



## **Minutes of Board Meeting 9<sup>th</sup> – 10<sup>th</sup> December 2021**

### **Day 1 – Table Tennis England Boardroom 9am – 5pm**

SD (Chair) welcomed everyone to the meeting and gave thanks to Adrian Christy for his attendance.

### **Minutes from last meeting – 9th September 2021 & format, publication of the Board Minutes**

SD (Chair) asked the Board members to discuss the minutes of Board meetings and the availability of such minutes to those outside of the meeting.

In depth and thorough discussions took place on the detailed information regarding agreement within a Board meeting, the timeframe in which the minutes are sent out, accuracy of the minutes, electronic decisions, and differences of understanding.

Most importantly the Board should be able to talk openly and honestly. The minuting of the meeting should not compromise this.

The Board agreed that redacted (where appropriate) minutes be published.

The Board agreed the minutes from 9th September, and these were taken as a true and accurate record.

### **Chairman's Update**

SD (Chair) advised there was nothing further to add to her report, other than warmly welcoming AC in the Interim CEO post and invited questions.

Congratulations were given on international appointments. Further positive discussions took place within the meeting generally and about the nominations taking place next year.

It was asked if the new female President of the ITTF knew where her focus was going forward with regards to women and girls, and can we build on this? SD (Chair) advised she will pass relevant details to the President for her to make contact.

Discussions moved on to the fact that Liam Pitchford got so close to the quarters in the Worlds, and would this give us any leverage with additional funding? The CEO advised isn't black and white. Liam's return to form has helped conversations and the Performance Team are keeping on top of this.

Positive discussions took place on the TV coverage of the event and Liam's positive appearance and improved results.



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## **CEO Report**

The CEO reflected on her 8.5 years at Table Tennis England through her report. Achievements have been vast throughout this time and the sport has moved on considerably. She wished the Board all the very best for their continued journeys.

Congratulations were given to AC for his interim position and the CEO reflected on her time at TTE and the relationship she has built with SD (Chair), and how she is, and always was accountable, to the Chair.

Sport England funding is due for a decision next week, SS is confident of a positive outcome. At the next National Council meeting, the CEO has requested that TTE's Development Director gives a presentation, so it shows how funding will be invested.

Further detailed discussions on the ITTF & World Championships took place. It was asked who owns the commercial rights to the World Championships and the CEO advised this is negotiated when it is awarded. It was also advised that the ITTF Centenary is in 2026, which they would like to host in London.

## **Head of Operations Report including Risk Register**

The Head of Operations submitted a report prior to the meeting but welcomed questions and provided an update to the Board.

The current Disciplinary Committee Chair has stood down and candidates for the position were interviewed - the Board were asked to approve the recommendation for the new Chair. After detailed discussions on the candidates experience and history, the Board approved the position.

<https://tabletennisengland.co.uk/wp-content/uploads/2021/12/Committee-Network-December-21.pdf>

The other candidate was also very well suited for the position, and he has been asked to stand by for when a position becomes available on the Disciplinary Committee. He has agreed to this.

Progress with the Standing Orders Committee Volunteer was discussed – only one candidate applied and was spoken to, however it was felt he didn't have enough table tennis experience at the present time but has been asked to come back when more experience has been gained.

Succession planning was discussed for the Chair of Governance & Risk Committee and the Board Safeguarding Lead. The plan is that the new appointed roles start shadowing current positions ASAP.

After detailed discussions, the T&P Committee TOR were agreed.



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The Organisations in Good Standing item was discussed, and some concerns were raised. The VETTS and what is important to them was the focus of conversation.

The Board agreed to review the model of Organisations in Good Standing with a view to creating MOUs with relevant organisations to strengthen the relationships.

Discussions progressed to the AGM with regards to the resolutions on asking for voting rights, and where do we put this information - along with this and other issues we experienced last year, it was decided that we need to make things clearer for everybody. The Rules Committee drew up new regulations for General Meetings, and then tightened up on some of the areas such as amendments.

