

LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 13 October 2021 at 10.30am at the National Tennis Centre

Present

David Rawlinson (President).

Councillors

Ian Alexander, Bridie Amos, Stephen Baddeley, Sara Bennison, Lottie Birdsall Strong, Liz Bissett, Heather Bottomley, Andy Bradley, Francis Caldwell, Roy Colabawalla, John Copsey, Martin Corrie (Past President), Venetia Cottman, Lesley Cundy, Richard Cutler, Lord Davies of Abersoch (Chairman, LTA Board), Jonathon Dawes, Andy Fay, Peter Grimsdale, James Grindell, Ian Haigs, Wasim Haq, Craig Haworth, Barry Horne, Louise Hutchinson, Anil Jhingan, Nigel Jordan, Karen Keohane, James Keothavong, Robert Kerr, Claire Kinloch Anderson, Ben Knapp, Steven Law, Judith Loffhagen, Chris Mansour, Jo Marks, Steven Matthews, Adrian Packer, Shiv Paul, Malcolm Peters, Mike Piper, Sandi Procter, Joy Robinson, Martyn Rock, Mark Sanders, Annie Smith, Richard Stoakes, Liz Sweeting, Sir David Tanner, Alison Taylor, Steph Trill, Adrian Waite, Brian Walton, Viv Wilson and Christine Windmill.

Alternates for Councillors

Simon Johnson (representing Wales), Tom Kinloch (representing Northumberland) and Andy Malcolm (representing Devon).

In attendance

Alex Beaumont (Volunteering Manager), Michael Bourne (Performance Director), Blane Dodds (Observer, Tennis Scotland), Abbie Lench (Head of Clubs, Parks, Counties and Volunteering), Scott Lloyd (Chief Executive), Olly Scadgell (Participation Director), Roy Staniland (Chair, Tennis Development Committee), Merlin Van De Braam (Head of Coach Development & Support), Sheila Wall (PA to the President), Vicky Williams (People Director) and Pamela Woodman (Head of Legal).

Minutes

1. **Welcome and Apologies for Absence**

David Rawlinson welcomed everyone to the meeting. He invited Anil Jhingan, who had been appointed an Independent Board Director on 1 August 2021 and was attending his first Council meeting, to say a few words by way of introduction.

Apologies for absence were received from Rachel Baillache, Jamie Baker, Sanjay Bhandari, Richard Blackburn, Simon Clarke, Yasmin Clarke, Rick Denton, Jane Grey, David Vinall and Steve Winyard.

2. **Obituary**

David Rawlinson paid tribute to Clive Thomson (an LTA Vice-President) who had died on 14 August 2021. Members of Council stood in silence in memory of their colleague.

3. Declarations of Interest

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

4. Minutes of Meeting held on Thursday 27 May 2021

The minutes of the meeting held on Thursday 27 May 2021 were agreed as a correct record.

5. Matters Arising

There were no matters arising not covered on the agenda.

6. President's Report

The President's Report included in the Council papers was taken as read.

David Rawlinson referenced a number of topics, namely British successes at the US Open, the forthcoming Davis Cup Finals, the Billie Jean King Cup Finals (at which GB's next opponents for the February 2022 tie will be determined) and the Government's financial support for the LTA Parks Strategy. He confirmed that Naomi Cavaday will interview Yasmin Clarke for the next "Audience with" Zoom on Wednesday 27 October 2021. Finally, he advised that Counties will be updated shortly in respect of the future of Patrons Schemes.

7. LTA Chairman's Report

The Chairman's report included in the Council papers was taken as read.

Lord Davies said how proud he is to be Chairman of the LTA Board. He outlined what he had experienced and witnessed during his first three years in office and referenced his desire to continue to work with Council in the years ahead.

8. LTA Chief Executive's Update

The Chief Executive's business update (together with the latest Business Dashboard) included in the Council papers was taken as read.

Scott Lloyd expanded on a number of items from his business update: technology (and the imminent provision of a new and flexible platform to replace Siebel, being the third and final phase of the technology platform transformation since the launch of the 5 Year Plan in 2019); the new approach to venue registration (to help us engage with a larger network of venues including Local Authority venues and schools); the foundations having been put in place to ensure we capitalise on the opportunities presented by our US Open and future successes; LTA Youth (for which Emma Raducanu is an Ambassador); the LTA Parks Strategy (and the transformational opportunity the recently-announced Government funding of £22m presented).

