National Council 2nd July 2016

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NATIONAL COUNCIL

Minutes of the National Council Meeting held at The Hallmark Hotel Birmingham, Strathallan, 225 Hagley Road, Edgbaston, Birmingham B16 9RY, on Saturday 2nd July 2016, commencing at 11:00am

PRESENT:-

COUNCILLORS: DL Hockney (Avon), Mrs V J Murdoch (Bedfordshire), CG Dyke (Berkshire), BR Freer (Cambridgeshire), Mrs KM Tonge MBE (Cheshire, Regional Chair North West and BTTAD), AE Ransome OBE (Cleveland), Mrs DM Jermyn (Cornwall), LA Chatwin (Derbyshire), P Goulding (Devonshire), A Thompson (Durham), P Ashleigh (Essex), DB Turner (Hampshire), H Jutle (Herefordshire), DJ Edwards (Hertfordshire), N Le Milliere (Kent), S Clarke (Lancashire), Mrs S Pickering (Leicestershire and Regional Chair East Midlands), GE Tyler (Lincolnshire), M Close (Middlesex), T Vincent (Norfolk), R Barr (Northamptonshire), N Hurford (Oxfordshire), C Dangerfield (Shropshire), JM Burtenshaw (Somerset and South West Regional Chairman), D Sherratt (Staffordshire), Miss M Fraser (Surrey), A Catt (Sussex), E J Williams (Warwickshire), CN Sewell (Wiltshire), MG Clark (Worcestershire), RB Hudson (Yorkshire and Yorkshire Regional Chair)

DEPUTY NATIONAL COUNCILLORS: EJ Kirby (Gloucestershire)

STAFF: Mrs S Sutcliffe (Chief Executive), J Bruck (Head of Operations), Mrs E St John (Head of Development), G Yarnall (Head of Workforce), Mr Mark Taffler (Head of Commercial), Miss A Gabb (Office Administrator/Minute taker)

REGIONAL CHAIRMEN: JM Burtenshaw (Somerset and South West Regional Chairman), Mrs KM Tonge MBE (Cheshire, Regional Chair North West and BTTAD), R Hudson (Yorkshire Regional Chairman), K Mudge (South East), RB Hudson (Yorkshire and Yorkshire Regional Chair), Mrs S Pickering (Leicestershire and Regional Chair East Midlands),

INVITED: Mrs DM Stannard (President), Mrs S Deaton (Chairman), K Thomas (Treasurer), TV Purcell (Director), M Smith (Director and BUCS), Mrs A L Tazartes (Director), Mrs KM Tonge MBE (Cheshire, Regional Chair North West and BTTAD), L Reid (VETTS), J Arnold (ESTTA)

APOLOGIES: RR Washington (Buckinghamshire), LT Whittaker (Dorset), LJ Smith (Gloucestershire), P Moore (Isle of Wight), G Sanders (Leicestershire), J Donnelly (Northumberland), M Allsop (Nottinghamshire), R Loxley (South Yorkshire), Ms S Hughes (Deputy Chairman), P Huggon (Director), A Nixon (Director), Ms K Skeggs (Director), S Hastings (London Regional Chairman), C Davison (North East Regional Chairman), N Wheatley (West Midlands Regional Chairman), D Turner (South & South East Chair), B Davison (East), C Clemett (Rules), S Griew (Directors), S Mills (Head of Talent & Performance)

1. CHAIRMAN'S OPENING

Tony Catt (AC), Chairman began the meeting with a minute's silence for John Mytton who was President of Evesham League, played in the league for nearly 70 years and was Treasurer for 27 years. Also for Roy Hazell, who was the County Umpire and President of Wiltshire for 31 years.

1.1. DECLARATION OF INTERESTS

Chris Dangerfield - Table Tennis 365.

2. APPROVAL OF MINUTES OF NATIONAL COUNCIL MEETING HELD 23.04.16 (7691/2/AMG)

2.1 Neil Le Milliere (NLM) stated he noticed a number of small errors which he will email to the Minute Taker to amend.

2.2 MATTERS ARISING NOT COVERED ELSEWHERE IN THE AGENDA

No matters were raised.

