

National Council Draft Minutes 14 January 2023



PRESENT

By Zoom Conference call only

9 am

Estyn Williams (Chair – Warwickshire)

National Councillors:

Alexander Murdoch (Bedfordshire), Jonathon Hopson (Berkshire), Karen Tonge OBE (Cheshire), Alan E Ransome OBE (Cleveland), Reinhard Lindner (Dorset), Phil Ashleigh (Essex) Harry Jutle (Herefordshire), Shirley Pickering (Leicestershire), Ivor Jones (Northampton), Gareth Pearson (Northumberland), Malcolm Allsop (Nottingham), Neil Hurford (Oxfordshire), Steve Longmoor (Somerset), Margot Fraser (Surrey), Tony Catt (Sussex) Martin Clark (Worcestershire), Richard B Hudson (Yorkshire)

Deputy National Councillors:

Brian Whitehead (Buckinghamshire), Andrew Walker (Hertfordshire), Clive Hollingsbee (Kent)

Other: Mike Smith (BUCS) (MS), Mike Atkinson (South Regional Committee Chair)

Board Members: Sandra Deaton (SD), Adrian Christy (AC), Kwadjo Adjepong (KA) Don Parker (DP), Jos Kelly (JK), Steve Kemish (SK) Susie Venner (SV), Ritchie Venner (RV)

Staff: Jo Keay-Blyth (JKB), Sue Wressell (SW)

Minutes : Sue Wressell (SW)

Apologies for Non-Attendance : National Councillors, Deputy National Councillors & Board

Susan Hayes (Buckinghamshire), Brian Freer (Cambridgeshire), David Adams (Gloucestershire), David Edwards (Hertfordshire), Tim Giles (Isle of Wight), Neil Le Milliere (Kent), Tom Purcell (Lancashire), Mike Holt (Leicestershire), Tony Dias (Middlesex) Chris Dangerfield (Shropshire), James Kenny (South Yorkshire), Richard Ayers (Director), Ray James (Director), Priya Samuel (Director), Emma Vickers (Director).

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Agenda Item	Discussion	Decision/Action	Who	When
1	<p>Chairman Opening Remarks, Update & Welcome EW (Chair - Warwickshire) welcomed everyone to the meeting and thanked JKB and SW for the administration of the meeting.</p> <p>Feedback from National Council is welcomed following this meeting and is to be sent to EW (Chair - Warwickshire), JKB and SW.</p> <p>a. Register of Business Interests None</p> <p>b. Obituaries EW (Chair – Warwickshire) asked everyone to remember those we have lost since the National Council last met, especially the passing of Barbara (Babs) Blanch and Erica Prean. The meeting held a one-minute silence in their memory.</p>			
2	<p>Minutes from last meeting The minutes from 22 October 2022 were taken as a true and accurate record.</p> <p>Matters Arising There were no matters arising. Actions had been completed from the last meeting.</p>	<p>Decision: National Council approved the minutes of 22nd October 2022 by a</p>		January 23

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		show of hands		
3	<p>Competitions Review</p> <p>EW (Chair) reminded everyone of the papers received to date about the Competitions Review.</p> <p>AC updated the Council on the Board meeting held in December. The Board had welcomed the response from the Committee Review Group who had fed back into the process, together with the Competition Review Project Group's input and a constructive discussion was held at Board. Following this discussion, the Board approved the process to move to Phase 3, acknowledging that there would be a response from the National Council Select Committee. In addition, the Competition Review Project Group would respond to the Select Committee's response via Neil Rogers.</p> <p>Thanks were given for all of the input from the Project Group and the National Councillors, through its sub-Committee, on the Review. It was expected that work on an Implementation Plan would be started and brought to the Board at its meeting in March.</p> <p>EW (Chair - Warwickshire) then asked AR (Cleveland) to take the meeting through each area of the sub-committee's paper. AR (Cleveland) started by thanking the members of the sub-committee for their work on the paper over the Christmas period, in order to provide it in time for the National Council meeting. He explained that the Committee agreed that there was a lot of areas which were agreed between everyone. However, they felt that the Review only included 20% of the competition that happened in the country and their response paper covered all the areas of competition. The Project Review Group believed that the calendar needed to be streamlined. However, the sub-committee felt that the calendar could be doubled to increase the number of competitions and therefore the number of people involved in table tennis, which was one of the Board objectives. The paper produced by the sub-committee included the following areas: Junior and Cadet Programme; Senior Programme; VETTS; Team Competitions; County Championships; National League Cup Competition; National Cadet and Junior Leagues; Local Leagues; Schools; International; Social Event and tried to identify the problems in each section and how these could be resolved.</p>			