A number of points were raised for consideration by the Chief Executive including: a request that a redacted version of the CEO's business update be provided for sharing with management committees; the importance of continuing to invest in indoor tennis/CITCs; the need to put the right programmes and operating models in place to ensure the investment in parks tennis is sustainable.

9. Tennis Development Committee (“TDC”) Update

9.1 TDC Workstreams Overview

The comprehensive update on the activities of the TDC and its workstreams included in the Council papers was noted.

Roy Staniland said that all the workstreams are working well and provided a brief update on the Padel and Safeguarding workstreams.

Lesley Cundy gave an update on the Competition workstream. She thanked Julie Piper for facilitating a successful Summer County Cup event despite a number of challenges and confirmed that the opinion of County Captains will be sought shortly on the third set tie-break trialled this year. Dates for the 14U and 9U events next year are being reviewed and an 8U event will be trialled in 2022 in which County participation is optional.

Sandi Procter provided an update on the Volunteer Engagement workstream and the Communications group. She encouraged Councillors to promote the 2022 National Awards, noting the new timelines and the process for certificates. She also encouraged Councillors to get involved with the volunteer Facebook community and consider inviting one of its champions to present at a venue forum. She said that the Tennis Leaders programme had been refreshed and the coach and tutor notebook updated and it was planned to promote the programme fully in spring 2022. She asked Councillors to ensure they used the County Communications Hub (“CCH”) and to encourage their County colleagues to do so; County colleagues can also opt to receive CCH alerts direct. She concluded by encouraging Councillors to familiarise themselves with First Serve (the new LTA Intranet) on which all Council papers pre-meeting will sit in a secure Councillor area. Following the Council meeting, Council papers which can be shared with management committees will be posted on the CCH.

9.2 Ongoing Governance Related Projects

Abbie Lench and Pamela Woodman gave a presentation providing answers to questions raised by Councillors after watching the pre-recorded webinar on the County Governance Review and Project Themis. A number of additional questions were raised and answered at the meeting and it was agreed that a summary of these should be made available as soon as possible; the summary and the presentation made to Council could be helpful for education purposes at the forthcoming Regional Forums.

10. LTA Learn Workshop

Vicky Williams and Alex Beaumont facilitated a workshop providing an overview of the LTA Learn resource and demonstrating how access to the comprehensive range of e-learning courses can benefit Councillors. Sandi Procter challenged Councillors to complete at least the “Open Your Doors” and “Equality Matters” modules by 30 November 2021.

11. Council Updates

11.1 Performance

Michael Bourne said that the Performance Strategy and future success measures are well defined so that, moving forwards, the focus of the Performance team will be on ensuring the programmes within the Player Pathway are delivering player development with excellence, measured against global standards. He said that 2021 has delivered a range of successes on court across Wheelchair, Men’s, Women’s and Juniors but much more is still required to ensure the Player Pathways have the depth of player progression required to achieve our objectives.

The Regional Performance (10U) stage of the Player Pathway has been through a period of transition but the key programmes/initiatives in that stage are now well defined and the focus in 2022 will be to activate and support/deliver these programmes with excellence.

In answer to questions from Councillors, Michael Bourne said:

- the National Academies aimed to deliver a world class coaching experience for 14-18 year olds; progress is being made albeit we are in the early stages of the process;
- we are committed to deliver regional training and it will be vital to secure the right level of support to deliver this in partnership with the Counties.

11.2 **2022 Competition Calendar**

Olly Scadgell gave a presentation on the 2022 Competition Calendar project, the objective for which is to review and develop the optimum adult and junior, national and international, calendar ensuring that it best supports players at each age and stage of the Performance Pathway. The new look calendar will launch in 2022 and will see a doubling of ITF World Tennis Tour (international ranking point) tournaments, as well as a doubling of junior ITF and Tennis Europe 14U and 12U events, all supported by an enhanced national level adult and junior provision.

