



LONDON & SOUTH EAST REGION
Regional Management Board Meeting Minutes

Meeting held via Zoom
7.00pm on Wednesday 21st February 2024

Present:

| | | |
|---------------------|--|-----|
| Alison Bennett | Regional Chair | AB |
| Marlene Wander | Regional Vice Chair | MW |
| Julia Martin | Treasurer | JM |
| Tania Legore | Resolution Lead | TL |
| Rachel Morgan-Jones | Communications Officer | RMJ |
| Katrina-May Kwan | Equality, Diversity & Inclusion Officer | KMK |
| Jane Kelloe | Officiating TSG Chair | JK |
| Pat Meadows | Essex Met CNA Chair | PM |
| Amber Derrien | Middlesex CNA Vice Chair | AD |
| Gill Tilley | Surrey CNA County Officiating Mentoring Lead | GT |
| Francesca Akano | Regional Officer London and South East | FAK |
| Philippa Hicks | Partnership & Delivery Manager, East & LSE | PH |

Apologies (Members):

Laura Pawley (LP), Competitions TSG Chair
Christine Kelso (CK), Surrey CNA Chair
Frances Atkinson (FAt), Young Volunteer Representative
Lesley Tischler (LT), Middlesex CNA Chair
Keeley Smith (KS), Kent CNA Chair
Dani Mugridge (DM), Coaching and Performance TSG Chair

Apologies (Staff):

Emily St John (ESJ), Head of Partnership and Delivery

Acronyms

| | | | |
|-----|---------------------------|-----|---------------------------------|
| RMB | Regional Management Board | ToR | Terms of Reference |
| TSG | Technical Support Group | EDI | Equality, Diversity & Inclusion |
| WG | Working Group | EN | England Netball |
| C&P | Coaching & Performance | NDO | Netball Development Officer |
| LSE | London & South East | CNA | County Netball Association |
| TMG | Talent Management Group | | |

1. WELCOME AND APOLOGIES

The Chair welcomed Frankie to her first RMB meeting as the new Regional Officer for London and South East. Apologies were noted as set out above.

2. CONFLICTS OF INTEREST

Standing and new interests were noted as follows:

- JK – Director and Deputy Chair of Redbridge Leisure Centre and an Officiating Portfolio Manager of Netball Europe.
- JK – sitting on a London Pulse diversity sub-committee (in relation to officiating).
- LT – currently coaching at Saracens Mavericks.
- JM – Treasurer of Surrey CNA

e. FAt – Officiating Assistant at EN

3. AGREEMENT OF THE MINUTES AND ACTIONS OF THE PREVIOUS MEETING

a) **MINUTES:** The minutes of the meeting held on 22nd November 2023 were approved by the Board, subject to the following amendments:

- Page 1, conflict of interest for JK should say “Director and Deputy Chair”.
- Page 1, conflict of interest for JM should say “Surrey CNA”.
- Page 2, Action 082 should say “Propose with the Board’s permission, should pick up with FAK and TL in due course.”
- Page 3, section 4 should say “Regional Chairs’ meeting”.
- Page 3, Officiating - delete the final sentence.
- Page 4, Competition – final sentence should say “Essex Met also advised they have a mentoring policy in place.”
- Page 6, AOB – spelling error, word should say “rotation”.
- Page 7, spelling error – “Dicken” should say “Dickon”.

b) **ACTIONS:** An update on actions was noted as follows:

