

**LONDON & SOUTH EAST REGION
Regional Management Board Meeting Minutes**

Meeting held virtually via Zoom on
Tuesday 13th May 2025.

Present:

Alison Bennett	Regional Chair	AB
Marlene Wander	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
Laura Pawley	Competitions TSG Chair	LP
Dani Mugridge	Coaching and Performance TSG Chair	DM
Jane Kelloe	Officiating TSG Chair	JK
Pat Meadows	Essex Met CNA Chair	PM
Keeley Smith	Kent CNA Chair	KS
Amber Derrien	Middlesex CNA Vice Chair	AD
Chris Kelso	Surrey CNA Chair	CK
Francesca Akano	Regional Officer London and South East	FA
Emma Black	Partnership & Delivery Manager, East & LSE	EB
Baroness Sue Campbell	England Netball Board Chair	BSC

Apologies (Members):

Lesley Tischler (LT), Middlesex CNA Chair

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 Regional Chair welcomed everyone to the virtual meeting. The Regional Chair welcomed Baroness Sue Campbell to the meeting and thanked her for taking the time to attend. 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).
- JM – Treasurer of Surrey CNA.
- KS – Taken on a role within Europe Netball.

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

- a) **MINUTES:** The minutes of the meeting held on 13th February 2025 were approved by the Board, with one amendment: page 1, Michelle Ray's role should say 'Representative for Kent CNA'.
- b) **ACTIONS:** An update on actions was noted as follows:

<i>Ongoing actions from previous meetings</i>
<p>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.</p> <p>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.</p> <p>MW provided feedback on how KCNA honour HLMs. AB asked MW to find the distinction/clarity between HLM and long service awards.</p> <p>September (2024) – MW: Struggling to find the file location.</p> <p>November (2024) - KMK sent RMB members an email which included a proposal to support discussions that have been had about HLMS. Also, KMK has asked different Regions about how they submit nominations for related awards, how the awards are granted, and how records of winners are kept and monitored. KMK is happy for anyone to ask her any questions or to give their suggestions.</p> <p>Action: Counties to locate records of previous HLMs and long service awards and send them to KMK. Action: Anyone with feedback should send it directly to KMK.</p> <p>February (2025) – KMK: Said she will circulate a proposal for how we can consider honorary life members. KMK thanked Marlene and Jane for their support and assistance.</p> <ul style="list-style-type: none">- AB asked if we would want to include HLMs within our regional ONE Awards celebrations. KMK said we could establish an 'honorary life' award, and options can be considered if the board members are happy. KMK said she has a list of previous winners from most of the LSE Counties. So, she can determine who has already been recognised and who has not.- AB asked if there is a clear difference between the 'honorary life' and 'long service' awards. KMK stated the criteria for both awards are slightly different. Different Regions and Counties define what 'long service' is, so, the RMB would need to determine the criteria for the LSE Region. <p>Action: KMK will work with the Counties to establish a proposal for our Regional award. She will discuss communications about this with RMJ. So, a plan can be put in place in the lead up to the 2025 ONE Awards.</p> <p>May (2025) – KMK said she is working to feature HLM awards as part of the LSE ONE Awards process. She will send an email to RMB members and Counties with a form to submit nominations for HLMs.</p> <p>Ongoing.</p> <p>Action 099 (merged with Action 082): EN to confirm if extra training is available to volunteers dealing with resolution challenges.</p>

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.

TL: Additional resources were provided, and TL will send them to the RMB.

Ezekiel (EN staff) sent a complaint handling checklist to Resolution Leads a couple of months ago and informed TL that resolution training (e.g. on mediation) is scheduled for this financial year, with further documentation/infographics being provided at that training.

TL will chase Ezekiel for dates for this training.

TL said England Netball (EN) encourages the use of the attached witness statement form for all complaints. They store complaints in separate email sub-folders and use a spreadsheet database with categories and sub-categories, which allows them to report quarterly and to monitor trends, etc.

TL will ask Ezekiel (EN staff) to provide a sample spreadsheet and will then discuss this with KMK.

September (2024) – TL: still has not received the training from EN.

– TL: Ezekiel (EN staff) has not responded to her emails, and his assistant has not responded either.

