

LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 5 October 2022 at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ at 10.30 am

Present

David Rawlinson (President)

Councillors

Ian Alexander, Bridie Amos, Sanjay Bhandari, Sara Bennison, Lottie Birdsall Strong, Liz Bissett, Heather Bottomley, Francis Caldwell, Naomi Cavaday, Yasmin Clarke, Roy Colabawalla, John Copsey, Martin Corrie, Venetia Cottman, Lesley Cundy, Richard Cutler, Lord Mervyn Davies, Jonathon Dawes, Rick Denton, Blane Dodds, John Doe, Peter Grimsdale, Wasim Haq, Barry Horne, Louise Hutchinson, Anil Jhingan, Simon Johnson, Simon Jones, Nigel Jordan, Karen Keohane, Ben Knapp, Steven Law, Judith Loffhagen, Chris Mansour, James Marsalek, Adrian Packer, Mike Piper, Sandi Procter, Joy Robinson, Mark Sanders, Alison Taylor, Steph Trill, David Vinall, Adrian Waite, Brian Walton and Christine Windmill.

Alternates for Councillors

Sue Clague (representing Andy Bradley for Nottinghamshire), Ash Cudlipp (representing Ian Haigs for UK Armed Forces), Tom Kinloch (representing Jane Grey for Northumberland), Juliet O’Mahony (representing Richard Blackburn for Essex).

In attendance

Michael Bourne (Performance Director), Ali Ensor (Wimbledon Ticketing Manager), Jackie Freeman (PA to the CEO), Chris Hallmark (GoBeyond Partners), Jon Hughes (Regional Delivery Director), Scott Lloyd (Chief Executive), Tom Murray (Head of Padel), Chris Pollard (Digital & Events Director), Helen Reesby (Head of National Performance Pathway), Olly Scadgell (Participation Director), Roy Staniland (Chair, Development Tennis Advisory Group), Simon Steele (Finance Director), Vicky Williams (People Director) and Pamela Woodman (Head of Legal).

Minutes

1. **Welcome and Apologies for Absence**

David Rawlinson welcomed everyone to the meeting.

Apologies for absence were received from: Stephen Baddeley, Rachel Baillache, Richard Blackburn, Andy Bradley, Simon Clarke, Andy Fay, Jane Grey, James Grindell, Ian Haigs, Craig Haworth, James Keothavong, Sarah Langford, Jo Marks, Shiv Paul, Malcolm Peters, Martyn Rock, Annie Smith, Richard Stoakes, Sir David Tanner, Viv Wilson, Steve Winyard.

A zoom meeting would be held for those Counties not represented at the meeting to cover inclusion.

2. **Declarations of Interest**

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

3. Minutes of Meetings held on Wednesday 25 May 2022

The minutes of the meeting held on Wednesday 25 May 2022 were agreed as a correct record.

4. Matters Arising

There were no matters arising not covered on the agenda.

5. LTA President's Report

The President's Report included in the Council papers was taken as read. The President added that ticket information regarding the forthcoming Billie Jean King Cup Finals in November in Glasgow had been sent out. Council congratulated Sandi Procter on recently being presented with the Spirit of Sport and Recreation Award by the Earl of Wessex at St James' Palace.

6. LTA Chairman's Report

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

7. LTA Chief Executive's Update

The Chief Executive's business update included in the Council papers was taken as read. It was agreed that a copy of the August Dashboard would be circulated to Council.

Scott Lloyd expanded on a number of items from his business update which included: recognising where the LTA was in its 5 year plan; delivering world class tennis to fans in this country all year round with the hosting of the Davis Cup Finals Group Stages and the Billie Jean King Cup Finals; Nottingham Tennis Centre; LTA Play; Project Odyssey. Following the soft launch of the LTA Tennis Foundation in the summer, the LTA Tennis Foundation was the brand that the LTA led with at the recent Laver Cup, which had significant exposure. He also answered questions on Clubspark and Padel tennis.

A question regarding whether or not the LTA was able to provide financial support to venues regarding increased energy costs, including the installation of LED lighting, was raised. Scott Lloyd confirmed that, whilst the LTA had provided support to venues at the beginning of the COVID pandemic, the LTA was not in a position to issue grants for every macro-economic factor arising, but it would continue to consider how venues might otherwise be supported.