3. NOMINATION/VOTING FOR NATIONAL COUNCILLOR FOR THE FOLLOWING YEAR

3.1 AC explained the nomination/voting will be conducted using a paper form and will be collected and decided at the end of the meeting. He also expressed that he was happy to stand as Chairman again.

4. REPORT BY TABLE TENNIS ENGLAND CHAIRMAN – Paper no. 16-3-1

- **4.1** Sandra Deaton (SD) stated she had nothing to add to her paper and welcomed any questions.
- **4.2** NLM requested clarification of who London Table Tennis LTD is and what connection they have with London.
- 4.3 SD explained that they are an independent registered company containing a group of likeminded individuals who are table tennis enthusiasts wanting to host events in London. The organisation is led by Steve Pound who is a table tennis player. They worked with PR companies and sponsors to bring a major event to London.
- 4.3 Margot Fraser (MF) questioned if the group should be involved in the London and South East regionals.
- 4.4 SD further explained that they are a group for promotion working closely with Table Tennis England for a specific event.
- **4.5** AC stated that the event didn't materialise, therefore questioned what will be happening in the future.
- 4.6 SD said that the group are staying together and are continuing to have meetings. She and Sara Sutcliffe sit on the steering group of the organisation. They are looking to secure a bid

for 2018 however need to get the finance in place before they proceed.

- Alan Ransome (AER) stated that he had two points to share. AER said that in the report it suggested that the junior team event at the National Championships was considered very successful, however said that he disagrees. He advocated that the team event disturbed the running of the day and that that there were only four teams in the junior event which isn't enough for a National Event. AER's second point was that he has doubts about the whole concept of the National Inter-Regional Competition and the event will be reviewed at the forthcoming Regional Chairs meeting in November. He stated that the players depended on the ranking list which meant that it was potluck who would be legible to partake. AER also said he thinks that we have enough competitions in this Country; therefore we don't need this set of competitions.
- 4.9 SD expressed that she disagrees about the success level of the event and said that she thought it was a superb day. SD said that AER did have some valid points with regards to partial operational concepts; which will need to be looked at and improved for the future. SD welcomed any views and opinions from the National Councillor's should they wish to contribute to the review of the competition.

5. BOARD MEETING PAPER – Paper no. 16-3-2

- **5.1** Diane Jermyn (DJ) stated in number 18 of the report, the new regulations have been agreed, and therefore questioned if the league regulations will need to change accordingly.
- 5.2 Tom Purcell (TVP) explained that the regulations now include provisions on transgender players. He also stated that there were two other minor changes, one of which was made by the ITTF, with the wording of the rules being changed from 'the floor should be wooden' to 'the floor should be resilient'. The second change involves a more detailed explanation of count back. TVP said that Colin Clemet has written more details in the rules and regulations to reflect these changes. TVP concluded that the changes haven't made a practice impact on the sport, but provide information value and clarification.
- 5.3 AER noted another important change made by the ITTF, being players getting coached in between points as opposed to the previous rule of coaching only being allowed at the end of each game. AER noted this change is active from 1st October, and questioned if it will affect local leagues.
- 5.4 Chris Dangerfield (CD) requested clarification regarding if the new rule will affect both single and team matches. CD emphasised if this is the case, there could be 4 coaches per doubles match present which could prove to be a disturbance.
- TVP clarified that the wording of the new rules states that coaching can take place during a match, providing the continuity of play is not compromised. The rules do not apply to local leagues unless they decide to adopt them.
- 5.6 AER referred back to the National Council meeting in January, where the discussion topic was about Volunteers and Priority Zones, and asked for an update after the ideas had been passed to the Board.
- 5.7 SD said that the Board Report shows the meeting which took place on 12th May, where they concentrated primarily on strategic concepts which were included in the 2025 mission

statement. The Senior Leadership Team took time to look at the current strategy, including short term and long term objectives to see how it can fit in with the new strategy. A second meeting was held on 2nd June, where they revised the strategy concepts. SD said that this is a working document and will be ready to publish in the near future. Sport England have yet to release the full financial criteria, which is postponing the release of this document.