- AB: She will take that forward and speak with Ezekiel.

November (2024) - TL: sent email to RMB members on 12th November 2024. She asked if anyone had any additional comments to what was in her email about the resolution register.

TL said she asked Ezekiel what is reported on – e.g. type of complaint, date of complaint, and TL made suggestions for what else should be recorded as part of the process.

- LP: Asked what are we classing as complaints? There are repeat offenders who ask lots of questions and aren't necessarily satisfied, so they will send an email to another individual.
 - TL: Should include the word complaint or say they want to raise an issue/concern under the complaints procedure.
- LP: what are EN meant to deal with as opposed to the Region?
 - TL: there are local issues that emerge that could be resolved at a County level, that EN don't necessarily need to deal with
- JK: administrative complaints are sometimes sent about standards of umpiring and the Officiating TSG handles them if it seems simple/easy to manage.
- LT: asked if there is a standardised form or process for people to make complaints?
 - TL: There doesn't appear to be standardised form or way, but it then leads to County, Region or EN process
 - LP: rules set out what items have sanctions from an administrative perspective and complaints process is set out.
- TL: doesn't receive many complaints directly to the Region but receives a few more within her County. So, it would be good for all the Counties to keep track of the complaints they receive and collate them as a Region to see what is going on within the Region overall.

ACTION: TL will draft a Google form and simpler complaints process and provide an update to the RMB.

February (2025) – AB: She raised concerns and issues with Ezekiel (EN). Also, she raised the RMB's issues regarding the lack of communication about the governance checks.

May (2025) – AB has not spoken to Ezekiel (EN staff) yet. TL sent an email update to the LSE RMB about this action item on 13.05.25. Based on feedback, this action item will be reviewed in a future meeting.

Ongoing

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

Waiting to see what is going to happen with the franchises, pathways and the professionalisation process for the Super League.

September – JM has not provided document yet.

- LT said it would be beneficial to circulate one consolidated document and policy to everyone.

November – JM is still working on the paperwork and process.

May (2025) – JM: No further update about this.

Ongoing

ACTION (106): EB, FA and RMJ to arrange a meeting to discuss integrating the work of the interns with the Young Volunteer role.

February (2025) – EB: The LSE Interns have been heavily involved with the work between FA and RMJ. EB also said she would be happy to know what the RMB want from the Young Volunteer role. AB responded that EN has not said what the role’s purpose is and it may be the case that there is not a role for them as part of the RMB.

- MW: We (the RMB) previously said to consider what projects someone in the role can get involved with, rather than an ongoing volunteer role.

May (2025) – EB: FA and the LSE interns completed a proposal for what they believe the Young Volunteer role should look like.
EB will share this with AB.

Ongoing

ACTION (107): When EN provides an update, EB will give feedback to the RMB about how many schools are in each county and if any particular schools will be the main focus.

February (2025) – EB: Waiting for information for the Region but has received a general document with national figures.

May (2025) – EB: The data is now in a manageable state and is now able to be interpreted. Once EN have set the KPIs (key performance indicators) for this financial year, the information can then be shared with the LSE RMB.

Ongoing

4. REGIONAL CHAIR REPORT

The Regional Chair asked for any questions to be raised directly with her outside of the meeting time.

5. TSG AND WG UPDATES

a. Finance

The Regional Chair asked for any questions to be raised directly with the Treasurer outside of the meeting time.

b. Communications

The Regional Chair asked for any questions to be raised directly with the Communications Officer.

c. Coaching & Performance – no report was sent.

d. Competition

The Regional Chair asked for any questions to be raised directly with the Competition TSG Chair outside of the meeting time.

e. Equality, Diversity, and Inclusion

The Regional Chair asked for any questions to be raised directly with the ED&I Officer outside of the meeting time.

f. EN Update

The Regional Chair asked for any questions to be raised directly with the relevant England Netball staff outside of the meeting time.

EB asked everyone to please continue to be patient with EN at this time, during the consultation period. It is a tough time for the LSE team, due to the NDCCs leaving, the interns, and the Middlesex NDO.

AB said the Middlesex CNA Chair was disappointed to hear that the Middlesex NDO is leaving EN.

