

# LTA COUNCIL

Thursday 14 December 2017 at Roehampton University at 10.30am

## Present

Mr M F Corrie (President), Mr D Rawlinson (Deputy President), Mr S Farrow (LTA Company Secretary, Legal Director and Aegon Championships Tournament Director), Mr D Gregson (Chairman, LTA Board).

### Past President

Mrs C Sabin.

### Councillors

Mr I Alexander, Miss F Awoderu, Mr S Baddeley, Mr J Baker, Mr R Battersby, Mr R Blackburn, Mr A Bradley, Mr F Caldwell, Mrs A J Clark, Mr S Clarke, Mrs A E Clayton, Mr J Copsey, Mrs L Cundy, Mr L Evans, Mr A Fay, Mr R Gibson, Group Capt V Gosling, Mr P Grinyer, Miss N Hall, Mr C Haworth, Mrs C Hollingsworth, Mr B Horne, Mr R Henshaw, Mr A Jarvis, Ms K Keohane, Mr R Kerr, Mr T F Kinloch, Mr S Law, Mrs N Maskens, Mr S Matthews, Mr S G J Meaking, Mr P Nicolson, Mr R T Palmer, Mr M Peters, Mr A J Petherick, Mrs S Procter, Mrs J Robinson, Mr M Rock, Mr M Sanders, Mr M Smith, Mr R Staniland, Mr R Stoakes, Mr H Stow, Mrs E Sweeting, Mr D Vinall, Mr A Waite, Mr R Walmsley, Mr B Walton, Mrs C Windmill.

### In attendance

Ms J Anderson (IT Service Desk Administrator), Miss L Blake (Head of Membership), Mr R Dearing (Head of Tennis Delivery & Innovation), Andy Dodd (Head of Communications and Marketing, Tennis Foundation), Mrs J Freeman (PA to Chief Executive), Mr T Gibbins (Head of Children, Young People and Education), Mr D Humphrey (Head of Safeguarding), Ms J Jones (Regional Tennis Participation Manager, South West), Mrs S Kirk (Legal services Administrator), Ms S Lawrence (Head of Category Women and Girls Tennis), Mr S Lloyd (Chief Executive Elect), Mrs J Mackay (Legal Services and Discipline Coordinator), Mr A Marks (Participation Director), Mrs J Murray, Mr G Newton (Executive Director, Tennis Foundation), Mr A Packer, Mr S Richardson (Tennis Products Manager), Mrs L Rose (PA to Finance Director), Mr O Scadgell (Director of Major Events and Competition), Mr S Steele (Finance Director), Vicky Williams (People Director) and Maria Zedda (Diversity and Inclusion Advisor).

## Minutes

### 1. **President's Welcome**

The President, Martin Corrie, welcomed everyone to the December Council meeting and welcomed Mike McBrien who was attending on behalf of Eric Knowles (representing Lancashire).

He also gave a particular welcome to some new Councillors for 2018 who were attending the meeting. These were: Ian Haigs (Combined Armed Services Representative) who had been elected to replace Vicky Gosling, Richard Cutler (Hampshire & IOW) who had been elected to replace Bob Battersby, Jo Marks (Herefordshire & Worcestershire) who had been elected to replace Nicola Hall, Roy Colabawalla (Warwickshire) who had been elected to replace Sherrie Meaking and Naomi Cavaday (Player Representative) who had been elected to replace Katie O'Brien.

Thanks were expressed to Roehampton University for hosting the meeting.

2. **Apologies for Absence**

The following apologies for absence had been received: Mr M Angell, Mr R Baker, Mr P Evans, Mr E Knowles, Miss M A Laffey, Ms J Morris, Mr M Stocks and Mr C M Thomson.

3. **Declaration of Interests**

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

4. **Minutes of Meeting held on Wednesday 4 October 2017**

The minutes of the Council meeting held on 4 October 2017 were agreed, subject to two amendments (requested by Tom Kinloch and Richard Palmer) being made.

5. **Matters Arising**

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

6. **President's Report**

Martin Corrie's President's Report had been included within the Council papers and was taken as read.

Martin Corrie wished to thank everyone for their support during his first year of presidency. He thanked volunteers for continuing to work together as well as LTA colleagues. He added that it had been a privilege to travel around the country, visiting ten counties, and thanked the Councillors there for demonstrating the range of activities taking place.

7. **LTA Chairman's Report**

The LTA Chairman's Report was taken as read. David Gregson briefly addressed the safeguarding issue that had recently been reported in the press. An independent review was going to take place and announced shortly, with the findings being published once it had been completed.

There was a discussion on the governance aspect of Transforming British Tennis Together (TBTT).

