



LONDON & SOUTH EAST REGION
Regional Management Board Meeting Minutes

Meeting held via Zoom
6.30pm on Wednesday 14 September
2022

Present:

Alison Bennett	Regional Chair	AB
Julia Martin	Regional Treasurer	JM
Jessica Vine	Regional Secretary	JV
Jane Kelloe	Officiating TSG Chair	JK
Laura Pawley	Competitions TSG Chair	LPa
Katrina-May Kwan	Equality, Diversity & Inclusivity Officer	KMK
Pat Meadows	Essex Met CNA Chair	PM
Keeley Smith	Kent CNA Chair	KS
Lesley Tischler	Middlesex CNA Chair	LT
Chris Kelso	Surrey CNA Chair	CK

In attendance:

Philippa Hicks	Partnership Manager, East and London & South East	PH
Lucy Goodman	Regional Coordinator, London & South East	LG

Apologies:

Jenny Harold (JH), Regional President
Amy Jacobs (AJ), Communications Officer
Marlene Wander (MW), Regional Vice-Chair
Maggie Finch (MF), Coaching and Performance TSG Chair
Lucy Pollock (LPo), Young Volunteer Representative

Acronyms

RMB	Regional Management Board	ToR	Terms of Reference
TSG	Technical Support Group	EDI	Equality, Diversity & Inclusion
WG	Working Group	EN	England Netball
C&P	Coaching & Performance	NDO	Netball Development Officer
LSE	London & South East	CNA	County Netball Association
TMG	Talent Management Group		

1. WELCOME AND APOLOGIES

The Chair welcomed everyone to the meeting. Apologies were noted as set out above.

2. CONFLICTS OF INTEREST

Standing interests were noted as follows:

- JK - Director of Redbridge Leisure Centre and an Officiating Portfolio Manager of Netball Europe.
- JK and KMK – sitting on a London Pulse diversity sub-committee (in relation to officiating).
- LT – currently coaching at Saracens Mavericks.

3. AGREEMENT OF THE MINUTES AND ACTIONS OF THE PREVIOUS MEETING

a) **MINUTES:** The minutes of the meeting held on 18 May 2022 were approved by the Board, subject to the following:

- Under item 6 – County Updates – amend PH to ‘PM’
- Under 8c (Annex) - amend the spelling of Roach to ‘Roche’ (noting that the actions table should also be amended)

b) **ACTIONS:** An update on actions was noted as follows:

Actions from last meeting (18 May 2022)
<p>054 – KS to update AB on performance pathway agreement for Kent Direct conversations with David Parsons (Director of Performance) and Vladan Dragosavac (Performance Pathway Manager) had taken place and all agreements had now been signed. Action closed</p>
<p>055 – LG to send LPa the checklist for authorised activity (to use in place of CAPS for regional competition on a temporary basis) No further update on CAPS was available and league rules had been amended to remove the stipulation of CAPS accreditation. Action closed</p>
<p>056 - PH to examine membership numbers from Counties in response to junior clubs potentially registering with more than one County PH suggested a review at the end of Sept/beginning of Oct as membership for the new season had only just gone live. Action 056 carried forward</p>
<p>057 – AD/SO to send Middlesex County vacancy details to LG for advertisement on L&SE social media channels Action closed</p>
<p>058 – LG/AB to promote current Board vacancies and to review JD/PS for the Regional President, to share with the RMB for comment It was noted that this would be discussed under item 7. Action 058 closed (see new actions below)</p>
<p>059 – LG to update Counties on whether logos should be updated New logos for Counties had now been confirmed, but a timescale on their creation and roll out was unavailable. Action closed</p>
<p>060 – LPa/JM to arrange gift for DR It was noted that a voucher for theatre tickets had been gifted. Action closed</p>
<p>061 – AB/LG to consider issue of honorary life membership and use of badges LG reported that she had possession of the existing badges but that they were now out-of-date, as they bore the old logo. Action 061 updated - All RMB members to send LG any names of individuals known to be L&SE HLMs; issue to be taken forward as part of the regional planning/Working as One process</p>

Ongoing actions from previous meetings

047: County Chairs to flag if there are any concerns about large numbers of unaffiliated clubs or players and to check with their leagues whether further training on ENgage is required. If yes, league managers should be put in contact with NDOs/PH.

Guidance had been shared with NDOs internally on the support they could provide to clubs and leagues regarding checking any unaffiliated players.

Action closed

049: County Chairs to contact their NDO or PH/LG if they are aware of any Walking Netball activity which might benefit from (re)establishing a partnership agreement with EN.

Multiple new partnership agreements had been signed off recently, but any further instances should continue to be raised.

Action closed

4. UPDATE ON MEMBERSHIP (including designation of Chairs, where relevant)

LPa and JK confirmed that they were happy to continue chairing the Competition TSG and the Officiating TSG, respectively. LPa commented that, in future, rotation of the TSG Chair role could be considered, if other TSG members were interested in doing this.