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	<p>The following, additional comments, were made:</p> <p>1 Junior and Cadet Programme</p> <p>This was considered first as it was identified by the Talent & Performance Committee that the structure for Juniors and Cadets was not fit for purpose and wasn't bringing talented young players through.</p> <p>2 Senior Programme</p> <p>SD (TTE Chair) defended the Senior Nationals Qualifications which had received a large number of entrants, including 39 women and 128 men. AR (Cleveland) replied that the Nationals were meant to attract the best players between 16 and 40, which was not happening.</p> <p>TC (Sussex) felt that the qualifications should be held the day before. He also enquired whether an early bird discount could be offered to someone renewing their membership to enter the Senior Nationals.</p> <p>EW (Chair – Warwickshire) felt that halls could be better used to ensure more games were played rather than tables being empty.</p> <p>AR (Cleveland) felt that the system could be run better than using the last 16 system that was currently used. It was proposed that a review of the qualification system needed to be undertaken.</p> <p>More 1 and 2 star events would bring in more competitions that might bring players up. It was pointed out that when events were held geographically close to each other on the same day, it makes it difficult for those running the events to make them profitable. It would need to be a flexible calendar that can accommodate a lot more events. Events could, however, be run on the same day if they attracted different categories of entrants - for example juniors and veterans did not attract the same players.</p> <p>3 VETs</p>			
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	<p>The sub-committee felt that VETs generally lacked support from Table Tennis England. There was little encouragement for them to play. It was hoped that if areas encouraged and facilitated opportunities for team play in their area, this would bring forward more playing opportunities for VETs who like to play against someone in their own age group.</p> <p>NH (Oxfordshire) pointed out that AR's comment about NCL and NJL was in the Competition Review as a model that can be extended into other age groups. The Competition Review specifically links this into the area development. AR (Cleveland) recognised this and explained that ideas put forward by the sub-committee would be relatively simple to operate and could work comfortably. There were two big markets in Table Tennis, the youngsters (juniors and cadets) and the veterans, which was a far bigger group, and it was hoped that by putting forward suggestions that could work so easily, it would cater for the biggest market available to the organisation and generate more membership. Doing this on a local, area basis was far preferable and more easily organised. It was hoped that the new Competition Committee and Area network would facilitate these suggestions.</p> <p>SV (Director) confirmed that the VETTS Society was not included in the Review as it sat outside of TTE although there has been amicable cooperation between the two organisations for practical reasons. She believed there was greater scope to offer more opportunities to the VETS and the VETTS society would be happy to provide support and market any opportunities.</p> <p>4 Senior British Leagues</p> <p>It was felt that the Senior British Leagues were working well although there could be greater value offered to members with the Senior British League, as set out in the sub-committee's paper.</p> <p>5 County Championships</p> <p>TC (Sussex) felt that other age groups (for example U13 and O50) should be added so that youngsters played against players of their own age group. NH (Oxfordshire) pointed out that the format and structure of the</p>			
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	<p>County Championships was not decided by Table Tennis England, it was decided by the counties, and it was up to them to make their decisions if they wanted to make any changes. However, it needed people to run them. Currently, there were only three Administrators for the five competitions of the County Championships. There was an urgent need for more volunteers to run the County Championships competitions.</p> <p>6 National league Cup Competitions</p> <p>The Sub Committee were concerned that this would be abandoned and pleased to see that the TTE Board were happy to continue it.</p> <p>7 National Cadet and Junior Leagues</p> <p>There was a significant concern about these Leagues as they had run very well for many years. Approximately 15,000 children were involved, and they were all run by Mike Atkinson and 12 voluntary organisers around the country. MA (South Regional Committee Chair) was concerned about the regulations imposed on him by Sport:80 and it was hoped that the Leagues could be left to run as they have before.</p> <p>8 Local Leagues</p> <p>These leagues are not controlled by Table Tennis England. They run autonomously but it was felt that they could be supported more, involving the ping parlours and clubs to bring in more members. This is happening in some areas but not the majority of them.</p> <p>TC (Sussex) explained that the Brighton Club had a good relationship with the Ping! Parlours. Sharing good practice on this might be helpful to others.</p> <p>NH (Oxfordshire) explained that it had been agreed that local leagues should not be included in the Competition Review due to the breadth of the league which would have made the Review too unwieldy. However, this could be picked up at a later date once the Review was completed. NH (Oxfordshire) pointed</p>			
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	<p>out the amount of time and support that TTE had put into local leagues to allow them to streamline their activities. The issue of Ping Pong Parlour usage and local leagues connecting was still on the table.</p> <p>9 Schools</p> <p>The sub-committee felt that schools were a big part of the table tennis landscape, but they could do with some help, hopefully through the local areas.</p> <p>AC (Chief Executive) pointed out this was a big area that could bring in future talent but felt that clubs could help schools to run the competitions and could convert those school children into junior members. Whilst recognising the tremendous work to get so many young people playing in schools, the reality is that very few are progressing to join clubs or to play in our competitions – our membership figures over more than a decade demonstrate this. He would rather see a smaller schools’ event but where each child is connected to a club or has an easy route into a club. It was about participation with a purpose and therefore quality over quantity. AR (Cleveland) queried whether there were enough clubs to support all the schools and whether a school would be turned away from competing if they had no local club.</p> <p>10 International</p> <p>The sub-committee wanted to encourage the Board to consider reviving the English Open, especially the English Junior Open.</p> <p>SD (TTE Chair) felt that the Board were on the same page and a Major Events Strategy was being developed to bring events to England, but financial help is needed to achieve this.</p> <p>TC (Sussex) asked whether it was possible to hold an event and invite European countries to send their players. It was explained that without ranking points, which would only be given for ITTF sanctioned events, there would need to be significant prize money offered to bring in the good players.</p>			
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	<p>11 Social Events</p> <p>It was recognised that a vast number of people playing table tennis in England were not a member of Table Tennis England and the Sub Committee felt that social events should be considered by TTE to bring more people into affiliation.</p> <p>AC (Chief Executive) explained that this idea was a big part of the plan moving forward. The wider playing population needed to be welcomed.</p> <p>It was hoped that the work on the Junior/Cadet area could be undertaken first to bring in new talent into table tennis.</p> <p>With regards to clubs and schools, SD (TTE Chair) felt that the starting point was to identify whether there were enough clubs and people in them to assist with everything that we want them to do and this was an integral point for the new areas. The infrastructure needed to be in place first.</p> <p>DP (Director) felt that a great deal of excellent work had been undertaken through the Competition Review from TTE, the NC sub-committee and MAG. It would be sensible that these reports are now put to the new Competition Committee to move this work on quickly. RV thanked Don for his comments and AR (Cleveland) and the sub-committee for putting the report it. He was looking forward to going through the document, together with the TTE Review and the MAG Report.</p> <p>NH (Oxfordshire) felt that a lot of the information put forward into the sub-committee Report was about implementation and would be undertaken in Phase 3 of the Review. There were a lot of agreement within the reports but there was disagreement about whether it was appropriate to add a Cadet competition to the British League and this needed to be considered and this might not be able to move as quickly as DP would like. There were some practical issues that needed to be considered.</p> <p>AC (Chief Executive) thanked AR (Cleveland) and the members of the sub-committee for their report and the sensible suggestions within. He felt that between now and the Board meeting in March, the internal review</p>	<p>Decision: The National Council approved the motion for</p>	<p>AC/RV</p>	<p>By March 23</p>
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	<p>and the sub-committee could get together and reach a consensus on a proposal to be brought to the Board. The Implementation Plan would be integral to moving this forward.</p> <p>AR (Cleveland) proposed the following motion from the Competition Review sub-committee:</p> <p>‘This meeting approves the National Council Competition Review sub Committee proposals. This paper is to be forwarded to the Table Tennis England Board and the Board’s new Advisory Committee for Competition for their consideration.’</p> <p>The motion was approved by a show of hands. EW (Chair - Warwickshire) thanked the Sub Committee for their work on the paper during the Christmas period.</p>	<p>the Sub-committee proposals to be put to the TTE Board and new Competition Advisory Committee</p>		
<p>4</p>	<p>Governance Reforms Voting</p> <p>As part of the considerations relating to further governance reforms and modernisation, AC (Chief Executive) invited the National Council Select Committee to consider several questions relating to the current voting system. The principles were discussed rather than in any detail of numbers.</p> <p>With regards to the first question asked, the Select Committee felt that voting should not be limited to County Association.</p> <p>With regards to clubs being included, this was considered to be a good idea but a definition of a club needed to be agreed; ie a club with facilities, membership of TTE with a proper constitution and elections for officers. If they are genuine clubs then they could have a vote. One concern was that the safety net of Counties retaining 50% of the vote was important. So, if clubs were given votes, the vote of each county should be the total of the votes of the leagues and clubs in their county.</p> <p>The third question focussed on who should have a role on governance and the feeling was that everyone should have a role and those without a vote currently could be invited to attend the AGM with a right to speak.</p>			