| Actions from last meeting (22 November 2023) |
|---|
| <p>Action 082: TL, KMK and LG to discuss the logistics and format of the collation of complaints that Resolution Leads are receiving.</p> <p>KMK confirmed did not manage to meet with Lucy before her departure. Propose with the Board's permission, KMK should pick up with TL and FA in due course.</p> <p>Ongoing</p> |
| <p>Action 084: FAt & LG to draft a proposal for the Board on the role of the Young Volunteer WG, including consideration for engaging universities.</p> <p>Ongoing.</p> |
| <p>Action 089: TL to review what policies are available to the public on the website and suggest any changes.</p> <p>It was recommended that a section on Governance to be added as well as index for ease of reference. TL & AB will engage with FAK for support to host policies and procedures section.</p> <p>Ongoing</p> |
| <p>Action 090: LG and RMJ to meet to begin the process of auditing the Regional website. It was recommended engage with FAK for this review.</p> <p>Ongoing</p> |
| <p>Action 093: RMJ and FAK to look at setting up calendar of event on website.</p> <p>Ongoing</p> |
| <p>Action 094: LP to share job description with RMB.</p> <p>Ongoing</p> |
| <p>Action 097: Check with EN if funding in place for trail blazing programme for clubs. If so what and how is this accessible.</p> <p>PH provided update during meeting that there are no trailblazing clubs, just BEE Netball activities. She stated that some regions have created funding for startup clubs. LSE staff are currently searching for funding opportunities and Jodie Campbell (Essex Met NDO) has recently been</p> |

successful in getting £5000 of additional funding.

PH & FAK will discuss potential funding opportunities with EN LSE team.

Ongoing

Action 099: EN to confirm if extra training is available to volunteers dealing with resolution challenges.

PH spoke to Ezekiel and said the first step is to ensure volunteers have their correct contact information and role titles listed on ENgage.

Funding will be allocated in the next EN financial year for training opportunities for volunteers. RMB can provide a list of names to PH to pass on to Ezekiel, to ensure the necessary individuals are on the distribution list for information related to the training opportunities.

Ongoing

Action 100: CNA to discuss with committee any challenges if they had to contribute to the awards ceremony.

Kent CNA and Surrey CNA have discussed contributing financially to the regional LSE ONE Awards and are happy to do so. Essex Met CNA had concerns but are happy to contribute financially as well. MCNA will have a meeting w/c 26th February and will discuss a financial contribution during that time.

Ongoing

Action 101: CNA should be asked for volunteers to support planning and any names should be sent to FAK early 2024.

Kath Mansfield has said she is willing to volunteer to help support FAK. Marlene and Michelle Ray have also offered to volunteer as part of the group, to assist FAK with the planning of the regional ONE Awards.

FAK will arrange first meeting with working group to plan ONE Awards.

Ongoing

Action 102: AB asked for an update on Counties' governance health-check returns, as requested by EN.

AB said the Region is doing well, but some people still need to submit the paperwork for their counties. AB asked if counties can send the paperwork they have completed so far and said individuals should ask for help if they need it. AB advised everyone to contact Ezekiel (at EN) or JK if they need assistance with the governance paperwork.

Ongoing

Ongoing actions from previous meetings

Action 069: KMK to lead on reviewing the criteria for Regional HLM with assistance from MW. Criteria had been received from some, but not all, counties.

KMK confirmed almost complete with a proposal for the Board to review and will circulate via email for review and comments as soon as ready. Will bring an edited version to the Board meeting in May for final review and approval.

Ongoing.

4. REGIONAL CHAIR REPORT

AB attended the Regional Chair's meeting in December.

Discussions were had about what will be included in the diversity & inclusion policy. EN have not finalised the policy, but an updated policy will be put in place prior to September 2024. EMMNA have also been involved in the policy discussions and they have identified issues with policy surrounding transgender women. Discussed universal offer and policy, and how it will affect leagues within counties and regions.

WN policy will be published imminently.

Leagues survey and audit is currently taking place. EN hopes more leagues will respond before the closing date.

During the EN forum in May/June time there will be further discussions about diversity & inclusion, rule changes, etc.

Gary Burgess does not want leagues and counties to have their own individual forums about the changes to the rules of the game.

AB discussed with Gary Burgess which rules will require more help implementing. Discussed previous occasion when rules were implemented and how counties and leagues handled things. AB emphasised the need for flexibility when it comes to encouraging umpires to attend sessions about rule changes, to not make the transition period more difficult than it already will be.

