

# LTA COUNCIL

Wednesday 13 December 2018 at the National Tennis Centre at  
10.30 am

## Present

Mr D Rawlinson (Deputy President), Mr S Lloyd (Chief Executive Officer), Mr S Farrow (LTA Company Secretary and Director of International Events and Professional Game), Lord Davies of Abersoch (Chairman, LTA Board).

### Past President

Mrs C Sabin.

### Vice-President

Mr C M Thomson.

### Councillors

Mr I Alexander, Ms F Awoderu, Mr S Baddeley, Mr J Baker, Mr R Blackburn, Mr A Bradley, Mr F Caldwell, Ms N Cavaday, Mrs A J Clark, Mr S Clarke, Mrs A E Clayton, Mr R Colabawalla, Mr J Copsey, Mrs L Cundy, Mr R Cutler, Mr L Evans, Mr P Evans, Mr A Fay, Mr R Gibson, Mr P Grinyer, Mr I Haigs, Mr C Haworth, Mr R Henshaw, Mr B Horne, Mr A Jarvis, Mr R Kerr, Mr T F Kinloch, Miss M A Laffey, Mr S Law, Mrs J Marks, Mr S Matthews, Mr D Mazzucco, Mr R T Palmer, Mr M Peters, Mr A J Petherick, Mrs S Procter, Mrs J Robinson, Mr M Rock, Mr M Sanders, Mr R Staniland, Mr R Stoakes, Mr H Stow, Mrs E Sweeting, Sir D Tanner, Mr D Vinall, Mr A Waite, Mr B Walton and Mrs C Windmill.

### In attendance

Mrs E Bissett (new LTA Councillor for 2019), Mr Simon Clarke (new LTA Councillor for 2019), Ms A Ensor (Wimbledon Ticket Manager and Council Coordinator), Mrs J Freeman (PA to Chief Executive Officer), Ms L Hutchinson (attending in place of Jemima Morris representing Middlesex and new LTA Councillor for 2019), Ms H Raven (Head of Marketing and Digital), Mr O Scadgell (Participation Director), Mr S Steele (Finance Director), Mr S Timson (Performance Director) and Mrs V Williams (People Director).

## Minutes

### 1. Welcome

The Deputy President, David Rawlinson, welcomed everyone to the Council meeting. He also welcomed one of the new Board Directors, Sir David Tanner to his first Council meeting and invited Sir David to come up and introduce himself to Council.

The Deputy President thanked those Councillors who attended and contributed to the evening buffet for Councillors held the previous evening.

The Deputy President also welcomed some of the new Councillors for 2019 who were attending the meeting as observers: Elizabeth Bissett (Wiltshire Representative) who has been elected to replace Phil Evans and Simon Clarke (Tennis Wales) who has been elected to replace Stephen Clarke.

## **2. Apologies for Absence**

The following apologies for absence had been received; Mr M Angell, Ms R Baillache, Mrs C Hollingsworth, Ms K Keohane, Mr E Knowles, Mrs N Maskens, Ms J Morris, Mr M Stocks.

## **3. Declarations of Interests**

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

## **4. Minutes of Meeting held on Wednesday 3 October 2018**

The minutes of the meeting held on Wednesday 3 October 2018 were approved subject to the following two amendments being made: (i) under item 6, Deputy President's Report. It was proposed the following sentence be added to the end of the first paragraph on page 2 "The Deputy President gave an update in respect of the matter involving the Hertfordshire Committee in 2004. Following an independent review of the investigation, a disciplinary process is now underway and its final outcome will be made public when it concludes"; (ii) the spelling of 'Stirling' be corrected in the second paragraph on page 4.

## **5. Matters Arising**

There were no specific matters arising that were not already covered within the agenda.

## **6. Deputy President's Report**

The Deputy President's Report had been included within the Council pack and was taken as read.

A number of Councillors would be stepping down at the end of 2018 and the Deputy President thanked them and presented them with a gift and a certificate of recognition. These Councillors were Funke Awoderu (Tennis Foundation), Stephen Clarke (Tennis Wales), Phil Evans (Wiltshire), Robert Gibson (Derbyshire), Tom Kinloch (Northumberland) and Harry Stow (Board Nominated). Jemima Morris (Middlesex) and Matt Stocks (Tennis Foundation) were unable to be present.

