

# 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 3rd March 2022 at 12.30 pm at St George’s Park, Burton on Trent.**

## Present

Sara Bennison, Sanjay Bhandari, Lesley Cundy, Craig Haworth, Anil Jhingan, Scott Lloyd, Sandi Procter, David Rawlinson (via Teams), Roy Staniland, Simon Steele and Sir David Tanner

## In attendance

Jackie Freeman (minutes), Michael Bourne, Chris Pollard, Julie Porter, Olly Scadgell, Vicky Williams, and Pamela Woodman (Company Secretary)

### 1. Welcome and Declarations of Interest

In the absence of Lord Davies (Chair) and Rachel Baillache (Senior Independent Director), (each of whom had sent apologies), the directors participating in the meeting appointed Sara Bennison to chair the meeting in accordance with article 21 of the Company’s articles of association. Sara Bennison welcomed everyone to the meeting.

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. Otherwise, the declarations of interest were as previously recorded and Board members were reminded to continue to declare any interest which may arise during the meeting at the appropriate time.

### 2. Minutes and Matters Arising

The minutes of the meeting of the Board held on 7<sup>th</sup> December 2021 were approved as a correct record.

#### Matters Arising

**Framework on key matters for LTA comment/voice:** Following feedback at a previous Board meeting, a paper had been included in the pack which outlined a framework for the issues and topics that the LTA should comment on both proactively and reactively. This was welcomed by the Board but it was suggested that there should be a regular update for the Board on complex matters (e.g. green, gender, trans players, Russia). In addition, it was suggested that updates might also be provided to the Council on such matters and so it was agreed that Olly Scadgell (supported by Abbie Lench and Ben Wiseman) should consider this. Sir David Tanner suggested that matters relating to WADA and UKAD should be included in the framework. Scott Lloyd agreed to follow this up.

### 3. CEO Executive Summary

Board members had received a comprehensive summary in the Board pack. This was taken as read and Scott Lloyd supplemented his summary with a verbal update on a variety of

operational and other matters. The 2022 business dashboard provided in the Board pack was noted.

#### **4. Safeguarding Report**

The Safeguarding report was taken as read. Sir David Tanner congratulated David Humphrey and his team on winning the 'Outstanding Commitment to Safeguarding Award' from the Safeguarding and Child Protection Association (SACPA).

It was agreed that the Board would undergo safeguarding training and that this would be arranged in due course.

#### **5. Finance Report**

Simon Steele's report was included in the pack and was taken as read.

##### **5.1 Management Accounts**

These were noted.

#### **6. County Reform Project**

The paper which had been included in the Board pack provided an update on progress to date and the work which had gone into the proposed funding model so far. Olly Scadgell confirmed that the total potential investment to fund the new county funding model would be circa £3m annually, including additional investment from the Company or LTA Operations Limited. It was noted that the Wimbledon ticket reforms were positive in assisting counties, particularly smaller ones, in generating commercial income. After discussion, the Board noted the proposals for 2023 and beyond and confirmed that it was, in principle, supportive. Olly Scadgell noted that a workshop was planned to take place at the forthcoming Council meeting on this topic.

#### **7. National Academy Project**

The paper included in the Board pack provided an update from Michael Bourne on the progress of the national academy project since its inception. He noted that, over the initial two and a half years, six limiting factors had been identified that need to be addressed to ensure that the national academy project continues to be an effective route to increase the number of players meeting Pro Scholarship Programme selection standards between the ages of 16 and 18. Michael Bourne noted that the Performance team had identified 10 design principles to address these limiting factors. After discussion, the Board approved the direction of travel. In reply to a question about the RPDC network, Michael Bourne said that a review will be carried out later this year.

#### **8. Grass Court Strategy Review**

Chris Pollard explained to the Board that, after a thorough procurement process and in collaboration with the AELTC, TwoCircles had been appointed as the consultant to conduct

the strategic review. He explained that the project would consist of three phases – discover, design and deliver – with the ‘deliver’ phase concluding at the end of April 2022.

## **9. Davis Cup and Billie Jean King Cup Bids**

Chris Pollard updated the Board that bids had been submitted for the hosting of the Billie Jean King Cup Finals (2022 only) and the Davis Cup Finals Group Stage (2022-2026). He explained that feedback had been positive.

## **10. Corporate Governance**

### **10.1 LTA Disciplinary Code**

A copy of the proposed new LTA Disciplinary Code was included in the Board pack. The Board approved the terms of the LTA Disciplinary Code with effect from 1 April 2022.

### **10.2 LTA Code of Conduct**

A copy of the proposed new LTA Code of Conduct was included in the Board pack. The Board approved the terms of the LTA Code of Conduct with effect from 1 April 2022.

### **10.3 Appointment of a new President**

Pamela Woodman informed the Board that one application had been received for the position of President for 2023 to 2025 from Sandi Procter. It was explained that Sandi would be asked to speak at the Council meeting in March 2022 and her application would then be referred to the Nomination Committee for consideration and, if thought fit, recommendation to the Board.

### **10.4 Project Themis**

Pamela Woodman confirmed that, as a result of the proposed Project Themis changes being approved, new articles and rules for the Company were now in place.

## **11. Board Effectiveness Review (Progress to Date)**

Scott Lloyd updated the Board with progress since the review was carried out.

## **12. Verbal updates from AELTC Sub-committees**

Sandi Procter provided an update from the Food and Drink committee and informed members that the Wingfield Suite would be split in 2023 between the public and debenture holders but this change would not have any effect on the number of dining possibilities for Councillors.

## **13. Reports for noting**

### **13.1 Health and Safety Report**

The report included in the pack was noted.

### **13.2 DTAG Update**

The report was noted.

**13.3 Draft Agenda for the March Council meeting**

The draft agenda was noted.

**13.4 Inclusion update**

This paper was noted.

**14. Committee etc minutes**

The (draft) minutes of meetings of the Audit Committee and the Council included in the Board pack were noted.

**15. Closed session**

Jackie Freeman and Pamela Woodman left the meeting and Sara Bennison held a closed session of the meeting.

There being no further business, the meeting was closed.

**Signed .....**

**Date .....**