The Board Members discussed options for filling the vacancy of Coaching and Performance TSG Chair. It was noted that none of the current TSG members had expressed an interest in taking on the role of TSG Chair, so external recruitment would need to take place. It was agreed that it would be useful for this TSG Chair to act as an advocate for coaching within the Region and that the relevant franchise could also be contacted, in case they were able to nominate someone to apply for the role.

Agreed: To ratify LPa as Competition TSG Chair and JK as Officiating TSG Chair, both for an additional two years; to note that recruitment would take place for the Coaching and Performance TSG Chair role.

[It was noted that the Volunteering TSG role and the Resolution Lead role would be discussed under item 7. It was also later clarified that other RMB roles fell under the 'elected' category and were not due for consideration until 2023.]

Action 062: LG to discuss the template role description for Coaching and Performance TSG Chair with MF and with AB, and to arrange advertisement; AB / MW to take forward the suggestion about the franchise (above).

5. TO DISCUSS MATTERS ARISING FROM THE ANNUAL REPORTS

a) Learning and Development

The Board noted that AB and PH would be taking forward issues raised during the AGM in relation to the organisation of EN's learning and development courses for regional members (in particular, in relation to the officiating and coaching courses – the availability of courses and the sharing of information about learners).

The Board discussed whether more officiating and coaching training sessions could be offered for schools, both for students (such as those completing a Duke of Edinburgh award) and for teachers (such as PE teachers requiring foundational coaching and umpiring skills). It was noted that a new Coaching Strategy was being developed by EN and that this was likely to introduce different coaching qualifications for different types of learners.

Action 063: AB and PH to speak to EN about issues with officiating and coaching course and whether a more joined-up approach with the Region could be introduced.

b) Project Funding – EDI WG

KMK explained that she was working with LG to develop a period positivity initiative for netball players (a “Court Short” box) and enquired about funding options. Board members commented in support of the project.

Action 064: KMK to meet with AB to discuss funding for the Court Short project.

6. UPDATE ON THE REGIONAL PLAN

AB reminded the Board that there was a workshop to discuss the Regional Plan/Strategy on 27 October. It was noted that county plans were progressing well. AB thanked Kent County for agreeing to share their plan with others as a good practice example. PH added that she had been working with counties to finalise the plans and would then meet with AB and LG to explore what regional support was required.

7. RMB VACANCIES

The Board noted that there were vacancies for Volunteering TSG Chair, Resolution Officer and Regional President, in addition to the Coaching and Performance vacancy. It was agreed that, due to lack of interest amongst existing TSG members, the Volunteering role should be advertised.

In relation to the Resolution Lead, it was noted that this was now very different to the role that GD had carried out, as only the low-level cases would now be dealt with at regional level. LG agreed to speak to Naomi Defroand about the role requirements, prior to a decision being made about recruitment.

The Board discussed the requirements of the Regional President role. It was agreed that the Region needed to be clear about the purpose of the role and the expectations. It was noted that not all regions had a President; however, the L&SE Region would need to change its constitution if a President was no longer required. The Board agreed that, if the President role were retained, it should be advertised, with applicants needing to meet the minimum criteria in order to be considered for the role. It was agreed that direct approaches could also be made to individuals with the right profile and background, providing that they were invited to follow the same advertised application process. However, it was agreed that the existing role description should be circulated to all Board members for review and approval, before any advertisement took place.

Action 065 (a, b, c): LG to (a) launch advertisement for Volunteering TSG Chair, (b) speak to ND about requirements of the Resolution Lead role, and (c) circulate the existing JD for the Regional President to Board Members for review and comment.

8. AOB

a) Information Asset Register

JK asked about the finalisation of the Information Asset Register.

Action 066: LG and JV to finalise IA Register in response to comments circulated via email from JK.

b) Regional Umpiring Fees

JM reported on proposals to increase mileage allowance for umpires to 45p per mile (from 40p). In addition, she explained that, for the newly created Regional Division, umpires would not require a full B award, but could be ‘working towards’ B. It was also suggested that standard payments for umpires should be increased as follows:

A award - £30
B award - £25
Working towards B - £22.50
C award - £20

It was proposed that these increased costs should be absorbed by the Region in the current year, with clubs (who took part in the regional competition) being asked to increase their payments in the following two years (with part-subsidy in year two and full costs being met by clubs in year three). These proposals had been considered and endorsed by the Competitions TSG Members.

The Board discussed how the fees set by the Region were normally mirrored by counties and local leagues, and that this increase could have an impact on these leagues; however, it was also noted that many umpires were already charging these fees (or higher) for local league games, due to there being a significant demand for umpires in the Region.

The Board **agreed** to the proposals for regional umpiring payments, as set out above.

c) Next Meetings

It was noted that all Board Members were invited to the in-person Working as One workshop/meeting on 27 October. If County Chairs were unable to attend, they were asked to send a representative.

It was agreed that the next RMB meeting would take place on **Thursday 17 November 2022 at 7pm – via Zoom.**

The meeting closed at 8.40pm