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	<p>The inclusivity of promotion of diversity question was discussed by the Committee and they felt that a voting club member would be a positive change towards inclusivity and diversity.</p> <p>EW (Chair – Warwickshire) explained that any changes to the voting would need to be brought to the AGM for agreement as it was a change to the Articles. The definition of a club would be very important.</p> <p>If agreed, this would be put forward to Board as National Council agreement.</p> <p>AC (Chief Executive) explained that he and AR (Cleveland) had discussed this issue. AC (Chief Executive) had been surprised with the voting structure of Table Tennis England and how some groups who worked closely with the sport had no voice, especially clubs. In addition, larger populated counties, who may not be particularly pro-active in growing table tennis, had more votes than a smaller populated county that might be undertaking a huge amount of work. Are we comfortable to continue that approach?</p> <p>TC (Sussex) felt it was good to include clubs and identifying them might not be too difficult as many of them would be premier clubs. Leagues were mainly interested in their own league and issues that affect them. Block votes might be the best route.</p> <p>NH (Oxfordshire) said that giving clubs and key volunteers a voice was discussed with clubs when they were engaged with by MAG, most of which were Premier clubs. These clubs wanted a voice and wanted to be engaged with and consulted with on issues that affected them. However, they did not express an interest on having a vote, just a route to express their views to Table Tennis England. Making a route for clubs and others involved in the sport, to be able to engage with Table Tennis England was a priority for TTE.</p> <p>A vote was undertaken for the National Council Sub Committee’s paper to be put forward to the Board. The vote was agreed with a show of hands.</p>	<p>Action: The response from the Select Committee to be put to the TTE Board</p>	<p>AC/SD</p>	<p>March 23</p>
<p>5</p>	<p>Appointment of TTE Chair – Criteria for the role</p> <p>SD (TTE Chair) left the meeting for this item.</p>			

