

# LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 13 December 2023 at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ at 9.30am

## Present

Sandi Procter (President)

## Voting Council Members

Graeme Adams, Ian Alexander, Ronald Allan, Bridie Amos, Lottie Birdsall-Strong, Elizabeth Bissett, Heather Bottomley, Andy Bradley, Simon Brand, Yasmin Clarke, Simon Clarke, Roy Colabawalla (Deputy President), John Copsey, Venetia Cottman, Lesley Cundy, Richard Cutler, Jonathon Dawes, Rick Denton, Blane Dodds, John Doe, Keith Gill, Jane Grey, James Grindell, Malgorzata Grzyb, Ian Haigs, Barry Horne, Simon Johnson, Simon Jones, James Keothavong, Ben Knapp, Sarah Langford, Judith Loffhagen, Chris Mansour, Joanna Marks, James Marsalek, Mike Piper, Joy Robinson, Alison Taylor, Stephanie Trill, Phil Veasey, David Vinall, Adrian Waite, David Walrond, Julia Waters, Christine Windmill, Steven Winyard and Julie Wych.

## Alternates for Voting Council Members

Graham Morgan (representing Garry Morris for Bedfordshire).

## In attendance

### Non-Voting Council Members

Lord Mervyn Davies (LTA Chair), Sara Bennison, Nigel Jordan, Sir David Tanner and David Rawlinson (immediate Past President).

### Others

Hayley Bennett (external consultant) for item 1, Emily Fryer (minutes), Jon Hughes (Director of EDI and Customer Support) for item 7.1, Abbie Lench (Head of National Delivery) for item 7.2, Scott Lloyd (Chief Executive), Rory McCutcheon (Competition Manager – Team Competition) for item 9.2, Tom Murray (Head of Padel) for item 9.2, Olly Scadgell (Participation Director), Vicky Williams (People Director) and Pamela Woodman (Head of Legal).

## In attendance (as observers)

Brian Walton (former Isle of Man Voting Council Member) and proposed new Voting Council Members: Anne Clayton (Durham & Cleveland), Robert Cresswell (Cumbria), Ash Cudlipp (Armed Forces), Andrew Farnworth (Isle of Man) and Denise Walker (Berkshire).

## 1. Welcome, Apologies for Absence and Declarations of Interests

Sandi Procter welcomed everyone to the meeting, including 5 new proposed Voting Council Members who were joining as observers.

Apologies for absence were received from: Stephen Baddeley, Naomi Cavaday, Richard Johns, Anne Keothavong, Paul Marks, Garry Morris, Adrian Packer, Michael Thomas and Vivien Wilson.

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

## 2. Minutes of the meeting held on 20 September 2023 and Matters Arising

The minutes of the meeting held on 20 September 2023 were agreed as a correct record.

There were no matters arising not covered on the agenda.

### 3. Corporate Governance

#### 3.1 Member-Nominated Councillors – Recommendations from Nomination Committee (for approval)

The paper included in the Council papers was taken as read. Upon the recommendation of the Nomination Committee, the Voting Council Members approved the appointment of the following as Voting Council Members with effect from 1 January 2024 for a three-year term of appointment (unless replaced/removed earlier):

Andrew Craig Farnworth\*  
Denise Ann Walker\*  
Robert Cresswell\*  
Anne Clayton\*\*  
Benjamin John Knapp (middle name amended from James in the paper)  
Richard Cutler  
Joanna Marks  
Brigid Ruth Amos  
Heather Bottomley  
Ashley (Ash) Michael Cudlipp\*

\* indicates a new nominee who is not currently and has not been a Voting Council Member

\*\*indicates a nominee who has previously served on the Council but has not been a Voting Council Member in any of the last 4 years

### 4. LTA Chair's Report

The Chair's report circulated in the Council papers was taken as read.

### 5. LTA Chief Executive's Update

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

Scott Lloyd expanded on several items from his business update, referencing this Council meeting as the last of the LTA's current 5-year plan and the progress that has taken place during this time. Scott Lloyd referenced the objectives that have been met during this period - doubling the fanbase, increased monthly and weekly participation and helping 7 new players break into the top 100 against a target of 5. He thanked Councillors for their support during this period, stating that the LTA are moving in the right direction ahead of the new 3-year plan. He then took a number of questions.

### 6. Workshop 1: Conscious Inclusion Training

*Hayley Bennett (external consultant) joined the meeting.*

Sandi Procter welcomed Hayley Bennett, external Diversity, Equity and Inclusion consultant, to the meeting. Hayley introduced herself and explained the aim of for the workshop – how Councillors can be advocates and champions of inclusion.

Tables had individual discussions on a variety of topics including 'What actions and behaviours make you feel included as part of the Council?', 'How consciously inclusive are you?' and 'What if I make a mistake?'. Each table discussed the questions posed and fed back on their own experiences and what they can do to champion inclusion. The workshop ended with questions that Councillors can practice and key takeaways from the workshop.

Sandi Procter thanked Hayley Bennett for joining the meeting.

*Hayley Bennett (external consultant) left the meeting.*

## **7. Workshop 2: County Inclusion**

### **7.1 Inclusion Plans**

*Jon Hughes (Director of EDI and Customer Support) joined the meeting.*

Sandi Procter introduced Jon Hughes and John Doe. John Doe provided context to the County Inclusion plans, now named County EDI plans, originating from the DTAG workstream using feedback from Counties and a requirement of the Governance Framework. Jon Hughes explained the principles of the EDI plans with the aim to keep them simple and practical and building on the LTA Inclusion Strategy. Further communication will follow in January 2024 with a template plan, FAQs and guidance document. Jon Hughes then handed over to Abbie Lench for the second part of the workshop.