The Deputy President thanked all the Councillors who would be leaving the LTA Council at the end of 2018 for the incredible work they had contributed to British tennis over the years on behalf of the both the LTA and their organisations.

## **7. LTA Chairman's Report**

The LTA Chairman's report had been circulated in advance of the meeting and was taken as read.

Lord Davies highlighted some points in addition to his report. He commented on how tirelessly the LTA's Deputy President, David Rawlinson, had worked in difficult circumstances over the past ten months and that the LTA had ended the year with a great degree of optimism for 2019. There was an opportunity to share some of the LTA's good practices with other sports. It was noted that participation was the LTA's greatest challenge and that there was a need to think outside of the box and to be creative about the challenges.

## **8. LTA Chief Executive's Update**

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

The Chief Executive informed Council that the team had recently been focused on the reorganisation and thanked Vicky Williams and the HR team for supporting this exercise.

Progress that the LTA has made in the safeguarding arena has been nothing short of exceptional with the implementation of the agreed five safeguarding standards that venues need to achieve to be eligible to register with the LTA and to receive the associated benefits. The agreed five safeguarding standards were: (i) a diversity and inclusion policy; (ii) a safeguarding and vulnerable adults policy; (iii) an appointed welfare officer that has undertaken the necessary training; (iv) a Criminal Records Check undertaken for relevant roles at the club; (v) risk assessments. The Chief Executive thanked Councillors, through their Counties/organisations for helping to get this implemented.

The Chief Executive confirmed that the LTA would not be in a position to confirm the deficit for the year until February, once the integration with the Tennis Foundation had been completed. It was also confirmed that the tax rationale for initially setting up the Tennis Foundation had now fallen away. The Chief Executive confirmed that, in future, Wales and Scotland would be included in the Business Update reports for Council.

Comment was made regarding the recent IT issues since the migration of Siebel and the website to Azure and the impact that it was having on the performance of the website. Sincere apologies were expressed again for the inconvenience and disruption that this had caused, together with an assurance that the communication plans in these events would be reviewed.

## **9. Workshop – Council ways of working behind VMOST**

Olly Scadgell gave a brief update on disability tennis opportunities. Simon Timson then led a workshop on Council ways of working behind VMOST (Vision, Mission, Objectives, Strategies and Tactics). Council were reminded of the 7 Strategies: Visibility, Innovation, Investment, Accessibility, Engagement, Performance and Leadership.

It was agreed that before any workshops at Council meetings in the future, information would be circulated in advance in order for Councillors to be able to prepare for the workshops.

A copy of the presentation used for the workshop would be circulated with the minutes. It was agreed that this information could be shared with the relevant County Committees.

The meeting broke for lunch at 12.50 pm and resumed again at 1.30 pm.

Brief feedback from the workshop was given.

## **10. Participation**

Olly Scadgell provided an update on the reorganisation process with a focus on the Participation Directorate, progress against the participation related business objectives, as well as a brief update on Team Tennis, Team Challenge, County Championships and Seniors Tennis GB. Vicky Williams provided an update on the reorganisation and thanked Councillors who had supported colleagues through this process as well as those Councillors who had been involved with the assessment centres. It was confirmed that any Tennis Foundation employees who were leaving the organisation would do so at the end of December 2018.

Olly Scadgell reminded Council of the rationale for changing the structure and set up of the Participation Directorate and the context and rationale in proposing the changes to the

structure and set up of the Participation team, highlighting ways of working and clear and consistent roles and responsibilities.

A communication would be sent out shortly to Counties and key external partners regarding the new structure. A meeting would be held before Christmas with the Heads of Regions to finalise the centralised support. This would then help with phone calls that Counties were receiving from clubs in the County Offices and being able to provide a point of contact.

It was confirmed that a copy of the Seniors Tennis GB survey report would be circulated with the minutes.

Olly Scadgell thanked Tom Kinloch for all of his hard work and commitment over the years with regard to the Davis Cup, competitions and officiating.

## **11. Performance**

Simon Timson provided an update on performance, covering Women's Tennis, Men's Tennis, 2019 Pro Scholarship Programme and National Age Group Programme 14+ selection, 2019 National Age Group Programme U14 selection, National Academies, 2018 performance against objectives and 2018-2019 performance priorities.