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	<p>On behalf of the Nominations Committee, the Senior Independent Director, Steve Kemish (SK), updated the meeting on the milestones agreed by the Nominations Committee for the appointment of a new Chair and steps taken so far. A presentation was given and this would be included in the minutes, at Appendix A.</p> <p>TC (Sussex) felt that the timeline seemed too slow as SD (TTE Chair) would be finishing in April and this was known before. SK (Director) explained the timeline was not felt to be slow by the Board. It was important to get the process right to find the right person.</p> <p>SL (Somerset) asked whether someone was being sought outside of the sport or inside of the sport. SK (Director) explained that the right candidate would be sought. SK's view was that table tennis experience was important but having the right skills to chair the board was equally important.</p> <p>AC (Chief Executive) explained that under the Code of Sports Governance, an open, transparent, recruitment process needed to be undertaken.</p> <p>Following his presentation, members of the Council were put into groups to discuss the person specification needed of a new Chair, both essential and desirable. AR (Cleveland) questioned the role of the moderator for the groups and indicated that the National Council had always set the Chair of a group. SK (Director) explained that the role of moderator was passive and was meant to assist the group and capture the ideas given by the group. The groups were able to choose their own Chair and a scribe if they preferred.</p> <p>Following the group sessions each group fed back to the Council. All of the feedback would be put into one master document following the meeting and this would be added to the minutes (Appendix B) as well as passed to the Nominations Committee to feed into the job specification of the Chair role.</p>	<p>Action: Feedback from the groups to be given to the Nominations Committee to incorporate into the Chair JD</p>	<p>SK/AC</p>	<p>ASAP</p>
<p>6</p>	<p>MAG project on director appointments</p> <p>The Members Advisory Group (MAG) had been asked by Table Tennis England to lead a project on Director appointments to see if there were ways to streamline the process and to see if there could be alignment to the appointment of Directors with the AGM.</p>	<p>Action:</p>	<p>NH</p>	<p>ASAP</p>

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	<p>NH (Oxfordshire) was seeking three representatives from the Council for members to join this project group. The three MAG members taking part in the project were NH, Phil Ashleigh and Steve Pratt. Caroline Williams (Returning Officer) had also been invited to participate with her breadth of experience.</p> <p>AR (Cleveland), TC (Sussex) JH (Berkshire) and EW (Chair – Warwickshire) were happy to join the group and all four were accepted onto the group.</p> <p>NH (Oxfordshire) thanked those for participating and he would be in touch shortly.</p>	<p>AR, TC, JH and EW to join the MAG Group</p>		
<p>7</p>	<p>Future meeting dates</p> <p>At the last meeting it was agreed that future meeting dates for the year would be set. Dates had been put forward by the executive staff to avoid days when the CEO and Chair were available, together to avoid holiday dates and major competitions.</p> <p>Two options were put forward; one to combine the April and June dates; and the other one to keep the two dates, so four meetings in a year.</p> <p>TC (Sussex) suggested that a meeting ahead of the confirmation of the AGM resolutions would be necessary and he suggested that one-hour meetings, focussing on a single topic might be considered. These could be held in an evening rather than at weekends.</p> <p>JKB confirmed that the submission of resolutions was 16 April, the distribution of the resolutions was on 15 May, submission of any amendments to the resolutions was 1 June and distribution of the AGM notice was 16 June. A letter confirming all this would go out in February as was usual practice.</p> <p>AR (Cleveland) felt that four meeting dates was still preferable and he would not be keen to hold evening meetings.</p>			