- 5.8 Emily St John (ESJ) explained that they are continuing to work with Priority Zones and one change involves recruiting a new Clubs Officer. The new position recognises the feedback received at the National Council meeting. The new Clubs Officer will work with clubs outside of the zones and attend a number of engagement events across the Country.
- **5.9** Phil Goulding (PG) suggested that data is needed to show that the Priority Zone concept is effectively working. For example it would be beneficial to see the growth and success rate of a Priority Zone, and how long it takes to mature.
- **5.10** ESJ stated that this data does exist and she will share it in her next report in the appendices.
- **5.11** AC requested an update about voting rights from Tom Purcell. To which, TVP explained a meeting is planned for Monday regarding the voting review. It will be reported soon after the meeting. It was clarified the report will be sent out before the National Council meeting in November.
- **5.12** AER stated that the National Councilors' had a vote and the result was that they wanted to leave the votes how they currently are.
- 5.13 Neil Hurford (NH) stated that at the previous National Council meeting it was discussed that there might be a place for 1 man 1 vote for announcing the major officials.
- 5.13 TVP said there were 3 motions which were voted on at that the meeting and that perhaps it was a topic to bring back to National Council.
- **5.14** AC noticed that the power of National Council has been gradually reduced over time and questioned what the foreseeable future of National Council would be.
- 5.15 SD explained that the views are taking from National Council and then the Board discuss and digests them at their meetings. The aim is to work together to resolved aspects the Councilors' aren't happy with. SD said that the Board want to continue to work with National Council as it has been set up from the beginning.

6. REPORT BY CHIEF EXECUTIVE - Paper no. 16-3-3

SS highlighted that Table Tennis England are in the middle of a busy yet positive period. The bid for funding for UK Sport has been submitted, for the next cycle, however an outcome won't be received till after the Rio Olympics. SS explained that the process with Sport England is very fluid, their strategy has been released but there has been a delay with the investment guidelines. A series of meetings with Sport England are going to take place initially, which will be followed by a written 'business case' for funding. This process will continue over September and October with a decision expe3cted in December.

SS added that the biggest highlight is the qualification for the Olympics. Sam Walker was selected as the 3rd player for the team event and Tom Jarvis is also going as a travelling reserve. They all attended the Team GB Kitting out session recently to receive their kits. SS also wished everyone at BTTAD the best of luck in the Paralympic Games.

Lastly, the latest Active People Survey was released and there has been an increase in table tennis participation which is very positive news and good timing with the funding cycle.

- 6.2 Derek Sherratt (DS) quoted a passage from the Sport England strategy and stated that he didn't understand exactly what it meant, regarding volunteering being an enabler for others to play sport.
- 6.3 In reply, SS clarified that Sport England have recognised the role and importance of volunteering. She said that research has shown that there are more volunteers in sport than there are members of all of the political parties combined and likewise employees of the NHS. Volunteers are the glue to any sport and the Sport England strategy is ensuring that they need to be respected and valued and that more money will be invested into them.
- Grey Yarnall (GY) added that volunteers aren't just enablers; it is how you recruit and support them. Volunteering has been proven to be beneficial to ones physical and mental health and wellbeing. The concept is both valuable to the individual and the sport.
- Estyn Williams (EW) said that he is very pleased to see that Table Tennis England are partnering with the Alzheimer's Society, it is appropriate because table tennis is one of the very few sports which can be played at any age which is a very valuable aspect. EW then referred to Mission 2025 and questioned whether there is an insight into whether participation and membership figures have increased due to the initiative which have been implemented, and what the result is. The data is important, as it will indicate the success/failure of projects.
- SS explained that currently the review stage is being undertaken to go through all of the projects and initiatives launched in the last year. SS said that as they are in the middle of that evaluation process, she is unable to preempt the findings.
- 6.7 AC asked at what point it will be published. To which SS clarified it won't come in the form of a published report, it is just a means of informing management and the Board of the outputs, however outcomes will be included in future reports.
- After a short coffee break SD took the opportunity to apologise for the absence of Susie Hughes, and explained that she was unable to make the meeting today as she is having difficulties retuning from France due to air traffic controller strike.
- 6.9 SS added that Simon Mills sends his apologies for the National Council meeting due to family commitments however will be attending the AGM in the afternoon. SS also took the opportunity to introduce the new Head of Commercial, Mark Taffler.

