

## BOARD STATEMENT IN REPOSENSE TO IRP FINAL REPORT - PHASE 1

The Board of Table Tennis England sincerely thanks the members of the Independent Review Panel, - Marc Mazzucco, Jonathan Hall, Karl George, Phil Ashleigh, Neil Hurford and Shaun Parsley - for their hard work and professionalism in producing this insightful review into the Governance and structure of Table Tennis England.

We also recognise the valuable contributions of our members who have engaged in this process and demonstrated that they care about the future of their sport and the body which runs it.

In 2017, table tennis in England was in crisis as the AGM rejected the Board's proposals to comply with the requirements of the Government Code on Governance, and Sport England withdrew our funding with immediate effect.

The Board proposed a way forward which included an independent review which would allow everyone a say. This report is the outcome of that, and we believe that positives have come from that crisis and that Table Tennis England and table tennis in England will be better structured and represented as a result of it.

The IRP reported that it saw three future strategies for the Governance structure:

1. Do nothing - continue with the National Council in its current form as the advisory body providing the main interface between Board and Membership;
2. Restructure an advisory group into a smaller number of geographically elected individuals;
3. Structural reform, non-geographically based, skills based advisory group, interacting with the Board.

The Board has accepted their recommendation to pursue Option 3 of creating a smaller, skills base group which has knowledge and experience of all sectors of our sport.

The IRP subsequently identified a number of more detailed recommendations, which the Board has considered. The Board has accepted the majority of them; accepted some with qualification, mainly about future work; and rejected a few. (See Annex 1)

Board members, Executive staff and members of IRP have embarked on a major communications programme around the regions to explain the rationale behind the decisions. The roadshows have been greatly appreciated by those that attended.

The next stage, Phase 2, will be to create an Action Plan to implement the recommendations and give attention to those issues which require further consideration.

A Board meeting has been arranged in late July to look at this.

#### ANNEX 1

This is a summary of the recommendations and comments from the Independent Review Panel report into the Governance of Table Tennis England, and the Board consideration and response to them.

It should be noted that, given the nature of the report, these recommendations and comments are summarised and abridged for ease of reference.

<b>IRP recommendation/comment</b>	<b>Board of Table Tennis England response</b>
<b>Ref: Set Strategy</b>	
Option 1. Do nothing; continue with National Council providing main interface as advisory group between Board and members Option 2. Restructure via geographically-based advisory group Option 3: Restructure via skill based advisory group. Support Option 3.	Agree to support Option 3.
<b>Ref: Board</b>	
1. Membership of the Board to remain as set out in the Articles: Chair; CEO; 3 Independent Directors; 3 Elected Directors; 4 Appointed Directors	Agree
2. Board should be ultimate decision making body. The composition of the Board should allow for greater diversity, skills based, good decision making and comply with the Governance Code.	Agree
3. The Board should be more strategic; and the CEO and staff charged with implementation.	Agree
4. Board to implement better communications with members	Agree - visibility to increase
5. Nominations Committee to include members of Membership Advisory Group (MAG).	Agree - Accept the principle of membership being represented on Nominations Committee.
<b>Ref: Financial information/Reporting</b>	
6. Board confirmed as having sole responsibility for scrutinising reports and challenging figures and assumptions.	Agree
7. Others, e.g. MAG/AGM have right to be made aware of finances e.g. budgets, forecasts, etc with high level data, but not duplicate work of	Agree

Board. Information should be provided at AGM for all members to understand.	
<b>Ref: Members Advisory Group</b>	
8. A Members Advisory Group (MAG) should be established, including representatives of different sectors and skills.	Agree - details to be decided
9. MAG should be supported by advisory groups representing sectors within table tennis.	Agree - where appropriate but recognise that members of MAG need to be able to look beyond their 'special interests'.
10. MAG should have the following role: a) to provide a source of expert advice to the Board on key issues in table tennis and on the perspective of the table tennis community; b) work with the Board to promote and uphold shared values. Advise the Board and provide feedback on its stewardship and leadership in upholding the shared values. c) to be consulted on and raise with the Board key strategic and operational initiatives; d) communicate with the Board through meetings and other means when appropriate; e) to be eligible to appoint up to two representatives on the Nominations Committee; f) work with the Board to provide members with information, including when and why MAG advice has not been followed; g) work with Board as ambassadors to promote Table Tennis England strategy; h) issue an annual review to members on work undertaken by MAG and its interaction with the Board.	Agree as principles - with details to be developed further in Phase 2
11. Membership and composition to be skills-based, representing the different constituencies of table tennis. It will comprise 12 members elected by sub-groups. MAG will elect its own Chairman (this may be subject to alteration depending on Phase 2). Membership of MAG will be subject to term limits	Agree with the principle of democratic representation and a small and focussed group. The detail needs to be considered as part of Phase 2.
<b>Company members:</b>	
12. Company members should be limited to County representatives. Voting should be based on 'One Company Member, One vote'	Disagree - agree that the company membership system needs simplifying and streamlining but would not wish to prejudge the future direction with emphasis exclusively on counties. For further consideration in Phase 2.
13. Training and induction should be provided to all new and existing company members so that they understand their role.	Agree - Phase 2
<b>AGM:</b>	

14. The purpose of the AGM and Conference should be clarified, so in addition to its statutory duties, it seeks to update members and promote table tennis. The role of the Board at the AGM should be more clearly defined	Agree - the Conference and AGM are evolving and recognise the need to continue to improve on communications.
<b>National Council:</b>	
15. Reformulate the role in the light of wider Governance changes	Agree - recognise that counties still have a role to play in MAG
16. It will not require any meetings following the transition to MAG	Agree - the nature and structure of its meetings may evolve - Phase 2
<b>Voting:</b>	
17. Voting rights for election of Directors need to evolve, moving towards one member, one vote.	Agree - voting will be a major focus in Phase 2 and going forward
<b>Regions:</b>	
18. No recommended change or increased role in governance.	Agree - important part of delivery system
<b>Counties:</b>	
19. No major changes in Governance, National Councillors continue as Company members subject to future amendments, counties and MAG role to be determined.	Agree/disagree - subject to Phase 2 developments and future amendments
<b>Leagues:</b>	
20. Leagues no longer provide Company Members, feed into decisions through their counties.	Disagree - believe Leagues have a key role as representatives of player members
<b>Club/local organisations:</b>	
21. Clubs should form one of the sub-groups of MAG. Board/Exec should have better engagement with Clubs.	Agree
<b>Affiliation fees:</b>	
22. The Board should have responsibility for setting affiliation fees and explain the value for money in the use of the fees	Agree with the principle
23. The Board should consult with MAG and AGM on forward strategy and levels	Agree