In response to a question in relation to the proposed county and island association funding, Olly Scadgell confirmed that the grant could be used to contribute to the costs of administrative staff who are engaged in delivering the "Core Activities", as there was an expectation that county/island associations might need to hire/employ some human resource to deliver some of these "Core Activities". Council was reminded of the funding agreement webinar on 18 October 2022.

8. Corporate Governance

8.1 Applications for Council-Nominated Board Member

Pamela Woodman highlighted that two applications for the position of Council-Nominated Board Member had been received, namely from Richard Cutler and Adrian Waite. She invited each applicant in turn (in alphabetical order by surname) to present their case for nomination to Councillors, which each of them duly did. Pamela Woodman noted that the two nominations would now automatically be referred to the Nomination Committee and an interview with a sub-committee of the Nomination Committee would take place shortly thereafter with each candidate. She

also noted that, after the interview process had concluded, the Nomination Committee would make a recommendation to the board of Lawn Tennis Association Limited (“Board”) of the proposed candidate for appointment to the position of Council-Nominated Board Member for the Board’s consideration and, if thought fit, approval.

9. Development Tennis Advisory Group (“DTAG”) Update

9.1 DTAG Workstreams Overview

The update on the activities of the DTAG and its workstreams included in the Council papers was noted. It was noted that recommendations had been developed following the completion of the recent county cup review questionnaires and these would be presented at the regional forums in November 2022. It was confirmed that communications would shortly be circulated regarding world tennis number (“WTN”) and the county and league competitions application forms.

Councillors were reminded that the deadline for submitting nominations for LTA Awards was 30 November 2022 and Councillors were encouraged to ensure that nominations were submitted by this deadline. It was highlighted that LTA Learn was now available on the County Communications Hub and included links to webinars and a resource library. Councillors were asked to bring this resource to the attention of their management committees.

9.2 Padel Workstream Update

Tom Murray gave an update on the Padel Development Plan, progress to date, comparison to other countries and plans for 2023. A copy of the presentation would be circulated after the meeting. It was noted that most member organisations had now appointed a point of contact/ambassador for padel. Councillors were reminded that monthly communications were circulated regarding padel and were encouraged to put this information on their member organisations’ websites.

10. Workshop Session: Inclusion – ‘what does it mean and what part can Associations play’

A presentation on inclusion was delivered by Vicky Williams and Jon Hughes. An overview of the LTA’s Inclusion Strategy Annual Report 2021-2022, which was about to be published, was given, which included the LTA having taken the following action since the launch of its Inclusion Strategy:

- making inclusion one of the LTA’s core values
- introduction of a new inclusion dashboard showing progress against the strategy
- improved ability to be able to present an accurate picture of the diversity of our sport
- new LTA website meeting web content accessibility guideline level AA standard
- launching LTA Advantage improving LTA’s ability to present an accurate picture of the diversity of our sport
- creating safe spaces for groups and individuals with diverse lived experiences
- continuing to use Play your Way as LTA’s brand positioning, to change perceptions of tennis and to appeal to more diverse participants
- working with expert external recruitment partners to target under-represented groups for Board/Council appointments
- training in what it means to be fully inclusive as a first step through LTA Learn
- Sport England funding increased to £2.6m with Sport England recognising the convergence between LTA’s strategies targeting great inclusion
- sector leading pilot of immersive fan experience for those with visual impairments at cinch Championships
- launching comprehensive plans to increase specific areas of diversity: under-served communities and women & girls so far
- county and island association governance framework agreed with inclusion a core principle
- establishment of a new Including and Diversity Advisory Group (“IDAG”), as well as having inclusion leads on each of the DTAG workstreams.

Roy Colabawalla and Lottie Birdsall Strong both gave an illustration of their personal experiences regarding inclusion. Roy and Lottie were thanked for highlighting their personal stories.

A workshop session on Inclusion took place.