7. REPORT BY TREASURER/HEAD OF OPERATIONS WHICH INCLUDES FINANCE - Paper no. 16-3-4

- 7.1 Martin Clark (MGC) noted that the forecast figures are period 12's are the same as period 11 which he presumed is a unintentional and that 'actual' income and expenditure for the year would have been useful detail. He continued to express more concern regarding the deficit compared to the Period 11 forecast amount, a change of almost £48,000 in a month. He questioned the usefulness of such forecasts made merely four weeks prior to the year-end and gave an example of the Satellite Club expenditure where the net Actual spend was only £62,294 against a forecast of £83,400.
- 7.2 It was pointed out by NH that it is policy to submit questions beforehand as not all councilors are able to follow the in-depth financial conversations; however MGC hadn't followed this procedure. MGC commented that it was not National Council policy; it was the Board who requested prior notice of any questions as they otherwise appeared unprepared. Such a process not having being required by previous administrations.
- 7.3 MGC noted that he was able to identify the element of net assets appertaining to Regions included in the audited accounts that at the year-end totaled £48,358 that is also the difference with the net assets depicted in the Management accounts. Cash at Bank shows an increase of £249,208, Creditors & Accruals £51,826 and amazingly a reduction in Debtors of £149,024. He found it difficult to reconcile such changes purely down to introducing Regions to the totals, particularly in the case of Debtors. He had to assume that the figures are incorrect and misleading.
- As a result of these anomalies, bearing in mind that the Management accounts were distributed after the audited accounts he suggested that there had been no proper reconciliation between the two sets of figures and wondered if the Board should have a rethink over outsourcing the financial management that in his view was not a rational, practical solution. He further added that he would not be happy submitting such a report to the Board or National Council.
- 7.5 AER noted there was a difference between the forecast deficit from the previous National Council meeting to the present one, however raised this with Keith Thomas before prior to the meeting. KT explained that this was a positive outcome. AER went on to question if there is a budget for the coming year, and if so where it is.
- Jonathan Bruck (JB) stated that the budget isn't submitted National Council now, as discussed at previous meetings, it is formed by the Senior Leadership Team and then checked and challenged by the Financial Operations Group. The budget is then taken to the Board for approval before being released.
- **7.7** MF added that the Board is there to make decisions on our behalf.
- **7.8** Stan Clark (SC) questioned why Table Tennis England is in debt from trade. SC also questioned how staff will continue to get paid if cuts will be received from Sport England.
- 7.9 Keith Thomas (KT) explained that customers owe money to Table Tennis England, through trade and explained that this is a generic accounting term rather than one relating specifically to the Table Tennis trade, therefore they are in debt not us. KT replied to SC's second point by articulating staff posts are financially secure till 31st March 2017 due to

- the 4 year cycle. Once funding decisions are known then appropriate action will be taken if necessary.
- **7.10** SS added that although there is an indication from Sport England there will be a reduction in core costs, salaries will be going into program costs therefore there won't be a drastic change.
- **7.11** NH expressed that the discussion was not constructive or productive and that the policy is not being followed, therefore he suggested for future meetings to nominate a competent member to speak on councillor's behalf and query the paper accordingly.
- **7.12** NLM Pointed out that in 'Current Assets' the figure has increased by 33%, meanwhile Table Tennis England have less money thus requested a simple explanation.
- **7.13** JB explained money is expected from Sport England. KT added that the percentage is a guide as there is roughly a £4.8M turnover.
- **7.14** AC requested explanatory notes to be included in future account reports to clarify discrepancies such as that.
- **7.15** PG requested the account information to be circulated sooner to allow more time to analyse and understand them. It was agreed that the way the accounts were presented to National Council would be reviewed.
- **7.16** AC questioned if Table Tennis England have a service level with regards to responses to correspondence.
- **7.17** JB said there is a customer care policy on the website and that if someone is not receiving satisfactory communication then to email him and he will take it forward.
- 8. REPORT BY HEAD OF COMMERCIAL Paper no. 16-3-5
- 8.1 Mark Taffler (MT) welcomed any questions to his paper.
- **8.2** AC asked MT's to explain what his role entails.
- **8.3** MT explained that he is helping to plug the gap in funding to generate more income, thus making Table Tennis England more self sufficient. MT's aim is to promote table tennis and raise the profile to get more people playing the sport and get more media coverage which in turn drives participation.
- **8.4** AC asked if during Mark's short time at Table Tennis England, if there are any glaring problems or solutions which haven't been implemented already, that he has observed.
- 8.5 MT assured the Councilors' that there aren't any obvious problems and that Table Tennis England is a very well run and governed company. MT said that the word 'product' can be used in terms of what we are selling, and that table tennis is a very appealing and attractive sport. Thus far MT said he can only see positive and as he has only been in the role 8 weeks he hasn't got under the skin of the company as of yet.