5. TSG AND WG UPDATES

a. Finance

JM has been communicating with the mother of Azara Wilmot, who is seeking financial support/funding to cover additional costs being incurred because of Azara's netball activities. JM explained that the player's mother is struggling with the additional costs, due to the cost of living crisis and because she is a single parent. Azara is a player in the Roses programme, Saracens Mavericks pathway, and is registered on ENgage to Middlesex and Essex Met Counties. Azara plays in a Regional league team for AP Saints (Middlesex).

AB has gone directly to EN to ask if there is funding that can be provided by EN. AB is also in contact with Saracens Mavericks and the treasurer from East RMB to discuss potential funding for the player.

AB mentioned that the RMB need a better policy and system in place for any potential instances like this in the future.

PM raised potential issue of players from outside of our Region asking for LSE funding or support from our counties, because they are affiliated to one of our clubs.

MW said previous pathway players have been financially supported within LSE, but there needs to be a robust system in place for it to work.

Action 103: JM will provide update on pathway player support in future.

b. Officiating

JK said they are waiting to find out the cost and availability of new rule books.

JK shared that counties should be aware that umpires should consult with their county before booking onto B award courses. There have been instances where some umpires have enrolled onto B Award courses too soon after completing C award, or they have not had enough experience.

AB mentioned that she had spoken to Gary Burgess about the potential for CPD training to help bridge the gap between umpiring at C award and B Award level.

JK made everyone aware that umpires do not have to complete B award course within their region, because it is formed of two virtual sessions and one in person session.

c. Communications

MW asked about audiences on the region's social media channels. RMJ said the Region's Instagram and Facebook accounts reach people over 55+ and some under 18s.

MW had asked previously how can we reach U18s more effectively. RMJ said we need to work on this, because they use TikTok and Snapchat more than Instagram and Facebook.

RMJ asked for an age demographic breakdown of members in regions/counties and which initiatives we want to focus on as a region.

RMJ asked MW to send her list of questions her young players ask and said she will discuss with FAK how we can implement those into our regional comms plan and calendar of events.

RMJ and FAK will discuss and work with TL about adding governance documents and policies to LSE website.

RMJ will lead on completing website audit, with FAK's assistance.

AB asked RMJ if she had received comms meeting invitation from EN, and she has not. AB said she will chase that up with her EN contact and asked PH to assist with chasing.

PH told RMJ she can go to FAK for insights regarding the region and mentioned that EN staff have a large meeting coming up about insights.

Action 104: RMJ and FAK to discuss what to do with social media accounts moving forward.

RMJ and FAK will discuss what to do moving forward about content we will post that will be directly related to LSE, because all regions' accounts look very similar.

d. Coaching & Performance

AB said DM would like to connect with the coaching or performance lead from each county.

AB asked RMB members to send FAK the names of individuals and email addresses who can be part of this working group. FAK can then send the information to DM.

Professionalisation of NSL teams could have an impact on pathway athletes within the region.

e. Competition – report was sent out prior to meeting.

No questions for LP.

f. Young Volunteer

MW asked if there is a plan about recruiting a potential group.

AB said she is struggling to see if there is space for a YV within the region.

KMK said she previously discussed with Lucy Goodman to incorporate YV with EDI. Then there would be a representative on the Board and could have a direct link that way.

FAk summarised the discussion she had had with FAt about forming a working group with a representative from each county.

PH said there is the option to link the YV role to interns LSE team are currently recruiting for.

KMK said to FAk she is happy to support FAk and FAt with further discussions and plans.

g. Equality, Diversity, and Inclusion

KMK apologised for not submitting her report prior to the meeting and said if the RMB is happy she will send her report after the meeting.

Danielle is pulling all regional EDI leads together for a meeting.

NETBALLHer champion meeting is taking place on 28th February 2024, to discuss how best to implement work from NETBALLHer initiative. KMK will report back to board about this.