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	<p>By a show of hands, the Council agreed that the April and June meetings should not be combined and that four meetings would be held in 2023.</p> <p>The dates were discussed and votes were held for each date. The following dates were agreed:</p> <p>22 April 2023. A question would be asked if the submission of resolutions could be moved back from 16 April to after the 22 April meeting.</p> <p>3 June 2023. It was recognised that there was a Club and Coaching Conference due to take place on the same date. This was agreed as a provisional date and it was suggested that consideration of an alternative date for the Conference. <i>Following the meeting, it was confirmed that the Club and Coaching Conference would not be taking place in 2023 so the June date is confirmed.</i></p> <p>21 October 2023 27 January 2024</p> <p>The dates would be listed on the website.</p>	<p>Action: NC dates to be posted to the website</p>	<p>SW</p>	<p>ASAP</p>
<p>8</p>	<p>Reports</p> <p>a. TTE Chair</p> <p>TC (Sussex) was pleased to see the new Advisory Committees and asked if this meant that there would be two directors on each Committee. He asked if the new Chair would take over from the current Chair on the GBTT and was it an ex-officio appointment. He also asked or local initiatives to be shared so good practice could be copied. He was disappointed with the ETTU strategic plan. It felt like a watered-down version of <i>Table Tennis United</i> and he asked how it was possible to see the more detailed plan beneath it. TC (Sussex) also felt that a Nominations Committee of 10 people was too many and a scaled down way of handling the Chair interviews would be necessary.</p>			