### **7.2 Recruitment – feedback on challenges and support required**

*Abbie Lench (Head of National Delivery) joined the meeting.*

Abbie Lench provided context to the workshop, outlining specific principles of the Governance Framework, and the difficulties Counties and Management Committees can face in recruiting new and diverse volunteers and members.

Abbie Lench asked Councillors to discuss how involving individuals from outside the current tennis community might enhance the development of tennis in organisations and if Councillors have explored recruiting individuals for their Board or Management Committee from diverse backgrounds beyond tennis. Discussions then took place at tables. Responses were collected and will be used to support a future discussion at Council on recruitment.

*Jon Hughes (Director of EDI and Customer Support) and Abbie Lench (Head of National Delivery) left the meeting.*

The meeting was adjourned for a lunch break and then reconvened after lunch.

## **8. LTA President's Summary**

Sandi Procter welcomed Councillors back to the meeting and reiterated that part of the 2023 Council Plan was to recognise the work of Councillors. Sandi Procter welcomed Scott Lloyd to join her in presenting 5 awards to Councillors representing each of the LTA Values – Excellence, Inclusion, Teamwork, Passion and Integrity.

The President's summary included in the pre-meeting papers was taken as read. Sandi Procter gave a presentation covering her recent activities at clubs and venues, opening facilities, County Cup, Davis Cup and Billie Jean King Cup, learning from other nations at the ITF AGM, and the 2023 LTA Inspire Group for women volunteers. Sandi Procter then welcomed Judith Loffhagen, Julie Wych and Malgorzata Gryzb from the Inspire Group to explain more about the programme and the opportunities for collaboration it has given those who were part of it.

## **9. Development Tennis Advisory Group (“DTAG”) Updates**

### **9.1 DTAG Workstreams - summary of 2023 and 2024**

Nigel Jordan acknowledged the work of the DTAG workstreams alongside LTA colleagues in 2023, with most objectives being completed by the end of the year. He went on to present the 2024 DTAG workstream structure, including DTAG leads, deputies and LTA leads. He emphasised the need for gender balance and regional balance, as well as relevant skillsets. A form will be sent out via email and WhatsApp to current and new Voting Council Members following the meeting to select their first and second preference. Nigel Jordan ended by explaining the 2024 timeline for setting up objectives and measures.

## **9.2 Spotlight session: Padel and Competition & Officials**

*Tom Murray (Head of Padel) joined the meeting.*

Tom Murray gave a brief update on Padel, showing the journey to date from 2019, with significant growth in padel courts (600%), players playing annually (500%) and registered venues. Rick Denton and Steph Trill gave an overview on the work of the Padel workstream this year and the objectives of the group before looking ahead to the future – with an emphasis on scale, top-100 ranked players and qualified coaches.

*Tom Murray (Head of Padel) left the meeting and Rory McCutcheon (Competition Manager – Team Competition) joined the meeting.*

Lesley Cundy thanked the Competition & Officials workstream members and LTA colleagues for their support. Lesley Cundy gave an overview of the workstream objectives and the work that has taken place in 2023, and proposed objectives for 2024 with the objective focused on Competition Organisers continuing into 2024.

*Rory McCutcheon (Competition Manager – Team Competition) left the meeting.*

Nigel Jordan closed the DTAG item and welcomed feedback on the format of two DTAG updates per Council meeting to aid with planning for 2024.

## **10. The Year Past and The Year Ahead**

### **10.1 2024-2026 3 Year Plan Update**

Olly Scadgell joined the meeting to update Council on the LTA 2024-26 3-year plan and how it has evolved following the workshop at the previous Council meeting (20 September 2023). Olly Scadgell reminded Council how the current 5-year plan came to fruition and the successes that have been achieved during this time, reflecting on the sport in 2018 and the consultation that took place at a time when tennis participation was declining. Olly Scadgell went on to show where tennis is now – with more fans, higher ticketing revenue and participation growth – and showed a short video highlighting the successes of the last 5 years.

Olly Scadgell explained how feedback from Voting Council Members and Colleagues was analysed and presented the strategic framework for the 3-year plan, referencing some specific changes based on Councillor feedback. He ended the update by sharing the strategic planning timeline, highlighting webinars for Management Committees to socialise the new strategy. Olly Scadgell then took a number of questions.

### **10.2 The Council Plan (review of 2023 and plan for 2024)**

Sandi Procter presented an overview of the findings from the recent Councillor and Chair questionnaires and referenced the many ways in which Councillors have supported the work of the LTA throughout the year. Sandi Procter then outlined the evolution of the Council Plan for 2024 and next steps.

### **10.3 Presentations to retiring Councillors**

Sandi Procter welcomed Roy Colabawalla (Deputy President) to present gifts and citations to retiring Councillors.

## **11. Any Other Business**

Sandi Procter read out a list of actions which had been noted during the meeting and confirmed that a summary of the actions and key takeaway points would be circulated to Voting Council Members shortly, the contents of which may be shared with respective management committees.

## **12. Conclusion of Meeting**

The next Council meeting will take place on Wednesday 13<sup>th</sup> March 2024 at 9.30am and finish at 3pm. A 90 minute 'KIT' (Keeping In Touch) Teams call will take place on Wednesday 7<sup>th</sup> February.

There being no further business, Sandi Procter thanked everyone for attending and closed the meeting at 2.55pm.

Signed: S. Procter

Date: 13 March 2024