



LONDON & SOUTH EAST REGION Regional Management Board Meeting Minutes

Meeting held via Zoom
7pm on Wednesday 17 November 2021

Present:

Alison Bennett	Regional Chair	AB
Marlene Wander	Regional Vice Chair	MW
Julia Martin	Regional Treasurer	JM
Jessica Vine	Regional Secretary	JV
Amy Jacobs	Communications Officer	AJ
Jane Kelloe	Officiating TSG Chair	JK
Maggie Finch	Coaching and Performance TSG Co-Chair	MF
Katrina-May Kwan	Equality, Diversity & Inclusivity Officer	KMK
Lucy Pollock	Young Volunteer Representative	LPo
Pat Meadows	Essex Met CNA Chair	PM
Keeley Smith	Kent CNA Chair	KS
Sue Owen	Middlesex CNA Chair	SO
Christine 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 (Members):

Jenny Harold (JH), Regional President
Laura Pawley (LP), Competitions TSG Chair

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

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).

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

- a) **MINUTES:** The minutes of the meeting held on 15 Sept 2021 were approved, subject to:
- List of those present – to amend DG to read ‘GD’
 - Action 26 – to note that ring-fencing had been put in place ‘for the Performance ID workshop’ in particular (rather than for all training courses)

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

Actions from last meeting (15th September 2021)
<p>036: <i>AB/LG to develop/review the roles of Resolution Lead and Volunteering Lead</i> AB explained that this action was ongoing. Action 36 carried forward (as above)</p>
<p>037: <i>PH to share Community Coach advert with RMB members for wider circulation.</i> PH explained that she had contacted AB in relation to regional vacancies. A decision had been made to await the next funding cycle and to await guidance at a national level about how to approach such vacancies. An option of recruiting casual coaches was also being explored. It was expected that further clarity would be received by the new year. Action 37 carried forward PH to update the RMB on approach to community coach vacancies.</p>
<p>038: <i>AB to share the L&SE Region's Privacy Policy with other regions</i> AB explained that this had now been done. Action closed</p>
Ongoing actions from previous meetings
<p>002: <i>LG and PH to follow up with EN on ReActivate training for Officiating.</i> It was explained that this training was no longer a requirement. Action closed</p>
<p>011: <i>LG to follow up with Board Members who had not yet submitted an Information Asset Register</i> LG explained that there was only a small number of members who had not yet submitted a register. Action 011 carried forward (as above)</p>
<p>012: <i>AJ / Communications WG to continue working with Surrey Storm and London Pulse and to identify one named contact for each franchise</i> AJ explained that work in this area was likely to be ongoing and would link to the new EN strategy. The Board would continue to be updated on this as and when there were further developments. Action closed</p>
<p>017: <i>KMK to put CK in touch with the Surrey EDI WG representative</i> CK explained that Surrey CNA had decided to readvertise for the EDI role. Action closed</p>
<p>018: <i>LG and AB to consider inviting Jennifer Thomas to a future RMB meeting</i> AB explained that, unfortunately, it was not possible for JT to attend an RMB meeting due to these being evening meetings. Other methods would be considered for the RMB to link in with national EDI strategies. Action closed</p>
<p>025: <i>MF to raise the issue of including EDI as part of the Performance Workshops and to put KMK in contact with the training providers</i> It was noted that EDI elements were being included within other training sessions such as the officiating courses, but it was not known whether this was due to be included within all sessions such as the performance workshops. PH agreed to look into whether all training could include EDI elements. Action 025 carried forward PH to update the RMB on including EDI elements in all training sessions.</p>
<p>027: <i>Each County Chair to nominate an individual with responsibility for liaising with the franchises, in</i></p>

particular in relation to performance pathways.

AB explained that a new working group was being established to look at the performance pathways and the franchise links, which meant that this action should be put on hold for the time being, until the review work had been carried out.

Action closed

028: *SO to share details of the pin badges being used by Middlesex County*

JV reported that CD (on behalf of SO) had sent her this information and she would circulate it to the other County Chairs.

Action closed

030: *AB to discuss ENgage usability issues with Naomi Defroand (Head of business Operations at England Netball)*

AB reported that she had provided this feedback to ND.