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<p>AR (Cleveland) was concerned that only one Director might be on each of the new Advisory Committees. The Talent & Performance Committee currently has three Directors, and it was hoped that this would not be changed. The Committees were critical to the success of the sport, and it was important to get the right people on them.</p> <p>SD (TTE Chair) confirmed that there were three Committees that have two Directors on them. The principle was that each Director would only have responsibility for one Committee. She also confirmed that there will be times when the Committees work together.</p> <p>SD (TTE Chair) confirmed that the Directorship of GBTT was not an ex-officio and anyone on the Board of TTE could sit on it.</p> <p>The ETTU document was a draft document so feedback could be given on it. It was shown on the website. The deadline for feedback on the document is 20 January.</p> <p>SD (TTE Chair) agreed that there were too many people on the Nominations Committee and the reason for this was two-fold; the promise made at a previous AGM to ensure that all the Elected Directors could sit on the Committee and the need to fulfil the requirements of the Code of Sports Governance where there needed to be a majority of independent directors on that Committee. The Board had discussed how best the interviews could be held so that not too many people were in the interviews at the same time. It had been decided, therefore, that the first part of the interview process would be an online meeting that is recorded so that other members of the Nominations Committee could review them if necessary.</p> <p>EW (Chair – Warwickshire) reminded members that questions could be put forward and answered ahead of the meeting which would help to streamline the meetings.</p> <p>b. Board minutes</p> <p>The Board minutes had only been received on the Thursday before the meeting so there had been little time to review them. TC (Sussex) asked about a GAP analysis by MAG. The Complimentary Ticket Policy had been</p>			
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	<p>raised by Diane Webb to TC. TC (Sussex) questioned the wash-up group from the Regional Qualifiers and SD (TTE Chair) confirmed the members of that group.</p> <p>AC (Chief Executive) apologised for the delay to the minutes and explained that these were delayed due to the timing of the Board meeting, Christmas holidays, significant illness and ensuring they are approved by the Board before they are published.</p> <p>AC (Chief Executive) explained that some people would not be happy with the Complimentary Ticket Policy, but it had been important to set a process for offering these to ensure that revenue generated from tickets was not compromised as this impacted on the need to cover the cost of the events being held too.</p> <p>c. CEO Report (including Management Report to the Board, CEO Updates)</p> <p>AC (Chief Executive) explained that the Management Report would be updated from April 2023 with the new objectives from the <i>Table Tennis United Strategy</i></p> <p>MC (Worcestershire) raised his point again about there being no FD on the Board which might make it difficult for the Board to meet their pledges on the Financial KPIs. AC (Chief Executive) confirmed that the Board remain aware of this.</p> <p>AC (Chief Executive) gave a presentation to the Council on the following items and his slides would be included with the minutes:</p> <ul style="list-style-type: none">• The staffing structure and the key recruitments that were coming up.• The new Area network and Local Organising Groups. The area modelling was not about county boundaries but about activity taking place in the areas. The boundaries would be finessed once the area profiling was available to review. The Regional Forums would be disbanded after the Inter-Regional Finals in May 2023.			
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<p>The appointment for the South West Area was being recruited currently and the regional budgets would be given back to the areas as it was not Table Tennis England's money. It was up to the current regions/counties to decide what happens with the money.</p> <p>AC (Chief Executive) raised the issue of National Rankings as this had come up by a couple of members. A group were being pulled together to decide if the current rankings system was the one that was best one for Table Tennis England before any further money was put into a full review of it.</p> <p>AC (Chief Executive) spoke of an assumption about the World Championships in 2026 and that it was a waste of time and money trying to bring it to London as the door was closed on this. He informed the Council that this was not the case. The intention was to bring the World Championships to London in 2026 but the bid would have to be changed so that it wasn't an integrated event which includes the Para Table Tennis and VETS, if there was to be financial support from the ITTF. TTE had removed the resolution from the ITTF AGM agenda to be the preferred bidder for the Championships on the basis that ITTF would continue a conversation about the Championships and our wider major event hosting ambitions. In the interim, discussions are still being held with London venues about the Championships in 2026. KT confirmed the conversations with the ITTF and the shift in their stance about the Championships including Para and VETS.</p> <p>SD (TTE Chair) thanked AC (Chief Executive) for all his work on this bid.</p> <p>d. Finance Report</p> <p>MC (Worcestershire) thanked Sam Garey (Head of Finance and IT) for the Finance Report. He felt, however, it was difficult to give comment on the year-to-date figures as they were a few months out of date. He asked why it was that the surplus cannot include the membership top up from Sport England if it was not possible to do this how would it be reported in the annual accounts.</p> <p>AC explained that it was all about the conditions of the award given by Sport England. The Award sits separately from the main body award. At the end of the year there would be a reconciliation and any</p>			
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	<p>money unspent would go back. However, AC was discussing whether TTE could keep the remainder as part of the main grant for one year.</p> <p>e. MAG Report</p> <p>There was nothing to add.</p> <p>f. Other Reports (including Select Committees)</p> <p>There were no other reports.</p>			
	<p>AOB</p> <p>SL (Somerset) had left the meeting and had put a query about ranking in the queries. However, this had been covered already by Adrian.</p> <p>MF (Surrey) spoke about a report about how the sanction system worked which was posted on the TTE website. It showed a spreadsheet about sanctions over the last year but there has been a lot of naming on social media of those people on the list and some of these were juniors. She felt that this could not be right to put this in the public domain. AC (Chief Executive) agreed with MF (Surrey) and confirmed that this would be picked up outside of the meeting.</p>	<p>Action: To review the current sanctions report on the website</p>	<p>AC/JKB</p>	<p>ASAP</p>

The meeting closed at 1.50 pm

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Action	Owner	Timeline
The Select Committee competition review proposals to be put to the TTE Board and new Competition Advisory Committee	AC	By March 2023
The response from the Select Committee on the Governance Reforms around voting to be put to the TTE Board	AC	March 2023
AR, TC, JH and EW to join the MAG Group and NH to make contact	NH	ASAP
NC dates to be posted to the website. 3 June is confirmed	SW	ASAP
To review the current sanctions report on the website	AC/NR/JR	ASAP

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Appendix A

Chair Recruitment
Update and group task

Steve Kemish, Senior Independent Director

  tabletennisengland.co.uk

The slide has a red background with a pattern of white and red diagonal lines. The text is white. The Table Tennis England logo is in the top right corner of the slide. The Sport England logo is in the bottom left corner of the slide.

