

LAWN TENNIS ASSOCIATION LIMITED

Company number 07459469
(the “Company”)

Minutes of a meeting of the BOARD OF DIRECTORS of the Company (the “Board”) held on Thursday 8 February 2024 at 9am by Teams conference call

Present Lord Davies of Abersoch, Bridie Amos, Rachel Baillache, Sara Bennison, Sanjay Bhandari, Roy Colabawalla, Richard Cutler, Anil Jhingan, Nigel Jordan, Scott Lloyd, Sandi Procter, Simon Steele and Sir David Tanner

In attendance David Humphrey (item 3.2), Georgina Land-Wilkins (minutes), Olly Scadgell (items 3.2 and 4) and Pamela Woodman (Company Secretary)

1. Welcome & Declaration of Interests

Lord Davies welcomed everyone to the meeting, in particular Bridie Amos who was attending her first meeting of the Board.

In accordance with section 177 of the Companies Act 2006, each director present confirmed that they had no direct or indirect interest in any of the business to be transacted at the meeting, other than Lord Davies in relation to item 4. Otherwise, the declarations of interest were as previously recorded, and directors were reminded to continue to declare any interest which may arise during the meeting at the appropriate time.

2. Minutes

The minutes of the meeting of the Board held on 6 December 2023 were approved as a correct record, subject to an amendment to paragraph 8.4 to show that of the 23 objectives, 19 had been met, 3 others were expected to be met in January 2024 (and, in fact, had been met) and 1 was delayed and to be undertaken in 2024.

3. Key Business Areas

3.1 2024 Priority Tactics and Draft 2024 Business Dashboard

The 2024 priority tactics report and the 2024 business dashboard included in the Board pack were taken as read. Scott Lloyd explained that the priority tactics report highlighted the key tactics to be pursued in 2024, which were connected to the strategic pillars in the 2024-2026 strategic plan which the Board had approved in December 2023. He reminded the Board that the priority tactics were not the only priorities for the business in 2024 but rather those of a strategic nature alongside business as usual which would continue.

Scott Lloyd answered a number of questions to provide clarity or to explain the rationale behind certain of the priority tactics and the metrics in the business

dashboard. He also drew the Board's attention specifically to the tactics in the "Perform" pillar.

Scott Lloyd explained that, whilst volunteers were not specifically named in the tactics, the intention was to look at the tennis "workforce" more holistically (which included volunteers). In response to a question, Scott Lloyd noted that consideration had been given by the executive team as to whether or not there should be a separate business dashboard for padel but it was felt that taking an integrated approach across tennis and padel would maximise the economies of scale across LTA resources, albeit that there were certain tactics which were padel-specific.

Scott Lloyd updated the Board about the government round table event in which he participated at which the training of teachers on LTA Youth was a significant topic of conversation as an example of good practice and likely to be used to help other sports.

Scott Lloyd noted that the dashboard and tactics would be presented to colleagues at the All Colleague Meeting on 7th March 2024.

3.2 Safeguarding and Integrity Plans for 2024-2026

[Olly Scadgell and David Humphrey joined the meeting]

The paper included in the Board pack was taken as read.

David Humphrey reminded the Board of the safeguarding plan 2020-2023 and the excellent progress made against it. He explained that the 2024-2026 safeguarding plan was an evolution from the existing base of good practice rather than a complete revolution, and took into account the changing landscape across different sports. He also noted that there was a 2024-2026 integrity (anti-doping and anti-corruption) plan 2024-2026.

David Humphrey provided more information on the objectives, strategies and tactics in each plan and the rationale for them and noted that these had been reviewed thoroughly with Sir David Tanner (and having sought input from various others, including but not limited to Tennis Scotland, Tennis Wales, Sport England and other national governing bodies).

Sir David Tanner noted that a lot of work had been done and he was pleased that integrity had also been included. He noted that he felt confident of the plans in place but that no sport could become complacent.

There was a discussion around how the LTA would work with the Sport England appointed welfare officers. David Humphrey also noted that a system for digital identity document checking (rather than in-person checking) was expected to be introduced which should assist coaches when applying for their criminal record check.

The Board noted the two plans and thanked David Humphrey and his team for their excellent work.

[David Humphrey left the meeting]

[Olly Scadgell left the meeting]

4. Development Tennis Advisory Group (“DTAG”) Workstream Objectives and Appointment of Leads

The paper included in the Board pack was taken as read. It was noted that the nominations for workstream leads and business workstream leads had not first been considered by the Nomination Committee but, as all members of the Nomination Committee were present at the Board meeting and the recommendation would be being made by it to the Board, the Board agreed to consider the nominations directly.

Nigel Jordan confirmed that one objective in the “county inclusion, governance & funding” workstream was still under discussion and the objective relating to the awards process in the “volunteer engagement & support” workstream may be amended.

After discussion, the Board approved the DTAG workstream leads and business workstream leads for each DTAG workstream (as set out in appendix 1 to the paper) and delegated authority to Scott Lloyd to approve the final version of the DTAG workstream objectives. It was confirmed that a copy of the final version of the DTAG workstream objectives would be provided to the Board for its meeting in March 2024.

5. Any Other Business

Scott Lloyd noted that a nomination for a Member-Nominated Councillor (Voting Council Member) had been made by Yorkshire Tennis Ltd and that a short paper would be sent to the Nomination Committee by e-mail after the meeting. It was noted that the decision on any appointment of a Member-Nominated Councillor was for the Council, who would consider any recommendation from the Nomination Committee.

Sandi Procter noted that the nominations for Meritorious Service Awards (“MSA”) had now been received. It was agreed that Sandi Procter should review all of the nominations in the first instance. Copies of all of the nominations, together with Sandi Procter’s recommendations for grant (or not), would be put to the Nomination Committee. It was noted that any award of an MSA would be made by the Board upon the recommendation of the Nomination Committee.

It was noted that there were some changes being made to the AELTC sub-committees and that communication of those changes was expected from AELTC in writing in due course.

There being no further business the meeting closed.

Signed..... Date.....