KMK mentioned that lots of conversations are taking place about the EN gender and inclusion policy. KMK addressed JM and said we may need to invest in gender awareness training for our volunteers.

AB asked KMK, if there is anything to be circulated before next RMB meeting, please can KMK send it to FAk and she can circulate it to the rest of the board.

h. EN Update

PH provided an update that LSE has reached 90% of annual New to Netball numbers target. At the time of the meeting there were 1937 New to Netball players for the current financial year of April 2023 – March 2024.

PH said Galentines initiative was successful and mentioned that Yvonne (NDCC) had four New to Netball players on night of 20th February.

EN is coming to the end of the financial year and have asked the team to speak to their respective county chairs for feedback. The LSE team should have a meeting in May/June time.

NDO Middlesex application is closing tonight (21/02/2024) and interviews will take place within the next couple of weeks. LSE are also recruiting for a couple of interns.

Jodie (Essex Met NDO) was granted £5000 of funding to set up more netball activities.

LSE team are working with London Youth Games organisers to help with the running of the netball activities.

AB said it would be good to keep making region aware of any other new initiatives to get involved with.

6. COUNTY UPDATES

a. Essex Met

PM does not understand why Redbridge run summer and winter leagues, but on the EN leagues survey they were not recorded as providing a response. PH explained how the registered leagues information was taken from ENgage, and process of how leagues were placed on distribution list. PH explained that it is also fine for social leagues to complete the survey.

JK said Redbridge does require participants to be EN affiliated.

PH asked FAK to check if Redbridge have registered their leagues on ENgage. PH explained that the league(s) need a committee when registering them. League committee needed & league rules need to state participants have to be EN members.

PM asked if league survey purpose is to get scope on netball across the country, and AB and PH confirmed this.

b. Kent

No comments or questions.

c. Middlesex

Hope recruitment will be better for NDO role. PH said there are currently 6 applicants, which is more than the last time the role advertisement was live.

d. Surrey – Report tabled

No comments or questions.

7. Review of Regional One Awards

Date of LSE ONE Awards will be Sunday 23rd June 2024 and it will take place at ISH Venues, London.

AB said would love to have LG back to host and she is keen to stay involved. Think expense would be worth it.

AB asked if board are happy for FAK to liaise with JM about ONE Awards budget. The Board agreed.

AB mentioned that at the Regional Chairs' forum, some chairs said it may be last year of hosting event like this, because it is becoming too expensive, and the regions will not be able to afford it moving forward.

AB asked for show of hands to go ahead with booking venue – Amber asked to abstain from vote because she did not want to commit on Lesley's behalf.

FAK said she would contact JM about paying the deposit for the venue.

PM suggested we could raise funds for ONE Awards by organising a tournament. There could be four teams from each county to play in a rally, at a cost of £10 per player/team to fundraise for ONE Awards. AB said the issue may be finding a date to fit this in the calendar.

PH said nominations, and other ONE Awards information should be sent out during March and will come from EN.

KMK said she has the action of creating the regional HLM award & will circulate this to the rest of the Board.

8. AOB

a. AB – Conversation started at Regional Chair's meeting about EN 100-year celebrations.

b. JM – Met with Finance TSG and they put together a proposal to set up a new account. The account would have to be set up in the LSE Regional name. The purpose of the account will be to protect the Region's funds.

a. AB asked if anyone at the meeting objected to the account being created and there were no objections.

c. MW – London Youth Games are asking for umpires.

a. PH said Grace (Surrey NDO) will be leading BEE Netball activity on the day and Jodie (Essex Met NDO) will be supporting with the Para youth games. PH also stated other EN staff

may support on the day.

- d. AB mentioned that LT has asked AB and RMB to consider not having the meetings on Wednesdays in the future. AB said in September 2024, meeting days and dates can be looked at.

9. Next Meeting

It was agreed that the next meeting would be held on **Wednesday 22nd May 2024 at 6.30pm** at House of Sport, London.

The meeting closed at 9.01pm.

Signed

Date.....