

London FA	Minutes of the London FA Board
Date:	Monday 25 th April 2022
Venue and time:	18.00 – 20.00, Aldermen’s Courtroom, The Guildhall, London, EC2V 7HH
Present: ¹	James Middlehurst (Chair), Christina Oshodi, Jill Berry, Tom Barnard, Ian Wallis, Roger Fox, Alistair Morgan, Yashmin Harun, Anita Poulman, Mark Deveney, Paul Mortimer Paul Bickerton (CEO), Chris Pringle (FA Senior Regional Manager), Danny Mills (London FA Board Co-ordinator)
Apologies:	Anita Poulman, Karen Greene

No	Item and Discussion	Action
1	Welcome & introductions	
1.1	James Middlehurst (JM) introduced the agenda and welcomed Danny Mills to his first London FA Board meeting.	
1.2	JM also welcomed the Board members who were joining virtually, Paul Mortimer (PM) and Yashmin Harun (YH).	
2	Confirm & sign minutes of previous meeting	
2.1	Paul Bickerton (PB) ran through the actions from the minutes of the 16 th February 2022 meeting (the Minutes) and provided a progress update against each one.	
2.2	PB reported that a final reminder had been sent to Council members regarding the Safeguarding Code of Conduct for Volunteers (the Code). Members who still had not signed the Code by 15 May would be suspended. PB noted that only a small number of signatures remained outstanding It was noted that Jill Berry (JB) was incorrectly referred to as JH in Item 8 of the Minutes.	PB to send a further reminder and to send an outstanding list of signatories to Ian W. PB to update the Minutes accordingly.
2.3	PB confirmed the London FA Racial Equality Action Plan and Women & Girls Advisory Group presentation slides had been circulated following the February meeting and that the former had been reviewed for spelling errors. PB also reported that the internal working group had met and discussed the most appropriate and efficient means of reporting to the Board on a regular basis.	
2.4	Considering the above, the Minutes were confirmed as an accurate record of the meeting.	
3	Matters Arising	
3.1	None	

<p>4</p> <p>4.1</p>	<p>Conflicts of interest disclosure</p> <p>None</p>	
<p>5</p> <p><u>5.1</u></p> <p>5.1.1</p> <p>5.1.2</p> <p>5.1.3</p> <p>5.1.2</p> <p>5.1.3</p> <p><u>5.2</u></p> <p>5.2.1</p> <p>5.2.2</p> <p>5.2.3</p>	<p>Board papers</p> <p><u>Safeguarding</u></p> <p>A written report had been provided to the Board by PB, Senior Safeguarding Lead, and PM, Board Safeguarding Champion. PB provided various updates to the Board that are not reflected in the report.</p> <p>PB reported that Head of Safeguarding, Priti Trivedi, will sadly be off on sick-leave until the end of June at the earliest. PB set out the interim support arrangements that have been put in place. JM noted that he will ensure PT is supported as best as possible during her illness.</p> <p>PB reported that the London FA’s 2022 safeguarding assessment (the Assessment) will take place on either the 18th or 19th of May. There will be a 28-day notification period prior to the meeting, within which the team has three weeks to upload certain information on to a smart sheet. The assessors then have 5 business days to review the smart sheet before the in-person Assessment day takes place.</p> <p>In respect of the safeguarding assessment, Chris Pringle (CP) noted that the National Society for the Prevention of Cruelty to Children (NSPCC) would be the assessor for the first time. CP suggested that the opportunity of a pre-meet with the NSPCC should be utilized to create a good atmosphere between London FA staff and the NSPCC.</p> <p>Christina Oshodi (CO) asked about grading system that will be applied to the Assessment and PB set out the three applicable bands of grading. CP informed the board that there is a five day “grace period” to allow associations to rectify minor issues following completion of the Assessment.</p> <p><u>CEO Report</u></p> <p>A written report had been provided to the Board by PB. PB introduced this report to the Board and then delivered a verbal update.</p> <p><i>Racial Equality Action Plan</i></p> <p>PB highlighted the Racial Equality Action Plan (the Plan) as a priority area for discussion. He noted that approvals for the Plan from the FA and Kick It Out were both obtained prior to Easter. The plan may launch on Thursday (28th April) but may be delayed due to a recent incident that the London FA is currently investigating.</p> <p>The Board discussed the incident, the importance of balancing transparency (i.e. communicating clearly with the local community and those involved) with the need for confidentiality when an investigation is ongoing, as well as the ongoing importance of showing that the London FA is a proponent of racial equality.</p>	<p>PB to update the Board as the Assessment progresses.</p> <p>PB to consult with the London FA communications team to determine the best point to launch the Plan.</p>