8. **Education - Children & Young People Update**

Martin Corrie introduced Tom Gibbins (Head of Children, Young People and Education). He presented an overview of the TDC work stream focused on children, young people and education and set out that there was a focus to grow participation among children and young people and to change the lives of people and young people through tennis.

He set out who the members of the TDC work stream were and what its priorities were. The first was a County Associations education audit, the second was to develop pilots/scalable projects (these included; school of tennis programme, school-club links and the small grants scheme) and the third priority was advocacy and communication.

Tom Gibbins also provided an overview of the new Children, Young People and Education strategy. A new framework had been created and had three phases which were “try”, “learn” and “progress” and there were 8 key deliverables to the overall strategy.

Tom Gibbins introduced Sam Richardson (Tennis Products Manager) who provided an update on Tennis for Kids and the key changes moving into 2018. There was going to be greater flexibility allowing coaches to run as many courses as they liked and there was going to be a charge introduced which would add value and see a greater commitment from those taking part. The charge of £25 meant that there would be an enhanced package including six coaching sessions, a racket and ball set and a personalised t-shirt.

In relation to a question over safeguarding concerns of children having their names on their t-shirts, it was clarified that it would be up to the parents/guardian whether to have names printed or not and this would be set out clearly in the guidance.

A break-out discussion followed and Councillors were asked what they would like to see from the range of high quality follow-on content and innovative retention tools to help more children develop their skills and progress within the counties. Councillors either provided written feedback to Sam Richardson or discussed with him over lunch.

Adrian Packer CBE (Founder and CEO of CORE Education Trust) presented to Council setting out the background of the Trust and how it linked to tennis. He explained that the Trust helped schools that were in crisis situations and that they had benefitted from tennis with support from the Tennis Foundation. The values of the Trust were collaboration, opportunity, respect and excellence.

The Trust supported some of the most disadvantaged children in schools that had cultural and political challenges by providing them with the opportunity to play sport allowing them to integrate better. Tennis had been transformative in the schools run by the Trust, giving children a sense of value. The next challenge would be to work with the Tennis Foundation to work out how tennis could do more to keep improving children's lives.

## 9. **She Rallies and Girls in Tennis**

Martin Corrie introduced Judy Murray who presented to Council an overview of the She Rallies programme and the role of girls in tennis. She set out her experience of working with women and girls in tennis which started back when she became Fed Cup Captain. Through this she realised that the profile of women in the sport needed to be raised and that it was important for investment to be made into women's coaching for it to continue to grow into a more secure career.

From this, the Miss Hits programme was developed which was a way to encourage girls aged 5-8 to start playing tennis. It did not require the person delivering the programme to be a qualified tennis coach so it allowed for more women to deliver and be involved in the sport.

Following on from this the She Rallies programme was developed with a goal to empower and expand the number of women and girls coaching and playing tennis. There were three strands to the first year plan of the programme which included a female coach conference, an ambassador programme (there were now 56 ambassadors across the country) and the Emma Doyle CPD which was a range of courses for male and female workforce showing how to work effectively with girls.

The meeting broke for lunch at 1.00 pm and resumed again at 1.55 pm.

A video was shown of the NEC Wheelchair Masters highlights and Martin Corrie congratulated the Tennis Foundation for doing a great job on the event with its move to Loughborough.

10. **Tennis Development Committee Review and 2018 Update**

Martin Corrie introduced Nicky Maskens who thanked all involved in the TDC review with special thanks to the LTA Executive Team and Bob Battersby. A representative from the TDC work streams provided an update.

Roy Staniland provided an update on the competition work stream and highlighted that a number of reviews were taking place, for instance into County Championships and Team Tennis. A review into County Leagues was almost complete with a few Counties left to provide feedback. Overall there were some great ideas and progress was being made.

Sandi Procter provided an update on the volunteer work stream. She explained that this was now a fully formed group and the aim was to create a guide document for new Councillor inductions which would also be made available for all Councillors. This would also include a description of the awards landscape. The second strand of the work stream was coaching and Councillors were encouraged to visit the find a coach tool.

Funke Awoderu provided an update on the women and girls work stream highlighting that Sue Lawrence (Head of Category – Women and Girls Tennis) would play a key part in this, building on the excellent insight work that had already been done to identify what areas needed to be focused on.

Adrian Waite provided an update on the BTM work stream. He highlighted that the work stream was there to make suggestions on how to support the BTM team in its work such as using modern digital tools and project management software.

Richard Palmer provided an update on the work stream focused on connecting the counties. He thanked Councillors for the feedback they had provided so far and explained that the plan for the coming year was to create a guide for the counties and he hoped this would be ready for the May Council meeting.