- 8.6 Colin Dyke (CGD) expressed that he believes facilities requires funding and that if MT could help, it would be beneficial.
- **8.7** MT explained that a commercial strategy is being drafted addressing the need to generate revenue across the business. Once this is implemented, the income will be distributed out accordingly.
- 8.8 NH welcomed MT to the company. NH also noted that Competitions and Events shouldn't be structured in the same department as Marketing.
- 8.9 In reply, MT expressed that he sees the Competitions and Events team as a different business unit with separate profit and loss accounts; therefore MT's immediate job is to make this become cost neural.
- **8.10** NLM noted that in the report, it has been requested that future County Championships are to be played on Saturdays alone, excluding Sundays. NLM said although it will eliminate overnight stays, it will in turn reduce the amount of players participating due to the restriction.
- **8.11** NH explained that there was a reduction in the number of teams and for the first time ever there was also a reduction in the number of Veteran teams entering. NH also said that the overnight stays were a reason players were pulling out. The Calendar Working Party planned for 3 Saturdays of the year to host that event.
- **8.12** Karen Tonge (KMT) shared that she had the honor of attending her first ever County Championships Conference. She explained that there are 3 Saturday dates allocated which have been negotiated. The Cadets and Juniors are appearing on 2 of the dates and the 3rd is being used as an overflow, which is a fair compromise.
- **8.13** MF stated that the discussion was appropriate for The County Championships Committee, not National Council.
- **8.14** AC questioned how Mark can be helped in his new role, as Head of Commercial.
- **8.15** MT explained that he is working to create a positive change of communication, inside and outside of the organisation. He asked if the councilors could keep telling Table Tennis England about good news stories from around their areas.
- 9. REPORT BY HEAD OF PERFORMANCE Paper no. 16-3-7
- 9.1 In Simon Mill's absence, Sara Sutcliffe added an update to the Performance report on his behalf. She said that they went out to tender for more Talent Development Centres, however the process went on hold briefly in anticipation for the new Talent Pathway Manager, Marcus Gustafson to start his role. Marcus has been in his role for a month now and he is visiting all of the tender applicants. SS said that this process is hoped to be improved by the end of July.
- 10. REPORT BY HEAD OF DEVELOPMENT Paper no. 16-3-6
- **10.1** ESJ welcomed any questioned regarding her report.

- John Arnold (JA) referred to priority zones and said that that it would be good to be informed in detail where Table Tennis England are working with schools or more particularly a group of schools who are hosting Interschool Competitions. This would enable councilors to relate to them and offers to get a bigger picture. JA also referred to the Children and Young Persons Strategy, to the section which states that 'a person's attitude toward sport is often shaded by their experience as a child in school' which he agreed with as there have always been stories from children expressing this. JA said that it is very important that we get it right the first time. JA also noticed that the report talks mostly about before and after school but not during, and asked which section of the school day the programs which Development are going to build will be seen in.
- ESJ noted that they are approaching the end of the 12 month and 18 month milestones for the Priority Zones and will produce a review document for each zone outlining the progress and success which will be shared for the next National Council meeting. ESJ then referred to the Sport England Strategy, which focuses on extracurricular or post-curricular activity. She explained that Sport England provide funding for community sport and sport outside of school time. The department of Education is responsible for sport within school time, which is why the strategy focuses on the time scales around this and Table Tennis England are certainly looking at both sides.
- 10.4 AER stated that he believes it is good news that the Premier League for sport program has moved away from its 14 plus policy, to 11 plus and asked if there is any other information regarding where this sits.
- **10.5** ESJ said that this is a very new development therefore she doesn't have a lot more information. However when she does, ESJ said she will be happy to share.