<p>5.2.4</p> <p>5.2.5</p> <p>5.2.6</p> <p>5.2.7</p> <p>5.2.8</p>	<p>The Board discussed the pros and cons of launching the Plan whilst an investigation into a well-publicised incident of alleged racism was ongoing.</p> <p><i>Commercial Partnerships</i></p> <p>JB asked about the (previously discussed) potential partnership with Google. PB informed the Board that the London FA’s line of communications with Google had recently gone quiet.</p> <p><i>Office Renovation / Relocation Project</i></p> <p>REDACTED</p> <p><i>Salary & Benefits Review</i></p> <p>PB noted that the Nominations & Remunerations Committee and the Risk & Audit Committee would meet in May 2022 before the June Board meeting where the final recommendations of the Salary & Benefits Review, alongside the 2022-23 budget, would be put to the Board for approval.</p> <p><i>Women & Girls Football</i></p> <p>PB presented a set of slides to summarise the final London FA Facilities Plan to the Board, as circulated at Item 7: London FA Facilities Plan. JM flagged, and the Board discussed, two key issues specifically regarding women’s football: (1) representation; and (2) facilities, specifically a lack of available pitches in daylight hours and the associated safety issues if women are only offered late-night slots.</p>	<p>A representative is to be added to the Facilities Advisory Group with a view to addressing these issues.</p>
<p>6</p> <p>6.1</p>	<p>Discipline Delivery Model (the Model)</p> <p>JM informed Board that the FA had been looking at the benefits of centralising the disciplinary process (with a view to improving timing and cost efficiency). JM asked CP to update the Board on the FA’s progress regarding the Model. CP informed the Board that:</p> <ul style="list-style-type: none"> - The principles behind the Model and the related process were sound, however numerous questions were raised about deliverability (given small team at the FA) and Counties’ relevance if the Model was implemented. - Enough comments had been received from the FA’s grassroots network to lead the FA to be confident that the new Model would not be well received. 	<p>JM to table referee participation as an agenda item at the June Board meeting.</p>

6.2	<p>- As per the letter at Item 6 of the Board pack (CFA Discipline Deliver Model Opportunity – Update Letter), the FA had decided to pause its work regarding the Model.</p> <p>JM noted that getting senior Association chairs on board at an early stage could help bolster the success of similar projects in the future.</p>	
<p>7</p> <p>7.1</p> <p>7.2</p>	<p>London FA Facilities Plan</p> <p>JM summarised the headline points from the London FA Facilities Plan Report and highlighted that a significant pool of money is currently available to further the improvement of pitches across the country.</p> <p>The Board discussed the viability of hybrid pitches, noting that there is currently very little evidence as to their durability (due to lack of pitches that have been installed – and therefore testing that has taken place - to date). One benefit of hybrid pitches that was noted is that they do not need planning permission and have a shorter timeline for installation (as opposed, for example, to 4G pitches). JM stated the importance of making a strong case to the Football Foundation regarding the urgent need for tests on hybrid pitches to be conducted across London and other areas in the south of England with conurbation-related issues.</p>	<p>JM and PB to report back to the Board on the topic of pitches on a regular basis</p>
8.1	<p>8 Nominations & Remunerations Committee Appointment</p> <p>PB noted that there had been two expressions of interest regarding the vacancy on the Committee and that the Board would vote on the appointment. PB explained the applicable preferential voting system and confirmed that three expressions of interest regarding the open position had been received.</p> <p>The Board voted (PM’s and YH’s votes were taken via telephone). After the vote, PB confirmed that AP had been voted onto the Committee. PB thanked the other applicants for their interest and congratulated AP.</p>	
9.1	<p>9 Risk & Audit Committee Appointment</p> <p>PB noted that there were two vacancies on the Committee. TB was proposed and, being unopposed, approved unanimously by the Board. PB noted that no expressions of interest had, to date, been received for the remaining vacancy and encouraged other individuals to put themselves forward.</p>	
10.1	<p>10 Salary & Benefits Review Update</p> <p>REDACTED</p>	

10.2	REDACTED					
10.3	REDACTED					
11	Verbal Update Reports					
<u>11.1</u>	<u>Risk & Audit Committee Update</u>					
11.1.1	The next Risk & Audit Committee meeting will take place on the 24 th of May. The draft budget for 2022-23 will be reviewed at this meeting.					
<u>11.2</u>	<u>Nominations & Remunerations Committee Update</u>					
11.2.1	As above.					
<u>11.3</u>	<u>Inclusion Advisory Group & Plan</u>					
11.3.1	PB updated the Board that the next meeting for the Inclusion Advisory Group would be held in June.					
<u>11.4</u>	<u>FA Representative / Women & Girls</u>					
11.3.1	YH gave the Board an update from the latest FA Council meeting, which took place in person.					
12	Date / time / place of future meetings					
	Dates for future Board and Council meetings in 2022:					
	<table border="1"> <thead> <tr> <th>BOARD</th> <th>COUNCIL</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> Wednesday 15th June 2022 Monday 5th September 2022 Monday 14th November 2022 </td> <td> <ul style="list-style-type: none"> Monday 27th June 2022 (inc. AGM) Monday 17th October 2022 Monday 5th December 2022 </td> </tr> </tbody> </table>	BOARD	COUNCIL	<ul style="list-style-type: none"> Wednesday 15th June 2022 Monday 5th September 2022 Monday 14th November 2022 	<ul style="list-style-type: none"> Monday 27th June 2022 (inc. AGM) Monday 17th October 2022 Monday 5th December 2022 	
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13	AOB					
13.1	RF informed the Board that Connor Farrell, who referees in leagues affiliated by the London FA, had been appointed to Football Association Vase final.	RF to write to Connor on behalf of the London FA.				
13.2	JM attended the most recent Divisions meeting and reported that a lot of time was spent discussing the role of the Board. JM will consider how the role of the Board can be communicated more effectively.					
13.3	YH invited attendees to an iftar that is taking place on Saturday 30 th April, 7pm at Wembley.	YH to circulate details to Board.				