AB informed DM (in case she was not already aware) that Vladan had left his role within EN, and the recruitment process is taking place.

KMK said she is going to reach out to EB with questions from the ED&I working group. The questions are related to Danielle leaving EN, and the upcoming season.

g. Officiating

The Regional Chair asked for any questions to be raised directly with the Officiating TSG Chair outside of the meeting time.

6. COUNTY UPDATES

a. Essex Met

The Regional Chair asked for any questions to be raised directly with the County Chair outside of the meeting time.

b. Kent

The Regional Chair asked for any questions to be raised directly with the County Chair outside of the meeting time.

c. Middlesex

The Regional Chair asked for any questions to be raised directly with the County Chair outside of the meeting time.

d. Surrey

The Regional Chair asked for any questions to be raised directly with the County Chair outside of the meeting time.

7. 2025 LSE Regional ONE Awards Celebration

RMJ said she has been working with FA and KMK to create a content pitch to send to agencies being considered to film, edit and create visuals for the virtual ONE Awards. The group created a list of agencies, based on their own contacts and agencies England Netball use.

RMJ stated that the budget of £7000 will be used for filming, travel and equipment.

- AB said she initially thought the budget was too expensive but now believes the virtual event/content will have a larger reach to the membership. Spending the money this way will

result in the Region being seen by a larger demographic, whereas in person event was £8000 for only 70 people or so. AB also said it will be good to see if we can reach new audiences, help grow membership and bring some former netball players back to the sport.

- LP asked what the format of the virtual event is going to be.
 - o RMJ briefly described the format she, FA, and KMK have envisioned for the online content.

Fa asked if anyone is willing to be on nominations panel this year.

- JK, LP and KMK said they are happy to be on the panel.
 - o AB said it is good to have an odd number of people on the panel, as this makes voting easier.

8. Discussion of the netball landscape with the London & South East Region

Baroness Sue Campbell attended the meeting, and each County and TSG Chair gave a short summary of activity within their respective area.

9. AOB

- a. MW – Asked if there will be changes to the number of teams entered in the LSE Regional Festival.
 - a. LP – Explained the issue this year (2025) and the reason for the restriction on the number of teams was because of the limited number of courts at Shirley High School, as the venue only has 6 available courts.
 - b. KS – The festival has previously been held at Rainham, and only 6 courts were available, but the number of teams were not limited.
 - i. LP explained that this was, because when organising the festival, the team had thought 8 courts were available. The number of teams were limited when using Shirley High School, because it would have negatively impacted the timing of the festival and the day would have been too long for participants.
- b. KS – Dates for the 2026 National Schools Competition have been released. It appears the U16 competition is scheduled for mid-May, but that could be problematic because of GCSE exams. KS asked if this could be raised with EN.
 - a. AB asked LP to query this with EN and see if they will swap the dates with the proposed date for the U14 competition that will take place in April 2026.
- c. AB – Asked the RMB if there are any issues or concerns with the updated EN Gender Policy.
 - a. KS – There is a player within her County who is very angry about the contents of the Policy, and the player has directly contacted the EN CEO, because they will be prohibited from playing in their current environment. Also, the individual feels the Policy is discriminatory.
 - i. AB asked for any issues like this to be directed straight to EN.
 - b. JK – The Policy was discussed during an Executive Committee meeting, and Essex Met is planning to send its queries to KMK, who has offered to provide the feedback to EN.
 - i. JK said she knows that EN provided a template with language to use, e.g. for League Rules, but some of the queries cannot be addressed using the template.
 - ii. EB asked KMK who she is going to share the queries with.
 - KMK responded that she will share the queries from clubs and Counties with the RMB to help with transparency.
 - iii. AB asked if Danielle (EN staff) could be contacted tomorrow (14th May 2025), because some of the queries require urgent help and support.
 - KMK said she would send an email to Danielle (EN staff) and would copy in AB, EB and the County chairs.

10. Next Meeting

The date of the 2025 LSE AGM and subsequent RMB meeting will be on 17th September 2025, at 6.30pm.
This will take place at House of Sport, 190 Great Dover Street, SE1 4YB.

The meeting closed at 8.40pm.

Signed

Date.....