon.

## **10. Junior Programme Workshop**

Chris Pollard provided a comprehensive overview of the Junior Tennis Programme. He went through the timeline for implementation and said that the focus in 2020 would be on primary schools with the focus moving to secondary schools from March 2021. A Q&A session followed covering a number of subjects including the provision of equipment packages to schools or the provision of 10-hours free tennis coaching in schools; the training module for coaches in respect of the differences in teaching boys and girls; the importance of engaging with head teachers and confirmation that the content of the Blue Stage of the programme was also relevant for nursery age children. A table discussion followed on six elements of the Junior Programme with each table feeding back on one or two key points.

## **11. Participation Update**

Olly Scadgell gave an update reflecting on the successes of 2019 (in particular the progress made in County Branding, Safeguarding and Planning) and, looking forward to 2020, setting out the priority strategic initiatives and projects. He added that the Heads of Region would play a key part in ensuring a joined up approach to the Junior Programme and he introduced Council to Jon Hughes, the LTA Regional Delivery Director.

Sandi Procter (Chair of the Volunteering work stream) and Alex Beaumont gave an update on the LTA Tennis Awards for 2020 highlighting the deadline of 31 January for the regional nominations. Over 2,000 nominations had been received to date which was 500 more than last year, with an increase in nominations within each category and Counties should be proud of their efforts, some of which had doubled their nominations. Sandi Procter reminded

Council that the deadline for the 2019 Meritorious Service Award nominations was 15 December and that National Volunteer Week would take place from 1-7 June this year.

Anne Clark (Chair of the Seniors Tennis work stream) gave a comprehensive update on the Seniors' Tennis Programme which had taken place in 84 venues in 2019. The programme, designed to drive participation in the 35+ age group, was supported financially by Seniors Tennis GB in partnership with the LTA and a number of Counties. A report on the results of the survey conducted by Seniors Tennis GB to gauge the success of the programme would be published on their website shortly and a copy would be circulated with the minutes of this meeting. It was intended to run the scheme again in 2020 with an initial funding pot of £10k. Anne Clark confirmed that the management of Over 35s inter-county events had been transferred to the LTA. The management of Seniors inter-county events and of the Seniors inter-club events would be transferred to the LTA in 2020 and 2021 respectively.

Lesley Cundy (Co-Chair of the Competition work stream) gave a brief update on the County Cup events. She said that 2020 would see the 125<sup>th</sup> anniversary of the Summer County Cup; consideration was being given to ways of commemorating the event and all ideas would be welcome.

Roy Staniland (Chair, Tennis Development Committee ("TDC")) thanked all the 2019 TDC work stream chairs for their hard work and the LTA Exec and Leadership Team for their invaluable contribution. The 2020 TDC work streams and chairs would be as follows: Clubs & County Support & Communication: Richard Cutler; Competition (inc County Cup and Seniors Competitions): Lesley Cundy; Coach Engagement: Stephen Baddeley; Safeguarding: Ian Alexander; Venues Registration & County Funding: Roy Colabawalla; Volunteer Engagement: Sandi Procter and Inclusion & Diversity (on which a person from each work stream would sit): Funke Awoderu. Funke Awoderu would be co-opted to the TDC and Steven Matthews would also be a TDC member, assisting on a number of the work streams. Roy Staniland asked Councillors to let him know if they would like to sit on a work stream.

## **12. Performance Update**

Simon Timson provided an update covering the Wheelchair World Class Programme, the 2020 selections for the Pro-Scholarship Programme and the Men's & Women's National Programme (which were confidential until announced in January 2020), the National Age Group Programme and the men's and women's pre-season training programmes.

## **13. Davis Cup**

Simon Timson reported on the inaugural Davis Cup Finals held in Madrid in November from the perspective of the players, support team and the fans. He said that, whilst all the facilities and the transport were of a very high standard, the match scheduling and fan numbers were areas on which the organisers would seek to make improvements for the 2020 event. He added that he was delighted that GB had qualified by right for the 2020 Finals by virtue of reaching the semi-finals this year.

## **14. Corporate Governance**

### **14.1 Councillors for 2020**

A list of Councillors nominated for 2020 had been included in the Council pack and this was noted.

### **14.2 LTA Boards and other Committees for 2020**

Details of membership of the Board and its committees in 2020 had been included in the Council pack and this was noted.

David Rawlinson added his thanks to those Councillors who had served on the TDC and the TDC work streams in 2019 for their commitment and hard work. He also thanked the Councillors who had been ambassadors at the pre-Wimbledon events for their contribution.

#### 14.3 Appointment of Representatives on Other Bodies, Boards and Committees for 2020

A list of the Joint Committee representatives and representatives on other Boards and Committees had been provided in the Council pack. The representatives on the Joint Finance Committee were approved and the other appointments (including representation on ITF and Tennis Europe Committees) were noted. The LTA's representatives on the Committee of Management in 2020 would be notified to Council as soon as possible and approved formally at the February Council meeting.

#### 15. Presentations to Retiring Councillors

David Rawlinson said the LTA wanted to recognise the contribution of two colleagues who had died during the year, namely Peter Grinyer and Nicky Maskens, both of whom would have served 12 years on Council at the end of 2019. He was delighted to welcome Ben Grinyer (Peter's son) and Jon Maskens (Nicky's son) and he presented each with a certificate in recognition of their parents' respective contribution to the LTA and to tennis in Britain.

David Rawlinson said that today would be the final Council meeting for five Councillors and he presented each of the following with a certificate and a small gift as a token of appreciation: Anne Clayton (16 years), Anne Clark (16 years), Richard Henshaw (15 years), Tony Jarvis (11 years) and Eric Knowles (14 years). Today would have been Andrew Petherick's last meeting after 14 years on the Council; Andrew had sent his apologies for the meeting. David Rawlinson also reported that it would have been the final meeting which Cathie Sabin could attend as the immediate Past President; Cathie Sabin had also sent apologies and an opportunity would be found to recognise her outstanding contribution to Council in the near future.

#### 16. Any Other Business

David Rawlinson asked Councillors to ensure that information provided to them to pass on to their respective member organisation was forwarded promptly. It had become apparent that this was not always the case.

#### 17. Confirmation of Dates of Meetings in 2020

The following dates were confirmed for Council meetings next year:

Wednesday 26 February  
Wednesday 20 May (preceded by the AGM)  
Wednesday 14 October  
Wednesday 9 December

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