In answer to questions from Councillors, Olly Scadgell said:

- the proposed international adult calendar is focussed on ITF WTT \$25k events (as opposed to entry level \$15k events) to ensure more international ranking points and prize money are on offer;
- the date on which the calendar will be announced is yet to be confirmed but the communications element of the project is a priority;
- whilst 2022 is year 1 of the enhanced calendar, it will be reviewed continually and built upon as necessary to ensure it remains fit for purpose and meets the needs of the player base.

11.3 **Participation**

Olly Scadgell gave an update on the participation trends for adult once a year and once a month players and for children. Getting a true picture of participation is very difficult as there are a number of Covid affected months within the metrics (given the current methodology compares the last 12 months with the previous 12 months so a 24-month impact) but there are some positive signs in the underlying trend data. We will continue to review the most appropriate way to measure participation as we move into 2022.

LTA Youth had launched in March this year and the LTA Youth primary school programme now has over 11,500 registered teachers from 7,500 schools with nearly 5,000 teachers already trained. The LTA Youth secondary school programme launched last month.

The World Tennis Number is expected to go live during the week commencing 18 October 2021, although it will not be used for tournament entry until early 2022. More information is available on the CCH.

The August County Dashboards are now viewable on the CCH and Councillors are encouraged to speak with their Head of Region if they want to go through them in detail.

In answer to questions from Councillors, Olly Scadgell said:

- any comments on the County Dashboards should be fed back through the Regions; the dashboards will be reset in 2022 once there is greater clarity of the core activity to be undertaken by County and Island Associations;

- any school signing up to LTA Youth becomes a registered venue and will receive a package of benefits, although they will not automatically be entitled to Wimbledon tickets;
- he will look into the data in respect of the breakdown between equipment and coaching in primary school voucher redemptions at a national level;
- approximately 175 schools had signed up to the LTA Youth secondary school programme since its September launch.

11.4 **Coach Development Strategy**

Merlin Van De Braam provided a comprehensive update on the Coach Development Strategy. He said that significant changes are being rolled out in 2021 in Coach Education, including centralised video-based coach assessments, enhanced qualifications developed to support the roles in the tennis industry and more flexible CPD and relevant communications. The strategy will be launched formally in late October/early November this year.

A number of questions were raised including what could be done to ensure that a coach does not coach beyond their competency. Whilst coach accreditation and the “find a coach” function on the website can go some way in alleviating this problem for customers, it is recognised that the main responsibility for resolving the issue lies with venues.

12. **Corporate Governance**

12.1 **Independent Councillors**

Sanjay Bhandari and Anil Jhingan (the two new Independent Board Directors) were approved as Independent Councillors.

12.2 **LTA Chairman**

Approval was given to a further three-year term for Lord Mervyn Davies as Chairman of the LTA Board.

13. **Subscription Fees**

The proposed subscription fee for members (of the LTA) of £200 a year was approved for the year commencing 1 October 2021. The following “court” fees for associates were approved for the year commencing 1 October 2021:

- the “court fee” for clubs (including padel) remains at £120 per court, with a discount of £60 per court for grass courts and blaes courts, such that a 50% reduction for grass courts and blaes courts is maintained, and subject to a maximum cap of £1,440;
- the “court fee” for local authorities (which do generate income) and community operators is charged at £60 per court, and subject to a maximum of £720. For local authority sites which do not generate any income and for all educational establishments (schools, colleges and universities), the “court fee” is set at zero;
- the “court fee” for community indoor tennis centres and commercial operators is charged at £100 per court, with a discount to £50 per court for grass courts and blaes courts, and subject to a maximum of £1,200.

14. Any Other Business

14.1 Salesforce

David Rawlinson said that Councillors will be asked later this month by their respective Head of Region for an up-to-date list of contact details for their management committees to ensure the information on Salesforce is correct.

14.2 LTA Meritorious Service Award 2021

Nominations for 2021 Meritorious Service Awards are due by 15 December 2021; a nomination form and criteria for the awards will be circulated to Councillors following the meeting.

14.3 Actions Arising from the Meeting

David Rawlinson read out a list of actions which had arisen during the meeting and confirmed that a summary of the actions and key takeaway points will be circulated to Council shortly; the contents of which may be shared with respective management committees.

15. Date of Next Meeting

The next Council meeting will take place on Wednesday 15 December 2021 at 10.30 am.

There being no further business, David Rawlinson thanked everyone for attending and closed the meeting at 3.40 pm.