Anne Clarke provided an update on the senior's tennis work stream. She set out that the participation part of the stream would be taking place again in 2018 as well as trying to set up tournaments for seniors and reinvigorating county senior's organisers.

11. **Safeguarding Update**

Martin Corrie introduced Stephen Farrow (Company Secretary) and David Humphrey (Head of Safeguarding) to provide a safeguarding update.

12. **Diversity and Inclusion**

Martin Corrie introduced Maria Zedda (Diversity and Inclusion Advisor) who provided an overview of diversity and inclusion (D&I) and how this linked in with the LTA values. In order to grow the game in the right way it needed to be done in an inclusive way that encouraged diversity.

Julie Jones (Regional Tennis Participation Manager, South West) explained to Council how an inclusive tennis audit had been conducted in Bristol which had enabled tennis to become

more inclusive in the city at little expense. Within the audited venues, it was found that the customer journey and a welcoming environment could be improved and that there was a general lack of awareness in relation to accessibility and inclusive tennis activities. The impact of the audit was shown in results such as increased awareness across venues, seven new clubs offering a range of inclusive tennis sessions and all clubs had reporting that they had made improvements. Some of the new sessions included a mums and tots wellbeing sessions and a wheelchair session at the University of Bristol Tennis Centre.

### 13. Updates

#### 13.1 Performance Update

A paper had been provided in the pack which was noted.

#### 13.2 Volunteering/British Tennis Awards Update

A paper had been provided in the pack which was noted.

#### 13.3 BTM Update

A paper had been included in the pack which was noted.

Martin Corrie introduced Lauren Blake (Head of Membership) who provided an update to Council.

#### 13.4 Participation Director's Report

The Participation Director's report had been provided in the pack which was noted.

### 14. Corporate Governance

#### 14.1 Confirmation of Councillors Nominated for 2018

A list of the nominated Councillors for 2018 had been provided in the pack. They were Ian Haigs (Combined Armed Services Representative), Richard Cutler (Hampshire & Isle of Wight), Joanna Marks (Hereford and Worcestershire), Naomi Cavaday (Player Representative) and Roy Colabawalla (Warwickshire).

This meant that a number of Councillors would be stepping down at the end of 2017 and Martin Corrie thanked them and presented them with a certificate of recognition. These Councillors were Bob Battersby (Hampshire & Isle of Wight), Vicky Gosling (Combined Armed Services), Nicola Hall (Herefordshire and Worcestershire), Sherrie Meaking (Warwickshire), Malcolm Smith (Board Nominated) and Richard Walmsley (Board Nominated).

Stephen Farrow highlighted that the process for appointing Board Nominated Councillors was changing to bring more diversity in terms of both background and experience to Council and it was hoped that this would be ready to be brought to Council in February 2018. The appointment of Harry Stow as a Board Nominated Councillor for 2018 in his role of the Chair of the Youth Group was noted.

#### 14.2 Confirmation of LTA Board and other Committees for 2018 including notification of the list of Advisory Group Chairperson and Members and other relevant positions

Council had been provided with a list of the membership of the Board and its Committees for 2018. The nominations were approved by Council.

Martin Corrie 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 2018.

Anne Clarke requested that the TPC continued to be kept in mind.

14.3 Confirmation of the appointment of representatives on other Bodies, Boards and Committees for 2018

Council had been provided with a list of the Joint Committee representation and representatives on other Boards and bodies in 2018.

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.

14.4 Council Review Implementation Update

David Rawlinson provided an update on the Council Review implementation. He set out that all of the recommendations were either already implemented or were ongoing as agreed. The Councillor review process was still to be agreed and all Councillors would have a meeting with a Board member in the first quarter of 2018 to exchange views. The May 2018 Council meeting would be the first meeting when Council would review itself.

15. Summary of papers for reading only

The Tennis Foundation report and the British Tennis Competition Programme 2018 were included in the papers for information.

16. Any Other Business

It was noted that having a Tennis Foundation report included on the agenda was appreciated.

It was agreed that the venue for the meeting today worked very well and it would be considered whether it could be used for future meetings.

Martin Corrie reminded Councillors to apply for Davis Cup tickets soon and to also keep in mind that there would be a priority window for them to make their county applications for the British Tennis Ball next year. He also added that he was hoping to plan out the agendas in advance for the rest of the Council meetings under his presidency so asked Councillors to let him know if there was anything they would like added.

There were no further questions and no other items were raised under Any Other Business.

17. Confirmation of date of next meeting

The dates of the 2018 Council meetings were confirmed as follows:

Thursday 22 February  
Thursday 17 May (+ AGM)  
Wednesday 3 October  
Thursday 13 December

The President thanked everyone for attending and closed the meeting.

The meeting concluded at 3.50 pm.