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Chair Recruitment - Milestones

Activity	Date
Issue Invitation to Tender (ITT) to recruitment consultants/agencies	6 January 2023
Competency discussion with National Council	Today
Deadline for submission of questions by tenderers	20 January 2023
Tender response & award	3 February 2023
Candidate search commences & Confirmation of Nomination Committee	10 February 2023
Candidate closing date	17 March 2023
Longlist meeting – Recruiter & Nomination Committee	w/c 27 March 2023
Short list confirmed and invites to interview sent	w/c 27 March 2023
First, second interviews and Appointment Offer	April 2023
Chair Announcement & Succession handover begins	May 2023
Chair Elect invited to attend June Board meeting (Sandra's final meeting)	22 June 2023
Chair Elect invited to attend the Annual General Meeting (Sandra's final AGM)	8 July 2023
Appointed Chair takes up the role (Sandra officially ends her tenure)	1 September 2023
Chair leads first Board meeting	28 September 2023

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Groups > New Chair: Key competencies

Four breakout groups, moderated by Steve, Adrian, Susie and Jo.

(Moderator there to scribe, listen and to help with any questions that help complete group task)

The group task (15/20 minutes)

Gathering valuable input from Councillors to help shape key competencies .

Please discuss the **knowledge, skills, background, expertise and experience** that we should be seeking:

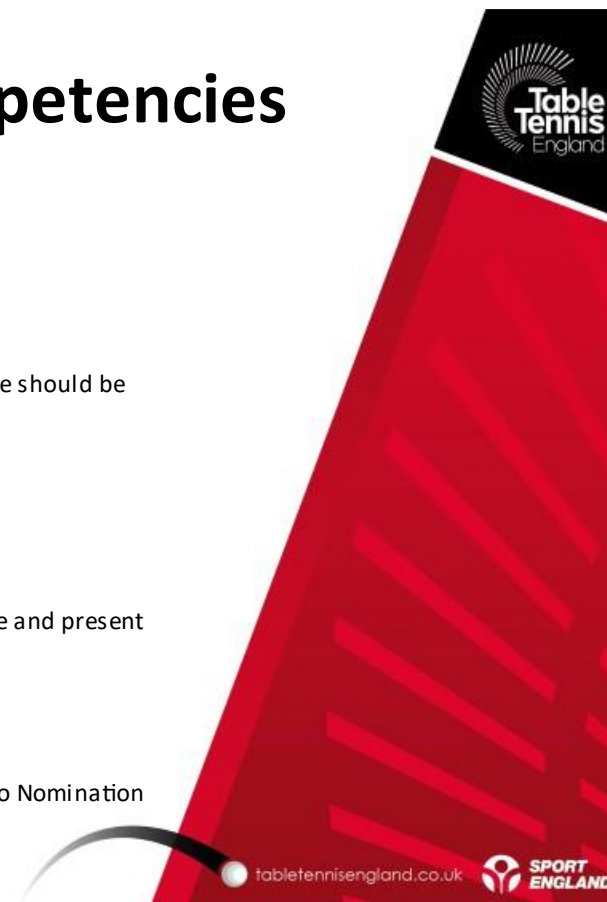
- **Essential**
- **Desirable**

Group feedback– all (2-3 mins per group)

Each moderator collates the suggested Person Specs under Essential and Desirable and present summary back to all.

Next step

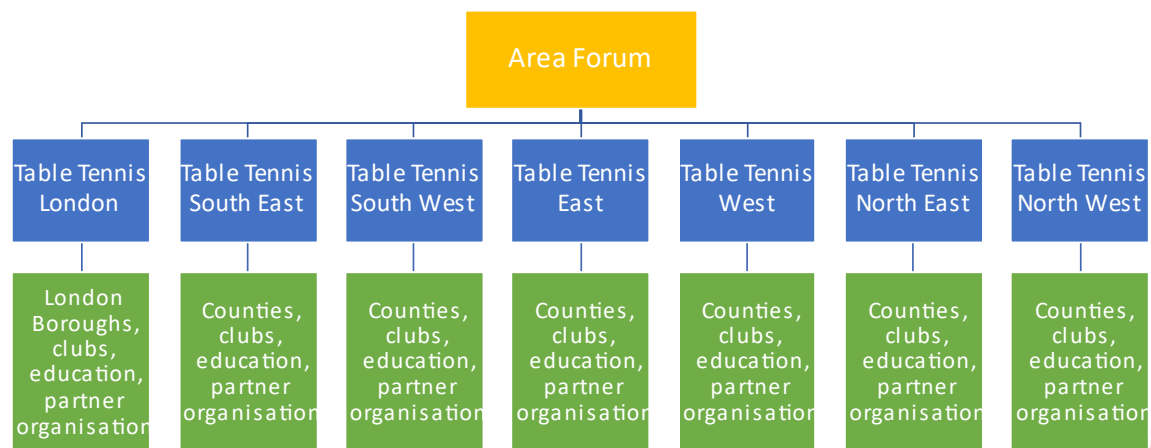
Each moderator sends their notes to Jo/Steve immediately afterwards to be fed into Nomination Committee.