Action closed

031: *MR to share details of the Kent Youth Representative with LPO*

KS reported that this had not yet happened due to issues with contacting the new representative.

Action 031 carried forward *KS to share details of the Kent Youth Representative with LPO*

4. REGIONAL CHAIR'S UPDATE

AB's report included an update on the England Netball AGM which she had attended. AB explained that EN's new 'Adventure Strategy' would be discussed under the AOB section of this meeting.

5. TSG AND WG UPDATES

a. Finance

JM introduced her report, which included an update on membership fees and regional plan monitoring. It was noted that the Region had not received any recent grant applications. JM was proposing an amendment to the Officiating and Finance TSGs' procedures, to ensure that umpires on the pathway from B to A were able to retain their match fees (paid by Regional Clubs for the Regional League) and that a separate Mentor Fee of £20 per learner, for up to four sessions, could be claimed by the Mentor. It was proposed that this funding be covered by the Region. JM explained that she had discussed this with the relevant TSG Chairs (JK and LP) as well as the Finance TSG members. JK explained that counties may not need to replicate this approach because there was a larger pool of mentors to call upon at county level. The Board **approved** the new procedures, as outlined.

b. Officiating

JK introduced the Officiating report which provided an update on the officiating assessments carried out at Into Officiating, C award and B award level, noting that 8 learners had achieved their B award in October. The report also provided an overview of the online courses which were being offered and highlighted an issue with the Education Management system in ENgage (which meant that there were some difficulties in monitoring those learners who had membership in more than one county). JK explained that this query had been forward to the EN Membership team. It was agreed that PH should be copied to any future correspondence about this, in order to provide support.

CK reported that there were delays in the Surrey County area in progressing learners from the Into Officiating course to the C award and to the assessments, and that this appeared to be due to a shortage of assessors and mentors at the stage prior to assessment (it was noted that there was no longer a waiting list for the test itself). She asked whether consideration could be given to allowing a mentor to approve progression on to the formal assessment stage, rather than waiting for an assessor to provide this approval. JK explained that the pathway for the C award was set by Europe Netball rather than EN,

so any amendments would need to be sanctioned by Europe Netball.

The Board discussed the County rounds of the National Schools competition and the use of Into Officiating umpires for these games. It was felt that this was sometimes causing issues, as the standard of play was demanding. AB agreed to find out whether this was an issue in other regions and to raise this with Gary Burgess (EN Head of Officiating).

Action 39 – AB to take forward concerns about officiating requirements for the National Schools competition.

c. Communications

AJ presented the Communications report, which provided an overview of activity since August 2021. The report noted that, with the return to winter netball leagues in September, there had been increased engagement with the Region's media channels. There had also been a focus on particular events, such as the School Games weekend. In response to a question, AJ explained that, once the new strategy was launched, it would be useful to review how the Region communicated with its members. For example, platforms such as Facebook and Instagram were seen to be used differently, and this could be further developed in order to provide a separate focus for each channel.

d. Coaching and Performance

MF presented the Performance and Coaching update, which included details of satellite and county academy programmes, virtual Performance ID Workshops, Talent Management Group meetings with franchises, and EN online forums. It was reported that the Regional Festival date had been set for 20 March 2022 and that online coaching courses continued to be delivered by EN. In response to a question, SO explained that the satellite and county academy programme was on hold for the current year only in Middlesex, whilst the details were being reviewed. It was likely that the programme would be relaunched in 2022. The Board discussed whether this could have an impact on demand for programmes in neighbouring counties and whether it would also impact the Regional Festival. AB agreed to check with LP in relation to the festival and SO agreed to update the Board on the academy plans for Middlesex.

Action 40 – SO to provide an update on academy plans for Middlesex and AB/LP to provide an update on the implications for the Regional Festival.

e. Competition

A short written update had been circulated on behalf of LP. The report had explained how the U16 and senior regional leagues had commenced and were running well, albeit with one week of cancellation for the U16 league due to the petrol shortage in October, and some venue issues for two of the senior matches. It was also noted that EN needed to find a new venue for the U15/U17 National Clubs competition, originally scheduled for December. AB explained that this was because of resurfacing works at Redbridge and that the competition would now be held in the new year.

f. Young Volunteer

LPO's report summarised the work of the Young Volunteer Working Group. The Group had been involved in supporting a focus group for the Court Short Box project, an initiative being organised by LG and the ED&I Working Group. LPO was also in the process of gathering feedback on the experiences of the young volunteers of being involved in netball, to be shared with EN's Head of Volunteering.