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

11. Council Updates

11.1 Feedback from Independent Wimbledon Ticket Review

Chris Pollard gave a presentation on the independent Wimbledon ticket review, including the recommendations arising from that review, and was joined by Chris Hallmark from GoBeyond Partners, the external company which carried out the review. Chris Pollard set out some of the changes to ticketing since 2019 including the Wimbledon Ticket Reform process, the new Secutix platform and the move to digital tickets. Whilst the ticket journey for the majority of customer groups (eg. Advantage members) in 2022 was smooth, Chris Pollard acknowledged that there were issues with the customer journey for member organisations and apologised for the impact that had on member organisations and their sponsors.

The objectives of the independent review were to understand the root causes of the issues in 2022 and to recommend improvements for 2023, looking at customer experience, internal processes and timelines, operating model and supporting technology. A copy of the presentation would be circulated after the meeting.

Chris Pollard confirmed that a copy of the timeline for the process for 2023 would be circulated by the end of November. The timeline and this section of the minutes can be shared with sponsors of member organisations in due course to give them confidence ahead of the 2023 Wimbledon Ticketing process.

Chris Pollard confirmed that a copy of the timeline for the process for 2023 would be circulated, likely next month.

11.2 Feedback from Councillor Effectiveness Review

A Council effectiveness review was carried out over the summer to establish how effectively the LTA Council is working and how Councillors feel about their individual role and contribution. Feedback on the review was circulated prior to the meeting. Sandi Procter and Roy Colabawalla highlighted a couple of key points that were included in the paper. Councillors broke up into groups to discuss any points that were felt to have been missed out from the paper together with any additional comments. These were fed back and would be considered.

11.3 Participation Update

Olly Scadgell gave a presentation covering participation trends and targets, and updates on LTA Youth Schools and LTA SERVES. A copy of the presentation had previously been circulated in advance of the meeting.

11.4 Performance Update

Helen Reesby (Head of National Performance Pathway), gave a Regional Player Development Centres (RPDC) update on: RPDC overview, purpose and outputs, principles of renewal and strategy, funding model and process of application. A copy of the presentation would be circulated after the meeting.

11.5 Major Events Update

Chris Pollard gave an update on the LTA's major events, highlighting the: successes in 2022; overall spectator satisfaction comparison figures; customer feedback; 2022 challenges; strategic enablers for opening up the grass court events – customer experience, activation, partnerships and innovation; Major Event transformation programme – 2023 changes. A copy of the presentation would be circulated after the meeting.

It was noted that the LTA had a contract to host the Davis Cup Finals Group Stages in Great Britain in September for the next four years with host venues being considered in the coming months.

Thanks were expressed to Gavin Fletcher for his long service to the LTA over the years as well as for being the Tournament Director at Eastbourne for over 20 years.

12. Any Other Business

- 12.1 Seasonal court bubbles. Following a query raised by Francis Caldwell regarding the availability of contractors to install seasonal court bubbles, Councillors were asked to contact Francis directly if they were able to provide any suggestions.
- 12.2 Bulletin. The deadline for submitting contributions for the next bulletin is 21 October 2022.
- 12.3 LTA Meritorious Service Awards. The deadline for submitting nominations for the LTA Meritorious Service Awards is 30 November 2022. The nomination forms for both the LTA Meritorious Service Awards and LTA Tennis Awards were live on the LTA website.
- 12.4 Safeguarding. A note would shortly be sent to all Councillors regarding safeguarding training for all LTA Councillors. Safeguarding training for all roles is completed every three years and it is now three years since LTA Councillors completed their training. It is vital that all of the LTA Council has a basic awareness of safeguarding issues, signs of abuse and how to report a concern to enable everyone to play their part in keeping the sport safe and to offer appropriate advice on where to report to, should individuals approach Councillors with concerns. If any member of Council feels that they are exempt from this training as a result of having undertaken recent safeguarding training in a different role, please contact the Safeguarding team.

13. Date of Next Meeting

The next Council meeting will take place on Thursday 15 December 2022.

For those Councillors who will be coming off the Council at the end of 2022, they were asked to ensure that their nominated replacement was aware that they would be invited to a short induction session on the day before that meeting and would be invited to observe the December meeting of the Council. This would be subject to their nominated replacement having been recommended for appointment by the Nomination Committee in advance of that date.

There being no further business, David Rawlinson thanked everyone for attending and closed the meeting at 4.00 pm.

Signed Date