The Process Review Group and Gov & Risk Committee have approved, and the Board were asked for their comments.

The Board agreed the new General Meeting Regulations.

The Board Safeguarding Lead is to be included in the working group who is meeting fortnightly to discuss the ongoing issues with a former Premier Club. The next meeting is scheduled for 14th December 2021.

The AGM notice required approval at today's meeting. There was some concern over the original date of the AGM as this will clash with the European Veterans Championships (EVC) in Rimini, Italy. The date was discussed, and it was agreed.

#### **Finance Report (Head of Finance & IT joined the meeting)**

The Chair of Finance provided an update on the finance forecast which SD (Chair) read out in his absence. The main feeling was that we need to be very prudent and sensible decisions need to be considered on spending.

The CEO advised in the current financial year that we are in a better position than we were in Q1. With the changes in staff working from home, (Plan B) we will see some small cost savings.

Clarity was sought on new memberships and the activity with renewals – Head of Finance and IT advised we are still seeing renewals, and there has been a considerable drop in the numbers asking for a refund. This is now expected to remain quite static. New members and those who have not played since 2013 / 2014 have been the biggest increase, Covid hasn't been a major impact on people not renewing.

SD (Chair) asked if there is any amount budgeted for the Regions. Healthy debate and discussions took place.

The Chair of the Regional Forum advised that when he Chaired the Regional Chair Forum last week, the Chairs were asking if they could have some funding. The Head of Finance & IT advised at this time there is nothing included in the budget for this, and it was felt with the ongoing financial issues it was simply not currently possible.



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The Board were asked to give their view on the Regional Funds and if they felt it was the right time to decide on this given the current financial status. It was decided that it would be revisited in December 2022.

Questions about membership and affiliation fees followed and detailed discussions took place on the affiliation fee and license fee.

The fact is, our membership remains one of the cheapest, compared to other sports – a comparison was given on other governing body fees which confirmed that Table Tennis is far cheaper.

An open and honest discussion took place on the affiliation fee and it was agreed as it had been previously planned, there should be an increase for the next season.

### **Talent & Performance & GBTTTC Update (Performance Director and Head of England Performance joined the meeting)**

The Deputy Chair of the T&P Sub Committee advised the Board that the meeting on 19th November 2021 was very positive - even though this committee is still in the early stages.

Best wishes were given to The Chair of the T&P Sub Committee and the hope is that he will be back in January.

A recap of the action points from that meeting were brought to the Board:

- 1) A discussion took place regarding additional investment to support talent and performance activity, however, asking for extra money now might be a big ask given the earlier discussions.
- 2) Self-funding of the players was discussed, and some of the Committee didn't have a problem with this; some were less comfortable.
- 3) Smaller squads were discussed, and the Head of England Performance confirmed this will be the case going forward.
- 4) Dedicated coaches – it was felt that we need a Men's Coach, Women's Coach, Junior Girls Coach, Junior Boys Coach, Cadet Coach & Juniors Coach = 6 members of staff. If we can get the funding, then a coach per age group would be preferable.
- 5) KPI's were discussed and how The Head of England Performance would like to get players in the top 20 of Europe by the end of their youth career, to give them a chance to become England internationals.
- 6) Commonwealth Games funding is coming to an end this year.
- 7) Player welfare presentation was given to the T&P Committee on wellbeing and the athlete voice.



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8) Home Nations and the Deputy Chair expressed his disappointment at the results. However, the Board were informed that this representation was a development squad.

The international events are costing a lot more due to Covid and the Head of England Performance was asked if a player contracts Covid whilst at an event, will this be an additional costing to TTE. It was confirmed this is correct.

#### **GBTTC**

The Chair of the GBTTC provided a brief update to the Board however a paper was available prior to this meeting.

The co-opted members have been selected to the GBTTC and the Chair went through their credentials.

The Development Squad has been selected and the GB Junior squad will be announced in January.