11. REPORT BY HEAD OF WORKFORCE – Paper no. 16-3-8

- **11.1** AC requested a recap of the new changes to the coaching license.
- 11.2 GY explained that the changes were communicated through emails to the coaches and have been uploaded to the website. Currently a coach license requires individuals to obtain a First Aid, Safe Guarding Children, DBS and CPD credential. The First aid is now being made an advisory as it became a barrier for people to get their license, plus if there is a group of 5 coaches working at the same time, for example, it isn't necessary for them all to be First Aid qualified. GY explained the CPD credential is now required biannually as opposed to previously being annually. He said this can also be done online now which eliminates travel problems which some coaches experience. Overall the changes should encourage more people to become coaches and for existing coaches to continue renewing their license, which less obstacles.
- **11.3** EW said that he supports all of the changes however hopes that the First Aid advisory will be pushed as there could be a danger without the qualification.
- 11.4 GY agreed that First Aid is important and that we now have excellent communication with the coaches through emails and the portal which will allow it to be pushed.
- **11.5** PG requested an update on DBS and asked if there was any change on that credential.

- 11.6 GY explained that gaining a DBS is still a requirement to obtain a coach license however it is pushed more within charities and schools. It was acknowledged that coaches shouldn't be asked to gain a DBS if they aren't working with children, within clubs or schools on a regular basis; therefore a blanket approach isn't necessary.
- 11.7 DJ queried if DBS checks from other organizations would be accepted to which GY said that it would, providing it has the right wording for coaches.
- 11.8 AER expressed that GY's report was good and that the changes are all positive. AER said that his county, Cleveland, has been waiting for a while for a Tournament Organisers course and questioned when they can expect one to become available.
- 11.9 GY said that there's a small Working Party who are currently putting that information together. Pilots are expected to run in September and following the Pilot they are expecting to make some changes depending on how it goes. GY said that numerous people have got in contact wanting to host a Tournament Organisers course, so he is aware of the interest.
- **11.10** Phil Ashleigh (PA) noted there are changes being made to the UKCC Level 3 course, which are to include participation elements as well as the elite training. He questioned if these changes will be applicable to existing coaches.
- **11.11** GY explained that the current pathway of coaching qualifications is segregated over 4 levels. Level 1 coaches tend to work with beginners at participation level and levels 2-4 work with talented performers. If a coach is teaching beginners, they can still be an expert in that field and be able to progress from level 1-4.

12. ANNOUNCMENT OF NATIONAL COUNCILL CHAIRMAN FOR THE FOLLOWING YEAR

12.1 Three nominations were received via paper vote naming Tony Catt to remain as the Chairman of the National Council meetings for the coming year.

13. ANY OTHER BUSINESS

- AC noticed that JA had put up a wonderful display of National Schools Table Tennis Championships over the past 50 years and welcomed everyone to view it. JA said to the Councillors if any of them want him to contact schools in their areas, about competitions in schools, he is more than willing to do this.
- 13.2 Noel Sewell (NS) Expressed concern about anti-doping in table tennis, he said that he is aware of the use of drugs and more people need to be aware of the potential problem and that it is being addressed.
- 13.3 SS said that the accusation is very disturbing and that if any player is using performance enhancing substances then she urges anyone to take the anonymous 'whistle blowing' approach. The Talent Development and Youth Squad all receive extensive education about Doping and how to check medications for any ingredients which are banned. In this Country we don't do drug testing at the grass roots level however in other Countries they might if the players go aboard. SS said in coaching courses, they complete a section about anti-doping too.

- **13.4** SD presented the remainder of the County Championship trophies for the Councilors to take back to their counties.
- 15. The following papers were circulated but were not for discussion
 - i. Written report by England Schools Table Tennis Association (JA)
 - ii. Written report by British Table Tennis Association for Disabled (KMT)
 - iii. Written report by Veterans England Table Tennis Society (AM)
- **16.** AC called the meeting to a close at 13:00.

DATE AND LOCATION OF THE NEXT MEETING

5th November 2016 at The Mercure Milton Keynes Abbey Hill, The Approach, Two Mile Ash, Milton Keynes, MK8 8LY