LPO reported that, unfortunately, due to issues with the venue and partners, the Young Volunteer WG project originally planned for January would now need to be postponed to October or November 2022 to align with the next tree planting season. LPO added that a sponsor had been secured for this project and she would keep the Board updated on progress.

g. Equality, Diversity and Inclusion

KMK's report set out the key projects that the ED&I Working Group had been running. This included details of Beyond The Court (the Met Police project, which was now a year-long diversion and prevention initiative, supported by Nike), and the Court Short Box project, both of which were due to launch in the new year. KMK added that the WG would be re-examining its goals and priorities in 2022, to ensure that these aligned with the emerging Adventure Strategy and the new Regional Plan, once these were launched.

h. EN Update

The Board considered the EN report, produced by LG and PH, which provided an update on national issues (such as access and cost of court hire, which EN was raising with Sport England), and a meeting of all County and Regional Chairs scheduled for 18 November, to understand the next 10-year strategy. The report also updated on the rebuilding of regional clubs and leagues, regional membership and participation levels, learning and development, partnerships, and key upcoming dates.

AB commented that it was encouraging to see that regional membership numbers were strong and that the majority of leagues and clubs had returned. PH thanked the Board and the Counties for their support in achieving this. It was noted that 96% of regional clubs had returned and that nationally this was now above 90%. The Board commented on the differing levels of junior membership across the counties, particularly for the under-11s, and whether there was a single factor which affected this. PH agreed to look into this with the Netball Development Officers.

It was noted that the CAPS scheme had formally ended and would be undergoing a review in time for a relaunch in March 2022. It was explained that EN had been in communication with any affected clubs, to ensure that their accreditation was extended to March. The aim was to make the new programme more useful for clubs and to better align with the new strategy. It was envisaged that the accreditation process would also be faster in future. Members discussed how this could affect the regional U16 leagues, because the registered clubs were required to have CAPS accreditation. It was suggested that the league rules could be amended to state that clubs were 'working towards' the new accreditation, once the new programme was launched, if there was a gap for any clubs.

Action 41 – PH to examine whether there was a single factor affecting the differing levels of junior membership across the counties.

6. COUNTY UPDATES

The Board received written updates from Essex Met, Kent, Middlesex and Surrey CNAs, which set out what netball activity had been taking place in each county. The County Chairs stated that leagues were running well and that it was very encouraging to see so many engaged players, umpires and volunteers who had returned to the sport. The Board welcomed this news. AB reassured County Chairs that comments on the length of the officiating process would be taken forward.

Action 42 – AB to take forward comments on the length of the officiating process (as set out at 5b above).

7. AOB

a. EN 'Adventure Strategy'

AB explained that a powerpoint briefing had been circulated on EN's new Adventure Strategy and the possible considerations for regional boards. It was noted that the new strategy had not yet been formally launched, and that Chairs would be briefed on the strategy on 18 November, but the timing of this meeting meant that it would be useful to gather initial thoughts on the strategy and the direction for the regions so that this could be discussed at the next national meeting. The Board Members provided specific comments, as set out within the confidential annex. The Board generally

welcomed the approach as set out in the briefing document (which had been compiled by another regional chair), but agreed that it would be useful to see the EN iteration of the strategy, and for there to be greater focus on goals and measures of success as well as ensuring that sections on sustainability, diversity and inclusion were updated and prioritised. PH and LG explained that sub-strategies were also being developed by EN and these would focus on specific areas of interest, such as a Facilities Strategy.

AB explained that, as part of the launch of the new strategy, there would be a roadshow to discuss how the strategy could be delivered at regional and county levels and that the regional plan would be updated at this point. She was attending a meeting to discuss this on 4 December and would provide feedback after this date. She thanked colleagues for their comments.

b. Next Meeting

It was noted that the next meeting would be held on Wednesday 23 February 2022 via Zoom (7pm)

The meeting closed at 8.25pm.

Signed

Date.....

.....