Council were informed that the appointment of the new Head of Women's Tennis would be announced on 14 December 2018 and that the LTA would be becoming a member of the British Athletes Commission.

A copy of the presentation would be circulated with the minutes.

## **12. Fed Cup**

Stephen Farrow, Director of International Events and Professional Game, provided an update on the forthcoming Fed Cup tie in February in Bath. Helena Raven, Head of Marketing and Digital, gave an update on the marketing and PR campaign for the Fed Cup, profiling the event, team captain, Anne Keothavong and the team.

Stephen Farrow thanked Stephen Baddeley for his help at the University of Bath and also to Ian Alexander for the County's involvement. It was hoped that the Fed Cup would be, as a minimum, streamed by the BBC.

## **13. Updates**

### **13.1 Tennis Development Committee update.**

The paper detailing the Tennis Development Committee update was taken as read.

The membership and objectives for each of the work streams for next year would be finalised in early 2019.

### **13.2 LTA Liability Insurance summary.**

The paper detailing the LTA Liability Insurance summary was taken as read. Councillors were asked to contact Howden with any queries. Any feedback would then be sent out to Counties.

### **13.3 TF update.**

The paper detailing the Tennis Foundation update was taken as read.

## 14. Governance

### 14.1 Approval of nominations of Officers for 2019

Council were notified of the nominations of Martin Corrie as President and David Rawlinson as Deputy President for 2019.

### 14.2 Approval of Chair of the Tennis Development Committee for 2019

Council were notified that the Board had approved the nomination of Nicola Maskens as Chair of the Tennis Development Committee in 2019.

### 14.3 Confirmation of Councillors nominated for 2019

A list of the nominated Councillors for 2019 had been provided in the papers. The new Councillors for 2019 were Elizabeth Bissett (Wiltshire), Simon Clarke (Tennis Wales), James Grindell (Derbyshire), Jane Grey (Northumberland) and Louise Hutchinson (Middlesex).

In addition, the appointments of Baroness Margaret Ford and James Keothavong as Board Nominated Councillors for 2019 were noted.

### 14.4 Confirmation of LTA Board and other Committees for 2019

Council had been provided with a list of the membership of the Board and its Committees for 2019. The nominations were approved by Council.

The Deputy President thanked the Councillors who had served on Committees during the year and also thanked those who would not be continuing to serve on the Committees in 2019.

### 14.5 Confirmation of the appointment of representatives on other Bodies, Board and Committees for 2019

Council had been provided with a list of the Joint Committee representation and representatives on other Boards and bodies in 2019.

Council approved the members of the Joint Committees of The Championships.

Council noted the members regarding International Representation, the Leader and other ITF and Tennis Europe Meetings' Delegates, the International Representative and representatives to other Boards and bodies.

## 15. Any Other Business

Maureen Laffey highlighted the amount of time and hard work that had been undertaken by David Rawlinson over the past ten months whilst he covered the roles of both President and Deputy President and asked for consideration to be given to providing some support to David Rawlinson during this time. David Rawlinson thanked Maureen Laffey for her comments and informed Council that this would be discussed at the next Council Nominations Committee meeting. In addition, it was hoped to have appointed a new Deputy President for 2020 in early 2019.

The Deputy President informed Council that Clive Thomson (Vice President) would not be attending Council meetings from 2019 onwards but would continue as a Vice President and an LTA Councillor.

Council were made aware of the recent trend in some Counties receiving calls from companies who were looking to register as a club (nomadic club). Olly Scadgell added that as part of the minimum standards exercise the LTA had uncovered a number of venues that should not have been registered and would not be registered going forward. Whilst it was hoped that this problem had now been eliminated, the Heads of Regions would be asked to double check.

The Deputy President reminded Councillors that any nominations for the LTA Meritorious Service Awards should be submitted to Sheila Wall by 15 December 2018.

There was no further business.

**16. Confirmation of date of next meeting**

The dates of the 2019 Council meetings were confirmed as follows:

Wednesday 27 February  
Thursday 16 May (+ AGM)  
Wednesday 9 October  
Thursday 12 December

The President thanked everyone for attending and closed the meeting.

The meeting concluded at 3.15 pm.