Governance Reset

The website URL "tabletennisengland.co.uk" is displayed in white text on a dark red background. To the left of the text is a white circular icon with a black curved line above it, resembling a table tennis ball in motion.

Local Organising Groups



Creating thriving table tennis communities

- Area Managers assume new role from 1 February 2023
- Regional Forum will be discontinued after Inter Regional Finals
- Establish 'communities of interest' from 1 February 2023:
 - Local organising groups
 - Transition from 10 x Regional Forum to 7 x local organising groups i.e. Table Tennis London etc.
 - Community Table Tennis Partnerships (CTTP) – number of CTTPs dependent on localised partnerships
- Establish an Area Forum
 - Bringing together the Chairs of the 7 local organising groups
 - Potentially a Tier 2 Committee supporting the new Development Committee

Principles

- Appointment of Chairs and group members will be via an open process
- Appointments led by knowledge of table tennis i.e. coach development, club development, competition etc.
- Alignment to *Table Tennis United*, particularly Participation with a Purpose
- CTP's will focus on local priorities - led by local partners - i.e. clubs, education, coaches, local authorities
- Direct investment from TTE into CTPs to be at least matched by local investment (cash or VIK)

Key Roles

Table Tennis London

- The main organising body for the area
- Supports the identification of priority activity and where it happens
- Supports the identification of investment into the Area
- Supports the identification of possible CTTPs

CTTP

- Micro level partnerships
- Likely will be project based
- Capable of attracting third party investment
- Expected to become self sustainable

Actions / Timeline

Action	Timeline (2023)
Invite interest from across the membership to chair Table Tennis London	w/b 6 February
Table Tennis London Chair appointed	By 31 March
The Chair to meet with the Area Manager to discuss the priorities for Table Tennis London based on insight and alignment to <i>Table Tennis United</i>	By 21 April
Invite interest from the wider membership to join Table Tennis London, with background based on the priorities	w/b 31 May
Table Tennis London established	By 1 July
Table Tennis London develop the Local Delivery Plan	By 29 September
Table Tennis London develop the Area budget to support the delivery plan	By 29 September
Table Tennis London meet quarterly to consider progress	From 1 October

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Actions / Timeline

Action	Timeline (2023)
Invite interest from to join the CTP Management Group	
The Area Manager to meet with the CTP Management Group to their project based on insight and alignment to <i>Table Tennis United</i>	
CTP's begin to establish	
CTP's develop their respective local plan	
CTP's and the Area Manager develop their local budget to support the Local Delivery Plan and confirm partner investment	
The CTP Management Group meet quarterly to consider progress	



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Appendix B

Feedback from National Council breakout groups Skills & Experience of the incoming Chair

14th January 2023

Group 1

Essential

- Communicate orally and written
- Governance practices
- Team player and lead from the front
- Bring the Board together to achieve common ground
- Handle disputes within the Board
- Someone from within the table tennis community - familiar with the TT culture
- Capable of representing the sport
- Experience of leading an organisation
- Ensure strategic leadership
- Able to represent the sport internationally

Desirable

- Female - need to ensure we maintain compliance with the Code

Group 2

Essential

Run a board of directors – a multi-variate task, but clear experience of this previously (this was deemed top priority)

Strong people skills, at all levels

Knowledge of an NGB

Able to get the best out of the board of directors

Managing and resolving conflict (at board level)

Desirable

Table Tennis knowledge

Able to champion English TT at a wider level – global

Has the time available to the role – not spread too thin

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Group 3

Knowledge:

1. Good knowledge of/passion for TT community and TT as sport (which doesn't necessarily mean from 'inside')
2. Knowledge of running a sports organisation -
3. Finance
4. Regulatory

Skills

1. People management
2. Leadership qualities
3. Good communications skills at all levels

Expertise

1. Competency with international relationships

Experience

1. Board experience
2. 'Mindset' of a 'can do' attitude

Group 4

Essential

1. Interpersonal skills & Leadership
 - a. Leading the Board
 - b. Working with diverse people
 - c. Excellent communication
2. Ability to Chair a meeting
3. Diplomacy skills to work with Key stakeholders
4. Passion & Understanding of Sport Governance (not essential Table Tennis)
5. Commercial Experience of budgets and Business Management and decisions
6. Equality, Diversity and Inclusion experience

Desirable

1. Table Tennis Experience
2. Understanding of the Table Tennis Landscape
3. Resilient
4. Suitable time available as per the needs of the role