Discussions on the roles of staff are currently taking place.

#### **MAG Update (The MAG Chair joined the meeting via Zoom)**

A report was provided to the Board prior to this meeting.

A brief update on the action plan group meeting was given along with the performance team plan of action. The MAG Chair has made himself available and has met with various clubs.

Transparency and accountability work has been completed, and The MAG Chair hopes to have a report soon.

MAG Strategy paper is completed, and SD (Chair) thanked MAG for a very good meeting. MAG also wish to continue to be involved.

The Board advised they are pleased to see and hear the progress MAG has made.

#### **Day 2 – Table Tennis England, Boardroom 9am – 3pm**

##### **Safeguarding Training – CPSU**

The CPSU joined the meeting via Zoom.

Following the presentation, detailed, constructive and informative conversation took place on Safeguarding.

##### **Strategy Update**

Consultations and discussions with MAG and National Council have taken place. SD (Chair) opened the room to discuss the situation and where we are currently with an interim CEO in post.



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The Board were asked to consider that the full time CEO will not necessarily want to come in with a strategy already completed, so we should continue to consider. The Strategy Development Working Group was discussed, and it was suggested this group sit down and look at the strategy again within the current situation. The Board agreed this process.

### **Update on the Board Evaluation Action Plan**

A paper was circulated ahead of this meeting, however the Head of Operations recapped last year's evaluation and advised that SD (Chair) has been holding 1:1's with Board members.

Some actions that need Board input were addressed and this was followed by detailed conversations and recommendations. It was agreed that Board expertise should be available to support the Executive and some meetings with Board and SLT are to be scheduled.

### **National Council Update**

SD (Chair) provided the Board with an update on the Select Committee created by National Council and how this was set up to discuss constitution. SD (Chair) and The Deputy Chair were interviewed during their first meeting, and the CEO also joined for discussion. A Select Committee is set up to discuss a specific issue and is not an opportunity for those on that committee to express how they feel on particular issues.

National Council have expressed the opinion that the T&P Committee should run the Performance Department.

It was confirmed that all three T&P Sub Committee Board Members have spoken at length on this matter, and they are all of the same understanding and do not agree with this expressed opinion and if required they will stand up and voice their disapproval of this concept.

The Board is accountable and is consistent with the Code.

### **Centenary Update (Centenary Project Manager joined the meeting via zoom)**

Papers were circulated to the Board ahead of this meeting.

A healthy debate took place regarding the setting up of a Table Tennis Foundation / Charity, the costs involved in doing this, the timeframe being right with the centenary and whether this would work.

After detailed debate, the Board agreed to go ahead with the set-up of the Foundation / Charity.

Conversations moved on to the projections for the current centenary projects in the pipeline, the setting of the cost of the +1 tickets for the Gala Dinner at £50 and the risk to TTE if the Gala Dinner does not go ahead due to covid or people not attending / buying tickets.



The Centenary Project Manager confirmed the only insurance cover we have is if the Government cancelled / change regulations.

The Board agreed to underwrite the Centenary projects recognising the worst-case scenario.

The Centenary Project Manager asked for Board approval of the £50 cost for the Gala Dinner +1 ticket. The Board agreed.

A summary of the progression of centenary projects and the financial situation will be provided to the Board on a 2-weekly basis going forward.

The Centenary book has a small risk assigned to it and The Centenary Project Manager advised he will know more on this over the next month or so.

The Heritage Lottery Fund was discussed in detail and the Board were asked to approve a production of a digital concept. Following lengthy debate, the Board agreed to the financial underwriting of this project.

#### **AOB**

It was advised that the UKAD Education Strategy was about 90% complete. A meeting was held with UKAD earlier in the week and a section on membership and membership records needs to be updated before the document is complete. The other Home Nations are also adopting the strategy.

**Date of Next Meeting:** Friday 25th March 2022 10am – 4pm

**Venue:** David Ross Sports Village, Nottingham (during Senior National Championships)



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